



KCH Garden Square

Diversity Questionnaire
2015

Table of Contents

Introduction	3
Question 1 – Gender	4
Question 2 – Age	4
Question 3 – Ethnic Group	5
Question 4 – Management Responsibility	6
Question 7 – Disability	7
Question 8a – University	8
Question 8b – Schooling	8
Question 9a – Primary Carer	9
Question 9b – Other Caring	9

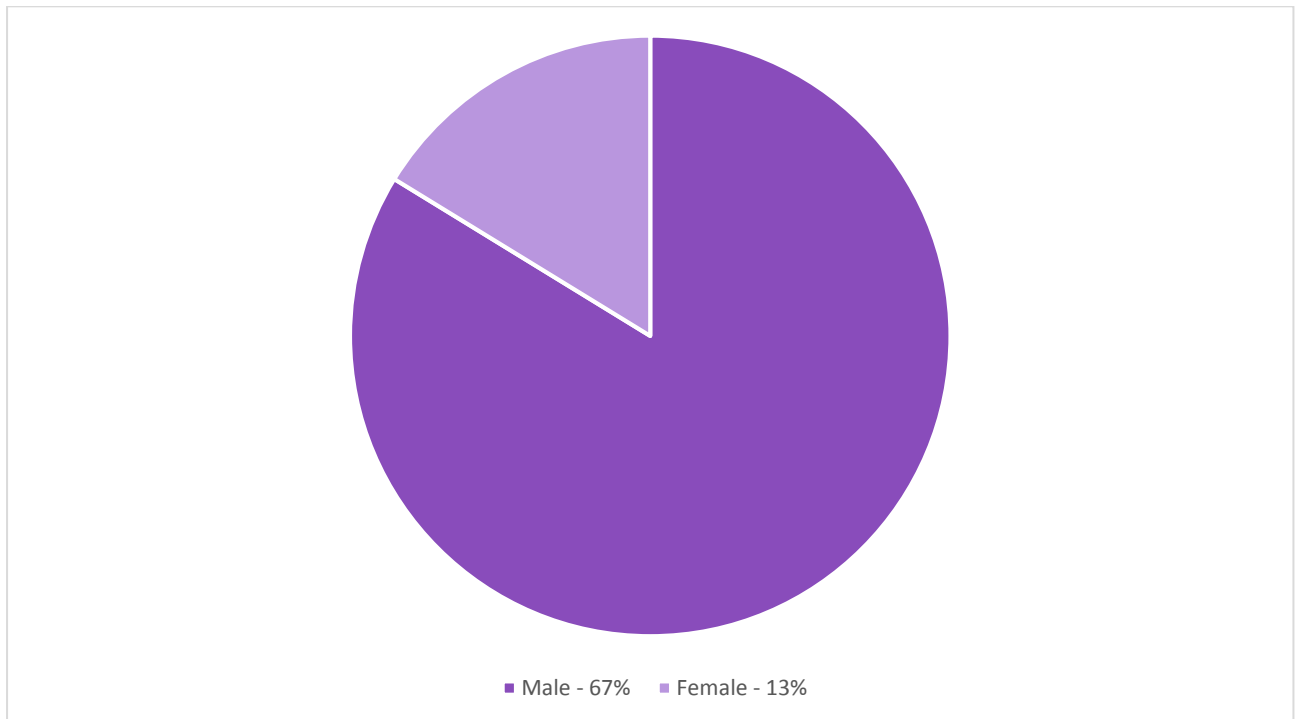
Introduction

KCH Garden Square values 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.

This report contains the results of the KCH Garden Square Diversity Monitoring questionnaire, conducted in November 2015 and completion of which was voluntary. The survey was made up of 11 questions, some of which had multiple parts. Results for questions 5 and 6 have been omitted from the report as they concern Religion and Sexual Orientation which cannot be published without the explicit consent of the entire workforce.

