

## 12KBW EQUALITY & DIVERSITY MONITORING FORM

12KBW is committed to ensuring that it is accessible to everyone regardless of gender, ethnic or nationality, disability, religion, sexual orientation, gender reassignment, socioeconomic background or age.

We aim to foster an environment free from harassment, unfair and unlawful discrimination where everyone is treated fairly.

We gather and analyse diversity data to assess the extent to which we are achieving our diversity and inclusion aims. We use this information to review our processes to ensure they are fair and transparent, and do not have an adverse impact on any particular group.

All information provided will be treated as strictly confidential in accordance with 12KBW's Privacy Notice, in line with the General Data Protection Regulations (GDPR) 2018. The information will only be used for statistical purposes, with access restricted to members and staff involved in processing and monitoring the data. It will not be seen by anyone involved in any selection processes.

No information will be published or used in any way that allows individuals to be identified.

The information will be retained for no longer than is necessary.

We recognise that some people may regard this information as private and we have therefore included the option of 'prefer not to say' in all categories.

You do not have to complete the form, but it will help us improve our services and processes if you can complete as much as possible.

### **Your consent**

I hereby give my consent for the monitoring information provided on this form to be held on the computer or other relevant filing systems and to be used for the purpose of collating diversity data to help review Chambers' recruitment processes and to ensure they are fair and transparent,

In the understanding that it will only be used for statistical purposes and handled in compliance with Chambers Privacy Notice in line with the General Data Protection Regulations 2018.

Please check this box if you are filling in this form electronically to show that you have read the declaration above

**Age**

From the list of age bands below, please indicate the category that includes your current age in years:

	x
16 - 24	
25 - 34	
35 - 44	
45 - 54	
55 - 64	
65+	
Prefer not to say	

**Gender**

What is your gender?

	x
Male	
Female	
Prefer not to say	

**Gender Identity**

Is your gender identity the same as the gender you were assigned at birth?

	x
Yes	
No	
Prefer not to say	

**Disability**

The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

	x
Yes	
No	
Prefer not to say	

**Ethnic Group**

What is your ethnic group?

Mixed/multiple ethnic groups

	x
White and Asian	
White and Black African	
White and Black Caribbean	

White and Chinese	
Any other mixed/multiple ethnic background (write in)	

**Asian/Asian British**

	x
Bangladeshi	
Chinese	
Indian	
Pakistani	
Any other Asian background (write in)	

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

	x
African	
Caribbean	
Black/ Caribbean/ Black British background (write in)	

**White**

	x
British/English/Welsh/Northern Irish/Scottish	
Irish	
Gypsy or Irish Traveller	
Any other White background (write in)	

**Other ethnic group**

	x
Arab	
Any other ethnic group (write in)	
Prefer not to say	

**Religious or Belief**

What is your religion or belief?

	x
No religion or belief	
Buddhist	
Christian (all denominations)	
Hindu	
Jewish	
Muslim	
Sikh	
Any other religion (write in)	
Prefer not to say	

**Sexual orientation**

What is your sexual orientation?

	x
Bisexual	
Gay man	
Gay woman/Lesbian	
Heterosexual/Straight	
Other	
Prefer not to say	

**Socio-economic background**

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

	x
Yes	
No	
Did not attend University	
Prefer not to say	

(b) Did you mainly attend a state or fee paying school between the ages 11 - 18?

	x
UK State school	
UK Independent/Fee-paying School	
Attended school outside the UK	
Prefer not to say	

**Caring responsibilities**

(a) Are you a primary carer for a child or children under 18?

	x
Yes	
No	
Prefer not to say	

(b) 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

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

	x
No	
Yes, 1 - 19 hours a week	
Yes, 20 – 49 hours a week	
Yes, 50 or more hours a week	
Prefer not to say	

