

DIVERSITY

OUR STATEMENT

Age UK Bromley & Greenwich work with and for all older people, their families, carers and with partners, volunteers, supporters and staff. Our reputation and effectiveness depends critically on the contribution of people. For Age UK Bromley & Greenwich valuing Diversity goes beyond meeting legislation, it has a clear moral basis as our organisational beliefs reinforce the values of diversity. There is however a similarly compelling business case for valuing Equality and Diversity because we believe that embracing the skills, experiences and perspectives of a diverse group of people can enhance our effectiveness in pursuing the organisation's purpose and objectives.

We are committed to developing and maintaining an organisation in which differing ideas, abilities, backgrounds and needs are fostered and valued, and where those with diverse backgrounds and experiences are able to participate and contribute.

Why we monitor

We want to be sure that we are meeting our strategic principles, which include reaching all potential users including the growing ethnic minority community. We undertake strategic analysis of service provision and this helps us to address any unmet needs. We also ask questions relating to disability, gender, religion, and supplementary questions on dependent relatives and age as we wish to monitor all areas so that we can plan to meet the needs of the wider community and uphold our commitment to diversity.

Your contribution to helping us plan for the future

We have detailed overleaf our monitoring form and the information you provide will be entirely anonymous. This information will be used solely for monitoring purposes, will be treated as confidential and **will be separated from the rest of the application form upon receipt**. Consequently, those involved in short listing and interviewing applicants will not have access to this monitoring form.

Once this form is completed you can either

- 1) Scan and email the form to ldonovan@ageukbandg.org.uk.

Do not include it with your application

or

- 2) Post it in a separate envelope marked 'diversity statement' with your application to Louise Donovan, Age UK Bromley & Greenwich, Community House, South Street, Bromley, Kent, BR1 1RH

DIVERSITY STATEMENT

Post Applied for: _____

Where did you see this post advertised? _____

Note: With the exception of question 2, these categories are those used in the 2011 census, and so allow easy comparison with national statistics.

1. ETHNIC ORIGIN

Ethnic origin is not about nationality, place of birth or citizenship. Ethnicity is defined as *shared characteristics such as culture, language, religion, and traditions, which contribute to a person or group's identity*. UK citizens can belong to any of the groups indicated.

A White

- ☐ English/Welsh/Scottish/Northern Irish/British
- ☐ Irish
- ☐ Gypsy or Irish Traveller
- ☐ Any other White background, write in

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B Mixed/multiple ethnic groups

- ☐ White and Black Caribbean
- ☐ White and Black African
- ☐ White and Asian
- ☐ Any other Mixed/multiple ethnic background, write in

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C Asian/Asian British

- ☐ Indian
- ☐ Pakistani
- ☐ Bangladeshi
- ☐ Chinese
- ☐ Any other Asian background, write in

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D Black/African/Caribbean/Black British

- ☐ African
- ☐ Caribbean
- ☐ Any other Black/African/Caribbean background, write in

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E Other ethnic group

- ☐ Arab
- ☐ Any other ethnic group, write in

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2. GENDER – DO YOU IDENTIFY AS A ..

- ☐ Male
- ☐ In some other way
- ☐ Female
- ☐ Prefer not to say

3. DISABILITY

The definition of Disability, as outlined in the Disability Discrimination Act 1995 is as follows: “A Physical or mental impairment which has a substantial and long term adverse effect on a person's ability to carry out normal day to day activities.”

- ☐ I do **not** consider myself to have a disability as defined above.
- ☐ I **do** consider myself to have a disability as defined above. The details are:

4. WHAT IS YOUR RELIGION?

- ☐ No Religion
- ☐ Sikh
- ☐ Buddhist
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- ☐ Any other religion (write in)

5. DEPENDENTS

Do you have any caring responsibilities?

- ☐ Yes
- ☐ No

If Yes, please specify

6. AGE

(Please tick the appropriate box):

- ☐ Under 20
- ☐ 20-35
- ☐ 36-45
- ☐ 46-55
- ☐ 56-60
- ☐ 60+