



EQUAL OPPORTUNITIES POLICY STATEMENT

Yorkshire Housing wishes it to be known that it is an Equal Opportunities employer. This means that:-

- (a) In the provision of housing services and employment of staff to provide these services, Yorkshire Housing will seek to ensure equality of opportunity and treatment for all persons.
- (b) No person or group of persons applying for housing, or for a job, or for contracts with Yorkshire Housing will be treated less favourably than any other person or group of persons because of their race, colour, gender, disability, age, religion, culture or HIV status.
- (c) In carrying out its Equal Opportunities Policy, Yorkshire Housing will actively assist disadvantaged minority groups to benefit from its housing services.
- (d) Yorkshire Housing will seek to identify the needs of disadvantaged minority groups in its area of operation by establishing close relationships with those groups.
- (e) As an employer, Yorkshire Housing will seek actively to employ staff from minority and disadvantaged groups. Where necessary, it will provide them with special training facilities to enable them to compete or qualify for positions in the organisation.
- (f) To help it fulfil its commitment to Equal Opportunity, Yorkshire Housing will collect and monitor records of the ethnic racial origin of all those applying to it for housing and all those seeking employment from Yorkshire Housing.
- (g) In hiring contractors and other agencies to work for it, Yorkshire Housing will be mindful of its commitment to equality of opportunity.
- (h) In the composition and operation of its Board of Management, Yorkshire Housing will be mindful of its commitment to Equal Opportunity.