

EASY TO READ

version

POLICIES AT HONEYCOMB GROUP



Policy name:

Equality diversity and inclusion policy

This policy was created to:

Make sure everyone at Honeycomb Group—staff, customers, and communities—is treated fairly and respectfully, no matter their background, beliefs, or personal characteristics.

What this policy covers

This policy explains:

- What equality, diversity, and inclusion mean
- What we are doing to make sure everyone is treated fairly
- How we meet legal requirements
- How we monitor and improve our efforts

Our goals

We aim to:

- Provide services and homes that are welcoming and accessible to everyone
- Ensure no one is treated unfairly or left out because of who they are
- Support a workplace that reflects and respects diversity
- Take action against discrimination, bullying, or harassment
- Listen to and involve our customers in shaping services

Key terms

- **Equality:** Making sure everyone is treated the same and fairly.
- **Diversity:** Valuing the unique differences between people.
- **Inclusion:** Making sure everyone feels welcome, involved, and supported.
- **Protected Characteristics:** These include age, disability, gender identity, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, and sexual orientation.

- **Discrimination:** Unfair treatment based on someone's protected characteristics.
- **Reasonable Adjustments:** Changes we make to help people with disabilities access our services or work comfortably.

Our approach

- Provide accessible homes and services
- Understand different needs to improve what we offer
- Involve people from all backgrounds in our decision-making
- Create a workplace where everyone feels respected
- Provide training on equality and diversity
- Take complaints seriously and act when things go wrong

Legal compliance

We follow all laws related to equality and diversity, including:

- The Equality Act 2010
- The Human Rights Act 1998
- Guidance from regulatory bodies

We also support campaigns and organisations that promote fairness and fight discrimination.

Performance monitoring

We regularly:

- Check how we are doing against our goals
- Compare our progress with similar organisations
- Use data and feedback to improve our work

Data protection

We collect and use information about people's backgrounds to help improve our services—but we always keep it safe and confidential, following data protection laws.

Date of Policy: February 2020