



## **ASHTON PIONEER HOMES**

### **EQUALITY & DIVERSITY POLICY**

#### **1.0 Statement of Intent**

- 1.1 Ashton Pioneer Homes believes that all people should be treated with dignity and respect and that we should take steps to ensure we create a culture that promotes equality of opportunity and celebrates diversity.

#### **2.0 Policy**

- 2.1 Ashton Pioneer Homes recognises our legal & moral obligations to acknowledge & reflect the wide diversity of society. We value the benefits and opportunities this brings to our organisation.
- 2.2 We recognise that some groups experience direct and indirect discrimination and victimisation, including, people from black & minority ethnic communities, women, people with disabilities, lesbians, gay men, bi sexual & trans-gender people, older people, young people, people with HIV & Aids, ex-offenders, people with responsibilities to care for others and people who follow or do not follow a particular religion or belief.
- 2.3 This policy sets out how we aim to tackle discrimination, harassment & social exclusion and to promote equality of opportunity and good relations between people.
- 2.4 Ashton Pioneer Homes will, wherever possible, work in partnership with the community and organisations or agencies to promote equal opportunities, tackle discrimination and harassment and promote good relations between people. This strategy therefore covers the following areas:
- (i) Service Delivery
  - (ii) Employment
  - (iii) Board Membership
  - (iv) Work with Consultants & Contractors
  - (v) Influencing others

- 2.5 As well as complying with the law, the Company will follow the guidance and good practice recommended by the Housing Corporation, the National Housing Federation and the Commissions for Racial Equality and Equal Opportunities.
- 2.6 This Strategy should be read in conjunction with the Association's Race Equality & Diversity Strategy and Harassment Policy.

### **3.0 Positive about the Disabled**

- 3.1 The Board of Ashton Pioneer Homes agreed at their meeting on the 18<sup>th</sup> May 2006 to formally adopt the principles of the "Positive about the Disabled" initiative.
- 3.2 This is a recognition given by the Employment Service to employers who have agreed to take action to meet five commitments regarding the employment, retention, training and career development of disabled employees. It is promoted through the badge accreditation of.....



- 3.3 The principles now adopted by Ashton Pioneer Homes as an employer are as follows.....

Employers who use the symbol have agreed with the Employment Service that they will take action on these five commitments:

- to interview all applicants with a disability who meet the minimum criteria for a job vacancy and consider them on their abilities
- to ensure there is a mechanism in place to discuss, at any time, but at least once a year, with disabled employees what you and they can do to make sure they can develop and use their abilities
- to make every effort when employees become disabled to make sure they stay in employment
- to take action to ensure that all employees develop the appropriate level of disability awareness needed to make your commitments work
- each year, to review the five commitments and what has been achieved, to plan ways to improve on them and let employees and the Employment Service know about progress and future plans.

## **4.0 Monitoring And Implementation**

4.1 The Association will take the following steps towards achieving its aim of equality of opportunity and valuing diversity and will.....

- ∅ publish its Equality & Diversity Strategies & Policies.
- ∅ regularly review the policies, practices and procedures of the organisation to ensure that they do not discriminate directly or indirectly.
- ∅ establish mechanisms to regularly monitor the delivery of all its services, employment practices, Board Membership & in the awarding & management of Contractors & Consultants.
- ∅ aim to have a Workforce, Board, Tenant & Contractor profile that reflects society and the neighbourhood in which we work.
- ∅ take positive action to enable disadvantaged groups and individuals to apply for jobs, homes, board membership and contracts.
- ∅ have in place Disciplinary & Grievance procedures to support our commitment and will treat seriously and investigate any allegations of harassment or discrimination.
- ∅ train staff regarding our commitment to equality and diversity and develop their role in supporting this culture.
- ∅ work with our Tenants and Residents Association (RAWTARA) to promote equality of opportunity & ensure our Tenant Involvement Strategy is accessible to all tenants.
- ∅ survey & consult our customers and communities regarding their needs and satisfaction with our services
- ∅ develop and regularly review an Action Plan, with specific measures to deliver our aspirations for improved equality and diversity.

## **5.0 Responsibility**

- 5.1 The Chief Executive will have overall responsibility for overseeing, implementing, managing, monitoring and reviewing this policy.
- 5.2 Day to day responsibility will rest with the Directors and Managers who will ensure that this policy is implemented.
- 5.3 Everyone who works for or on behalf of Ashton Pioneer Homes will be expected to comply with this policy.