**EQUALITY & DIVERSITY MONITORING FORM**

Outer Temple Chambers wishes to ensure that we are able to recruit, develop and retain 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 all our members and staff are able to flourish. As part of meeting our commitments to equality and diversity, our chambers collects and analyses statistical information on all those that apply for positions here. This enables us to ensure that we continue to attract and select our pupils, members and staff solely on the basis of talent and their potential to succeed. The information that you are asked to provide in the section below will be treated in the strictest confidence.

The information requested will be held confidentially by the HR & Regulatory Manager and will be used solely for statistical monitoring purposes. It will not have any impact on the assessment of your application at any stage. **You are not obliged to answer all or any of the questions but in providing this information you will help us to ensure that our recruitment is fair and objective for all.**

The monitoring questionnaire is separated from the application form on receipt. After the selection process for the role is complete, those responsible for diversity monitoring will review the data for reporting purposes. The monitoring forms and all raw data are then destroyed.

If you choose to provide information it will be treated in the strictest of confidence and processed in accordance with our Privacy Statement which has been provided to you as part of the recruitment process.

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**What is your sex?**

Male [ ]  Female [ ]  Prefer not to say [ ]

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**Is the gender you identify with the same as your sex registered at birth?**

Yes [ ]  No [ ]  Prefer not to say [ ]  If no, enter gender identity

**-----------------------------------------------------------------------------------------------------------------------------------------------**

**What is your sexual orientation?**

Bisexual [ ]  Gay/Lesbian [ ]  Heterosexual [ ]  Prefer not to say [ ]

If you prefer to use your own term, please specify here

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**Do you consider yourself to have a disability as described in the Equality Act 2010**

Yes[ ]  No [ ]  Prefer not to say [ ]

If yes, please specify the nature of the disability:

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with HR & Regulatory Manager.

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**Which of the following best represents your religion or belief?**

Buddhist [ ]  Christian [ ]  Hindu [ ]  Jewish [ ]  Muslim [ ]  Sikh [ ]  Agnostic [ ]  No religion [ ]

Prefer not to say [ ]  If other religion or belief, please write in:

**-----------------------------------------------------------------------------------------------------------------------------------------------**

**Please indicate your ethnic group (tick one box only)**

|  |  |  |
| --- | --- | --- |
| White | British English Welsh Northern Irish Scottish | [ ]  |
| Irish | [ ]  |
| Gypsy or Irish Traveller | [ ]  |
| Roma | [ ]  |
| Any other White background, write in  |       |
| Mixed/multiple ethnic groups | White and Black Caribbean | [ ]  |
| White and Black African | [ ]  |
| White and Asian | [ ]  |
| White and Chinese |  |
| Any other Mixed/multiple ethnic background, write in |       |
| Asian/Asian British | Asian Indian | [ ]  |
| Asian Pakistani | [ ]  |
| Asian Bangladeshi | [ ]  |
| Chinese | [ ]  |
| Any other Asian background, write in  |       |
| Black/African/Caribbean/Black British | Black African  | [ ]  |
| Black Caribbean | [ ]  |
| Any other Black background, write in |       |
| Other ethnic group | Arab | [ ]  |
| Any other ethnic group, write in  |       |
| Prefer not to say |  | [ ]  |

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**Socio Economic Background**

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

UK non-selective state school (eg. comprehensive school) [ ]

UK selective state school (eg. grammar school) [ ]

UK fee-paying school (private/independent school) [ ]

UK fee paying school supported by a means tested scholarship/bursary [ ]

School outside UK [ ]

Prefer not to say [ ]

**School meals**

If you finished school after 1980, were you eligible for Free School Meals at any point during your school years?

Yes [ ]

No [ ]

Not applicable [ ]

I don’t know [ ]

Prefer not to say [ ]

**Parental Education**

If you went to university (to study a BA, BSc or higher), had either (or both) of your parents or carers attended university by the time you were 18?

Yes [ ]

No [ ]

I don’t know [ ]

I didn’t attend university [ ]

Prefer not to say [ ]

**Caring Responsibilities**

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 or problems relating to old age? (Do not count anything you do as part of paid employment).

No [ ]

Yes, 1-19 hours a week [ ]

Yes, 20-49 hours a week [ ]

Yes, 50 or more hours a week [ ]

Prefer not to say [ ]