

Diversity Insight Survey

The Diversity Insight Project aims to understand VCS organisations in terms of how their staff, board and volunteers are reflective of the communities they serve.

Please answer all of the questions as fully as possible.

1. About your organisation

Organisation name	<input type="text"/>
Key contact(s)	<input type="text"/>
Postcode	<input type="text"/>
Telephone number	<input type="text"/>
Email	<input type="text"/>
Website	<input type="text"/>

2. What is the aim of your organisation?

Please give a brief description of the main purpose(s) and key areas of work of your organisation .

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Your Organisation (cont.)

Which communities does your organisation mainly support?

The Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine protected characteristics.

Many local organisations were set up to address inequalities that people in their community face. Of the nine protected characteristics, it will be useful to know

Please note this isn't intended to be comprehensive but to give a good indication of the key groups of people you currently work with. This will help us to identify gaps that we might want to work on.

3. Which of the following protected characteristics does your organisation focus its work on?

Please tick all that apply.

- | | |
|---|--|
| <input type="radio"/> All | <input type="radio"/> Marriage and civil partnership |
| <input type="radio"/> No specific group | <input type="radio"/> Pregnancy and maternity |
| <input type="radio"/> Age under 18 | <input type="radio"/> Race |
| <input type="radio"/> Age 18-60 | <input type="radio"/> Religion or belief |
| <input type="radio"/> Age 60 and over | <input type="radio"/> Sex |
| <input type="radio"/> Disability | <input type="radio"/> Sexual orientation |
| <input type="radio"/> Gender reassignment | |

4. Which constituencies within the district do you mainly work in?

Please tick all that apply. If you work across the whole of the district please tick "District wide".

- | | |
|-------------------------------------|--------------------------------------|
| <input type="radio"/> District wide | <input type="radio"/> Bradford South |
| <input type="radio"/> Bradford East | <input type="radio"/> Shipley |
| <input type="radio"/> Bradford West | <input type="radio"/> Keighley |

Please note any specific wards / geographical areas:

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Your People

5. Please estimate the number of people actively involved in your organisation?

	Number
Trustees / Board Members	<input type="text"/>
Staff members	<input type="text"/>
Volunteers	<input type="text"/>

6. Equality Monitoring

	Yes	No	Don't know
To date, have you carried out any equality monitoring of your organisation (e.g. are people encouraged to fill in an equality monitoring form)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Would you like any support in developing your Equality Monitoring?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Based upon the information you have gathered, it will be useful to consider which communities are well represented within your organisation and which are not. This is not suggesting any organisation should be statistically representative of the whole of the district; many organisations have been born out the need to support a particular community.

For each of the following please try to be as accurate as possible. **As some of the information we are requesting is sensitive, responses are optional and at your discretion.**

7. Sex

Please estimate how many people in your organisation are:

	Trustees / board members	Staff members	Volunteers
Male	<input type="text"/>	<input type="text"/>	<input type="text"/>
Female	<input type="text"/>	<input type="text"/>	<input type="text"/>
May prefer to self-describe	<input type="text"/>	<input type="text"/>	<input type="text"/>

8. Age

Please estimate how many people in your organisation are within the following age ranges:

	Trustees / board members	Staff members	Volunteers
Under 25 years	<input type="text"/>	<input type="text"/>	<input type="text"/>
25-50	<input type="text"/>	<input type="text"/>	<input type="text"/>
50-64	<input type="text"/>	<input type="text"/>	<input type="text"/>
65+	<input type="text"/>	<input type="text"/>	<input type="text"/>

9. Ethnicity

Districts and neighbourhoods change particularly as new and emerging communities make their homes in our district. Some organisations have a remit to focus on people from a particular ethnic or cultural background. Others are much more locality focused. It is very rare for things to stay the same.

Below is a list of categories that people within your organisation may self-describe themselves as.

