

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 following that best describes you:

TPCSO Police Staff Police Officer Traffic Wardens

Q2. Please tick one of the following:

Full Time Part Time

Q3.Length of service at TOCU Less than 1yr 1-4 yrs Total Length of Service in MPS

SECTION 2: RACE

Q1. Please tick the box that best describes your Ethnic origin:

Please note that Ethnic Origin refers to members of an ethnic group who share the same cultural background and identity. This does not mean country of birth or nationality.

White - British	<input type="checkbox"/>	Any Other Black Background	<input type="checkbox"/>	Mixed – white & Asian	<input type="checkbox"/>
White - Irish	<input type="checkbox"/>	Indian	<input type="checkbox"/>	Mixed Any Other Mixed Background	<input type="checkbox"/>
White - Other	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>	Chinese	<input type="checkbox"/>
Black - Asian	<input type="checkbox"/>	Bangladeshi	<input type="checkbox"/>	Greek & Greek Cypriot	<input type="checkbox"/>
Black - British	<input type="checkbox"/>	Any Other Asian Background	<input type="checkbox"/>	Turkish & Turkish Cypriot	<input type="checkbox"/>
Black - Caribbean	<input type="checkbox"/>	Mixed – White & Black Caribbean	<input type="checkbox"/>	Any Other Group Not Stated	<input type="checkbox"/>
Black - African	<input type="checkbox"/>	Mixed – White & Black African	<input type="checkbox"/>	Not Stated	<input type="checkbox"/>

Q2. 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:

Q.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 2 3 4 5

Q.2.b. On the same rating scale please indicate the satisfaction level you found from the support you received:

Line Manager/supervisor 1 2 3 4 5

HR Unit 1 2 3 4 5

Other Team Members 1 2 3 4 5

Q.3. Are you aware of TOCU's EmBRACE forum? YES NO

Q.4. Would you be willing to participate in the EmBRACE forum?
YES NO

SECTION 3: AGE

Q1. Please tick the box that best describes your age:

Are you: Under 24yrs 25-30 yrs 31-36 yrs 37-42 yrs 43-48 yrs 49-54 yrs
55 –60 yrs Over 61

Q2. Have you ever experienced any negative issues regarding your age?

YES NO

IF **NO** GO TO SECTION 4, IF **YES** please answer the following by ticking a rating:

Q2.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 2 3 4 5

Q2.b. On the same rating scale please indicate the satisfaction level you found from the support you received:

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 Employment Equality (Age) Regulations that come into force on the 1st October 2006?

YES NO

Q4. Are you aware of TOCU's engAGE forum?

YES NO

Q5. Would you be willing to participate in the engAGE forum?

YES NO

SECTION 4: DISABILITY:

**Under the Disability Discrimination Act 1995 a disability is defined as a physical or mental impairment, which has substantial and long term adverse effect on your ability to carry out normal day-to-day activities such as those involved in mobility, manual dexterity, physical co-ordination, speech, hearing, eyesight or communication, or a permanent condition which is controlled by medication.*

Q1. Do you consider yourself to have a disability either as by defined the DDA Act 1995 or a physical or hidden disability that affects your day-to-day activities?

YES NO

Q2. Have you ever experienced any negative issues regarding your disability?

YES NO

IF **NO** GO TO SECTION 5, IF **YES** please answer the following by ticking a rating:

Q3.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 2 3 4 5

Q3.b. (cont Section 4 Disability) On the same rating scale please indicate the satisfaction level you found from the support you received:

Line Manager/supervisor 1 2 3 4 5

HR Unit 1 2 3 4 5

Other Team Members 1 2 3 4 5

Q4. How sensitive do you think TOCU is to those with disabilities?
 Very Fairly Not Very Not at all It depends

Q4a. Do you wish to comment further?

Q5. Do you think TOCU has made reasonable adjustments for those with disabilities?
 YES NO

Q6. Do you think TOCU provides support for those with a disability?
 YES NO

Q7. Are you aware of TOCU's enABLE forum?
 YES NO

Q8. Would you be willing to participate in TOCU's enABLE forum?
 YES NO

SECTION 5: GENDER

Q1. Are you: FEMALE MALE

Q2. Do you believe that there are any problems regarding Gender at TOCU?
 YES NO

Q3. Have you ever had an issue regarding your Gender at TOCU? YES NO

IF **NO** GO TO SECTION 6, IF **YES**, please answer the following by ticking a rating:

Q4.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 2 3 4 5

Q4.b. On the same rating scale please indicate the satisfaction level you found from the support you received:

Line Manager/supervisor	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
HR Unit	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
Other Team Members	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

Q5. Are you aware of TOCU's EnGENDER forum? YES NO

Q6. Would you be willing to participate in TOCU's EnGENDER forum? YES NO

SECTION 6: RELIGION

Q1. Please tick one of the following, which best describes your religious beliefs:

Buddhist Christian Hindu Jewish Muslim Sikh None Other

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Prefer Not To Say

Q2. Do you believe that there are any negative problems regarding religion at TOCU?

YES NO

Q3. Have you ever had an issue regarding your faith at TOCU?

YES NO

IF **NO** GO TO SECTION 7, IF **YES**, please answer the following by ticking a rating:

Q4.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 2 3 4 5

Q4.b. On the same rating scale please indicate the satisfaction level you found from the support you received:

Line Manager/supervisor 1 2 3 4 5

HR Unit 1 2 3 4 5

Other Team Members 1 2 3 4 5

Q5. Are you aware of TOCU'S FAITHful forum?

YES NO

Q6. Would you be willing to participate in TOCU's FAITHful forum?

YES NO

SECTION 7 : SEXUAL ORIENTATION

Q1. Please tick the appropriate box that best describes your sexual orientation:

Bisexual Gay/Lesbian Heterosexual Transgender Prefer Not To Say

Q2. Do you believe that there are any negative problems regarding sexual orientation at TOCU?

YES NO

Q3. Have you ever had an issue regarding your sexual orientation at TOCU?

YES NO

IF **NO** GO TO SECTION 8, IF **YES**, please answer the following by ticking a rating:

Q4.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 2 3 4 5

Q4.b. On the same rating scale please indicate the satisfaction level you found from the support you received:

Line Manager/supervisor 1 2 3 4 5

HR Unit 1 2 3 4 5

Other Team Members 1 2 3 4 5

Q5. Are you aware of TOCU's EnLIGHTEN forum? YES NO

Q6. Would you be willing to participate in TOCU's EnLIGHTEN forum? YES NO

SECTION 8: YOUR PERCEPTIONS OF TOCU:

Q1 On a scale of 1- 5 how would you grade TOCU in the following Employment Factors:
(1 = Very satisfied 2 = Satisfied 3 = Unsatisfied 4 = Very Unsatisfied 5 = Prefer No To Say)

Employment Factors:

*Environment/Working Conditions	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
*Supervisory Support	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
*Resources/Equipment	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
*Training	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

*TOCU is about to embark on the implementation of a Diversity Training Programme for all line managers.

Q2. In relation to the six Diversity strands how could TOCU improve itself within the following Employment Factors:

*Environment/Working Conditions:

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*Supervisory Support:

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*Resources/Equipment:

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*Training:

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Q3. Do you perceive TOCU to deal with each individual according to their differing needs?

YES NO

Q4. Do you have any other suggestions or comments to make to help TOCU's Diversity Strategy. (Constructive comments only please)

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THANK-YOU FOR TAKING THE TIME TO COMPLETE THIS QUESTIONNAIRE YOUR RESPONSE WILL BE TREATED IN THE STRICTEST OF CONFIDENCE.