

Central to the YMCA Aims and Purposes is the principle that:

The YMCA is a Christian Movement which welcomes into its fellowship persons of other religious faiths and of none.

Accordingly the YMCA stands for:

A world-wide fellowship based on the equal value of all persons.

Respect and freedom for all, tolerance and understanding between people of different opinions.

Active concern for the needs of the community.

United effort by Christians of different traditions.

The Central YMCA recognises the need for and supports a policy of equal opportunity in all areas of its work and responsibilities. All allegations of discrimination will be treated seriously by The Central YMCA and all reasonable practicable steps will be taken to prevent such behaviour.

In relation to its employment practices, the Central YMCA accepts the spirit and intention of the various legislation, regulations and codes of practice which separately and collectively outlaw certain kinds of discrimination in employment and, in particular, discrimination on grounds of race, sex, marital status and disability.

The Central YMCA will not unlawfully, unfairly or unreasonably discriminate or treat any individual less favourably on the grounds of sex, marital status, race, disability, colour, age, sexual orientation, nationality or ethnic national origin. If a member of staff believes that he/she has been discriminated against, it is his/her responsibility to report the matter to his/her immediate line manager or to the most appropriate person in authority.

No condition or requirement will be applied to any applicant for employment or any staff member in the course of his/her employment which is, or may be, unlawfully, unfairly or unreasonably to their disadvantage on the grounds of sex, marital status, race, disability, colour, age, sexual orientation, nationality or ethnic national origin, or be disadvantaged by conditions or requirements which cannot be shown to be justified within the Aims and Purposes of the YMCA.

Entry to employment and promotion or change of post within the Central YMCA is determined by merit and ability. However, as the YMCA is part of an Ecumenical Christian Movement a commitment to the Christian faith may be required of staff in posts which are regarded as central to the fulfillment of the YMCA's Aims and Purposes.

The Central YMCA recognises that it has obligations towards all its members and the community to ensure that people with disabilities are given equal opportunities to enter employment. In addition, when staff members become disabled in the course of their employment, steps will be taken, through retraining and redeployment, if necessary, to enable them to remain in employment whenever possible. This applies equally to registered and non-registered disabled staff.

Sexual and racial harassment are forms of discrimination on the grounds of a person's sex or race. This and any other harassment is unacceptable to the Central YMCA and any such behaviour is considered a disciplinary offence.

It is the responsibility of every individual to eliminate discrimination and to ensure the practical application of this policy.

Equal Opportunities Statement

The Central YMCA is committed to the promotion of equal opportunities, both in the provision of its services and in its capacity as an employer.



EQUAL OPPORTUNITES MONITORING FORM

Position applied for

Where did you see the advert?

Central YMCA is committed to the promotion of equal opportunities, both in the provision of its services and in its capacity as an employer.

To help us monitor our equal opportunities policy in recruitment and selection procedures, you are requested to complete the following questionnaire. The information you provide will be stored and processed as part of the Charity's monitoring of equal opportunities only. It will not be used for any other purposes.

Please tick the appropriate box

Gender male female

Age Range up to 25 26-35 36-45 46-55 56 and over

Marital Status

Number of Dependants

Disability:

Under the disability discrimination act a disability is described as a mental or physical condition which has a substantial and long-term adverse affect on the employee. Long-term means that the condition must last, or be likely to last for more than 12 months.

Do you have:

A learning difficulty Mental health difficulties Dyslexia

Deaf/hearing impairment An unseen need e.g. diabetes/HIV/Aids Multiple Disabilities

None

Not listed here
Please state

What is your ethnic group?

Please choose ONE section from A to D, then tick the appropriate box to indicate your background

A White

- British
- Irish
- Any other White background

C Asian

- Asian British
- Indian
- Pakistani
- Bangladeshi
- Chinese
- Thai
- Any other Asian background

B Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed background

D Black

- British
- Caribbean
- African
- Any other Black background

What is your religion?

Please tick the box that indicates which religious denomination you belong to. If you do not follow a religion, please tick the box marked 'None'.

- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other Please state
- None

Position applied for

Where did you see the advert?

Do you have any disability which may affect your application?

Yes No

If yes, please give details:

We ask this question to enable us to consider any adjustments that we can make to our recruitment procedures/arrangements to assist you in your application.

Central YMCA's Mission Statement

Central YMCA aspires to be the activity for health charity. We want to see a world in which all individuals have the opportunity to live healthy lives in mind, body and spirit. We seek change in health attitudes and behaviour through advocacy, education and direct delivery.

Having read the above mission statement and core values are you able to support and convey its central principles to others?

Yes No

Having read the Equal Opportunities Policy are you in sympathy with their central principles and able to apply these in your work?

Yes No

The Immigration, Asylum and Nationality Act 2006 makes it a criminal offence for employers to employ a person who is not entitled to work in the UK. In order to comply with this, London Central YMCA asks prospective employees to produce relevant documentation.

Successful applicants must provide relevant documentation at the time of interview.

DECLARATION

I declare that the information I have given or will give during the recruitment process is correct and complete and I consent to Central YMCA verifying any information provided. I understand that Central YMCA may terminate my employment without notice or commence disciplinary action if I make a false or misleading statement.

Signed:

Date:



APPLICATION INFORMATION

Position applied for

Advertising code

Name

Email Address

Phone

Having read the Job Description and Person Specification your application covering letter should address each of the criteria listed in sections one, two and three (if applicable) of the Person Specification in order, providing concise information which clearly demonstrates your capability for this role. We are unable to accept applications without this supporting evidence.

Why I am the person for the job...

PLEASE POST ALL COMPLETED FORMS TO:

Mary Holt , Central YMCA, 112 Great Russell Street, London WC1B 3NQ

OR FAX TO +44 (0)20 7436 2687

DON'T FORGET TO INCLUDE YOUR CV