



# Equality and diversity policy

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Equality and diversity is about accepting and embracing people's differences and creating an environment in which everyone feels valued. Equality is about treating people fairly and with respect. Planning Aid Wales is committed to equality and diversity as a key feature within all its activities and aims to:

- a) provide a working environment that recognises that people from different backgrounds, cultures and skills can bring new ideas and perceptions that will increase the organisation's efficiency and improve services.
- b) ensure that no individual or group is discriminated against for any reason including their:
  - i) gender
  - ii) race
  - iii) age
  - iv) disability
  - v) religion
  - vi) ethnic origin
  - vii) sexual orientation
  - viii) marital or parental status
- c) ensure that its services are relevant and available to all.
- d) recruit the very best talent from all sectors of the community.