DIVERSITY QUESTIONNAIRE

Purpose:

TOCU want to hear from you our most valued asset in the organisation. By completing this questionnaire TOCU will gain the views of all its employees in the organisation. By addressing these views TOCU can identify ways of improving its policies in line with individual's needs. TOCU is serious about its continued commitment to Diversity in the workplace and by completing this questionnaire we will know you are committed too.

Instructions on completion:

Please complete in black or blue ink so that answers are recorded clearly. Where boxes appear please indicate your choice by ticking the relevant answer. All information will be stored safely and securely in accordance with the Data Protection Act 1995. All individuals will remain anonymous; survey results are purely to help the organisation gain employee's attitudes on Diversity. The questionnaire should take you no longer than five minutes to complete.

Format of the Questionnaire:

The questionnaire will take the following format:

Section 1 – Basic Data

Section 2 – Questions on Race

Section 3 – Questions on Age

Section 4 – Questions on Disability

Section 5 – Questions on Gender

Section 6 – Questions on Religion

Section 7 – Questions on Sexual Orientation

Section 8 – Perceptions of TOCU Borough

Please note that the categories stated on the questionnaire are those currently recommended by the Home Office, the Association of Chief Police Officers and the Race Relations (Amendment) Act 2000.

Completion deadline:

18th August 2006

DIVERSITY QUESTIONNAIRE

SECTION 1: Q1. Please tick one of the formula of	following that best describes Police Officer □ Tra	_	: Wardens			
Q2. Please tick one of the f	following: Part Time □					
Q3.Length of service at TO	CU Less than 1yr ☐ 1-4 yrs ☐ 1	Tota	l Length	of Service in	า MPS	
SECTION 2: RACE Q1. Please tick the box tha	t best describes your Ethnic o	origi	in:			
	refers to members of an ethnic g			e the same c	ultural	
, ,	does not mean country of birth of	or na				
White - British	Any Other Black Background		Mixed – wl	nite & Asian		
White - Irish	Indian		Mixed Any Backgroun	Other Mixed		
White - Other	Pakistani		Chinese			
Black - Asian	Bangladeshi		Greek & G	reek Cypriot		
Black - British	Any Other Asian Background		Turkish &	Turkish Cypriot	İ	
Black - Caribbean	Mixed – White & Black Caribbean		Any Other Group Not Stated			
Black - African	Mixed – White & Black African		Not Stated			
O2. Have you ever experienced any negative issues regarding your Race/Ethnic origin? YES NO IF NO GO TO SECTION 3, IF YES please answer the following by ticking a rating: O.2.a. In your opinion how well did you feel that the issue was resolved or if the matter is not yet resolved how do you feel currently? (1 = Very satisfied 2 = Satisfied 3 = Unsatisfied 4 = Very Unsatisfied 5 = Prefer Not To Say) 1						
Q.2.b. On the same rating sthe support you received:	scale please indicate the satis	fact	tion level	you found f	rom	
Line Manager/supervisor	1 🗆 2	2 🗆	3 □	4 🗆	5	
HR Unit		2 🗆		4 🗆	5	
Other Team Members	1 🗆 2	2 🗆	3 □	4 🗆	5	
Q.3. Are you aware of TOC	U's EmbRACE forum?			YES 🗆	NO	
Q.4. Would you be willing	to participate in the EmbRACE	E foi	rum?	YES 🗆	NO	

