

# EQUALITY AND DIVERSITY POLICY STATEMENT

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It is recognised that Westfield Housing Association has the ability to reduce the disadvantages that people experience by making its services more responsive to all communities and individual needs. The Association values the diversity of all communities and wants its services, facilities and resources to be accessible to all.

We also recognise that our ability to meet these diverse needs is improved by having a diverse workforce which generally reflects the local population, and which has the skills and understanding to achieve our objectives.

The Association has a commitment to be an organisation that:

- develops services to achieve equality and diversity in all its activities;
- has a workforce generally reflecting the local population;
- understands how valuing diversity can improve our ability to deliver better services;
- consults with all our clients to ensure the delivery of our goals;
- consults with different individuals and communities to ensure that services provided are responsive and reflect the diversity of need;
- provides all employees with the training and development they need to enable them to achieve organisational goals;
- provides a supportive, open environment where all employees have the opportunity to reach their full potential;
- listens to its customers and involves them in the development of services that recognise and value diversity; and
- believes that both customers and employees have important parts to play in making this happen.

We will apply this policy in carrying out our statutory and corporate responsibilities. We will also seek to apply it to work undertaken for us by external consultants and contractors.