*Diversity Policy*

### **Our Commitment**

The Health Foundation is committed to embracing diversity by promoting and sustaining an open, inclusive and supportive environment. This will help people to make the most of their particular qualities and skills and to achieve their full potential in line with their abilities and aspirations.  
  
The Health Foundation will make sure that people are judged on their ability and potential, not on their background and situation. We will seek to treat people fairly regardless of gender, race, nationality, ethnic or national origin, religious beliefs or practices, political beliefs, sexual orientation, gender identity, disability, age, family/marital status, social background, pregnancy or maternity or adoption status, caring responsibilities, spent criminal convictions and trade union affiliation.  
  
We appreciate that these differences will contribute to different experiences of life, attitudes, values, and ways of thinking and communicating. These different perspectives can make a valuable contribution to the Foundation’s work.

# Scope

This policy applies to all our relationships within and between our staff, our Board of Governors and the external stakeholders with whom we work.

# Key Aims

Our key aims in embedding the principle of diversity are to:

1. Promote and maintain an inclusive and supportive work environment, which affirms the rights of individuals to be treated fairly and with respect and enables them to fulfil their potential. We undertake to recruit, develop and retain the best staff by valuing the varied skills and experiences they bring to the Foundation. We invest in staff development, treat staff fairly and equitably and encourage an honest and open culture which values the differences between us.
2. Develop policies and practices in employment and in making awards, which make our values and expectations clear and deliver fairness and consistency of approach while at the same time valuing individuality.

1. Make sure that staff are aware of their rights and their responsibilities as employees of the Foundation in relation to diversity. It is the responsibility of everyone at the Foundation to sustain a culture and approach to our work that supports the principle of diversity.
2. Encourage staff, recipients of our awards and those offering technical assistance associated with our programmes, to value and proactively support diversity.
3. Ensure that the principle of diversity underpins the Health Foundation’s organisational values and ways of working; which are as follows:

**Values**

*We are independent*

* bold and confident to take risks and make our voice heard
* following our instincts to set our own agenda
* trusted to provide a safe place for thinking

*We collaborate to make a great impact*

* achieving more when we work with others as a force for good
* listening to people and valuing their strengths
* building supportive relationships and networks to catalyse change

*We are informed by evidence and experience*

* carrying out research and analysis and gaining insight from those at the frontline
* generating knowledge through leading edge techniques and learning from others
* speaking with conviction about what we know works

*We bring a spirit of constructive challenge and an open mind*

* encouraging fresh thinking and new ideas
* asking the right questions and stimulating high quality debate
* acting as a critical friend and welcoming different views

**Ways of working**

*Taking responsibility* - Being proactive and constructive

*Linking our contributions* – Working productively together

*Clear communication* – Engaging others.

*Author: Lamar Smart*

*Updated: Emma Walker*

*Approved by: Patsy Mills*

*Date approved: November 2015*

*Document review date:**November 2017*