

## Schedule 20 Equality and Diversity

At Capture we are firmly committed to promoting equality of opportunity and creating a working environment that is inclusive and free from discrimination or harassment. The purpose of this policy is to confirm our commitment to equality, diversity and inclusion in employment and service delivery.



We are serious about equality and treat people fairly. We value diversity and recognise the benefits of employing a diverse workforce. Through our work in providing affordable housing and as an employer, we will help ensure fair treatment for all members of the community, regardless of race, ethnic origin or nationality; gender; disability, whether mental or physical; religion; marital or family status; sexuality or sexual orientation; age or physical appearance

Our commitment is to make sure that no individual or group experiences unfair treatment in recruitment, pay or promotions or housing and any other services we provide, such as lettings, housing advice, repairs and rent collection

Capture wants to be an open, inclusive and diverse organisation and these ten principles guide our work.

- Everyone has a right to be treated with dignity, fairness and respect.
- Value the diversity and talents of all individuals.
- Support, develop and empower people to succeed.
- Understand the diverse needs of our residents and communities.
- Promote equality of opportunity in employment and service provision.
- Deliver appropriate, accessible and flexible services.
- Create a diverse workforce and inclusive workplaces.
- Be tolerant, understanding and not judging others or their lifestyle choices.
- Challenge prejudice, discrimination and harassment.
- Promote equality, diversity and inclusion with our residents, communities, partners, stakeholders and our supply chain.

## **Communicating our policy**

We will make sure that this policy is made available and publicised on a widespread basis:

- The policy will be made available on our website.
- All employees, board members, applicants for jobs and contractors and consultants working for Capture Housing will be advised of the policy.
- Customers will be advised of the policy on signup.
- The policy will be included in the employee handbook and discussed with all new starters during their induction.
- Contractors, bidders and suppliers will be advised of the policy through the tendering and contract review processes and will be expected to uphold the standards of this policy in everything they do.