Q1. Please tick the box that best de Are you: Under 24yrs □ 25-30 yrs □ 55 -60 yrs □ Over 61 □			⊒ 43-48 <u>y</u>	yrs □ 49-5	i4 yrs □
Q2. Have you ever experienced any	negative issues	regardin	g your ag	ge? YES □	NO 🗆
IF NO GO TO SECTION 4, IF YES please	e answer the follo	wing by ticl	king a rati		NO 🗆
Q2.a. In your opinion how well did y is not yet resolved how do you feel	currently?				
(1 = Very satisfied 2 = Satisfied 3 = Uns	satisfied 4 = Very	Unsatisfied 2	5 = Prefe	er Not To Sa 4 □	ıy) 5 □
Q2.b. On the same rating scale pleas	se indicate the s			• —	
support you received:			J		
Line Manager/supervisor	1 🗆	2 🗆	3 □	4 🗆	5 🗆
HR Unit	1 🗆	2 🗆	3 □	4 🗆	5 🗆
Other Team Members	1 🗆	2 🗆	3 □	4 🗆	5 🗆
Q3. Are you fully aware of the new into force on the 1 st October 2006?	Employment Eq	uality (Ag	e) Regul	ations that YES □	come NO 🗆
Q4. Are you aware of TOCU's engAG	SE forum?			YES 🗆	NO 🗆
Q5. Would you be willing to particip	ate in the engA	GE forum	?	YES 🗆	NO 🗆
SECTION 4: DISABILITY:					
*Under the Disability Discrimination Act 199 which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition w	e effect on your abii dexterity, physical co	lity to carry of o- o-ordination,	out normal speech, h	' day-to-day a	ctivities
which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition we Q1. Do you consider yourself to hav	e effect on your abidexterity, physical controlled by the a disability eit	lity to carry of co-ordination, y medication	out normal speech, h defined	day-to-day a earing, eyesig	ctivities ght or
which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition w	e effect on your abidexterity, physical controlled by the a disability eit	lity to carry of co-ordination, y medication	out normal speech, h defined	day-to-day a earing, eyesig	ctivities ght or
which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition we Q1. Do you consider yourself to hav	e effect on your abin dexterity, physical co which is controlled by te a disability eit at affects your o	lity to carry of co-ordination, y medication ther as by day-to-day	out normal speech, h defined activition	day-to-day a earing, eyesig the DDA Ac es? YES □	ctivities ght or ct 1995
which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition with the communication of a permanent condition with the condition of a physical or hidden disability the condition of a physical or hidden disability the condition of the condition	e effect on your abindexterity, physical controlled by the a disability eit at affects your of the answer the folloo you feel that the currently?	ther as by day-to-day s regarding wing by tick	defined y activition y your di xing a ration of the second	the DDA Aces? YES □ sability? YES □	ct 1995 NO NO matter
which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition with the communication of a physical or hidden disability the Control of the control o	e effect on your abindexterity, physical controlled by the a disability eit at affects your of the answer the folloo you feel that the currently?	ther as by day-to-day s regarding wing by tick	defined y activition y your di xing a ration of the second	the DDA Aces? YES sability? YES ing: ed or if the	ct 1995 NO NO matter
which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition with the communication, or a permanent condition with the control of th	e effect on your abindexterity, physical controlled by the a disability eit at affects your of the end of the	ther as by day-to-day s regarding wing by tick issue was Unsatisfied 2 g scale ple	defined y activition y your di sing a rati s resolve 5 = Prefe 3	the DDA Aces? YES sability? YES ing: ed or if the er Not To Sa 4	nctivities opht or ct 1995 NO NO matter
which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition with the communication, or a permanent condition with the control of th	e effect on your abindexterity, physical controlled by the a disability eit at affects your of the end of the	ther as by day-to-day s regarding wing by tick issue was Unsatisfied 2 g scale ple	defined y activition y your di sing a rati s resolve 5 = Prefe 3	the DDA Aces? YES sability? YES ing: ed or if the er Not To Sa 4	nctivities opht or ct 1995 NO NO matter
which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition with the communication, or a permanent condition with the control of th	e effect on your abidexterity, physical confict is controlled by the a disability eit at affects your of the answer the follow ou feel that the currently? Satisfied 4 = Very 1 = the same rating the support your	ther as by day-to-day wing by tick is regarding wing by tick is issue was Unsatisfied 2 y scale ple eceived:	defined activities resolved 5 = Preference activities activities activities are activities activitities activities activities activitities activities activities act	the DDA Aces? YES sability? YES ing: ed or if the er Not To Sa 4 cate the	nctivities opht or ct 1995 NO NO matter oy) 5
which has substantial and long term adverse such as those involved in mobility, manual of communication, or a permanent condition with the communication, or a permanent condition with the control of the control of the control of the communication, or a permanent condition with the communication with the c	e effect on your abindexterity, physical condition is controlled by the a disability eithat affects your of the answer the follon you feel that the currently? satisfied 4 = Very 1 = the same rating the support you result the support you result = 1 = 1 = 1 = 1 = 1 = 1 = 1 = 1 = 1 =	ther as by day-to-day s regarding wing by tick is issue was Unsatisfied 2 g scale ple eceived: 2 g scale ple	defined y activition y your di sresolve 5 = Prefe 3 □ ase indice 3 □	the DDA Aces? YES sability? YES ing: ed or if the er Not To Sa 4 cate the	nct 1995 NO matter by) 5