Black: African, British, Caribbean, European, South Asian, Other (please specify)

Dual Heritage: Black African and White, Black Caribbean and White, South Asian and White, South East Asian and White, Other (please specify)

Irish Traveller

Cypriot: Greek, Turkish

Kurdish

Middle Eastern

Roma / Gypsy Traveller

South Asian: Bangladeshi, Indian, Pakistani, Other (please specify)

South East Asian: Chinese, Vietnamese

Turkish

White: British, Eastern European, Irish, Western European, Other (please specify)

Prefer not to say

Based upon your knowledge of the organisation please answer the following:

Which communities are well represented within your organisation?

Are there any obvious gaps in representation between the membership of your organisation and the community you serve?

10. Disability

The Equality Act defines people as being disabled if they have a physical or mental impairment that has a "substantial" and "long term" negative effect upon your ability to do normal day to day activities. It is estimated that approximately 1 in 5 people could self-define as disabled under this definition and approximately 1 in 3 households will be directly affected.

<https://www.gov.uk/definition-of-disability-under-equality-act-2010>

Please estimate how many people in your organisation are disabled as defined in the Equality Act 2010:

	Trustees / board members	Staff members	Volunteers
Disabled	<input type="text"/>	<input type="text"/>	<input type="text"/>
Not disabled	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prefer not to say	<input type="text"/>	<input type="text"/>	<input type="text"/>

11. Carers

How many people in your organisation have caring responsibilities?

	Trustees / board members	Staff members	Volunteers
Primary carer of a child or children (under 18 years)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Primary carer of a disabled child or adult	<input type="text"/>	<input type="text"/>	<input type="text"/>
Primary carer or assistant for a disabled adult (18 years and older)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Primary carer or assistant for an older person or people (65 years and older)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Shared carer (you share the role with another person)	<input type="text"/>	<input type="text"/>	<input type="text"/>
Secondary carer (another person carries out the main caring role)	<input type="text"/>	<input type="text"/>	<input type="text"/>
None	<input type="text"/>	<input type="text"/>	<input type="text"/>

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Membership Development

12. Previous Development

Please describe any steps you have already taken towards ensuring your organisation is representative of the communities you support, as well whether these were successful (This information is always helpful to share so others can learn what works and how.):

13. Key areas to work on

Based on the information you have provided, what do you see as your key priorities over the next three years towards ensuring your organisation is representative of the communities you support?

14. Things that may help

Listed below is some support that may be useful going forward, and that could potentially be made available. Please indicate any on the list that you are interested in:

	I would like to find out more before deciding	I would definitely like to pursue
Equality and Diversity (general awareness)	<input type="radio"/>	<input type="radio"/>
Understanding The Equality Act 2010	<input type="radio"/>	<input type="radio"/>
Equality Monitoring and Equality Objectives	<input type="radio"/>	<input type="radio"/>
Governance	<input type="radio"/>	<input type="radio"/>
Cultural Awareness & Competences (if of a specific community please state in the comments box)	<input type="radio"/>	<input type="radio"/>
How to make our organisation more <input type="radio"/> Accessible	<input type="radio"/>	<input type="radio"/>
Accessible Information Standards	<input type="radio"/>	<input type="radio"/>
Making our meetings and events more <input type="radio"/> welcoming	<input type="radio"/>	<input type="radio"/>
Recruiting new members	<input type="radio"/>	<input type="radio"/>
Disability Awareness	<input type="radio"/>	<input type="radio"/>
LGBTQ+ Awareness	<input type="radio"/>	<input type="radio"/>
Roma Culture	<input type="radio"/>	<input type="radio"/>
Tackling Hate Crime	<input type="radio"/>	<input type="radio"/>
Middle and Eastern European Communities <input type="radio"/> in Bradford	<input type="radio"/>	<input type="radio"/>
LGBTQ+ History	<input type="radio"/>	<input type="radio"/>
Trans Awareness <input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Comments on any of the above

15. Please tell us anything else that would support your organisation to develop over the next three years:

Thank you for taking the time to complete this self-assessment survey.

If there any questions regarding the survey and the Diversity Insight Project please contact:

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