



## **Equality, Diversity and Inclusion Statement**

Wakefield and District Housing (WDH) is committed to promoting equality, diversity, inclusiveness and social justice in its service to the public. We will work positively to achieve this for all employees and service users.

We recognise that people may face discrimination and disadvantage. We will develop services to help overcome discrimination and disadvantage and enable people to achieve their full potential. We will ensure that services are accessible and fair to everyone. Every person has the right to be treated fairly regardless of race, gender, sexuality, disability, age, culture, ethnic origin, religion, nationality, marital status, caring responsibilities, appearance, HIV status or any other matter.

Our employees will demonstrate inclusivity in their day to day work. They will ensure people are treated fairly, recognising and valuing diversity. All employees will follow WDH Codes of Conduct about employee behaviour and deliver services according to Government and WDH policies and procedures.

We will work with other agencies to promote equal rights, inclusion and fair treatment for all. We will collect information, which helps us plan, develop and monitor services to meet the needs of all members of the community.

We will work in partnership with communities who have been disadvantaged through discrimination so their voice is heard, their rights respected and their needs reflected in our services.

We will make sure that our workforce at all levels and across services reflect diversity and community needs. We will ensure that there is no discrimination in recruitment or selection of employees, nor in the way in which our employees are treated. We will support our employees fully in dealing with harassment or discrimination of any kind. We will provide a positive working environment for all our employees.

If you feel that this statement has not been applied during your contact with us, please let us know. You can make a complaint, a copy of the 'How to Complain' fact sheet is available on our website and at all our facilities or you can contact: Customer Relations Team Merefield House Whistler Drive Castleford WF10 5HX. Phone (01977) 724662 or email: [customerrelations@wdh.co.uk](mailto:customerrelations@wdh.co.uk)

This Statement will be kept under review in line with WDH's Diversity and Inclusion Strategy and Single Equality Scheme and Action Plan and updated whenever necessary.

Revised: July 2009