

HORTON HOUSING ASSOCIATION

Equality and Diversity Policy Statement

1.0 STATEMENT

As an organisation we should meet the following challenges:

- Understand, value and welcome equality and diversity.
- Ensure that all policies, processes and procedures reflect these commitments.
- Measure, monitor, evaluate and develop plans and report on progress in respect of equality and diversity and fairness.
- Develop all staff to enable them to make a full contribution to meeting HHA's objectives.
- Support the use of flexible working patterns wherever possible to enable staff to balance work and life responsibilities.
- Ensure that our clients receive fair and equal and diverse treatment.

The Association recognises that development of equality and diversity is a continuous process. Regular reports will be presented to the Board based on the outcome of monitoring appropriate performance indicators to ensure equality and diversity objectives are met

- 1.1 Horton Housing Association is committed to ensuring and promoting equality and diversity. We are therefore opposed to unfair discrimination on any grounds.
- 1.2 We are committed to developing an organisational culture that values people and the diverse contribution that each individual can make.
- 1.3. We believe that every client, member of staff and Board member is entitled to be treated with openness, integrity and respect and that discrimination and disadvantage should be eliminated in all aspects of our service delivery, management and employment practices.
- 1.4 In all our services we wish to see a workforce that reflects local communities with which we work. We therefore seek to encourage the recruitment, retention and career development from a diverse range of people as possible.
- 1.5 We are committed to ensuring that selection, appointment and advancement of Board members, staff and clients is on merit, on the basis of justifiable requirements and within our full commitment to equality and diversity.
- 1.6 Staff should adopt a professional manner, treating everyone fairly and openly, whilst valuing and recognising the different contributions and needs of individuals.

This commitment is relevant to all we do – how we manage ourselves and how we deliver services.