

EQUALITY & DIVERSITY STATEMENT

Yorkshire Housing is an equal opportunities employer providing services to a wide range of people. Our aim is to be responsive to the needs of all these communities and the individuals that we serve. Equality and diversity are integral to all of our activities in every aspect of the work we do to achieve our corporate plan and is supported by the Associations values of respect, reliability and enthusiasm. We have a moral duty to respond to the wide social diversity within our communities and make sure that we reflect this in our policies and procedures and, in practice, through the day to day delivery of our services to customers.

As an employer we are committed to equality and valuing diversity within our employee group. Our goal is to ensure that these commitments are embedded into our day to day working practices.

In order to consolidate and build upon this diversity, it is essential that equality of opportunity and tackling unfair discrimination be at the core of the Association's activities. Yorkshire Housing opposes all forms of unlawful and unfair discrimination and wants all our staff to play an active role in developing ideas and approaches to improve equality and diversity.

Yorkshire Housing will not unfairly discriminate in the recruitment or general treatment of staff or customers on the basis of age, disability, ethnicity, gender, religion, sexual orientation, belief, trade union activity, national origin, marital status, caring responsibility, HIV status.

To achieve our goal we will:

- Treat our customers, colleagues and volunteers fairly and with respect
- Promote an environment free from discrimination, bullying and harassment and tackle behaviour which breaches this
- Recognise and value the difference and individual contribution that people make
- Have policies and practices which are inclusive and respectful of the needs and wishes of different groups.
- Seek ways to develop cultural awareness within our organisation
- Provide training for all staff on equality and diversity
- Provide relevant training for all staff involved in recruitment and selection
- Ensure all staff have equal access to learning and development opportunities
- Ensure that all new staff are made aware of the Equality and Diversity Strategy and annual action plan, and their role in its delivery, as part of their induction.
- Ensure that we comply with all legislation and good practice by regularly reviewing policies and procedures.

Should any member of staff feel that they are being discriminated against, bullied or harassed, they should refer to Yorkshire Housing's Dignity at Work Policy.