

Diversity Policy

The Deaf Society recognises the benefits of having a diverse workforce. A diverse workforce:

- educates itself through sharing a wide variety of skills, knowledge and experiences
- draws on a wide range of cultures and traditions to generate ideas and solve problems
- makes the organisation attractive to a wider range of potential staff
- makes the organisation more accessible to a wide range of stakeholders

The Deaf Society supports diversity in the areas of gender, age, culture, religion, sexual orientation, ethnicity, political persuasion and disability. The practical measures needed to support diversity will vary, but will include as a minimum:

- development and implementation of a Reconciliation Action Plan
- implementation of the Disability Inclusion Action Plan
- parental leave arrangements which comply with the relevant legislation
- flexible working hours
- job-share arrangements
- family-friendly work practices
- deaf-friendly work practices
- flexible working days to enable attendance at religious or cultural events
- the right to request alterations to duties for reasons of conscience
- opportunities for staff nearing retirement to reduce their hours
- where available, opportunities for staff nearing retirement to move into project work, or take up mentoring roles
- compliance with all relevant discrimination legislation

All staff are responsible for identifying opportunities to preserve and grow the diversity of the Deaf Society workforce and stakeholder base. The management team is responsible for taking leadership in identifying, considering, and acting on appropriate opportunities for changes that will promote diversity.

Diversity of the Deaf Society workforce and the effectiveness of diversity measures will be measured through the annual staff survey.