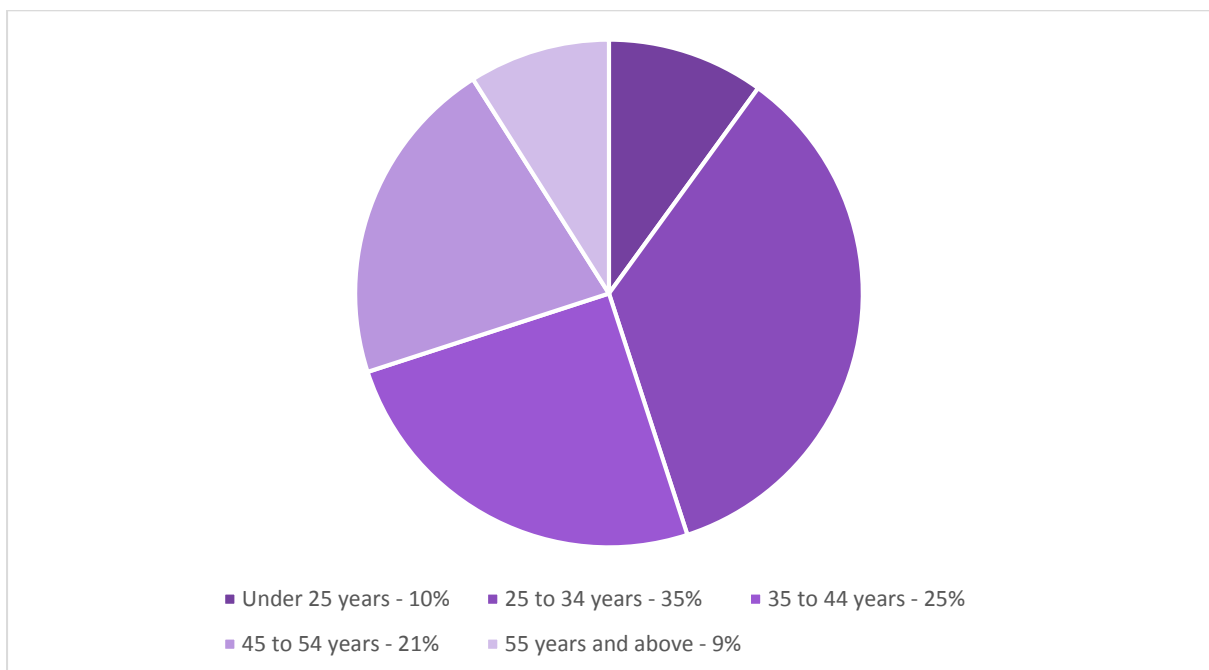
Question 1: Gender

Question: Please indicate your gender



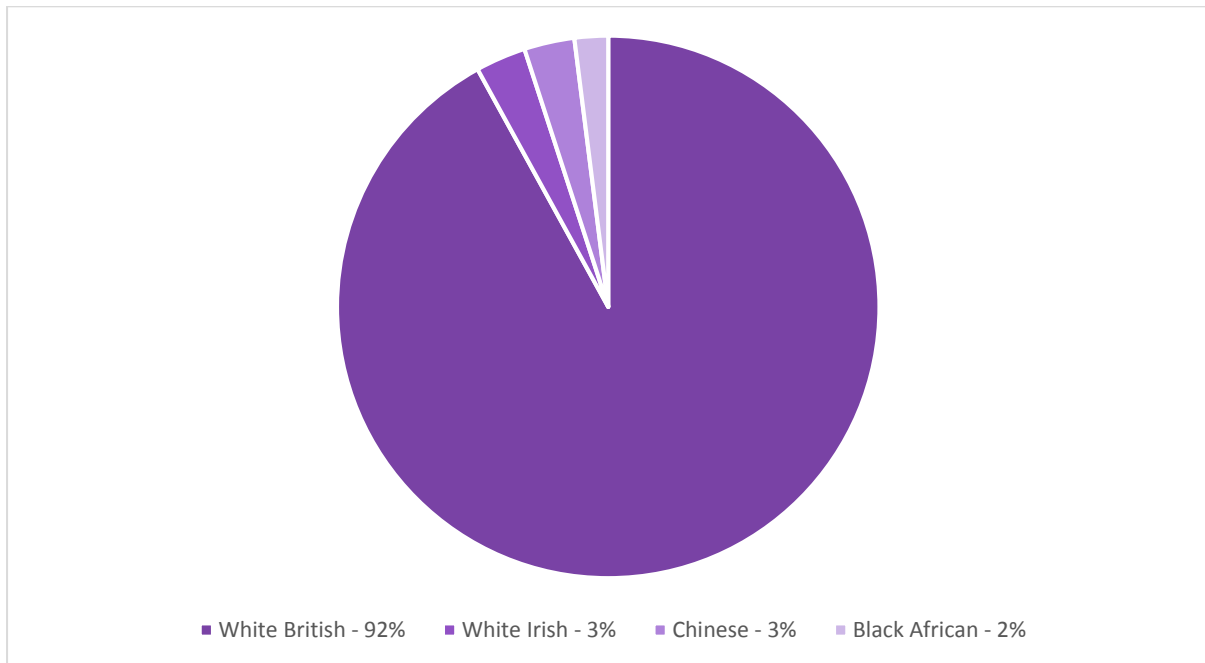
Question 2: Age

Please indicate which age range applies to you



Question 3: Ethnic Group

