



## **POLICY: EQUALITY AND DIVERSITY**

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Copies of this Policy are available in alternative formats.

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Yes





## **POLICY: EQUALITY AND DIVERSITY**

All reference to 'we', 'our' or 'us' in this Policy should be read as meaning Sandbourne Housing Association.

### **1. Purpose and aim of the Policy**

1.1 To provide a clear statement and explanation of our diversity policies and how these will be translated into practice.

### **2. General policy statement**

2.1 We are committed to equality for all and will demonstrate this by:

2.1.1 Ensuring that no applicant, resident, volunteer, shareholder or employee receives less favourable treatment than any others on the grounds of age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion, belief or lack of religion/belief, sex or sexual orientation.

2.1.2 Promoting policies, procedures, and practices designed to support equality and diversity in employment and services to residents.

2.1.3 Considering and treating all applicants who apply for jobs fairly and equally. They will be considered solely on their ability to do the job.

2.1.4 Considering all housing applicants fairly and equally when letting accommodation.

2.1.5 Considering all tenants/leaseholders fairly and equally when managing their occupancy agreements and providing services.

2.1.6 Ensuring as far as possible all external contractors and suppliers adhere to these values.

2.1.7 Training staff and Board members with regard to their responsibilities in these areas.

2.1.8 Monitoring contractors' compliance and applications for our jobs and services.

2.1.9 Updating this statement regularly.

2.1.10 Ensuring all policies contain a specific impact assessment with regard to the nine strands of diversity, defined as follows:

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual orientation

2.2 Likewise, all reports to the Board members will contain a specific reference to the likely impact on each area of diversity.

**3. Equality and diversity monitoring**

3.1 All monitoring information will be collected anonymously and stored securely.

**4. Equality impact assessment**

Age	Neutral
Being or becoming a transsexual person	Neutral
Being married or in a civil partnership	Neutral
Being pregnant or on maternity leave	Neutral
Disability	Neutral
Race including colour, nationality, ethnic or national origin	Neutral
Religion, belief or lack of religion/belief	Neutral
Sex	Neutral
Sexual orientation	Neutral

**5. Consultation arrangements**

5.1 We will consult all tenants and recognised tenants’ bodies on this Policy and their views will be taken into account by the Board before adopting it. Our staff will also be consulted on this Policy and any reasonable suggestions will be taken into account before the Policy is approved by the Board.