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Why are we asking for this information?

As an organisation we are committed to creating a fair and inclusive environment; where **everyone** feels valued and are treated equally regardless of any factor including: age, disability, sexual orientation, "race"/ ethnicity, gender or religion and belief.

Monitoring is strictly confidential and is anonymous. We hope that the following statements help you to understand why we are monitoring. If you have any further questions at all please ask the person who requests the information.

Section 1. Ethnicity/ ethnic origin

We monitor ethnicity and ethnic origin in line with the categories used in the 2011 census. This is mainly so broadly similar data can be compared. It includes colour, nationality and national origin as well as ethnicity and 'race.'

Section 2. Age

All of us will at some stage identify with possible age discrimination - or be aware that it will be something we may face later in life. Those of us at the lower and higher age ranges are more likely to experience discrimination in proportion to those in the median age ranges.

Section 3. Sex (male or female)

It is important to us to ensure that men and women have the same access to all opportunities on an equal basis. Monitoring will help us to assess opportunities are available for both men and women equally

Section 4. Religion and Belief

Whether or not we have a religion and what we do or don't believe makes a difference to how we feel and behave in the world. The most commonly found religions and belief systems in the UK, are listed in alphabetical order. The list is not exhaustive and if your religion or belief is not listed then we ask you to please write it in the appropriate box.

Section 5. Sexual Orientation

Stonewall research has shown that if Lesbian Gay or Bisexual (LGB) people are accepted equally then cultures are more generally welcoming.

Section 6. Disability monitoring

It is a legal requirement that disabled people have access on the same basis as everyone. Barriers can be physical and/or as a result of attitudes or lack of awareness. By helping us get an accurate picture of what we need to think about more carefully and what we need to do differently we can all help to minimise the barriers to inclusion.

Many impairments are hidden and include long term health conditions, mental health conditions and learning differences.

The legal requirements are 'anticipatory' which means we must also be proactive in anticipating needs and reasonable adjustments are made to accommodate disabled people.