This form can be used as a template to monitor the diversity of candidates at every stage of the recruitment process. The information collected should be kept completely separate from the recruitment panel, and should only be linked by a candidate reference number so you are able to track candidates through the process. These monitoring questions were correct in June 2021, but are subject to regular review. Please check with the Bar Council for the most recent advice on best practice for monitoring.

Fair Recruitment Guide

**Section 4 / Template 8**

Equality and diversity monitoring form

Strictly private and confidential

*Please note that this information is used for monitoring purposes only and will not be used as part of the selection process. You are not obliged to answer any question on this form, but you are encouraged to do so.*

Candidate number (for office use):

Q1. What is your sex?

Male Female Prefer not to say

Q2. Is the gender you identify with the same as your sex registered at birth?

Yes No Prefer not to say If no, enter gender identity

Q3. What is your sexual orientation?

Bisexual Gay/Lesbian Heterosexual

I use a different term - please enter Prefer not to say

Q4. Please indicate your ethnic group (tick one box only) White

English/Welsh/Scottish/Northern Irish/British

Irish

Gypsy or Irish Traveller Roma

Any other White background, write in

**Mixed/multiple ethnic groups** White & Black Caribbean White & Black African

White & Asian White & Chinese

Any other Mixed/multiple ethnic background, write in

Asian/Asian British

Asian Indian Asian Pakistani Asian Bangladeshi Chinese

Any other Asian background, write in

Black/African/Caribbean/Black British

Black African Black Caribbean

Any other Black background, write in

Other ethnic group

Arab

Any other ethnic group, write in Prefer not to say

Religion

Which of the following best represents your religion/belief? Buddhist

Christian

Hindu

Jewish Muslim Sikh Agnostic

Other – please enter No religion

Prefer not to say

Q5. Do you consider yourself to have a disability as described in the Equality Act 2010?

Yes No Prefer not to say

Q5a. If yes, please specify the nature of the disability

School background

Q6. Did you mainly attend a state or fee-paying school between the ages of 11 – 18?

UK non-selective state school (eg, comprehensive school) UK selective state school (eg, grammar school)

UK fee-paying school (private/independent school)

UK fee-paying school supported by a means-tested scholarship/bursary School outside UK

Prefer not to say

School meals

Q7. If you finished school after 1980, were you eligible for Free School Meals at any point during your school years?

Yes No

Not applicable I don’t know

Prefer not to say

Parental Education

Q8. If you went to university (to study a BA, BSc or higher), had either (or both) of your parents or carers attended university by the time you were 18?

Yes No

I don’t know

I didn’t attend university Prefer not to say

Caring Responsibilities

Q9. Are you a primary carer for a child or children under 18?

Yes No

Prefer not to say

Q10. 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 or problems relating to old age? (Do not count anything you do as part of paid employment).

No

Yes, 1–19 hours a week Yes, 20–49 hours a week

Yes, 50 or more hours a week Prefer not to say

*Please note that we will retain your data for the length of time required to process your application. You can find our privacy policy* **here**