



## 1. Welcome!

**Welcome to IP Inclusive's second diversity benchmarking survey. Thank you for taking part.**

**Your answers will remain anonymous and confidential.**

**Please feel free to skip questions you prefer not to answer, although your participation will be more valuable to us if you complete the whole survey. There are text boxes throughout in case you want to elaborate on any of your responses.**

**This year's questions are broadly similar to the 2019 ones, but take account of comments from last year's respondents and also of input from our five networking and support communities. We hope we've got them right: if not, please accept our apologies, and do please share your thoughts.**

**The data we gather from this survey will help us to understand how diverse and inclusive the IP professions are at the moment and whether and how we can make them more so. We will use it to assess changes since the 2019 survey and to target our work during 2021. We will also publish it to allow individual organisations to benchmark their own diversity levels against the wider sector. At no point will individual respondents be identifiable from the survey results.**

## 2. 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.**

1. Which sector do you work in at the moment?

- |  |  |
|--|--|
| <input type="radio"/> Academia               | <input type="radio"/> Media                                |
| <input type="radio"/> Charity                | <input type="radio"/> Private sector professional services |
| <input type="radio"/> Government agency      | <input type="radio"/> Not currently working                |
| <input type="radio"/> Industry               | <input type="radio"/> Retired                              |
| <input type="radio"/> Other (please specify) |  |

2. What job do you do in the IP field (please select as many as applicable)?  
(If you're a trainee, please select the job that you're training to do.)

- Academic/educator/researcher
- Barrister
- Barristers' clerk
- Business support (eg HR, IT, marketing, office management)
- Business trainer or coach
- Database/content provider
- Design attorney
- IP adviser/consultant
- IP manager
- IP office (eg UK IPO or EPO) examiner
- IP office formalities officer
- IP office hearing officer
- Other IP office employee
- IT systems provider
- Journalist
- Judge

- Licensing executive
- Mediator
- Membership services for IP professionals
- Paralegal/IP administrator/formalities or renewals clerk (patents, trade marks and/or designs)
- Other paralegal or legal executive
- 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. When did you start your first job in the IP sector?

- |                                       |   |
|---------------------------------------|---|
| <input type="radio"/> 1970 or earlier | <input type="radio"/> 2001-2010         |
| <input type="radio"/> 1971-1980       | <input type="radio"/> 2011-2015         |
| <input type="radio"/> 1981-1990       | <input type="radio"/> 2016-present      |
| <input type="radio"/> 1991-2000       | <input type="radio"/> Prefer not to say |

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

- |   |   |
|---|---|
| <input type="radio"/> Junior (eg first few years, still training)                                       | <input type="radio"/> Senior, with some management responsibilities |
| <input type="radio"/> Junior in current role, due to a recent career change <i>within</i> the IP sector | <input type="radio"/> Very senior, but no ownership of the business |
| <input type="radio"/> Middle tier (know the job, but not yet "senior")                                  | <input type="radio"/> Very senior, with business ownership          |
| <input type="radio"/> Senior, with no management responsibilities                                       | <input type="radio"/> Retired                                       |
| <input type="radio"/> Other (please specify)  |   |

5. What type of organisation do you work in?

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

- Not applicable: retired or not currently working
- Sole practitioner/freelance consultant (either alone or with support staff)
- Small private sector organisation (1-20 staff including partners/members/directors)
- Medium private sector organisation (21-80 staff including partners/members/directors)
- Large private sector organisation (more than 80 staff including partners/members/directors)
- Very large private sector organisation (more than 500 staff including partners/members/directors)
- Other (please specify)
- Small in-house department (1-10 staff)
- Medium in-house department (11-50 staff)
- Large in-house department (more than 50 staff)
- "Virtual" professional network
- Educational establishment

6. When not under Covid-19-related restrictions, where do you mostly work?

- Not applicable: retired or not currently working
- City centre, London
- City centre, not London
- City outskirts (Greater London)
- City outskirts (not London)
- Home
- Town centre
- Town outskirts
- Out-of-town business/science park or campus
- Smaller town, village or rural location
- Outside the UK
- Too variable to specify
- Other (please specify)

### 3. Your age

7. What age are you?

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

## 4. Your gender

The information on these next two pages will help our IP Out community to provide better support for **LGBTQ+ professionals and their allies**.