Q4. How sensitive do you think Very □ Fairly □	TOCU is to those Not Very □	with disabili Not at a		It depe	ends 🗆			
Q4a. Do you wish to comment f	urther?							
Q5. Do you think TOCU has mad	le reasonable adi	ustments for	those v	with disabil	ities?			
Q6. Do you think TOCU provides	-			YES 🗆	NO 🗆			
20. Do you trillik 1000 provides	s support for thos	e with a disc	ability:	YES □	NO 🗆			
Q7. Are you aware of TOCU's er	ABLE forum?			YES□	NO 🗆			
Q8. Would you be willing to par	Q8. Would you be willing to participate in TOCU's enABLE forum?							
				YES 🗆	NO 🗆			
SECTION 5: GENDER Q1. Are you: FEMALE □ Q2. Do you believe that there are	re anv problems i	MALE regarding Ge	nder at	TOCU?				
		- gg		YES	NO 🗆			
Q3. Have you ever had an issue	regarding your G	ender at TO	CU?	YES 🗆	NO 🗆			
IF NO GO TO SECTION 6, IF YES ,	please answer the f	following by tion	cking a ra	ating:				
Q4.a. In your opinion how well is not yet resolved how do you	feel currently?							
(1 = Very satisfied 2 = Satisfied 3 =	= Unsatisfied 4 = Vo 1 □	ery Unsatisfied 2 □	I 5 = Pref 3 □	fer Not To sa 4 □	ay) 5 □			
Q4.b. On the same rating scale	please indicate th	e satisfactio	n level y	you found f	rom the			
support you received: Line Manager/supervisor	1 🗆	2 □	3 □	4 🗆	5 🗆			
HR Unit Other Team Members	1 □ 1 □	2 □ 2 □	3 □ 3 □	4 □ 4 □	5 □ 5 □			
Q5. Are you aware of TOCU's Er		- -	• 🗆	YES 🗆	NO 🗆			
-		FOFNDED	£					
Q6 Would you be willing to part	ticipate in TOCU's	ENGENDER	iorum?	YES	NO 🗆			

