

Equality and Diversity Monitoring Information

David Gray Solicitors LLP is committed to eliminating discrimination and promoting equality and diversity in its own policies, practices and procedures and in those areas in which it has influence. The firm aims to treat everyone equally and with the same attention, courtesy and respect regardless of her/his disability, gender, marital status, race, racial group, colour, ethnic or national origin, age, religion or belief or sexual orientation (perceived and actual). We would be grateful if you could complete and return this form. The information you have supplied will be kept confidentially and will only be used to provide an overall profile analysis of David Gray Solicitors LLP.

It is stressed that any information you give will be strictly confidential. Thank you in advance for your co-operation in completing the form.

Please choose one option from each of the sections listed below and then tick or place an X in the appropriate box.

A. Your age

16 - 24	
25 - 34	
35 - 44	
45 - 54	
55 - 64	
65+	

B. Your disability

The Disability Discrimination Act 1995 (DDA) protects disabled people. The DDA defines a person as disabled if they have a physical or mental impairment, which has a substantial and long term (i.e. has lasted or is expected to last at least 12 months) and has an adverse effect on the person's ability to carry out normal day-to-day activities.

Do you consider yourself to have a disability according to the terms given in the DDA?

Yes	
No	

If you have answered yes, please indicate the type of impairment which applies to you (by ticking next to it below). People may experience more than one type of impairment, in which case tick all the types that apply. If your disability does not fit any of these types, please mark **Other**.

Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutches	
Sensory impairment, such as being blind / having a serious visual impairment or being deaf / having a serious hearing impairment.	
Mental health condition, such as depression or schizophrenia.	
Learning disability, (such as Down's syndrome or dyslexia) or cognitive impairment (such as autism or head-injury).	
Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease, or epilepsy.	
Other, such as disfigurement (specify below if you wish).	

C. Your ethnic group

Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh

Please specify	
Any other Asian background (specify below if you wish)	

Black, Black British, Black English, Black Scottish, or Black Welsh

Please specify	
Any other Black background (specify if you wish)	

Chinese, Chinese British, Chinese English, Chinese Scottish, or Chinese Welsh, or other ethnic group

Chinese	
Any other ethnic background (specify if you wish)	

Mixed

Any Mixed background (specify if you wish)	
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White – British, English, Irish, Scottish, Welsh

Please specify	
Any other White background (specify if you wish)	

D. Your Gender & Sexual Orientation

Male	
Female	
Heterosexual / straight	
Bisexual	
Gay man	
Gay woman / lesbian	
Prefer not to say	

Do you identify as transgender?

For the purpose of this question “transgender” is defined as an individual who lives, or wants to live, full time in the gender opposite to that they were assigned at birth.

Male	
Female	
Prefer not to say	

E. Your religion or belief

Which group below do you most identify with? Buddhist, Christian, Hindu, Jewish, Muslim

No religion	
Please specify	
Any other religion or belief (specify if you wish)	