



**Strictly Private and Confidential**

**RECRUITMENT DIVERSITY MONITORING QUESTIONNAIRE**

Cornerstone Barristers 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 members, pupils 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 set out in the BSB’s Equality Rules and Guidance. It will be held confidentially by the Chief Executive 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 us to ensure that our recruitment is fair and objective for all.

**Q1. How would you describe your gender identity?**

Male		
Female		
Non-binary		
Prefer to self-describe		
Prefer not to say		



**Q2. Is your gender identity the same as the sex you were assigned at birth?**

Yes	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
No	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>	<input type="checkbox"/>

**Q3. From the list of age bands below please tick a box to indicate the category that includes your current age in years:**

16-24	<input type="checkbox"/>
25-34	<input type="checkbox"/>
35-44	<input type="checkbox"/>
45-54	<input type="checkbox"/>
55-64	<input type="checkbox"/>
65+	<input type="checkbox"/>

**Q4. What is your ethnicity (please tick one box only)?**

**White**

British/English/Welsh/Northern Irish/Scottish

Irish

Gypsy or Irish Traveller

Any other White background (please state)

**Mixed**

White/Black Caribbean

White/Black/African

White/Asian

Other Mixed (please state)

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

African

Caribbean

Black British

Any other Black background (please state)

**Asian or Asian British**

Indian

Pakistani

Bangladeshi

Chinese



Any other Asian background (please state)

**Other Ethnic group**

Arab

Any other ethnic group (please state)

**Q5. Do you consider yourself to have a disability?**

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.

(a) Do you consider yourself to have a disability according to the definition above?

Yes

No

(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

If you would like to discuss any reasonable adjustments to the recruitment process please contact the Diversity Officer. This information will not be used in the selection process.

**Q6. What is your sexual orientation?**

Bisexual

Gay Man

Gay woman/lesbian



Heterosexual/straight

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Other

**Q7. What is your religion or belief?**

No religion or belief

Buddhist

Christian (all denominations)

Hindu

Jewish

Muslim

Sikh

Any other religion

**Q8. What is your 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?

Yes

No



Did not attend university

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

State

Fee paying

(b) If you attended a fee paying school, did you ever receive any kind of financial award to cover 50% or more of the school fees?

Yes

No

**Q9. Do you have caring responsibilities?**

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

Yes

No

(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)

No

Yes, 1-19 hours a week

Yes, 20-49 hours a week

Yes, 50 or more hours a week