



Internal Reference:

Please leave blank

DIVERSITY DATA CONSENT FORM

1. St Ives Chambers is required by the Bar Standards Board to give you the opportunity to submit diversity data so that such data may be published in anonymised summary form. **You are under no obligation to provide diversity data and if you submit diversity data, you do so voluntarily.**
2. Apart from data relating to religion or belief and sexual orientation, which cannot be published unless there is consent from all members and staff of St Ives Chambers, any diversity data that you submit will be processed for the purposes of publishing an anonymous summary at www.stiveschambers.co.uk.
3. Diversity data you submit relating to religion or belief and sexual orientation will be anonymised and held by St Ives Chambers for 12 months but will not be published. The anonymous summary will categorise each diversity characteristic against job status and role, in a manner that reflects the structure of St Ives Chambers.
4. If you would like further information about the collection and use of diversity data, please refer to our Diversity Data Policy (available on the Chambers website or from the Diversity Data Officer). You have a right to object to the use of your diversity data at any time, or withdraw your consent to its use, by emailing the Diversity Data Officer at mark.cooper@stiveschambers.co.uk.
5. Whilst under no legal or regulatory obligation to submit your data, you are respectfully asked to consider the following reasons for doing so:
 - a. St Ives Chambers has a regulatory obligation to publish anonymised data once every three years.
 - b. St Ives Chambers is committed to equality and diversity.
 - c. In terms of recruitment, St Ives Chambers seeks to procure talented individuals from the widest possible pool of candidates and will not compare favourably if the highest percentage in our anonymised data is “prefer not to say” or “data not available”.
6. **Consent Questions: Please answer the following two questions and sign this page before completing the Diversity Data Questionnaire overleaf.**
 - a. I explicitly consent to the anonymised processing and publication of my data as set out in this form and St Ives Chambers’ Diversity Data Policy.
(please circle) **YES / NO**
 - b. I explicitly consent to the publication of my data in anonymous form even if there are fewer than 10 individuals identified against one or more of the characteristics. I understand that this may result in identification.
(please circle) **YES / NO**

Signed

Name Date



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Please leave blank

DIVERSITY DATA QUESTIONNAIRE

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.

If you have any questions about this form, please email the Data Collection Officer at mark.cooper@stiveschambers.co.uk.

1. ABOUT YOU

Which of the following categories best describes your relationship with St Ives Chambers?

	✓
Tenant <i>(includes QCs, juniors and door tenants)</i>	
Pupil <i>(includes third-six pupils)</i>	
Staff	
Applying for tenancy <i>(includes QCs, juniors and door tenants)</i>	
Applying for pupillage <i>(includes third-six pupils)</i>	
Applying for a staff position	
Mini-pupil / other work experience	
Prefer not to say	
Other (please specify)	

2. AGE

From the list of age bands below, please indicate the category that includes your current age in years:

	✓		✓
16 – 24		55 – 64	
25 – 34		65 +	
35 – 44		Prefer not to say	
45 – 54			

3. GENDER

What is your gender?

	✓
Female	
Male	
Prefer not to say	

4. 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	

5. ETHNIC GROUP

What is your ethnic group?

		✓
Mixed/multiple ethnic groups	White and Asian	
	White and Black African	
	White and Black Caribbean	
	White and Chinese	
	Other (please specify)	
Asian / Asian British	Bangladeshi	
	Chinese	
	Indian	
	Pakistani	
	Other (please specify)	
Black / African / Caribbean / Black British	African	
	Caribbean	
	Other (please specify)	
White	British/ English / Welsh/ Northern Irish / Scottish	
	Irish	
	Gypsy or Irish Traveller	
	Other (please specify)	
Other ethnic group	Arab	
	Other (please specify)	
Prefer not to say		

6. RELIGION OR BELIEF

What is your religion or belief?

	✓		✓
No religion or belief		Jewish	
Buddhist		Muslim	
Christian (all denominations)		Sikh	
Hindu		Prefer not to say	
Other			
(please specify)			

7. SEXUAL ORIENTATION

What is your sexual orientation?

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

8. 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		
	Prefer not to say		
	✓		✓
(b) Did you mainly attend a state or fee-paying school between the ages of 11 and 18?	UK State School		
	UK Independent / Fee-paying School		
	Attended school outside the UK		
	Prefer not to say		

9. 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 any help or support to family members, friends, neighbours or others because of either:	No		
	Yes, 1-19 hours a week		
	Yes, 20-49 hours a week		
	Yes, 50 or more hours a week		
	Prefer not to say		
(Do not count anything you do as part of your paid employment)			

Thank you for completing this questionnaire