

Religion or Belief

We shall not discriminate against any persons because of their religion or religious belief.

Recruitment and Employment

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.

Customer Support Services

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.

Contractors and Partners

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.

Monitoring

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.

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St. Vincent's Housing Association Limited

www.svha.co.uk

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Equality and Diversity Policy



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.

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. 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.

Racial Equality

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.

Sexual Orientation

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.

Age

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.

Disability

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.

Gender / Transgender

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.