

12 Old Square Chambers

November 2020

Equality and Diversity Monitoring Form

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 of staff are able to flourish. As part of meeting our commitments to equality and diversity, our chambers collect and analyses statistical information on all those that apply for positions with us. This enables us to ensure that we continue to attract and select applicants on the basis of their talent and their potential to succeed.

Information obtained from this monitoring form will be used for anonymised analysis so that 12 Old Square can monitor equality and diversity in recruitment and for good equal opportunities practice.

You are not obligated to answer all, or any, of the questions but your contribution will help us to ensure that our recruitment is fair and our chambers' behaviours are diverse and inclusive.

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

About you

If you are an authorised person for the purposes of the Legal Services Act 2007 (i.e. 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):

Barrister	QC	
	Tenant /Member	100%
	Other (including Pupil)	
	Prefer not to say	

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

Any other fee earning role (e.g., trainee solicitor, legal executive (not Fellow), paralegal).	
Any role directly supporting a fee earner (e.g., legal secretary, administrator, barristers' clerk, practice manager, legal assistant, paralegal).	3%
A managerial role (e.g., Director / non-lawyer Partner / Chief Executive / Practice Director or similar, Head of Legal Practice (HoLP) / Head of Finance & Administration (HoFA) or similar).	1%
An IT/HR/other corporate services role.	
Prefer not to say	

Your role

Please note that this question applies to self-employed as well as employed persons.

(a) Do you have a share in the ownership of Chambers (e.g. equity partner, shareholder)?

Yes	
No	100%
Prefer not to say	

(b) Do you have responsibility for supervising or managing the work of lawyers or other staff?

Yes	
No	100%
Prefer not to say	

Age

Please indicate the category that includes your current age in years:

16 – 24	6%
25 – 34	33%
35 – 44	42%
45 – 54	8%
55 – 64	1%
65+	11%
Prefer not to say	

Gender

What is your gender?

Male	61%
Female	39%
Prefer not to say	

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	1%
No	99%
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	99%
Prefer not to say	1%

Ethnic group

What is your ethnic group?

Asian / Asian British

Bangladeshi	2%
Chinese	
Indian	10%
Pakistani	
Any other Asian background (write in)	
Prefer not say	

Black / African / Caribbean / Black

African	44%
Caribbean	20%
Any other Black/ Caribbean / Black British (write in)	6%
Prefer not say	

Mixed / multiple ethnic groups

White and Asian	
White and Black African	3%
White and Black Caribbean	
White and Chinese	
Any other Mixed / multiple ethnic background (write in)	
Prefer not say	

White

British / English / Welsh / Northern Irish / Scottish	14%
Irish	1%
Gypsy or Irish Traveller	
Any other White background (write in)	
Prefer not say	

Other ethnic group

Arab	
Any other ethnic group (write in)	

Prefer not to say	
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Religion or belief

What is your religion or belief?

No religion or belief	9%
Buddhist	
Christian (all denominations)	75%
Hindu	2%
Jewish	
Muslim	11%
Sikh	2%
Any other religion (write in)	
Prefer not to say	1%

Sexual orientation

What is your sexual orientation?

Bisexual	
Gay man	
Gay woman/lesbian	
Heterosexual/straight	99%
Other	
Prefer not to say	1%

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	26%
No	70%
Did not attend University	1%
Prefer not to say	2%

Caring responsibilities

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

Yes	41%
No	59%
Prefer not to say	

(b) Do you look after, or give any help or support to family members, friends, neighbours or others because of either:

Yes, limited a lot	
Yes, limited a little	1%
No	97%
Prefer not to say	2%