

DIVERSITY POLICY

LEAFLET
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A GUIDE FOR RESIDENTS



JOSEPH
ROWNTREE
HOUSING TRUST

JRHT

This leaflet explains our diversity policy and how it works, including:

- An explanation of who equality of opportunity applies to and why;
- How we develop new homes to ensure equality of opportunity;
- Details of our housing and housing services;
- How we encourage the involvement of residents;
- Our diversity policies for employees and contractors, consultants and other agents who work with JRHT;
- Our commitment to working with organisations and voluntary groups who have special skills and experience in diversity and the needs of under-represented groups.

Equality for whom?

We believe in equality of opportunity for everyone:

- age;
- disability;
- gender;
- gender reassignment;
- race;
- religion or belief;
- sexual orientation;
- marriage and civil partnership status;
- pregnancy and maternity;
- poverty.

Our policy means we:

- design and build new homes to Lifetime Homes standards to meet people's changing needs over time;
- offer housing and housing services that are delivered fairly and are accessible to all residents;
- encourage the involvement of all residents in our work, particularly those from under-represented groups;

- take speedy and effective action to deal with any form of harassment against or by a resident, employee, committee member or one of our agents;
- openly and fairly recruit the people who work for us so there is equality of opportunity for all job applicants;
- work to ensure that the people we employ represent a cross-section of the communities in which we work;
- openly and fairly choose the contractors, consultants and other agents who work for us;
- actively work to ensure that contractors, consultants and other agents represent a cross-section of the communities in which we work;
- expect all contractors, consultants and agents to show that they have effective diversity policies or agree to sign up to our policy before they can work for us;
- work with organisations and voluntary groups who have special skills and experience in diversity and the needs of under-represented groups.

The Chief Executive of the Joseph Rowntree Foundation and the senior management team have overall responsibility for implementing the diversity policy.

For more information

This leaflet is a summary of our diversity policy. If you would like a copy of the full policy, please contact us.

Joseph Rowntree Housing Trust
The Garth
White Rose Avenue
New Earswick
YORK YO32 4TZ

Open Monday to Friday from 8.30am to 5.30pm. Please be aware the office opens at 10.00am on Wednesday mornings due to staff training.

Tel: 0800 5870211 (freephone from landlines)

Fax: 01904 735001

We welcome calls using typetalk.

Email: information@jrht.org.uk



JRHT is a registered housing association, managing around 2,500 homes, and is a registered provider of care services.

www.jrht.org.uk

Last updated January 2013
This leaflet cost 9p to print.

This information can be provided in your own language.

我們也用您們的語言提供這個信息 (Chinese)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja moze być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

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Tel: 01904 615905 Email: info@jrf.org.uk.



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