

DIVERSITY POLICY

This information can be provided in your own language

我們可提供本資訊的繁體中文版本 (Cantonese)

এই তথ্য আপনার মাতৃভাষায় সরবরাহ করা যাবে (Bengali)

یہ معلومات آپ کی اپنی زبان میں فراہم کی جاسکتی ہیں۔ (Urdu)

Bu bilgiler sizin dilinizde sunulabilir (Turkish)

Te informacje mogą być dostarczone w Twoim własnym języku (Polish)

This information can be provided in other formats, such as large print, Braille or audio. We welcome calls through **typetalk**.

Diversity and Equality Policy

Purpose of the Policy

The purpose is to set out a clear and public statement of JRF/JRHT's commitment to equality and diversity.

Introduction

This Diversity Policy sets out our principles and provides a framework through which we will fulfil our obligations. It demonstrates our commitment to eliminating discrimination, providing real opportunities for our customers and staff and ensuring that no one feels excluded or disadvantaged.

Diversity is the acknowledgment and respect of differences within and between groups of people.

Equality and diversity are very closely related to each other. It is not possible to afford people full equality of opportunity without being aware of the diversity of their circumstances. This includes taking account of not only the differences that are visible, but also those that are invisible. Differences that may not be immediately apparent but which may manifest themselves in distinctive cultures, lifestyles or learning and can take a number of forms

The Joseph Rowntree Foundation and the Joseph Rowntree Housing Trust have a purpose to seek out the underlying causes of social evil and we recognise that in part the problems of society arise from prejudice and discrimination against people from a range of backgrounds.

We believe in the inherent and equal value of each human being. We recognise that each person is a unique individual with their own abilities and needs.

We are committed to policies and services which embrace diversity and which promote equality of opportunity. As a service provider, we recognise and accommodate the wide range of needs and aspirations of our

residents and customers. As an employer we are committed to an ethos of equality of employment opportunity where the different talents and perspectives of each individual are embraced and nurtured to the mutual benefit of all. Our goal is to embed these commitments in our day to day working practices and behaviours.

We will not accept discrimination on any grounds. In particular we will take action to prevent discrimination on the grounds of an individual's gender, race or ethnic origin, disability, sexual orientation, age or religious belief.

Principles for equality and diversity

Our equality and diversity policy has been drawn up to take into account the following guiding principles to support the JRF/JRHT's commitment to equality by:

- Promoting equality of opportunity and diversity within the communities in which we work and with all our partners and staff
- Treating each other, our partners, customers and staff fairly and with respect.
- Recognising and valuing the different contributions that individual people make.
- Promoting an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this.
- Aspiring to best practice in all our service delivery and employment policies and procedures.
- Monitoring the composition of our governance structure, including Trustees, Committee members and advisers.
- Encouraging and monitoring recruitment from groups currently under represented in our organisation and ensuring opportunities for development are available to all staff.
- Monitoring research and development programmes to ensure that the perspective of black ethnic minorities, disabled people and others facing discrimination are covered in our work.
- Enabling the participation of disabled people in our staff, activities and receipt of our services.
- Providing support and encouragement to staff to develop their careers and increase their contribution to the organisation through the enhancement of their skills and abilities.
- Supporting this commitment with appropriate training and guidance

- To achieve equality of satisfaction in the quality, choice and availability of services provided for residents and staff;
- To ensure that legal and regulatory equality and diversity requirements are met.

Who is this document targeted at?

There are many communities, groups and individuals who may face disadvantage or discrimination, who may be unwilling or unable to access services or who receive services that fail to meet their needs and preferences.

This policy is intended to address equality and diversity issues in their widest context and with specific reference to the Equality Act 2010 which seeks to outlaw unlawful discrimination against a person or group of people because of their : age, disability, gender re-assignment, marriage or civil partnerships, pregnancy and maternity, race, religion, sex, sexual orientation .

The policy is intended to cover anyone who comes into contact with our organisation whether as customer or a staff member and to ensure that all are treated with dignity and respect.

Who is responsible?

All departments and staff members will have a role to play in progressing the work of the organisation with regard to diversity and equality and all staff should be aware of the contents of our Diversity and Equality policy and our strategy to achieve our aims and have a clear understanding of their role in delivering it.

How can I find out more?

For further information please contact Sally Houghton at sally.houghton@jrf.org.uk or on 01904 735032.

You can also contact Sally if you would like this information in different format, such as large print, Braille, audio or a language other than English.