



Havebury Housing Partnership

EQUALITY & DIVERSITY

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Havebury Housing Partnership is committed to promoting equality, community cohesion and social, digital and financial inclusion.

Through our activities as an employer, a landlord, a service provider, a partner and in procurement we seek to eliminate discrimination, harassment and victimisation and advance equality of opportunity, foster good relations, tackle prejudice and promote understanding.

We will work with our residents, customers and partners with the aim of improving equality and inclusion outcomes for everyone regardless of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity, race, colour, nationality, ethnic or national origins; religion or belief; sex; and sexual orientation.

1. Purpose

We will:

- 1.1** Comply with all of the legal and regulatory requirements placed on us by the Equality Act 2010, the Human Rights Act 1998, the Regulatory Framework for Social Housing in England and the Care Quality Commission regulations.
- 1.2** Provide appropriate equality and diversity training for employees and formally involved residents.
- 1.3** Ensure that partners, contractors and suppliers are aware of and are able to comply with appropriate equality and diversity requirements through our procurement processes.
- 1.4** Maintain a governance structure that actively and effectively scrutinises performance in relation to equality, diversity and inclusion.
- 1.5** Work with residents, customers, partners and employees to tackle the equality and inclusion issues that matter to them and to achieve shared objectives.
- 1.6** Provide accessible information and opportunities for resident and customer involvement.
- 1.7** Operate and monitor Human Resources policies and practices that prevent unlawful discrimination and promote equality across all protected characteristics / equality groups.
- 1.8** Provide equality of opportunity in recruitment and selection, promotion, access to training / personal development initiatives and all other areas of employment.
- 1.9** Take into account the disability needs of employees and make reasonable adjustments where required.

- 1.10 Aim for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.
- 1.11 Undertake annual Equality Analysis of key service areas in line with GDPR (General Data Protection Regulations) which come into effect on 25th May 2018, to ensure that we identify and address any potentially negative equality impacts.

2. Scope

- 2.1 The Equality and Diversity Policy covers all aspects of Havebury's work because the Board wants to ensure that it is an integral element of everything that we do.
- 2.2 The policy applies to everyone Havebury serves, our stakeholders and everyone who works with us.
- 2.3 This policy does not form part of an employee's contract and it may be amended at any time.
- 2.4 In this policy (`we, us`) refers to Havebury Housing Partnership

3. Responsibility

- 3.1 The Equality Policy is fully supported by the Board of Directors. The Board is ultimately responsible for it, and will provide leadership to ensure that the policy is successful.
- 3.2 The day to day responsibility lies with the Chief Executive and Management Team. The Director of Operations will be the nominated and controlling authority.

4. Key Terms

4.1 Equality

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, or because of other characteristics.

4.2 Diversity

Diversity is psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or organisation is one in which a variety of social and cultural characteristics exist.

4.3 Harassment

Harassment is unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. It may also involve unwanted conduct of a sexual nature or be related to gender reassignment or sex. The conduct can either be a serious one-off event or be a 'course of conduct', i.e. it happens on a number of occasions.