

Equality Diversity & Inclusion Statement of Commitment

Maryhill Housing Association is committed to ensuring Equality, Diversity and Inclusion (EDI) is reflected in everything we do.

Equality	employees and customers are treated fairly and have access to equal opportunities to fulfil their potential
Diversity	respecting and valuing individual differences and unique characteristics
Inclusion	making sure our employees and customers feel comfortable being themselves and they feel valued, respected and heard

The Equality Act 2010 sets out nine characteristics which are protected from discrimination by law. These are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex, and sexual orientation.

We are committed to valuing and promoting equality, diversity and inclusion by adopting and promoting fair policies and procedures. Our EDI Strategy 2023-2026 is here [Equality,-Diversity-and-Inclusion-Strategy-2023-2026.pdf.aspx](#).

We will take a proactive role to ensure we promote diversity throughout our organisation and in the delivery of our services. EDI values support our achievements within our organisation, our communities and with our partners.

We recognise there are many barriers to achieving true equality of opportunity. These range from overt prejudice to unwitting ignorance of lifestyles, cultures and needs. On whatever level, discrimination is not acceptable. We will work to ensure no individual or group experiences discrimination in the provision of our services, in employment or in any of our actions. To do this we will challenge our ways of working and thinking to ensure we identify all potential barriers. We will do this through learning and development, through our service and strategy delivery and in our day to day work.

We are committed to providing fair and equal treatment for all our stakeholders and will not discriminate.

For our customers, one of the key barriers to equality can be in relation to poverty and deprivation. These can lead to inequalities in health, employment opportunities and life chances. Through our community regeneration and financial support services, provided under our Maryhill Helps banner, we seek to support our communities to address these barriers.

For our employees, we commit to fostering a culture of inclusivity and value people's differences, ensuring our organisation is a place where needs will be met with policies, procedures and training that support this.

As an inclusive organisation we will work to ensure both employee and customer voices are heard and feed into the activities and decisions that shape the organisation.

Signed by:



Paul Hillard
Chair



Rebecca Wilson
Chief Executive