

Equality, Diversity and Inclusion Policy

1. Introduction

The Ore Valley Group is committed to promoting an environment of respect, understanding, encouraging diversity and eliminating discrimination by providing equality of opportunity for all in everything that we do. Throughout the Ore Valley Group there will be a consistent approach to promoting equality, diversity and inclusion across all areas of the business.

All Board Members and employees are required to act in accordance with this policy. The policy also covers discrimination by and towards members of the public, Board Members, employees, contractors and staff from other agencies. The Ore Valley Group opposes all forms of discrimination in relation to all aspects of its activities and interactions.

2. Aims of the Policy

The aims of this policy are:

- To ensure the integration of equality, diversity and inclusion practices into everything we do, whilst ensuring employees are treated with fairness and respect by each other and by members of the public, Board and Committee members, contractors and staff.
- To implement fair employment practices, ensuring that no job applicant or employee will receive less favourable treatment on the grounds of Age; Disability; Gender Identity¹ and/or Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or belief, Sex and Sexual Orientation.
- To ensure people are recruited and employees promoted solely on the basis of their own merit, experience, ability and potential. This applies throughout the entire duration of employment as all decisions will be based on only relevant merits.
- To provide an environment appropriate to the needs of those from all walks of life, which offers a culture that respects and values each other's differences and promotes inclusion, equality and diversity and which goes beyond the minimum requirements of the Equalities Act

3. Principles

This policy will be operated within the following principles:

- There will be a clear strategy that promotes social justice and fairness.
- The treatment of all tenants, staff, Board members and contractors with fairness and respect
- The development of our understanding of the different needs of our tenants, including issues in relation to both protected and individual characteristics.
- Communication with our customers in a way that is clear, accessible and easy to understand.
- Engagement and involvement of staff, tenants and our Board members in the development of our equality and diversity strategies and objectives.

¹ The inclusion of gender identity as a characteristic goes beyond the confines of the Equalities Act which only recognises gender reassignment as a protected characteristic. Our policy recognises that transgender and non-binary people may choose not to have gender confirming surgery, may be on a waiting list or be at various stages of transition. In these circumstances Ore Valley will recognise any individual's choices which may include the gender by which they wish to be recognised, the name by which they wish to be known, the pronouns (eg. he/him, she/her, they/them) which they wish us to use and we will accept how any person wishes to dress and present provided it is appropriate for the setting and purpose. Reference to this policy will be incorporated into all other Group Policies.

4. Monitoring and Review of Policy

Responsibility for monitoring the application of this policy will rest with the Senior Management Team of the Group. An annual report will be presented to the Board and if required ad-hoc reports will also be presented.

The policy will be reviewed every 5 years, with amendments being made as appropriate.

Maryjane Elder - SCSO
Andrew Saunders - CEO

Review Date - November 2022
Next review date - November 2027