



Our approach to Equality and Diversity

This summary outlines our commitment to providing our services with full regard to equality and diversity. The Association treats all people with equal respect and concern; recognising contributions made to the community by all individuals. We strive to ensure that equality is mainstreamed in everything we do and not a bolt on process or after thought. Therefore, we work with our partners, contractors, and stakeholders to ensure that we work towards the elimination of unlawful discrimination and promote good relations.

We wish to ensure that our procedures and working practices are free from all forms of unlawful discrimination so that anyone needing services from us can do so in ways that do not disadvantage them. Our approach to equality and diversity includes:

Our Accommodation Services

- We take a proactive approach to ensuring that all sections of the community are aware of, and are able to access, our accommodation and housing services.
- We set objectives which aim to ensure our services are accessible to all groups.
- We do not tolerate any form of harassment and our Tenancy Agreements contain a clause to this effect.
- We record incidents involving or impacting on equality and diversity and we monitor outcomes to ensure our practices are consistent and satisfactory to our service users.

Our Employment Services

- We actively encourage applications for employment from all sections of the community and we make a statement to this effect when advertising vacancies.
- Our recruitment material includes an equality and diversity monitoring form so that we can monitor the diversity of people applying for our jobs.
- Our recruitment procedures are reviewed to ensure applicants are considered on the basis of merit and ability.
- We do not tolerate the harassment of our employees.

Our Contractors

- We use contractors who can demonstrate they have a commitment to equality and diversity and have adopted fair employment practices.
- We offer equality training to contractors so they understand their obligations under the legislation.
- Our contractors must sign up to our Code of Conduct which sets out expected standards of behaviour when working for us.



Our Board

- We aim to make sure our Board Members represent the diversity of the communities we serve; and all Board Members are recruited based on the skills, knowledge and experience they possess.
- Our Board Members receive training and updates on equality, diversity and legislation.

Our Partners

- We form partnerships with other support providers and voluntary agencies and we continue to establish close working relationships with groups that can increase our understanding of equality and diversity issues.
- We work with statutory agencies such as Age UK who provide advice and support to our tenants.