

Radcliffe Chambers

Dear Candidate,

PUPILLAGE MONITORING

Radcliffe Chambers is an equal opportunities employer.

In order that chambers can monitor the effectiveness of our advertising strategies and recruitment programmes to ensure they are open to all sections of the community, we have designed a Diversity Questionnaire with the intention of having a separate, confidential record of this information for monitoring purposes only.

To assist us in this, it would be helpful if you would take the time to complete this questionnaire in full. Please ensure that you include your name on the first page in the boxes provided. After completion, please return the questionnaire to Katarina Booth at Radcliffe Chambers either by post or by email to Katarina@radcliffechambers.com.

The information contained in this questionnaire will be treated as confidential. This information will not be seen by any person involved in selection for the post for which you are applying.

Thank you for your co-operation.

Katarina Booth
Office Manager

DIVERSITY MONITORING FORM

SURNAME:

Pupillage

FIRST NAME:

AGE

What is your age? Please mark 'X' in one box only

16-24

☐

25-34

☐

35-44

☐

45-54

☐

55-64

☐

65+

☐

Prefer not to say

☐

DISABILITY

A disabled person is defined under the Equality Act 2010 as someone with a **'physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day-to-day activities'**.

Do you consider yourself to be disabled under the Equality Act 2010? Please mark 'X' in the appropriate box.

YES

☐

NO

☐

PREFER NOT TO SAY

☐

If **YES**, please answer the following question; otherwise proceed to the next section.

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?

- A** ☐ Yes, limited a lot
- B** ☐ Yes, limited a little
- C** ☐ No
- D** ☐ Prefer not to say

REASONABLE ADJUSTMENTS

The Equality Act 2010 requires all employers to make reasonable adjustments for disabled employees.

This means concentrating on the environment, removing barriers wherever possible that get in the way of a disabled person from doing their job. Should you be successful in your appointment to the post, do you require any reasonable adjustments to be put in place?

Please specify in the box below:

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ETHNIC ORIGIN

Radcliffe Chambers wants to ensure that all applicants are treated equally whatever their race, colour or ethnic origin. To do this we need to know about the ethnic origin of people who apply to join us. What is your ethnic group?

Mixed/multiple ethnic groups

Asian / Asian British

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

Black / African / Caribbean / Black British

	Please tick
African	
Caribbean	
Any other Black / Caribbean / Black British (write in)	

White

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

Other ethnic group

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

GENDER

Please state your gender:

Female ☐

Male ☐

Prefer not to say ☐

SEXUAL ORIENTATION

What is your sexual orientation? The options are listed alphabetical order.

Please mark 'X' in **one** box only:

(A) ☐ Bi-Sexual

(B) ☐ Gay woman/lesbian

- (C) ☐ Gay man
- (D) ☐ Heterosexual/straight
- (E) ☐ Other
- (F) ☐ Prefer not to say

RELIGION OR BELIEF

What is your religion or belief (including non-belief)? Please mark 'X' in the box below as appropriate.

Buddhist	<input type="checkbox"/>
Christian (all denominations)	<input type="checkbox"/>
Hindu	<input type="checkbox"/>
Jewish	<input type="checkbox"/>
Muslim	<input type="checkbox"/>
Sikh	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>
Any other religion	<input type="checkbox"/>

Please specify here, if you wish.

SOCIO-ECONOMIC BACKGROUND

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?

	Please tick
Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Did not attend University	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

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

	Please tick
UK State School	<input type="checkbox"/>
UK Independent / Fee-paying School	<input type="checkbox"/>
Attended school outside the UK	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

CARING RESPONSIBILITIES

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

	Please tick
Yes	
No	
Prefer not to say	

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)

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

Thank you for completing this questionnaire.