

**Society of Asian Lawyers survey on COVID-19 and protected characteristics**

(\*Please complete and return this to [secretary@societyasianlawyers.co.uk](mailto:secretary@societyasianlawyers.co.uk) by 24.04.2020\*)

1. Have you been affected by COVID-19 or the Government’s response to it?

|  |  |
| --- | --- |
| Yes |  |
| No |  |

If yes, please specify how:

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2. Have you encountered any specific impact(s) as a result of you having protected characteristics?

*(The protected characteristics are: Age, Disability, Gender reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sex, and Sexual orientation)*

|  |  |
| --- | --- |
| Yes |  |
| No |  |

If yes, please specify which of the protected characteristics do the impact(s) relate to?

|  |  |
| --- | --- |
| Age |  |
| Disability |  |
| Gender reassignment |  |
| Marriage and Civil Partnership |  |
| Pregnancy and Maternity |  |
| Race |  |
| Religion or belief |  |
| Sex |  |
| Sexual Orientation |  |

3. What are the specific impacts you have experienced?

|  |  |
| --- | --- |
| Not having the technological support to work remotely |  |
| Not having a suitable place to work remotely |  |
| Improved adjustments by employers |  |
| Greater risk of being furloughed |  |
| Greater risk of redundancy |  |
| Increased isolation |  |
| Adverse impacts on mental health |  |
| Increased wellbeing support from employers and others |  |
| Risk of domestic abuse |  |
| Delays to routine medical appointments |  |
| Difficulties juggling childcare and work |  |
| Others, please specify |  |

4. Have you experienced any unforeseen consequences to measures brought in by the Government to ease the burden on frontline staff, for example relaxing the measures under the Mental Health Act and Care Act? as a result of these measures?

|  |  |
| --- | --- |
| Yes |  |
| No |  |

If yes, please specify here:

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5. What is your job title (solicitor, barrister, paralegal, trainee solicitor, pupil, other)

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6. What area of law do you work in?

….................................................................................................................................

7. What size of organisation do you work for?

|  |  |
| --- | --- |
| 1-10 staff |  |
| 11-50 |  |
| 51-100 |  |
| 100+ |  |

8. Approximately what percentage of your organisation’s income is comprised of legal aid work (including CPS fees?)

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9. What percentage of your organisation’s income is comprised of other publicly funded work?

….................................................................................................................................

10. Have all areas of practice been equally affected by the COVID-19 pandemic?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Don’t know |  |

If not, please specify which areas have been most affected and why that might be

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11. What would you say are the main difficulties that your organisation is presented with during the COVID-19 pandemic?

|  |  |
| --- | --- |
| Interruption to case work and clients (including new instructions)/lack of case work |  |
| Staff shortages due to self-isolating |  |
| Facilities to work remotely |  |
| Generating income/cash flow in order to operate as a business and pay overheads |  |
| Other, please specify |  |

12. For Partners/Heads of Chambers/Managing Directors: Will your organisation be applying for a loan or overdraft under the Coronavirus Business Interruption Loan Scheme?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Don’t know |  |

13. For Partners/Heads of Chambers/Managing Directors: Have you/will you be applying for the Government’s furloughing scheme in respect of any of your organisation’s staff?

|  |  |
| --- | --- |
| Yes |  |
| No |  |
| Don’t know/unsure |  |

14. For Partners/Heads of Chambers/Managing Directors: Have you made or do you have any plans to make any members of staff redundant owing to the Covid-19 pandemic or to as any staff to take a voluntary and temporary reduction in salary?

Please specify below:

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15. For Partners/Heads of Chambers/Managing Directors: Without external financial help, how much longer would your organisation be able to continue trading?

|  |  |
| --- | --- |
| Less than one month |  |
| One – three months |  |
| Three – six months |  |
| Six – twelve months |  |
| More than one year |  |

16. How would you identify your race?

|  |  |
| --- | --- |
| Asian – Indian |  |
| Asian – Pakistani |  |
| Asian - Bangladeshi |  |
| Asian – Sri Lankan |  |
| Asian – Other |  |
| Black |  |
| White |  |
| Mixed Race |  |
| Other |  |

17. Please let us have any other comments that may help SAL in our lobbying on behalf of our members and the profession.

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18. What steps are you taking to remain positive at this time?

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Thank you for your time in completing this questionnaire. We are grateful for your feedback and suggestions.

**\*Please complete and return this to** [**secretary@societyasianlawyers.co.uk**](mailto:secretary@societyasianlawyers.co.uk) **by 24.04.2020**