

**beacon**

[www.beacon.cymru](http://www.beacon.cymru)

# Equality, Diversity & Inclusion Commitment





# At beacon...

Building positive and trusting relationships is really important to us and is an essential part of the way we work.

We know that treating people fairly (tenants, staff and community members) is vital to building good relationships and through better understanding our tenants and communities we can make sure we work in ways that promote equality, diversity and inclusion.

The words 'Equality, Diversity and Inclusion' are used a lot, and since Beacon are committed to working in ways that promote them, it's important to understand what they mean.

Is about making sure that everyone has an equal opportunity to make the most of their lives and talents and that no one should be at a disadvantage because of the way they were born, where they come from or what they believe.

Is about recognising, respecting and celebrating what makes us different, and this can be our age, gender, ethnicity, religion, disability, sexual orientation or even our education.

Is the effort we make to ensure different groups or individuals from different backgrounds are accepted, welcomed and supported to access all Beacon services, projects or activities.

We work with our tenants and partner organisations to continually improve equality, diversity and inclusion outcomes for everyone regardless of:

- Age
- Disability
- Gender identity
- Gender expression;
- Marriage and civil partnership
- Pregnancy, maternity and paternity
- Race
- Colour
- Nationality
- Ethnic or national origins
- Religion or belief
- Sex
- Sexual orientation
- Class



**PROMOTING EQUALITY AND DIVERSITY** is the responsibility of everyone in Beacon, including our tenant groups and volunteers, but it is the responsibility of our Executive Management Team and the Board to make sure that equality, diversity and inclusion are fully understood and committed to in every service across Beacon.

## Equality...

## Diversity...

## Inclusion...

**OUR COMMITMENT** to equality, diversity and inclusion is demonstrated in the way we plan and deliver our services:



We will not tolerate discrimination of any kind and we actively encourage you to report any incidents to us.



We use plain language in all of our communication with you and our information is available bilingually or in large font if requested, including translation and interpretation services.



We use the information we have to design services that are accessible to all. If we become aware of a barrier to working with us we will work with you to look at how we might be able to make things easier.



We will consider how any changes to services might affect different groups of people.



We make sure that all our staff and involved tenants have regular training in Equality, Diversity & Inclusion.



We have staff who are dedicated Equality, Diversity and Inclusion Champions and a dedicated tenant group, who work with board members and management to make sure that we continue to improve our services and consider the needs of all tenants.





## GET IN TOUCH

If you would like to know more or be part of our Equality, Diversity and Inclusion:

Tenant Group then contact us:

 [GetInvolved@beacon.cymru](mailto:GetInvolved@beacon.cymru)

 [www.beacon.cymru](http://www.beacon.cymru)

 [www.beacon.cymru/myrha](http://www.beacon.cymru/myrha)

 01443 424200

 [www.beacon.cymru/videochat](http://www.beacon.cymru/videochat)

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