

## Statement of Equality, Diversity and Inclusion

We celebrate diversity within our organisation and the communities we work with.

The United Welsh Group is proud to be a part of culturally rich communities, with different perspectives and experiences, and we want everyone using our services and working with us to feel that they have been treated with courtesy and respect; valued as an individual and able to access what they need.

We are committed to the principles of equality, diversity and inclusion in employment and the provision of our services.

**Equality** - Fair treatment and access to services that provide equitable outcomes.

**Diversity** - Recognising and valuing differences between people and different perspectives.

**Inclusion:** - Creating environments where everyone is respected; feeling they belong and can be themselves.

How we achieve this includes:

- Recognising that everyone is different and treating these differences with respect
- Valuing the diversity and cultures of all people and the communities where we work
- Where possible and appropriate applying the principles of equity
- Listening and engaging to ensure that we deliver services openly and fairly, and in ways which suit our customers
- Investing in a skilled, informed and diverse workforce
- Protecting people from discrimination
- Only working with partners who share our equality values
- Challenging discrimination and exclusion in all its forms

We are committed to mainstreaming equality, diversity and human rights across the Group, learning openly and monitoring to make sure we are getting it right and being responsive to change.