

The Bond Board Ltd Diversity Policy

What is diversity?

Diversity is about understanding, recognising, respecting and valuing differences.

Statement

The Bond Board is firmly committed to diversity in all areas of our work. We believe that everyone is different and has something unique to offer. We have much to learn and profit from diverse cultures and perspectives and diversity will make our organisation more effective in meeting the needs of all of our employees, clients and stakeholders.

The Bond Board is committed to developing and maintaining an organisation in which differing ideas, abilities, backgrounds and needs, are fostered and valued, and where those with diverse backgrounds and experiences are able to participate and contribute. We are committed to treating people equally and value openness, accessibility, fairness and transparency.

The Bond Board does not tolerate discrimination and is fully committed to the Equality Act 2010. The Bond Board's 'Dignity at Work Policy' outlines this commitment and the behaviour expected from employees and others involved in our work.

The Bond Board will regularly evaluate and monitor our progress towards diversity.

Employer's Responsibilities

To comply with the letter and spirit of this policy.

To identify the various behaviours and barriers that discrimination can take, and understand the negative impact these can have on The Bond Board, clients and stakeholders.

To take firm action where unfairness or inconsistency exists.

To create an environment in which staff are able to share good practice, celebrate success and encourage positive attitudes towards diversity.

To monitor the application of the Diversity policy, and work towards eliminating any discriminatory practices which may be limiting The Bond Board's ability to achieve its objectives, thereby maintaining our reputation as a fair and responsible employer in the eyes of The Bond Board's employees, clients, stakeholders, and to the public.

Employees', volunteers' and students' Responsibilities

To comply with the letter and spirit of this policy.

To be aware of the various behaviours and barriers that discrimination can take, and understand the negative impact that these can have on The Bond Board's employees, clients, stakeholders and public.

To comply with The Bond Board's Equal Opportunities Policy and Dignity at Work Policy.

To co-operate with management in the elimination of any discriminatory practices which may be identified.

The Provision of Services

We aim to meet the needs of the community that we serve, within the framework of our defined role and purpose by:

Creating a work culture that values diversity, inclusiveness, and respect, and empowers our staff to reflect those values in their dealings with clients, stakeholders, and the public.

Providing clear, meaningful information about what we do and how we do it, to our clients, potential clients, landlords, and other stakeholders, in ways that best suit their needs.

Ensuring that we provide an accessible service to all of our clients, and that our processes allow us to provide that service.

Identifying as soon as possible any individual requirements that may need to be met in order for a client to fully access our service.

Continuing to review service provision and being responsive to changing needs and requirements, aiming to ensure that any inadvertent discrimination against any community does not arise.

The Bond Board will take active steps to protect employees, volunteers, students, clients and all other stakeholders from behaviour that is contrary to this policy.

Employees who feel they have been unfairly treated contrary to this policy should raise their concerns with their line manager in order to get them addressed. Volunteers should raise the matter with the Volunteer Coordinator or Chief Officer of The Bond Board. If matters are not addressed, the individual can raise a grievance under The Bond Board's Grievance Procedure. They will be dealt with quickly and treated seriously, with the objective of taking appropriate action to eliminate the particular behaviour.

Employees, volunteers and students should feel confident that raising a grievance will not have an adverse effect on them and that The Bond Board will protect them from victimisation.

Service users and all other stakeholders who feel they have been unfairly treated contrary to this policy have access to The Bond Board's Complaints and Appeals Procedure.

Breaches of the Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings and possible dismissal.

The policy will be monitored to ensure that the Bond Board remains an organisation in which differing ideas, abilities, backgrounds and needs, are fostered and valued.