



Equality, diversity and inclusion policy

Our principles

To achieve our mission and work towards a fair and inclusive workplace, we have placed equality, diversity and inclusion at the centre of everything we do. Our approach to equality and diversity is based on the following principles:

- **Fairness:** We will work in a way which promotes equality, diversity and inclusion and which does not discriminate against any of our residents, staff or other stakeholders
- **Respect:** We will work in partnership with residents, staff and other stakeholders to encourage a culture where everyone is valued and respected and their voice is heard
- **Integrity:** We will work to ensure that our practices are transparent and open to scrutiny
- **Providing opportunity:** We will work towards a culture which is fair and where all residents, staff and other stakeholders have the opportunity to reach their full potential
- **Expertise and excellence:** We will work to ensure that the skills and knowledge of our workforce meet the diverse needs of residents.

We recognise that some groups of people face barriers in accessing services and employment. This policy statement makes a commitment to remove these barriers. In particular, but not exclusively, these barriers can be related to:

- Age
- Disability
- Gender re-assignment
- Marital and civil partnership status
- Pregnancy and maternity
- Race
- Religion
- Sex, and
- Sexual orientation.

By having in place a strong equality, diversity and inclusion policy we aim to remove these barriers to help fulfill our mission to provide homes and services, supporting residents and communities to build better futures.

Achieving our vision

We will achieve our mission and work towards our vision by implementing our Single Equality Scheme which aims to:

- Understand who our residents are and what their housing needs are
- Ensure that the services we design and deliver meet the individual needs of residents
- Provide services that aid residents to address the inequalities that they experience and impact positively on the communities within which we work
- Recruit and retain a diverse workforce which works together to deliver creative and inclusive services for residents
- Support and develop a culture that values the diversity of our residents, board members and staff.

Equality, diversity and inclusion are the responsibility of all who work for Genesis. This policy applies to both staff and board members.

Contact us

If you would like a copy of the full policy please contact Kulbir Shergill, Deputy Director, Diversity and Inclusiveness, on 020 7563 0265 or email kulbir.shergill@GenesisHA.org.uk

Diversity at Genesis: Creative and inclusive services for residents, delivered by a talented, diverse workforce.

If you need any part of this information in large print, Braille, on audio tape or explained in your own language please contact us on the number below.

Nëse ju duhet ndonjë pjesë e këtij informacioni në Braille, në CD, në kasetë ose të shpjegohet në gjuhën tuaj, ju lutemi kontaktoni në numrin poshtë.

Albanian

إذا كنت ترغب في الحصول على أي جزء من هذه المعلومات مطبوعاً بأحرف كبيرة أو بطريقة برايل أو مسجلاً على اسطوانة مدمجة أو شريط صوتي أو مشروحاً باللغة التي تتحدثها، يرجى الاتصال بنا على الرقم الموضح أدناه.

Arabic

যদি আপনি এই তথ্যগুলোর যে কোন একটির সম্বন্ধে বিস্তারিত জানতে চান, অথবা আপনার নিজের ভাষাতে ব্রেল, সিডি, অডিও টেপ-এ পেতে চান তাহলে নিম্নলিখিত নম্বরে আমাদের সাথে যোগাযোগ করুন।

Bengali

اگر مایل به داشتن هر بخش از این اطلاعات به صورت چاپ شده با حروف بزرگ، خط بریل، روی CD، نوار صوتی و یا توضیح داده شده به زبان خودتان هستید، لطفاً با استفاده از شماره تلفن زیر با ما تماس بگیرید.

Farsi

Si vous souhaitez obtenir une partie de ces informations en Braille, sur CD, cassette audio ou expliqué dans votre langue, veuillez nous contacter au numéro indiqué ci-dessous.

French

Haddaad u baahan tahay warkan afkaaga-hooyo, afka loogu talagalay dadka aan arki karaan – afka faraha ama CD-ga ama ajeladda rekorka nala xirir. Namberkan isticmaal.

Somali

Bu bilginin herhangi bir kısmının büyük boyutlu harflerle, Braille alfabetiyle, CD'de, ses kaseti şeklinde veya ana dilinizle olmasını istiyorsanız, lütfen aşağıdaki telefon numarasından bize ulaşınız.

Turkish

020 7563 0029