

## Gender equality scheme

### Ensuring fairness and accessibility in every aspect of our work and the services we provide

Our group gender equality scheme describes how we ensure that people of each gender are treated fairly.

The scheme sits within the group's equality and diversity policies, which aim to ensure fairness and accessibility in every aspect of our work and the services we provide.

The scheme sets out how we will promote positive attitudes to gender equality. It sets out the actions we will take as a service provider to ensure the services we provide take account of the needs of people of each gender.

The scheme also considers arrangements for our staff, in line with our commitment to *Investors in People*. These include recruiting, developing and retaining employees and ensuring there is open access to the full range of employment opportunities to each gender.

We will seek to identify our performance on gender equality across all relevant aspects of our work and use a range of ways to collect information and feedback.

The group boards and management teams are committed to overseeing the implementation of the scheme through the our staff equality and diversity executive group, ensuring that our core value of promoting equality and fairness remains at the heart of who we are and what we do.

See below for a copy of the scheme, and please let us know if you would like to receive it in any other formats.

### More information



[DCH group gender equality scheme](#)

If you would like to know more, please contact [Jean Ackford](#)

