

The Guinness Partnership Equality and Diversity Policy 2008

We believe that fully embracing the Equality and Diversity agenda is critical to the success of any organisation. The dynamism and vibrancy created by people from different backgrounds and cultures, with a mix of abilities and skills, enables organisations to be innovative and inclusive. We have designed this policy to exploit all the advantages that can be gained by having a high awareness of equality and diversity issues across our businesses.

Introduction

The Guinness Partnership's objectives are that we will:

- Be governed and led by people who champion the equality and diversity agenda, and be an organisation where we want the workforce at all levels to be representative of minority groups.
- Respect and listen to the customers we serve and others we work with.
- Work hard to treat everyone with dignity and deal with all fairly, regardless of faith, race, ethnicity, age, gender, marital status, sexuality or disability.

Actions to achieve this policy will include:

- Seek out and encourage a wide mix and variety of views on all we do
- Take action to ensure all stakeholders can access our organisation, our services and advice
- Meet targets for letting our homes that reflect the communities in which we work
- Actively challenge discrimination, harassment and unfair disadvantage, in partnership with others where appropriate.
- Provide support for the victims of and witnesses of harassment and hate crimes and anti social behaviour.
- Be determined that overall satisfaction ratings are as high amongst minority groups as they are for other groups.
- Take account of equality and ethical issues in the way we procure goods and services.
- Design decision-making structures that are accessible to stakeholders so they can exert influence over the future direction of the organisation
- Implement training and awareness programmes across the organisation to ensure everyone is able to embrace the Equality and Diversity agenda.
- Ensuring our external partners and recognised customer and user groups are aware of our Equality and Diversity Policy.