

Title: Equality & Diversity Policy

Date of issue: March 2010

Date of next review: March 2011

Author: JW Taylor, Governance and Regulation Manager

Service area applies to: Corporate

Link to the Vision: Applies across all six key themes

Approved by: Board of Management

Date approved: 2.3.2010

Electronic storage:

Published on the web: Yes

Contents

		Page
1.	Purpose	3
2.	Scope	3
3.	References	3
4.	Key Objectives	3
5.	Customer Involvement	3
6.	Monitoring against the Customer Top 10	3
7.	The Policy	3
7.1	Introduction	3
7.2	Equal Opportunities- Our Policy Statement	3
7.3	Race Equality	4
7.4	Sexual Orientation	4
7.5	Age	4
7.6	Disability	4
7.7	Religion or Belief	4
7.8	Gender/Transgender	4
7.9	Recruitment and Employment	5
7.10	Customer Support Services	5
7.11	Contractors and Partners	5
7.12	Monitoring	5
7.13	Translations	5
8.	Appendices	6
8.1	<ul style="list-style-type: none"> • Appendix 1 – Single Equality Impact Assessment 	

1.	Purpose
	To establish, define and promote the Association's approach to Equality and Diversity
2.	Scope
	All staff, Board and Committee members have a responsibility to comply with the policy and to assist in the implementation of the policy. All stakeholders are expected to comply with the ethos of the policy.
3.	References
	Commission for Equality & Human rights www.cehr.co.uk
4.	Key Objectives
	Communicate and promote good and legal practice in relation to Equality and Diversity
5.	Customer Involvement
	Approved by our customer panel
6.	Monitoring against the Customer Top 10
	Monitoring by a variety of methods
7.	The Policy
7.1	Introduction
	St Vincent's is committed to promoting equality, and values the diversity of our tenants, service users, staff and partners. We aim to ensure that our services are accessible to all members of the community. We will work to improve the well-being of the communities that we serve by offering a wide range of quality services to meet individual and community needs. Employees and Board Members of St Vincent's are responsible for contributing to the success of the policy. Service users too are asked to respect the policy and principles behind it.
7.2	Equal Opportunities
	Our Policy Statement
	In all our activities, we will strive towards ensuring equality of opportunity and treatment for everyone. We will not discriminate against any person or group because of their race, colour, ethnic or national origin, religion, religious belief, disability, appearance, gender, transgender, sexual orientation, marital status or age. We will seek to provide housing services on the basis of need and will actively try to identify and meet the needs of disadvantaged people and groups of people.

	<p>To help ensure the commitment to Equal Opportunity, we will record and monitor information relating to housing allocations and employment and take positive action where necessary. We will also expect the co-operation of our consultants, contractors, suppliers and others in meeting our commitment to equality of opportunity. We will regularly review our equal opportunities activities.</p>
7.3	<p>Race Equality</p> <p>We are committed to promoting good race relations and to avoiding racial discrimination between people from different racial groups. We recognise our duties under the Race Equality legislation and related codes of practice. We will ensure that racial equality policy is implemented across the organisation and will deal with non-compliance forcefully. All workers, contractors and consultants have a responsibility under this policy.</p>
7.4	<p>Sexual Orientation</p> <p>We are committed to tackling any behaviour or practices which directly or indirectly discriminate on the grounds of sexuality. We are working to create an environment where individuals are free from discrimination and harassment and where they feel safe to be open about their sexuality, should they choose to do so.</p>
7.5	<p>Age</p> <p>We value all people regardless of age. We recognise that ‘age diversity at work’ means employing people of all ages and not discriminating against someone because of how old they are. We are committed to tackling the issues of age discrimination in the workplace, and to being ‘age positive’ in all aspects of our work, including service delivery and employment.</p>
7.6	<p>Disability</p> <p>We recognise our duties under the Disability Discrimination Act and are committed to ensuring services, facilities and resources are equally accessible and equally useful to disabled and non-disabled people. We are a ‘Positive About Disabled’ employer</p>
7.7	<p>Religion or Belief</p> <p>We shall not discriminate against any persons because of their religion or religious belief.</p>
7.8	<p>Gender/Transgender</p> <p>We welcome our duties under the Equality legislation to eliminate sex and transgender discrimination and promote gender equality. This will include taking positive action where needed.</p>

