



Who this policy is for

This policy is for all employees, board members, contractors, partners and residents of Wyedean Housing Association.

Terms used in this policy

Equality of opportunity: the elimination of unlawful and unfair discrimination against particular groups, such as people from minority ethnic backgrounds and disabled people.

Diversity: the broad range of visible and non-visible differences that characterise people.

Harassment: when someone repeatedly behaves in a way that makes you feel scared, distressed or threatened. Harassment can take many forms and includes unwanted behaviour related to a protected characteristic, such as age, disability, gender or race.

Introduction

Wyedean Housing Association is committed to promoting and providing equality of opportunity and fair treatment for all. We respect the individual needs of all our residents, staff, contractors and partners, and you'll see this in the way we deliver our services, in our recruitment and employment practices and in how we engage with our communities.

Protected characteristics

We value diversity and do not discriminate against anyone because of their:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy or parenthood
- race (including colour, nationality and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

We apply these principles in all our work and expect the same from our external contractors and partner organisations.



Legislative framework

We comply with all our obligations and responsibilities as an employer and as a registered provider of social housing. These include, but are not limited to:

- The Equality Act 2010
- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976, as amended by the Race Relations (Amendment) Act 2000
- The Human Rights Act 1998
- The Disability Discrimination Act 1995
- The National Housing Federation Code of Governance
- The Commission for Racial Equality's Code of Practice in Rented Housing
- The Regulator of Social Housing's regulatory framework

Because many of our properties are in rural or semi-rural areas, we pay particular regard to the Regulator for Social Housing's Rural Strategy, which highlights:

- the relative isolation of some ethnic minority households in rural areas
- the implications of very specific 'local needs' access policies
- the consequences of an ageing population
- the provision of housing for people with disabilities

How we implement this policy

Our management board

Our management board (the board) is responsible for making sure we fulfil our obligations and commitments as described in this policy. To help them do this, we make sure the board has the breadth of experience and knowledge necessary to understand the needs of the communities we serve.

Our management team

Our management team is responsible for making sure this policy underpins all our work and is evident in the decisions and recommendations we make.

We advertise all job vacancies in a way that encourages people from disadvantaged groups to apply. We make all job applicants aware of this policy and our commitment to it.

All our offices can be accessed by disabled people. When employees have special needs, we meet these wherever practicable, including providing adapted equipment and adjusting ways of working.

Our staff team

Everyone in our team is responsible for upholding and promoting the principles of this policy and putting them into practice in their work.

As a condition of their employment, all employees must adhere to our equal opportunities and harassment principles. If anyone fails to do this, we follow the procedures in our disciplinary policy.





Our contractors

We expect all contractors we employ to uphold the principles of this policy. We give them this policy to show that we won't tolerate racial, sexual or other harassment by them or their employees.

Any contractors who don't adhere to this policy may lose their preferred contractor status. We'll terminate our contract with any organisation that:

- discriminates against any person or organisation on the grounds of any of the protected characteristics set out in the introduction above or that
- tolerates discrimination or harassment by its employees or any organisation acting on its behalf.

Our residents

It's a serious breach of their tenancy agreement or shared ownership lease for any resident to harass other residents, their visitors, our staff or contractors, or anyone else who is in the area. This includes harassment due to the protected characteristics set out in the introduction above.

We won't hesitate to take appropriate action to stop harassment. Where we have sound evidence that a resident is harassing another person, and where the victim agrees, we'll consider taking court action against the harasser. In severe cases, this may mean they lose their tenancy. The victim may also be able to submit a claim for damages against them.

We encourage anyone who feels they are being harassed to report this to the police.

We keep confidential records of all incidents of harassment and the actions we take in response. Our Anti-Social Behaviour Policy has more information.

How we monitor and report on our performance

We monitor the needs of our disabled residents in our annual satisfaction survey.

We record data on how we allocate our homes on the government's Continuous Recording of Social Housing (CORE) system. The board can see an annual summary of this data.

Our annual appraisal process helps us identify any unmet needs that our staff or board members have and accommodate them where possible.

We collect information on application forms that helps us make sure our recruitment and selection practices do not discriminate against anyone based on the protected characteristics set out in the introduction above.



Equality and Diversity Policy



How we communicate this policy

This policy is available on our website and in alternative formats on request.

We make all our employees aware of this policy and their rights and responsibilities under it.

We send this policy to consultants, external contractors and suppliers as part of our standard tender information.

We regularly include a summary of this policy in our residents' newsletter, with details on where they can see the full copy.