SECTION 6: RELIGION Q1. Please tick one of the follo Buddhist □ Christian □ Hindu	u 🗆 Jewish 🗆 Muslin	n 🗆 Sikh 🛚	Non	e 🗆 Other	
Prefer Not To Say □		••••••	•••••	••••••	••••••
Q2. Do you believe that there a	are any negative prob	lems rega	ırding ı	religion at 1	rocu?
O2 Hove you ever had an iceus	o roganding vour faith	ot TOCU	5	YES □	NO 🗆
Q3. Have you ever had an issue regarding your faith at TOCU?					NO 🗆
IF NO GO TO SECTION 7, IF YES ,	please answer the follo	wing by tic	king a r	ating:	
Q4.a. In your opinion how well is not yet resolved how do you (1 = Very satisfied 2 = Satisfied 3	rfeel currently?				
(1 - very sutisfied 2 - sutisfied 5		2 🗆	3 🗆	4 🗆	5 🗆
Q4.b. On the same rating scale	please indicate the s	atisfactio	n level	you found	from the
support you received: Line Manager/supervisor	1 🗆	2 □		4 🗆	5 □
HR Unit Other Team Members	1 □ 1 □	2 □ 2 □		4 □ 4 □	5 □ 5 □
Q5. Are you aware of TOCU'S F	AITHful forum?			YES 🗆	NO 🗆
Q6. Would you be willing to pa	rticipate in TOCU's F	AITHful fo	rum?		
Q6. Would you be willing to pa	rticipate in TOCU's FA	AITHful fo	rum?	YES 🗆	NO 🗆
Q6. Would you be willing to particle. SECTION 7: SEXUAL ORIEN Q1. Please tick the appropriate Bisexual Gay/Lesbian Hete	TATION e box that best descri	bes your s	sexual	orientation	:
SECTION 7 : SEXUAL ORIEN Q1. Please tick the appropriate	TATION be box that best describerosexual Transgerosexual	bes your s ender □ I	sexual (orientation Not To Say	:
SECTION 7 : SEXUAL ORIEN Q1. Please tick the appropriate Bisexual Gay/Lesbian Hete Q2. Do you believe that there a	TATION e box that best describerosexual Transgore are any negative prob	bes your s ender □ I llems rega	sexual of Prefer lands	orientation: Not To Say sexual orien YES TOCU?	: □ ntation NO □
SECTION 7: SEXUAL ORIEN Q1. Please tick the appropriate Bisexual Gay/Lesbian Hete Q2. Do you believe that there a at TOCU?	TATION be box that best describerosexual are any negative probered regarding your sexual	bes your s ender □ I lems rega ial orienta	sexual orefer larding s	orientation: Not To Say sexual orien YES TOCU? YES YES	: : : :
SECTION 7: SEXUAL ORIEN Q1. Please tick the appropriate Bisexual Gay/Lesbian Het Q2. Do you believe that there a at TOCU? Q3. Have you ever had an issue	TATION e box that best describerosexual □ Transgere any negative probere regarding your sexual please answer the following did you feel that the regarding? = Unsatisfied 4 = Very	bes your sender □ Islems regardated by the wing by tice issue was	sexual of Prefer of Services and the services and the services and the services are services and the services are services	orientation: Not To Say sexual orien YES TOCU? YES ating: yed or if the	: ntation NO NO matter ay)
SECTION 7: SEXUAL ORIEN Q1. Please tick the appropriate Bisexual Gay/Lesbian Hete Q2. Do you believe that there a at TOCU? Q3. Have you ever had an issue IF NO GO TO SECTION 8, IF YES, Q4.a. In your opinion how well is not yet resolved how do you (1 = Very satisfied 2 = Satisfied 3 Q4.b. On the same rating scale	TATION box that best describerosexual □ Transguare any negative probes regarding your sexual please answer the following did you feel that the feel currently? Unsatisfied 4 = Very 1 □	bes your sender lems regardal oriental wing by tice issue was Unsatisfied 2	sexual of Prefer I strain at the stresolve of the stresol	orientation: Not To Say sexual orien YES TOCU? YES ating: yed or if the	: ntation NO NO e matter ay) 5
SECTION 7: SEXUAL ORIEN Q1. Please tick the appropriate Bisexual Gay/Lesbian Hete Q2. Do you believe that there a at TOCU? Q3. Have you ever had an issue IF NO GO TO SECTION 8, IF YES, Q4.a. In your opinion how well is not yet resolved how do you (1 = Very satisfied 2 = Satisfied 3	TATION box that best describerosexual □ Transguare any negative probes regarding your sexual please answer the following did you feel that the feel currently? Unsatisfied 4 = Very 1 □	bes your sender lems regardal oriental wing by tice issue was Unsatisfied 2	sexual of Prefer I strain at the stresolve of the stresol	orientation: Not To Say sexual orien YES TOCU? YES ating: yed or if the	: ntation NO NO e matter ay) 5
SECTION 7: SEXUAL ORIEN Q1. Please tick the appropriate Bisexual Gay/Lesbian Hete Q2. Do you believe that there a at TOCU? Q3. Have you ever had an issue IF NO GO TO SECTION 8, IF YES, Q4.a. In your opinion how well is not yet resolved how do you (1 = Very satisfied 2 = Satisfied 3) Q4.b. On the same rating scale support you received:	TATION e box that best describerosexual □ Transgerare any negative probere regarding your sexual please answer the folloodid you feel that the refeel currently? = Unsatisfied 4 = Very 1 □ please indicate the second please indicate indic	bes your sender Islems regarded Islems regar	sexual errefer landing sexual extending	orientation: Not To Say sexual orien YES TOCU? YES ating: yed or if the	e matter ay) 5 from the

Q5. Are you aware of TOCU's EnLIGHTEN forum?			YES □		NO 🗆	
Q6. Would you be willing to participate	e in TOCU's	EnLIGHTEN	I forum?			
and the second part of the secon				ES 🗆	NO 🗆	
SECTION 8: YOUR PERCEPTIONS O			_	_	_	
Q1 On a scale of 1- 5 how would you g (1 = Very satisfied 2 = Satisfied 3 = Unsatis						
Employment Factors:						
*Environment/Working Conditions	1 🗆	2 🗆	3 □	4 🗆	5 □	
*Supervisory Support	1 🗆	2 🗆	3 □	4 🗆	5 □	
*Resources/Equipment	1 🗆	2 🗆	3 □	4 🗆	5 □	
*Training	1 🗆	2 □	3 □	4 □	5 🗆	
*TOCU is about to embark on the imple for all line managers. Q2. In relation to the six Diversity stra			-			
following Employment Factors: *Environment/Working Conditions:						
**						
*Supervisory Support:						
					•••••	
*Resources/Equipment:						
				,	•••••	
	• • • • • • • • • • • • • • • • • • • •					
*Training:						
9.						
Q3. Do you perceive TOCU to deal with needs?	each indivi	idual accord	ding to the	eir differi	ing	
			YE	S 🗆	NO 🗆	
Q4. Do you have any other suggestions Strategy. (Constructive comments only page 2)		ts to make	to help TO	CU's Dive	ersity	
		• • • • • • • • • • • • • • • • • • • •				
		• • • • • • • • • • • • • • • • • • • •			• • • • • • • • • • • • • • • • • • • •	
THANK-YOU FOR TAKING THE TIM					OUR	