7.9	<p>Recruitment and Employment</p> <p>We are an equal opportunities employer. We will not discriminate or allow discrimination against any individual employed by, or seeking employment with the Association. No employee or applicant for employment will receive less favourable treatment than any other person. We believe that every individual will be able positively to contribute to our work. We are committed to valuing diversity in our workforce and to developing and training all employees to ensure that their talents are fully utilised.</p>
7.10	<p>Customer Support Services</p> <p>We are committed to providing a value for money service to our tenants and other client groups. We recognise that everyone has a right to their distinctive and diverse identities and understands how valuing diversity can improve our ability to deliver better service.</p>
7.11	<p>Contractors and Partners</p> <p>We encourage our contractors and partners to demonstrate a commitment to equality of opportunity. As a commissioner of services, we will apply our Equality & Diversity Policy when organisations request to go on our Approved List.</p>
7.12	<p>Monitoring</p> <p>We have established a Single Equality Scheme which includes action plans relating to the six main strands of diversity. We will regularly report against our equality scheme and will use this information and the involvement of our customers and stakeholders to improve our performance.</p>
7.13	<p>Translations</p> <p>Translations of this leaflet are available on request. It is also available in other formats such as audio tape.</p>

8.	Appendices
8.1	<ul style="list-style-type: none"> Appendix 1 – Single Equality Impact Assessment

Policy/Procedure being assessed:	Equality and Diversity
Section:	Corporate
Date of assessment:	13.1.10
Person (S) Responsible for assessment:	John Taylor
Is this a new or existing policy?	Existing

1. Briefly describe the function being assessed	Equality and Diversity- all aspects		
2. Who are the main stakeholders in relation to the function?	<i>Customers</i> <ul style="list-style-type: none"> - Tenants - residents - social investment customers - service users - Board members - Stake holders inc contractors and suppliers 		
3. Who will be consulted as part of this EIA? What types of consultation will be carried out?	Customers through customer panel and circulated via newsletters etc		
4. <u>Could</u> the function have a differential impact on racial groups ?	Yes	No ✓	
What evidence exists to support your analysis?	See Policy		
5. <u>Could</u> the function have a differential impact due to gender ?	Yes	No✓	
What evidence exists to support your analysis?	See Policy		

6. <u>Could</u> the function have a differential impact on disabled people ?	Yes	No ✓				
What evidence exists to support your analysis?	See Policy					
7. <u>Could</u> the function have a differential impact due to age ?	Yes	No ✓				
What evidence exists to support your analysis?	See Policy					
8. <u>Could</u> the function have a differential impact due to sexuality ?	Yes	No✓				
What evidence exists to support your analysis?	See Policy					
9. <u>Could</u> the function have a differential impact due to religion or belief ?	Yes	No✓				
What evidence exists to support your analysis?	See Policy					
<p>If the answer is NO to <u>all</u> questions 4-9 and no differential treatment has been found there is no requirement for a full Equality Impact Assessment. Please go back regularly and review the cycle.</p> <p>If the answer is YES to any of the questions 4-9 please continue to question 10</p>						
10. In what areas could the differential impact identified in 4-9 be considered to be an adverse impact in this function? (Please tick if yes)	Race	Gender	Disability	Age	Sexuality	Religion /belief
11. What solutions will be introduced to overcome these adverse impacts?						

12. In what areas could the differential impact identified in 4-9 be considered to be a positive impact in this function? (please tick if yes)	Race	Gender	Disability	Age	Sexuality	Religion/belief
13. What strategies will be introduced to safeguard and spread these positive impacts?						
14. Which Action Plans have these solutions/strategies been transferred into?						

Signed off by (Director):

Date:.....