Strictly Private and Confidential

Hardwicke Diversity Monitoring Questionnaire

To assist us with our commitment to diversity monitoring, we would be grateful if you would complete the following questionnaire and email it back to us, together with your application, to [jobs@hardwicke.co.uk](mailto:jobs@hardwicke.co.uk)

It is ***not*** part of the application form. The information on it or the fact that one has been completed will ***not*** be passed to any person involved in the selection process and has ***no*** impact on the assessment of your application at any stage.

If you choose to provide information it will be treated in the strictest of confidence. By providing the information, you consent to the use and publication of anonymised statistics for the purposes of diversity monitoring of our selection processes.

The monitoring questionnaires are separated from the application forms on receipt and retained by our Equality Officers. ***After*** the selection process for the role is complete, those members responsible for diversity monitoring are supplied with the monitoring questionnaires. The data is then reviewed, and a report produced based on anonymised statistics. The monitoring forms and all raw data are then destroyed.

This monitoring process assists Hardwicke in its policy of recruiting, developing and retaining the most talented barristers, pupils and staff to our chambers. We value the diversity of backgrounds, skills and experiences found in our chambers, and actively promote an inclusive culture where our members and staff are able to flourish. We want to continue to attract and select people on the basis of talent and their potential to succeed.

**Q1. Please select a box below to indicate whether you are:**

|  |  |
| --- | --- |
| Male |  |
| Female |  |

**Q2. From the list of age bands below please select a box to indicate the category that includes your current age in years:**

|  |  |  |  |
| --- | --- | --- | --- |
| 20 – 24 |  | 25 - 34 |  |
| 35 - 44 |  | 45 - 54 |  |
| 55 - 64 |  | 64 + |  |

**Q3. What is your ethnic group? Choose one of the groups below to indicate your ethnic group (please select one box only):**

**White**

|  |  |
| --- | --- |
| British/English/Welsh/Northern Irish/Scottish |  |
| Irish |  |
| Gypsy or Irish Traveller |  |
| Any other White Background |  |

**Black/African/Caribbean/Black British**

|  |  |
| --- | --- |
| Caribbean |  |
| African |  |
| Any other Black/Caribbean/Black British background |  |

**Asian/ Asian British**

|  |  |
| --- | --- |
| Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian background |  |

**Mixed**

|  |  |
| --- | --- |
| White/Black Caribbean |  |
| White/ Black African |  |
| White/Asian |  |
| Other mixed |  |

**Other ethnic group**

|  |  |
| --- | --- |
| Arab |  |
| Any other ethnic group | Enter text. |

**Q4. Do you consider yourself to have a disability?**

(The Equality Act 2010 defines a person as having a disability if he or she has a physical or mental impairment, which has a substantial long term, adverse effect on his or her ability to carry out normal day-to-day activities. “Long term” means that the impairment is likely to have lasted for 12 months or more).

1. Do you consider yourself to have a disability according to the definition above?

|  |  |
| --- | --- |
| Yes |  |
| No |  |

1. Are your day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

|  |  |
| --- | --- |
| Yes, limited a lot |  |
| Yes, Limited a little |  |
| No |  |

If you would like to discuss any reasonable adjustments to the recruitment process please contact Linda McGivern at Hardwicke on 020 7242 2523. Linda is a member of staff outside of the selection process, and any information supplied by you to her will not be used in the selection process.

**Q5. What is your sexual orientation?**

|  |  |  |  |
| --- | --- | --- | --- |
| Bisexual |  | Gay woman/lesbian |  |
| Gay man |  | Heterosexual/straight |  |
| Other |  |  |  |

**Q6. What is your religion or belief?**

|  |  |  |  |
| --- | --- | --- | --- |
| No religion or belief |  | Buddhist |  |
| Christian  (all denominations) |  | Hindu |  |
| Jewish |  | Muslim |  |
| Sikh |  | Any other religion |  |

**Q7. What is your socio-economic background?**

1. **If you went to university (to study a BA, BSc or higher) were you part of the first generation of your family to do so?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Did not attend university |  |

1. **Did you mainly attend a state or fee paying school between the ages of 11-18?**

|  |  |
| --- | --- |
| State |  |
| Fee paying |  |

1. **If you attended a fee paying school, did you ever receive any kind of financial reward to cover 50% or more of the school fees?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |

**Q8. Do you have caring responsibilities?**

1. **Are you a primary carer for a child or children under 18?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |

1. **Do you look after or give any help or support to family members, friends, neighbours or others because of either:**

* **Long term physical or mental-ill health/disability**
* **Problems related to old age**

(Please do not count anything you do as part of paid employment)

|  |  |  |  |
| --- | --- | --- | --- |
| No |  | Yes, 1 – 19 hours a week |  |
| Yes, 20 – 49 hours a week |  |  |  |