

## DIVERSITY & INCLUSION STATEMENT

At Ability we are committed to embracing the diversity of our workforce, customers and the communities in which we work.

We have adopted a broad definition of diversity that goes beyond those characteristics prescribed by various laws to include diversity of style, thought and values. Diversity at Ability emphasises understanding, valuing and respecting differences and creating an environment where all employees feel they can succeed and contribute to the organisation's success.

We value diversity and strive to:

- Fully utilise the talents of all employees.
- Improve recruitment and retention from all employee groups.
- Enhance decision making and innovation, by encouraging interaction and involvement.
- Increase our ability to relate to customers.

We will not condone behaviour which is abusive or offensive; any such incidents will be regarded seriously and may lead to the initiation of disciplinary proceedings.

## DEFINITION

The concept of diversity accepts that:

*'the workforce consists of a diverse population of people. The diversity consists of visible and non-visible differences which will include factors such as sex, age, background, race, disability, sexual orientation, personality and work style. It is founded on the premise that harnessing these differences will create a productive environment in which everybody feels valued, where their talents are being fully utilised and in which organisational goals are met'. (Kandola and Fullerton, 1998)*

## GUIDING PRINCIPLES

Our diversity principles support Ability's vision to be regarded as the first choice provider of specialist housing and support services that promote independent living. We:

- Recruit, develop and retain the best people through the use of leading edge policies and practices.
- Ensure each customer and employee is treated as an individual – and value them for their contribution to the business.
- Ensure that our workforce and customer base more closely reflect the different communities in which we operate.
- Maximise opportunity for all by recognising and realising potential both in employment and business.
- Create and demonstrate shared responsibility at all levels to foster a participatory work environment, employee development and support of organisational values and behaviours.
- Enable employees to influence their working patterns to match their work-life priorities and lifestyle changes.

## **RESPONSIBILITIES**

- All employees have a responsibility to ensure that this policy is put into practice. We expect a personal commitment from all employees in making it effective and in setting an exemplary standard for others to follow.
- Additional and specific responsibilities apply to those who manage staff and to those who are involved in recruitment, promotion, training and development.
- All members of staff have a responsibility to:
  - understand the values and benefits of equality and diversity;
  - familiarise themselves with this policy, follow it, and ensure that any staff for whom they are responsible do so as well;
  - draw to the attention of their line manager any instances of apparent discrimination or any perceived problem in relation to employment or to the provision of products and services;

## **COMMUNICATION**

We will ensure that this policy will be supported by regular and appropriate consultation and communication with employees and customers:

- A copy of this policy, will be given to all staff, to ensure that our policy is put into practice.
- This policy will also be included with tender information and contracts for work undertaken for us by external organisations and individuals.
- All our policies, including those relating to equality and diversity, will be monitored for clarity and plain English. We will arrange for them to be made available in translation and/or in another medium where reasonable.

## **SUPPLIER DIVERSITY**

We will ensure that the purchase of goods, services and facilities is undertaken in line with our equality and diversity commitments. We will aim to use agencies or companies who share our values on equality of opportunity and diversity. We will establish procedures to ensure that businesses from diverse communities have an equal opportunity of competing for contracts.

## **MONITORING AND REVIEW**

This policy will be monitored and reviewed on a regular basis to ensure effective implementation.

## **REFERENCES**

This policy is intended to set out the principles and responsibilities of all employees with regard to managing diversity within the workplace and will be implemented in accordance with the appropriate legislative requirements set out in the Equality & Diversity Policy.