

**STRICTLY PRIVATE AND CONFIDENTIAL**

**Diversity Monitoring Questionnaire**

Atkin Chambers wishes to ensure that it is able to recruit, develop and retain the most talented barristers, pupils and staff to Chambers. It values the diversity of backgrounds, skills and experiences found in Chambers, and actively promotes an inclusive culture where all our members and staff are able to flourish.

As part of meeting our commitment to equality and diversity, Atkin Chambers and Atkin Chambers Limited[[1]](#endnote-1) collect and analyses statistical information on all those that apply for positions in Chambers. This enables Atkin Chambers to ensure that it continues to attract and select 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 covers those areas covered in the [BSB’s Equality Rules and Guidance](https://www.barstandardsboard.org.uk/about-bar-standards-board/equality-and-diversity/equality-and-diversity-rules-of-the-bsb-handbook/). It will be held confidentially by the Diversity Data Officer and will be used solely for statistical monitoring purposes.

You are not obliged to answer all or any of the questions but in providing this information you will help Chambers to ensure that its recruitment is fair and objective for all.

Please return the completed form to the Diversity Data Officer by email [DDO@atkinchambers.com](mailto:DDO@atkinchambers.com) or via the reception team. If you have any questions about completing this form, please contact the Diversity Data Officer.

1. **If you are an authorised person for the purposes of the Legal Services Act 2007 (ie you hold a practising certificate issued by one of the approved regulators), please indicate your professional qualification(s) and role (tick all that apply if you are dual qualified and have a current practising certificate from more than one approved regulator):**

*The definition of an “authorised person‟ is set out in the Legal Services Act 2007, Section 18(1). For the purposes of this Act “authorised person”, in relation to an activity (“the relevant activity”) which is a reserved legal activity, means – (a) a person who is authorised to carry on the relevant activity by a relevant approved regulator in relation to the relevant activity (other than by virtue of a licence under Part 5), or (b) a licensable body which, by virtue of such a licence, is authorised to carry on the relevant activity by a licensing authority in relation to the reserved legal activity.*

|  |  |
| --- | --- |
| Barrister – QC |  |
| Barrister – Tenant / Member |  |
| Barrister – Other (including Pupil) |  |
| Prefer not to say |  |

1. **If you do not fall into any of the categories listed above, please indicate which of the following categories best fits your role:**

|  |  |
| --- | --- |
| Any role directly supporting a fee earner *(eg Barrister’s Clerk)* |  |
| A managerial role *(eg Director / Chief Executive / Practice Director or similar / Head of Finance & Administration (HoFA) or similar)* |  |
| An IT / HR / finance / marketing or other corporate services role |  |
| Prefer not to say |  |

1. **Please tick a box below to indicate whether you are:**

|  |  |
| --- | --- |
| Female |  |
| Male |  |
| Prefer to self-describe  Click here to enter text. | |
| Prefer not to say |  |

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

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

1. **Choose one of the groups below to indicate your ethnic group (please tick one box only):**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***White***   |  |  | | --- | --- | | British/ English/ Welsh /Northern Irish/Scottish |  | | Irish |  | | Gypsy or Irish Traveller |  | | Any other White background:  Click here to enter text. | |   ***Black/African/Caribbean/Black British***   |  |  | | --- | --- | | Caribbean |  | | African |  | | Any other Black/ Caribbean /Black British background:  Click here to enter text. | | | ***Mixed / Multiple ethnic groups***   |  |  | | --- | --- | | White and Black Caribbean |  | | White and Black African |  | | White and Asian |  | | White and Chinese |  | | Other Mixed  Click here to enter text. | |   ***Asian / Asian British***   |  |  | | --- | --- | | Indian |  | | Pakistani |  | | Bangladeshi |  | | Chinese |  | | Any other Asian background  Click here to enter text. | |   ***Other ethnic groups***   |  |  | | --- | --- | | Arab |  | | Any other ethnic group:  Click here to enter text. | | |

1. **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 or has lasted for 12 months or more.**
   1. **Do you consider yourself to have a disability according to the definition above?**

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

* 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 |  |
| Prefer not to say |  |

***If you would like to discuss any reasonable adjustments to the recruitment process please contact the chief operating officer JDemeritt@AtkinChambers.com. This information will not be used in the selection process.***

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

|  |  |
| --- | --- |
| Bisexual |  |
| Gay Man |  |
| Gay Woman/ Lesbian |  |
| Heterosexual/ Straight |  |
| Other |  |
| Prefer not to say |  |

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

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

1. **What is your social-economic background?**
2. **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 |  |
| Prefer not to say |  |

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

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

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

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Prefer not to say |  |

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 per week |  |
| Yes, 20-49 hours per week |  |
| Yes, 50 or more hours per week |  |
| Prefer not to say |  |

Thank you for completing this form.

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**JD | July 2019**

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*See marketing for original form*

1. Atkin Chambers is a set of barristers’ chambers.  All barristers practising from Atkin Chambers are self-employed individuals. Atkin Chambers Limited is the vehicle responsible for providing the management and administrative support functions on behalf of all barristers practising from Atkin Chambers and all staff are employed by Atkin Chambers Limited. [↑](#endnote-ref-1)