

## **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.