



Treating people with dignity and respect

Equality and Diversity Policy Statement

2013-2017

Our mission is to provide quality homes and create communities where people choose to live. Our vision is enhancing life opportunities, with our long term ambition to be an organisation that not only provides excellent services to our residents, but also helps to change the places where they live and the opportunities they have in life to succeed. Our values are to be customer-focused, performance driven, creative and enabling, open and positive. None of this can be achieved without ensuring that our policies, strategies and performance reflect the diverse needs of our customers and everyone at Golding Homes.

The well-being and cohesion of our local community and workforce is important to us. By valuing and championing diversity, we will lead the way in setting good practice and share it with others. We will continue to work towards the elimination of unlawful discrimination and aim to reflect fairness in all our activities by making services accessible and ensuring equality of opportunity for all.

We recognise that different people and communities may have specific needs which may require flexible approaches. We also appreciate that some groups or individuals may experience discrimination and disadvantage. This may be due to their characteristics such as age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic or national origin, nationality, colour, religion or belief, sexual orientation, or any other factors such as appearance and HIV status. We believe that everyone should be treated with dignity, respect and fairness regardless of their characteristics. We do not tolerate unfair treatment and discrimination that cannot be justified.

As a landlord, service provider and employer we have a general duty to promote equality of opportunity and eliminate discrimination under the Equality Act 2010 and other relevant regulations, Statutory Codes of Practice, guidance from the statutory agencies such as the Commission for Equality and Human Rights, the Homes and Communities Agency and others.

We require a commitment from everyone at Golding Homes and external partners we work with to ensure that our customers, residents, Board Members, staff, contractors and others are treated fairly and without discrimination. All staff, Board Members and others who provide services to our customers and work with us are required to implement this policy and that their actions are non-discriminatory. Deliberate acts of unlawful discrimination, including victimisation, harassment, bullying or pressure to discriminate, will result in serious disciplinary action, possibly including dismissal and termination of contracts with service providers.

Policy Review

This Equality and Diversity Policy Statement was approved by the Board on 12 December 2013 and will be reviewed in 2017.

Signed:



Peter Stringer
CHIEF EXECUTIVE

Policy and Procedure Owner:	Chief Executive
Policy and Procedure Date:	12 December 2013
Policy and Procedure Review Date:	12 December 2017