



## 1. Some basic questions about you

**This information is to help us put the survey results into context. We will not ask for your name or contact details. Your answers will remain anonymous and confidential.**

**Please feel free to skip any questions you prefer not to answer, although your participation will be more valuable to us if you complete the whole survey.**

1. Which sector do you work in?

- |  |  |
|--|--|
| <input type="radio"/> Academia               | <input type="radio"/> Media            |
| <input type="radio"/> Charity                | <input type="radio"/> Private practice |
| <input type="radio"/> Government agency      | <input type="radio"/> Retired          |
| <input type="radio"/> Industry               |  |
| <input type="radio"/> Other (please specify) |  |

2. What job do you do in the IP field (tick as many as applicable)?

- ☐ Academic/educator/researcher
- ☐ Barrister
- ☐ Business support (eg HR, IT, marketing, office management &c)
- ☐ Business trainer or coach
- ☐ Database/content provider
- ☐ IP adviser/consultant
- ☐ IP manager
- ☐ IP office (eg UK IPO, EPO) employee
- ☐ IT systems provider
- ☐ Journalist
- ☐ Licensing executive
- ☐ Membership services for IP professionals
- ☐ Paralegal/IP administrator/formalities clerk
- ☐ Patent attorney
- ☐ Publisher
- ☐ Recruitment consultant
- ☐ Regulator
- ☐ Searcher/analyst/information scientist
- ☐ Secretary or PA
- ☐ Solicitor
- ☐ Tech transfer officer
- ☐ Trade mark attorney
- ☐ Translator
- ☐ Other (please specify)

3. Which of the following best describes your career level?

- ☐ Junior (eg first few years, still training)
- ☐ Middle tier (know the job, but not yet "senior")
- ☐ Senior, with some management responsibilities
- ☐ Other (please specify)
- ☐ Very senior, but no ownership of the business
- ☐ Very senior, with business ownership

#### 4. What type of organisation do you work in?

(Note that "in-house" here also covers government agencies and charities.)

- |   |  |
|---|--|
| <input type="radio"/> Sole practitioner   | <input type="radio"/> Small in-house department (1-10 staff)         |
| <input type="radio"/> Small private sector organisation (1-20 staff including partners/directors)               | <input type="radio"/> Medium in-house department (11-50 staff)       |
| <input type="radio"/> Medium private sector organisation (21-80 staff including partners/directors)             | <input type="radio"/> Large in-house department (more than 50 staff) |
| <input type="radio"/> Large private sector organisation (more than 80 staff including partners/directors)       | <input type="radio"/> "Virtual" professional network                 |
| <input type="radio"/> Very large private sector organisation (more than 500 staff including partners/directors) | <input type="radio"/> Educational establishment                      |
| <input type="radio"/> Other (please specify)  |  |

#### 5. Where do you work, mostly?

- |   |   |
|---|---|
| <input type="radio"/> City centre, London               | <input type="radio"/> Smaller town, village or rural location |
| <input type="radio"/> City centre, not London           | <input type="radio"/> From home                               |
| <input type="radio"/> Town centre                       | <input type="radio"/> Outside the UK                          |
| <input type="radio"/> Out-of-town business/science park |   |
| <input type="radio"/> Other (please specify)            |   |



## 2. Your age

6. What age are you?

- ☐ 16-20
- ☐ 21-24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65+
- ☐ Prefer not to say

### 3. Your gender

7. How do you describe your gender identity?

- ☐ Female ☐ Non-binary or gender-fluid
- ☐ Intersex ☐ Prefer not to say
- ☐ Male
- ☐ Other (please specify)

8. Is your gender identity the same as the sex you were assigned at birth?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

9. What pronouns do you prefer people to use for you?

- ☐ They/them/their ☐ No preference
- ☐ She/her ☐ Prefer not to say
- ☐ He/him/his
- ☐ Other (please specify)



#### 4. Your ethnicity

**Ethnicity is not about nationality, place of birth or citizenship. It's about the group you feel you belong to.**

**We appreciate that this can be a tricky characteristic to define. We've done our best, but please accept our apologies if we haven't found quite the right definition for you - and we'd be happy to receive your feedback on this point (see the end of the survey).**

10. Which of the following best describes your ethnicity?

- |   |   |
|---|---|
| <input type="radio"/> Arab                        | <input type="radio"/> Mixed or multiple ethnicity |
| <input type="radio"/> Asian                       | <input type="radio"/> White                       |
| <input type="radio"/> Black, African or Caribbean | <input type="radio"/> Prefer not to say           |
| <input type="radio"/> Hispanic or Latino          |   |
| <input type="radio"/> Other (please specify)      |   |

