

## EQUALITY AND DIVERSITY

Providence Row Housing Association (PRHA) is determined to challenge direct & indirect discrimination, discrimination by perception or association, harassment or victimisation against anyone on the grounds of race (including colour, nationality, ethnic or national origins), gender including gender reassignment, physical or mental health, disability, social class, age, political or religious belief or non-belief, offending history, marital or civil partnership status, sexual orientation, pregnancy or caring responsibilities.

This commitment is enshrined in our core values which include **Justice & Inclusion** and in our business plan objective **“To celebrate our diversity & to provide support to the community by sharing our knowledge and expertise through partnerships.”**

PRHA will strive to ensure that we eliminate all forms of discrimination & reflect our commitment to equal opportunities and anti-discriminatory practice in all aspects of our work. In particular in:

- Access to housing, support & services
- Recruitment, employment, remuneration, training & development of staff & Board
- Work with contractors & suppliers.

### To achieve our aims, PRHA will:

- Promote and celebrate the diversity of our client groups, staff teams, Management Board and the local community
- Design our services to meet the needs of all our communities
- Constantly monitor and review our systems & procedures to ensure that we are meeting our equality & diversity objectives
- Work in partnership with commissioners & other agencies to develop good practice on equality & diversity, social exclusion & community cohesion issues
- Provide training and guidance to all employees to ensure our commitment to equality and diversity is known, understood and adhered to
- Value our employees, providing them with the skills and training to do their job well and with opportunities to progress and develop
- Give active support to our client groups to enable their involvement in service development and decision-making
- Review this policy with service users, staff, Management Board & stakeholders.