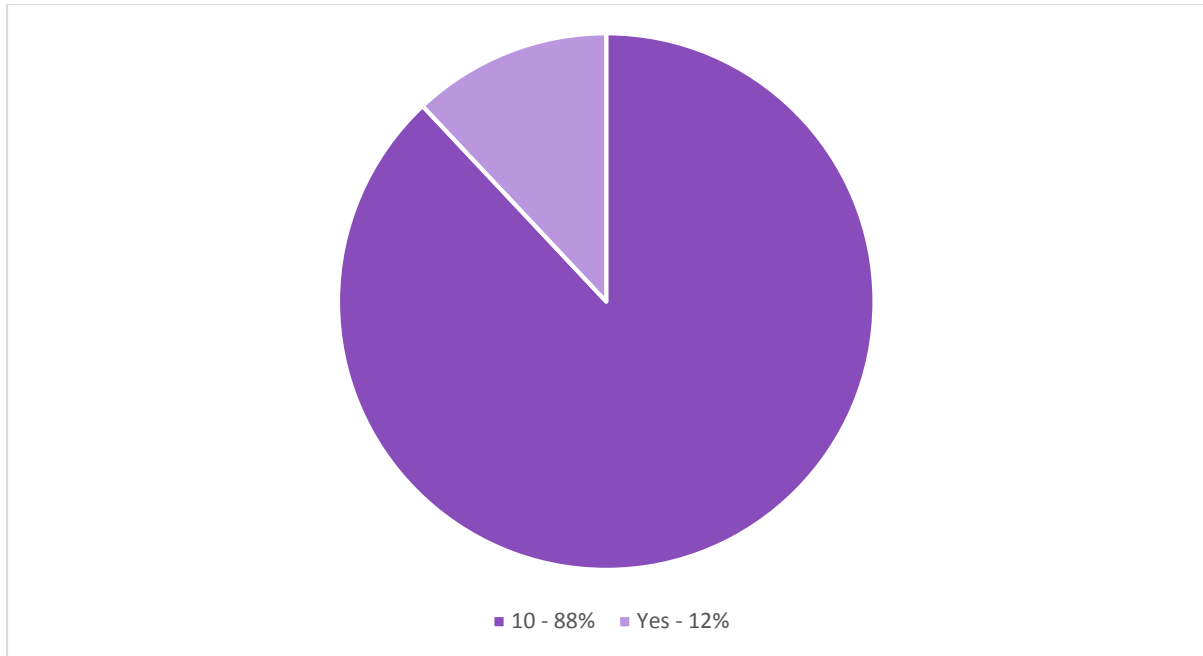
What is your ethnic group?



Question 4: Management Responsibility

This question was posed to tenants only.

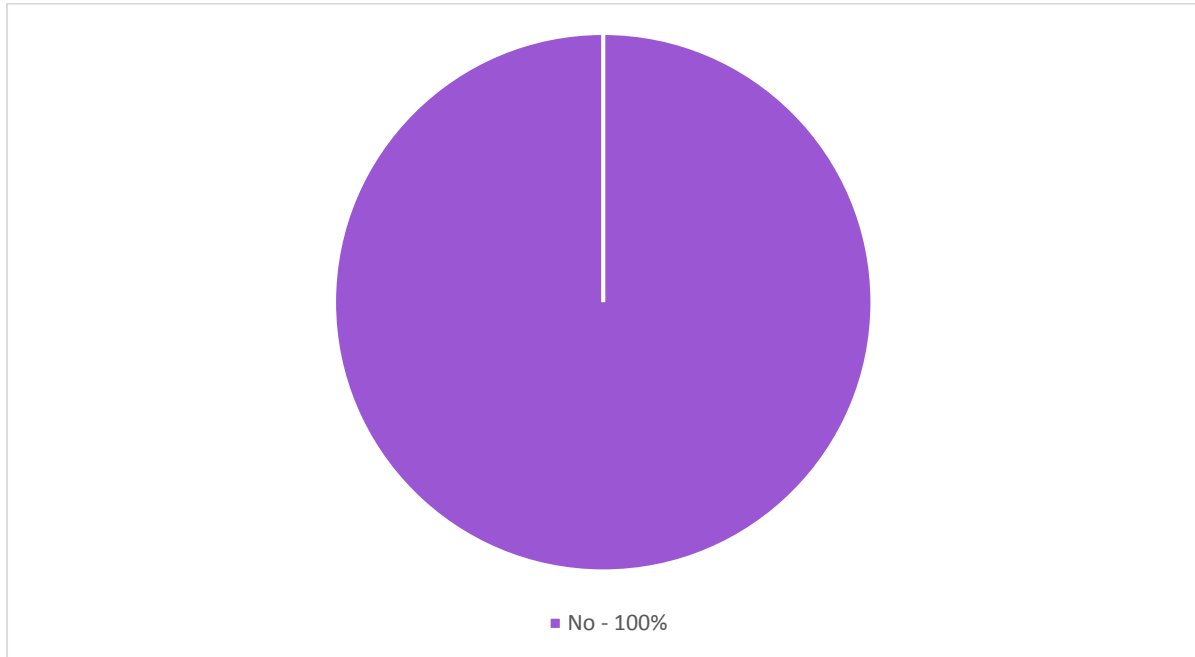
Do you have any Management Responsibilities within Chambers operating structure?