## 5. Your religion or faith

### 11. What is your religion or faith?

- |  |   |
|--|---|
| <input type="radio"/> I don't have one       | <input type="radio"/> Islam             |
| <input type="radio"/> Buddhism               | <input type="radio"/> Judaism           |
| <input type="radio"/> Christianity           | <input type="radio"/> Sikhism           |
| <input type="radio"/> Hinduism               | <input type="radio"/> Prefer not to say |
| <input type="radio"/> Other (please specify) |   |

## 6. Your sexuality

### 12. What is your sexual orientation?

- ☐ Asexual ☐ Homosexual (gay or lesbian)
- ☐ Attraction beyond gender (eg bisexual, pansexual) ☐ Prefer not to say
- ☐ Heterosexual
- ☐ Other (please specify)

### 13. Are you open about your sexual orientation (tick as many as applicable):

- ☐ In your personal life? ☐ With clients (where appropriate)?
- ☐ At work? ☐ Prefer not to say
- ☐ At work, but only among certain colleagues?
- ☐ Other (please specify)



## 7. Your background

14. Which of these qualifications do you have (tick as many as applicable)?

- |   |   |
|---|---|
| <input type="checkbox"/> Secondary school qualifications (eg GCSEs or A-levels) | <input type="checkbox"/> Post-graduate degree (eg Masters or Doctorate) |
| <input type="checkbox"/> Further education qualifications (eg NVQs)             | <input type="checkbox"/> Prefer not to say                              |
| <input type="checkbox"/> University degree                                      |   |
| <input type="checkbox"/> Other (please specify)                                 |   |

15. What type(s) of school did you attend (tick as many as applicable)?

(If you were schooled outside the UK, please pick the nearest possible option, or tell us more in the "other" box.)

- ☐ Faith school
- ☐ Home schooling
- ☐ Independent school (with bursary)
- ☐ Independent school (self-funded)
- ☐ State grammar school
- ☐ State comprehensive school (including non-selective academy)
- ☐ Prefer not to say
- ☐ Other (please specify)

16. Did you qualify for free school meals for any period during your schooling?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

17. What type(s) of higher or further education establishment did you study at (tick as many as applicable)?

- |   |   |
|---|---|
| <input type="checkbox"/> College  | <input type="checkbox"/> Remote access educational establishment (eg Open University) |
| <input type="checkbox"/> Oxford or Cambridge University   | <input type="checkbox"/> Educational establishment outside the UK                     |
| <input type="checkbox"/> Russell Group university other than Oxford or Cambridge (see the list <a href="#">here</a> ) | <input type="checkbox"/> Prefer not to say  |
| <input type="checkbox"/> University other than Russell Group  |   |
| <input type="checkbox"/> Other (please specify)   |   |

18. If you went to university, were you part of the first generation of your family to do so?

- ☐ I didn't go to university
- ☐ Yes
- ☐ No
- ☐ Prefer not to say

19. Which country were you born in?

- ☐ UK
- ☐ EU country (not UK)
- ☐ Prefer not to say
- ☐ Other (please specify)

20. Do you have UK citizenship?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

## 8. Disabilities

**Under the UK Equality Act 2010, a person is considered to have a "disability" if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. "Substantial" is defined by the Act as "more than minor or trivial". An impairment is considered to have a long-term effect if:**

- **it has lasted for at least 12 months**
- **it is likely to last for at least 12 months, or**
- **it is likely to last for the rest of the person's life**

21. Do you consider yourself to have a disability or health condition, or to be otherwise disabled?

- ☐ Yes, and I have not declared this to my employer
- ☐ Yes, and I have declared this to my employer
- ☐ No
- ☐ Prefer not to say

## 9. Your caring responsibilities

22. Which if any of these caring responsibilities do you have (tick as many as applicable)?

- |  |  |
|--|--|
| <input type="checkbox"/> None  | <input type="checkbox"/> Primary carer for older person (over 65)                          |
| <input type="checkbox"/> Primary carer for a child/children (under 18) | <input type="checkbox"/> Secondary carer (another person carries out the main caring role) |
| <input type="checkbox"/> Primary carer for disabled child/children     | <input type="checkbox"/> Prefer not to say   |
| <input type="checkbox"/> Primary carer for disabled adult (18-65)      |  |
| <input type="checkbox"/> Other (please specify)                        |  |



## 10. Your feedback

23. You can use this optional box to offer your comments on the survey questions. Please be constructive - we will try to take your feedback on board in developing future diversity surveys.



11. Thank you!

**Thank you for completing this survey for us. We really appreciate it.**

**Look out for our report of the results (which we will publish on our [News and Features](#) page) - and please come along to our 5 December seminar and workshop on D&I data gathering (details [here](#)).**