

Volunteer Diversity Policy and Monitoring Form



Underlying Principles and Values

Lagan Valley Regional Park is firmly committed to promoting diversity and equality throughout the organisation. We are committed to an ethos of respect, improving community relations and mutual learning.

We recognize that the provision of equal opportunities demonstrates best practice regarding volunteer recruitment and management. Our Volunteer Diversity policy aims to ensure that all volunteers have the opportunity to develop to their full potential.

Promoting Diversity

Lagan Valley Regional Park is firmly committed to diversity in all areas of its work. We believe that we have much to learn from diverse cultures and perspectives, and that diversity will make our organisation more effective in meeting the needs of the community. We are committed to developing and maintaining an organisation in which differing ideas, abilities, backgrounds and needs are fostered and valued, and where those with diverse backgrounds and experiences are able to participate and contribute.

We will regularly evaluate and monitor our progress towards equal opportunities. Volunteers will be asked to complete a diversity monitoring form. The collated information can then be monitored and measured to ensure that our volunteer programme is accessible for all.

We will endeavor to promote volunteering to as wide audience as possible by using the following recruitment methods:

- Promotional materials will be made available as widely as possible
- Seek partnerships with relevant groups
- Consultation with relevant groups
- Pro-active in recruiting from under-represented groups
- Advertised through a variety of media

Success can come from volunteering in a safe, supportive and respectful environment; it is this environment that we hope to encourage as a fundamental part of Lagan Valley Regional Park's volunteer programme.

Lagan Valley Regional Park aims to provide equal opportunities and fair treatment for all volunteers. Please complete this form and email or post to the address provided at the bottom of the form. The information below is anonymous and will not be stored with any identifying information about you. All details are held in accordance with the Data Protection Act 2018.

We would like you to complete this form in order to help us understand who we are reaching and to better serve everyone in our community. The information will be used to provide an overall profile analysis of our volunteer base. If you would like the form in an alternative format or would like help in completing the form, please contact a member of staff.

Ethnicity

Please state what you consider your ethnic origin to be. Ethnicity is distinct from nationality and the categories below are based on the 2001 Census in alphabetical order.

Asian	Black	Chinese or other ethnic group
<input type="checkbox"/> Indian	<input type="checkbox"/> Caribbean	<input type="checkbox"/> Chinese
<input type="checkbox"/> Pakistani	<input type="checkbox"/> African	<input type="checkbox"/> Any other ethnic group (please write in)
<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Any other Black background	
<input type="checkbox"/> Any other Asian background	(please write in)	
(please write in)		
Mixed	White	
<input type="checkbox"/> White and Black Caribbean	<input type="checkbox"/> English	<input type="checkbox"/> Rather not say
<input type="checkbox"/> White and Black African	<input type="checkbox"/> Irish	
<input type="checkbox"/> White and Asian	<input type="checkbox"/> Scottish	
<input type="checkbox"/> Any other mixed background (please write in)	<input type="checkbox"/> Welsh	
	<input type="checkbox"/> Any other White background (please write in)	

Gender

<input type="checkbox"/> Male	<input type="checkbox"/> Rather not say	Transgender
<input type="checkbox"/> Female		<input type="checkbox"/> F to M <input type="checkbox"/> M to F

Age: _____ Rather not say

Disability

The Disability Discrimination Act 1995 (DDA) defines a person as disabled if they have a physical or mental impairment which has a substantial and long term (i.e. has lasted or is expected to last at least 12 months) adverse effect on one's ability to carry out normal day-to-day activities. This definition includes conditions such as cancer, HIV, mental illness and learning disabilities.

Do you consider yourself to have a disability according to the above definition?

Yes No Rather not say

Faith

Which group below do you most identify with?

<input type="checkbox"/> No religion	<input type="checkbox"/> Baha'i	<input type="checkbox"/> Buddhist
<input type="checkbox"/> Christian	<input type="checkbox"/> Hindu	<input type="checkbox"/> Jain
<input type="checkbox"/> Jewish	<input type="checkbox"/> Muslim	<input type="checkbox"/> Sikh
<input type="checkbox"/> Other (please write in)	<input type="checkbox"/> Rather not say	

Sexual orientation

How would you describe your sexual orientation?

<input type="checkbox"/> Bisexual	<input type="checkbox"/> Gay man	<input type="checkbox"/> Heterosexual
<input type="checkbox"/> Lesbian	<input type="checkbox"/> Other	<input type="checkbox"/> Rather not say

Today's date:

Thank you for completing this form. *Please send the completed form by post to:*

Diversity Monitoring Form

Lagan Valley Regional Park

3 Lock Keeper's Lane, Milltown Road,

Belfast, BT8 7XT

Or by email to: volunteering@laganvalley.co.uk