8. How do you describe your gender identity?

- |  |  |
|--|--|
| <input type="radio"/> Female   | <input type="radio"/> Unsure/questioning             |
| <input type="radio"/> Intersex   | <input type="radio"/> I don't have a gender identity |
| <input type="radio"/> Male   | <input type="radio"/> Prefer not to say              |
| <input type="radio"/> Non-binary or gender-fluid                                 |  |
| <input type="radio"/> None of these; I prefer to describe my gender identity as: |  |

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

- Yes
- No
- Prefer not to say

10. What pronouns do you use for yourself?

- |   |  |
|---|--|
| <input type="radio"/> They/them/their                       | <input type="radio"/> Unsure/questioning |
| <input type="radio"/> She/her                               | <input type="radio"/> No preference      |
| <input type="radio"/> He/him/his                            | <input type="radio"/> Prefer not to say  |
| <input type="radio"/> None of the above; I use as pronouns: |  |

## 5. Your sexuality

### 11. What is your sexual orientation?

- Asexual
  Attraction beyond gender or pansexual  
 Bisexual
  Unsure/questioning  
 Heterosexual
  Prefer not to say  
 Homosexual (gay or lesbian)  
 None of these; I prefer to describe my sexual orientation as:

### 12. Are you open about your sexual orientation:

	Yes, always	Yes, if the topic comes up	Only in limited contexts	No	Not sure / undecided	Prefer not to say
Among family?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Among friends?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Among colleagues in your peer group?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Among more senior colleagues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Among clients?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please add further comments if you like, to explain your answers to this question

## 6. 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).**

**The information on this and the following two pages will help our IP & ME community to provide better support for BAME professionals and their allies.**

13. Which of the following best describes your ethnic group or background?

- |  |  |
|--|--|
| <input type="radio"/> White British/English/Northern Irish/Scottish/Welsh                            | <input type="radio"/> Chinese  |
| <input type="radio"/> White Irish  | <input type="radio"/> Japanese   |
| <input type="radio"/> White Gypsy or Irish Traveller   | <input type="radio"/> Other Asian or Asian British background (please tell us more in Question 14)                     |
| <input type="radio"/> Other white background (please tell us more in Question 14)                    | <input type="radio"/> African  |
| <input type="radio"/> White and Black Caribbean  | <input type="radio"/> Caribbean  |
| <input type="radio"/> White and Black African  | <input type="radio"/> Other Black, African, Caribbean or Black British background (please tell us more in Question 14) |
| <input type="radio"/> White and Asian  | <input type="radio"/> Arab   |
| <input type="radio"/> Other mixed or multiple ethnic background (please tell us more in Question 14) | <input type="radio"/> Hispanic or Latino   |
| <input type="radio"/> Indian   | <input type="radio"/> None of these (please tell us more in Question 14)   |
| <input type="radio"/> Pakistani  | <input type="radio"/> Unsure   |
| <input type="radio"/> Bangladeshi  | <input type="radio"/> Prefer not to say  |

14. If you would like to give us more information about your response to Question 13, please tell us how you describe your ethnic group or background.

## 7. Your religion or faith

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

- |  |  |
|--|--|
| <input type="radio"/> I don't have one   | <input type="radio"/> Islam              |
| <input type="radio"/> Atheist  | <input type="radio"/> Judaism            |
| <input type="radio"/> Buddhism   | <input type="radio"/> Sikhism            |
| <input type="radio"/> Christianity (including Church of England, Catholic, Protestant & all other Christian denominations) | <input type="radio"/> Unsure/questioning |
| <input type="radio"/> Hinduism   | <input type="radio"/> Prefer not to say  |
| <input type="radio"/> None of the above; my religion or faith is:  |  |

## 8. Disabilities

These questions will help our IP Ability community to provide better support for disabled people in the IP professions.

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

A "disability" as defined by the Act encompasses a range of conditions that people might not consider to be a disability, such as neurodiversity (eg dyslexia, dyspraxia, autism) and long-term health conditions (eg diabetes, depression, cancer). Also, a disability is not necessarily visible to those around you.

