

GUIDE TO EQUALITY AND DIVERSITY





Aire Valley Homes Leeds is proud to be a partner in a multi-cultural community. We value diversity and will ensure that we treat all individuals fairly, with dignity and respect.

We are committed to ensuring that there is no discrimination against any other person or other organisation on the grounds of race, ethnic origin, disability, nationality, gender, sexuality, age, class, appearance, religion, responsibility for dependants, unrelated criminal activities, being HIV positive or having AIDS, or any working matter which causes a person to be treated with injustice.

We are committed to promoting and mainstreaming equality and diversity in everything we do:

- In order to continually improve our service to our customers
- In order to deliver excellent employment opportunities to our staff
- In order to make our Board, Area Panel and Registered Tenants and Residents Groups reflect the diverse neighbourhoods we serve.

Aire Valley Homes Leeds recognises that development of equality and diversity is a continuous process. Regular reports will be presented to the Board based on the outcomes of monitoring appropriate performance and outcomes.

To achieve this we will:

- Ensure that equality and diversity is a high priority and an integral part of strategic and operational decisions
- Consider and adhere to all areas of legislation and performance requirements from external bodies
- Create an atmosphere of mutual respect between employees, customers and the neighbourhoods we serve
- Raise standards of achievement and promote equality and diversity for all by regularly reviewing, testing and monitoring our policies
- Work in partnership with, and consult with the diverse neighbourhoods we serve to combat disadvantage, discrimination, and exclusion and to promote equality and diversity
- Ensure there is zero tolerance in cases of harassment and bullying ensuring victims of harassment and discrimination are supported and that effective action is taken against the perpetrators
- Ensure that tenants and residents organisations, requiring support adopt equality and diversity objectives as part of their constitution
- Ensure that organisations contracted to deliver our services incorporate equality and diversity in their work practices and in a manner consistent with our policies and procedures



Communication

All correspondence from Aire Valley Homes should carry the following statement:

“If you would like this information in any other format including large print, audio CD/tape, Braille or translated into another language please telephone 0113 214 1942 and speak to the Equality Officer.”

We can either get copies of communications translated into a range of languages or use interpreters where needed.

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