



Equality and Diversity Policy

At East North East Homes Leeds (ENEHL) one of our main values is fair access. We value the rich social and cultural diversity of our area. We cover a large part of Leeds, bringing together staff, residents and partner agencies, all of whom have one thing in common, to enjoy a community in which we can live and work together as equals. ENEHL is committed to eliminating discrimination and encouraging diversity and cohesion among our workforce and within our communities.

The purpose of this policy is to provide equality and inclusiveness for all our residents and employees and avoid discrimination on grounds of gender, marital status, race, ethnic origin, nationality, national origin, disability, sexual orientation, religion and belief or age. We are opposed to all forms of unlawful and unfair discrimination.

All employees and tenants will be treated fairly and with respect. All employees and residents will be helped and encouraged to develop their full potential and the talents and resources they bring will be fully utilised to make sure we provide excellent service to all our customers.

Our commitment is to:

- Eliminate discrimination and promote equality of opportunity between different groups in society.
- Embed equality in the workplace and the communities we serve, recognising that this is good management practice which also makes sound business sense.
- Create an environment in which individual differences and the contributions of our staff and residents are respected and valued.
- Develop programmes and action to help people realise their true potential
- Ensure fair access for all to the services we provide.
- Create a working environment that promotes dignity and respect for all where incidents of bullying or harassment will not be tolerated.
- Ensuring our workforce truly reflect all sections of our community
- Regularly review our employment practices, policies and procedures to ensure fairness.
- Ensure training, development and progression opportunities are available to all.
- Help staff and tenants to understand that breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- Monitor this policy and review it annually.

Our Single Equality Scheme and this associated policy has been agreed and endorsed by the ENEHL Board and senior management. It has been agreed with trade unions and is fully supported by tenants groups.

Steve Hunt

Chief Executive