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

- Yes, but I have not declared this to my employer       Not sure
- Yes, and I have declared this to my employer       Prefer not to say
- No

17. If you have a disability or health condition, has your organisation made workplace adjustments to support you?

- Not applicable       No, even though I asked
- Yes       Not sure
- Yes, but reluctantly or only partly       Prefer not to say
- No; I didn't ask

## 9. Your caring responsibilities

**Nearly there - please persevere through just a few more questions! Remember you're free to skip any that aren't applicable or that you prefer not to answer.**

**The questions on this page will also be useful to IP Ability, who offer support to carers as well as to disabled people.**

18. Which if any of these caring responsibilities do you have (please select as many as applicable)?

- |   |  |
|---|--|
| <input type="checkbox"/> None   | <input type="checkbox"/> Primary or joint primary carer for older person (over 65)         |
| <input type="checkbox"/> Primary or joint 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 or joint primary carer for disabled child/children     | <input type="checkbox"/> Prefer not to say   |
| <input type="checkbox"/> Primary or joint primary carer for disabled adult (18-65)      |  |
| <input type="checkbox"/> Other (please specify)   |  |

## 10. Your background

**These questions will help us to evaluate the accessibility of the IP professions - in particular to people from less privileged economic or educational backgrounds - and if necessary to work together to improve that.**

19. Which of these academic qualifications do you have (please select as many as applicable)?

- |  |  |
|--|--|
| <input type="checkbox"/> A-levels, Scottish Highers or the equivalent in another country<br>(eg International Baccalaureate) | <input type="checkbox"/> Post-graduate certificate or diploma (IP-related) |
| <input type="checkbox"/> First-level university degree   | <input type="checkbox"/> None  |
| <input type="checkbox"/> Masters degree  | <input type="checkbox"/> Prefer not to say                                 |
| <input type="checkbox"/> Doctorate   |  |
| <input type="checkbox"/> Other, if relevant to your work in IP (please specify)  |  |

20. What type(s) of school did you attend between the ages of 11 and 18 (please select as many as applicable)?

- Home schooling
- Independent or fee-paying school (with bursary/scholarship for all or part of the fees)
- Independent or fee-paying school (self-funded)
- State-funded school (selective on academic, faith or other grounds)
- State-funded school (non-selective)
- State-funded school in Scotland
- Sixth form college
- International school
- Other school outside the UK (please tell us more in the "other" box below)
- Prefer not to say
- Other (please specify)

21. Did you attend a single-sex school for any part of your schooling?

- Yes
- No
- Prefer not to say

22. If you finished school after 1980, were you eligible for free school meals at any point during your schooling?

- Not applicable; I finished school before the relevant date
- Don't know/can't remember
- Yes
- Prefer not to say
- No

23. From what type of educational establishment did you obtain your *highest* academic qualification?

- School
- Sixth form college
- College of further education
- Polytechnic
- University - Oxford or Cambridge
- University - Russell Group (see the list [here](#)) other than Oxford or Cambridge
- University - non-Russell Group
- Remote access educational establishment (eg Open University)
- Specialist (eg law, business, arts) educational establishment
- Educational establishment outside the UK
- Not applicable
- Prefer not to say
- Other (please specify)

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

- Not applicable; I didn't go to university
- Yes
- No
- Not sure
- Prefer not to say

25. What is the highest level of academic qualification achieved by at least one of your parent(s) or guardian(s) by the time you were 18?

- Masters degree or doctorate
- First-level degree
- A-levels, Scottish Highers or the equivalent in another country (eg International Baccalaureate)
- GCSEs, O-levels or the equivalent
- Other (please specify)
- No academic qualifications
- Not sure
- Prefer not to say

26. Which country were you born in?

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

27. How did you first find out about careers in the IP sector?

- Through a family member
- Through a friend
- Through a colleague
- Through a school teacher
- Through a school careers adviser
- Through a school careers fair or similar event
- Through a post-school educator (eg lecturer or tutor)
- Through a post-school careers adviser
- Through a post-school careers fair or similar event
- Through a professional coach
- Through a media publication
- Not sure/can't remember
- Prefer not to say
- Other (please specify)



## 11. Your feedback

28. 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.



## 12. 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 join our [19 January 2021 annual meeting](#) to help us plan our next year's work in response.**

**[IP Inclusive Surveys](#)**