Question 7: Disability

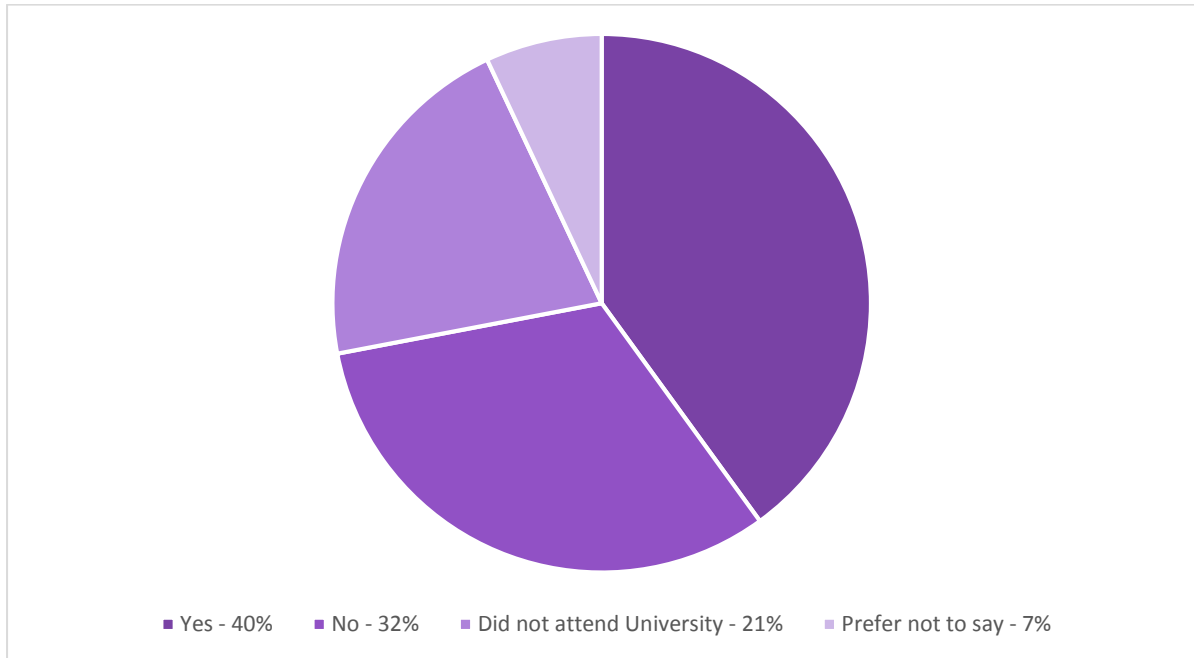
Do you consider yourself to have a disability?

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 the impairment is likely to or has lasted for 12 months or more.



