

GRŴP GWALIA

EQUAL OPPORTUNITIES POLICY STATEMENT

Grŵp Gwalia recognises that discrimination, prejudice and disadvantage exist in our Society. We are committed to making our contribution to help eliminate this by working positively to promote a more inclusive Society. It is our aim and commitment, to provide all of our services and employment opportunities on a fair and equitable basis. Gwalia has been fully committed to the implementation of equal opportunities for many years and recognises the importance of regular review to further strengthen our Policy making it a reality in all that we do.

Grŵp Gwalia will not discriminate or treat anyone less favourably on the grounds of:

- race, colour, ethnic origin, nationality or culture
- gender
- mental disability
- physical disability
- HIV status
- sexual orientation
- transexualism
- marital or family status or responsibilities for dependants
- religious, political, trade union or other beliefs
- social status
- age.

The ethos and principles of our Equal Opportunities Policy are that:

- Grŵp Gwalia is fully committed to equality of opportunity
- We will provide all of our services on a fair and equitable basis
- We will adopt recruitment and selection procedures which provide fair and equitable opportunities for all and will similarly promote and train our staff in a fair and equitable manner
- We will treat people with dignity and respect and acknowledge people's individual needs and requirements
- We will ensure that the ethos and principles of our Equal Opportunities Policy underpin and permeate everything that we do in our business

- We will implement the appropriate legislation and codes of practise and ensure that they are woven into all of our policies, procedures and working practices
- We will expect our staff to adopt and implement our Equal Opportunities Policy when carrying out their duties and conducting business on behalf of the Group and we will provide training and support to staff to enable them achieve this
- We will expect our partner agencies, contractors and consultants, who carry out work on behalf of Grŵp Gwalia, to similarly adopt and implement their own equal opportunities policy or adopt our own
- We will challenge unacceptable behaviour and actively support victims of harassment
- We will implement positive action initiatives both in service delivery and employment to combat and redress past discrimination
- And finally, we will develop a comprehensive Equal Opportunities Strategy and Action Plan with targets to help us achieve our aim and this will be monitored and reviewed regularly to monitor performance and progress and take any remedial action that is required. The Equal Opportunities Strategy will be supplemented and supported by other complimentary strategies, for example the Black & Minority Ethnic Housing Strategy.

Updated 9th January, 2006.