

Document	E&D Monitoring Form
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Kings Chambers wishes to ensure that we are able to recruit, develop and retain the most talented personnel for our Chambers. We value the diversity of backgrounds, skills and experiences found in our Chambers and actively promote an inclusive culture where members, staff and pupils are given the opportunity to flourish.

As part of meeting our commitments to equality and diversity we collect and analyse certain statistical information from those that apply for positions here. This enables us to ensure that we continue to attract and select individuals solely on the basis of talent and the potential to succeed.

Please note that you are not obligated to complete this form and the provision of equality and diversity data is done on an entirely voluntary basis. In the event you do supply your equality and diversity data to us it will be held in strict confidence in accordance with the data protection controls set out within Chambers and only used for the purposes of monitoring equality and diversity statistics within the recruitment process. The data will only be accessible to those who are eligible to view it within Chambers which includes the Chambers Compliance Manager, the Equality & Diversity Officers and the Recruitment Committee.

For more information about how we process your data please refer to our Privacy Notice – Recruitment which is available via <https://www.kingschambers.com/recruitment/staff-vacancies/>

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Please answer each question in turn by choosing one option only, unless otherwise indicated. If you do not wish to answer the questions please choose the option "Prefer not to say" rather than leaving the question blank.

**1. ABOUT YOU**

Department	Clerk	
	Front of House	
	Accounts / Fee Collection	
	Other Administration	

**2. ROLE APPLIED FOR IN CHAMBERS**

(a)

POSITION APPLIED FOR:
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(b) Will you have responsibility for supervising or managing the work of other employees?

Yes	
No	
Prefer not to say	
Not applicable	



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**3. AGE**

From the list of age bands below, please 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	

**4. GENDER**

What is your gender?

Male	
Female	
Non-binary/third gender	
Prefer not to say	



**5. GENDER (CONTINUED)**

The following question is designed to gather trans data i.e. whether your gender identity and/or gender expression differs from your birth sex. A trans person may or may not seek to undergo gender reassignment hormonal treatment/surgery.

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

Yes	
No	
Prefer not to say	

**6. 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?

Yes	
No	
Prefer not to say	

**(b)** 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	



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## 7. ETHNIC GROUP

What is your ethnic group?

Asian/Asian British (Bangladeshi)	
Asian/Asian British (Chinese)	
Asian/Asian British (Indian)	
Asian/Asian British (Pakistani)	
Any other Asian background	
Black/African/Caribbean/Black British (African)	
Black/African/Caribbean/Black British (Caribbean)	
Any other Black/African/Caribbean/Black British	
Mixed/multiple Ethnic Groups (White & Asian)	
Mixed/multiple Ethnic Groups (White & Black African)	
Mixed/multiple Ethnic Groups (White & Black Caribbean)	
Mixed/multiple Ethnic Groups (White & Chinese)	
Any other mixed/multiple Ethnic Groups	
White (British)	
White (Irish)	
White (Gypsy or Irish Traveller)	
Any other White background	
Arab	
Any other Ethnic Group	
Prefer not to say	



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**8. RELIGION OR BELIEF**

What is your religion or belief?

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

**9. SEXUAL ORIENTATION**

What is your sexual orientation?

Bisexual	
Gay man	
Gay woman/lesbian	
Heterosexual/straight	
Other	
Prefer not to say	



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**10. 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?

Yes	
No	
Did not attend university	
Prefer not to say	

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

State paying	
Fee paying	
Prefer not to say	



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## 12. CARING RESPONSIBILITIES

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

Yes	
No	
Prefer not to say	

(b) Do you look after, or give help or support to family members, friends, neighbours, or others because of either (a) long-term physical or mental ill-health disability and/or (b) problems related to old age? You should not count anything you do as part of your paid employment:

No	
Yes, 1-9 hours a week	
Yes, 20-49 hours a week	
Yes, 50 or more hours a week	
Prefer not to say	