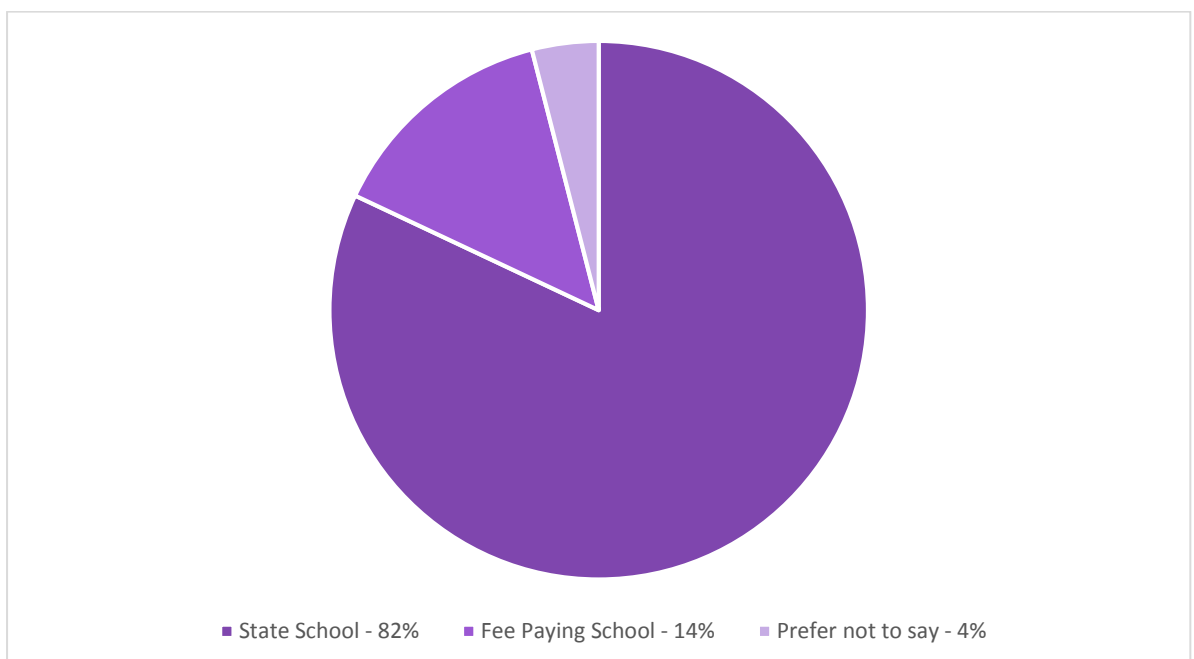
Question 8a: University

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?



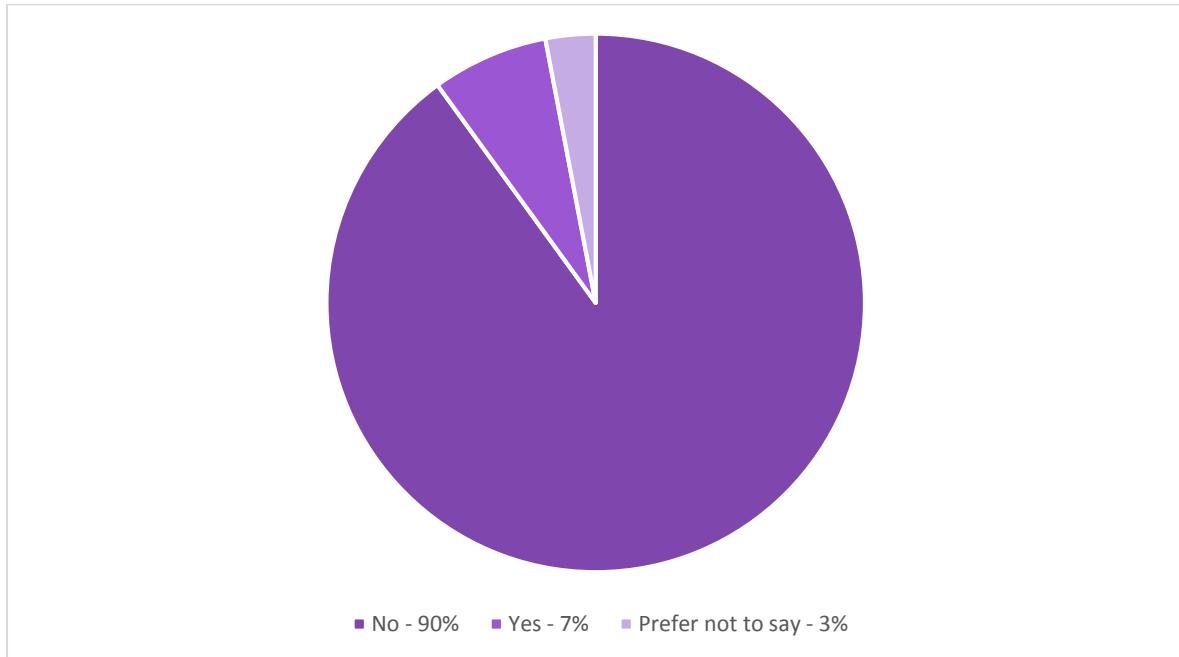
Question 8b: Schooling

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



Question 9a: Primary Carer

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



Question 9b: Other Caring

Excluding any paid employment, do you look after or give any help to support family members, friends or neighbours because of either:

- i. Long term physical or mental ill-health/disability
- ii. Problems related to old age

