

**Equal Opportunities Policy**

Age Cymru Gwent abhors all forms of prejudice, discrimination, injustice and inequality. As an organisation committed to serving the communities in which we work, we aim to ensure equality of rights and treatment in all our activities.

We will strive to eliminate all forms of unfair treatment, and work to create equality of rights for all, regardless of:

|  |  |  |
| --- | --- | --- |
| * Gender * Age * Culture * Race * Creed | * Colour * Religious Beliefs * Ethnic or National Origin * Sexuality * Mental Health | * Physical Health * HIV Status * Disability * Family Status * Economic or Employment Status |

This policy will be actively pursued at all levels and in all the organisation’s operations by establishment and enforcement of procedures to ensure equal rights in housing, care and support, employment, contracts and all other services and activities. This will include specific measures to:

* Support to victims and eliminate all forms of harassment, violence and other forms of unequal treatment.
* Identify the needs of and give support to disadvantaged persons and groups.
* Monitor and review the effectiveness of this policy.

Age Cymru Gwent will work with other agencies, organisations, community groups and individuals in our pursuit of equal rights for those we serve and employ. All representatives of the organisation have a personal responsibility for adhering to and promoting this policy.

An expanded version of this Policy is available on request.

Why we are asking you for this information?

Age Cymru Gwent is committed to recruiting and retaining a workforce that reflects our diverse communities. It is vital that we monitor and analyse diversity information so that we can ensure that we treat all staff and applicants fairly. Your cooperation enables us to make sure that we attract and retain a diverse and effective workforce. Any information on this form will be treated confidentially, in accordance with the General Data Protection Regulation 2018 and will be used for statistical purposes only.

1. How would you describe your ethnic origin? (Please tick)

□ White □ Mixed/multiple ethnic groups

□ Asian □ Black/African/Caribbean

□ Gypsy or Irish Traveller □Arab

□Other, please describe\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

□Prefer not to say

2. How would you describe your national identity? (Please tick)

□ British □ Welsh

□ English □ Scottish

□ Northern Irish □ Irish

□Other, please describe\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

□Prefer not to say

3. Are you:

□ Female □ Male

□ Non-binary □ Prefer not to say

**4. Is your gender identity the same as the gender you were assigned at birth?**

□Yes□No □ Prefer not to say

5. What is your age group?

□ 16 - 24 □25 - 34 □35 - 44 □45 - 54

□ 55 - 64 □ 65 - 74 □ 75+ years □ Prefer not to say

6a. Are your day-to-day activities limited because of a health condition or disability which has lasted, or is expected to last, at least 12 months?

□ Yes, limited a lot □ Yes, limited a little □ No □ Prefer not to say

6b. If you ticked ‘Yes’ above, please can you tick the relevant box(es) below. You are welcome to tick more than one box if appropriate.

□ Deafness or hearing impairment

□ Blindness or vision impairment

□ Physical disability/ impairment or mobility issues

□ Learning disability

□ Learning difficulty, such as dyslexia

□ Mental health condition, such as depression or schizophrenia

□ Social/ communication impairment such as Asperger's syndrome/other autistic spectrum   
 disorder

□ Long term health condition, such as cancer, HIV, diabetes, chronic heart disease or   
 epilepsy

□ A disability, impairment or medical condition that is not listed above,

please describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

□ Prefer not to say

1. Please say how you would usually describe your sexual orientation?

□ Lesbian/ Gay Woman □ Gay Man

□ Bisexual □ Heterosexual

□ Other □ Prefer not to say

1. What is your religion or belief?

□ Buddhist □ Christian

□ Hindu □ Jewish

□ Muslim □ Sikh

□ Any other religion or belief, please describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

□ No religion

□ Prefer not to say

1. Do you look after, or give any help to support family members, friends, neighbours or others because of either: long term physical or mental- ill health/ disability or problems related to old age?

□ No □ Yes, 1-19 hours a week

□ Yes, 20-49 hours a week □ Yes, 50 or more hours a week

□ Prefer not to say