



Equality, Diversity & Inclusion Policy

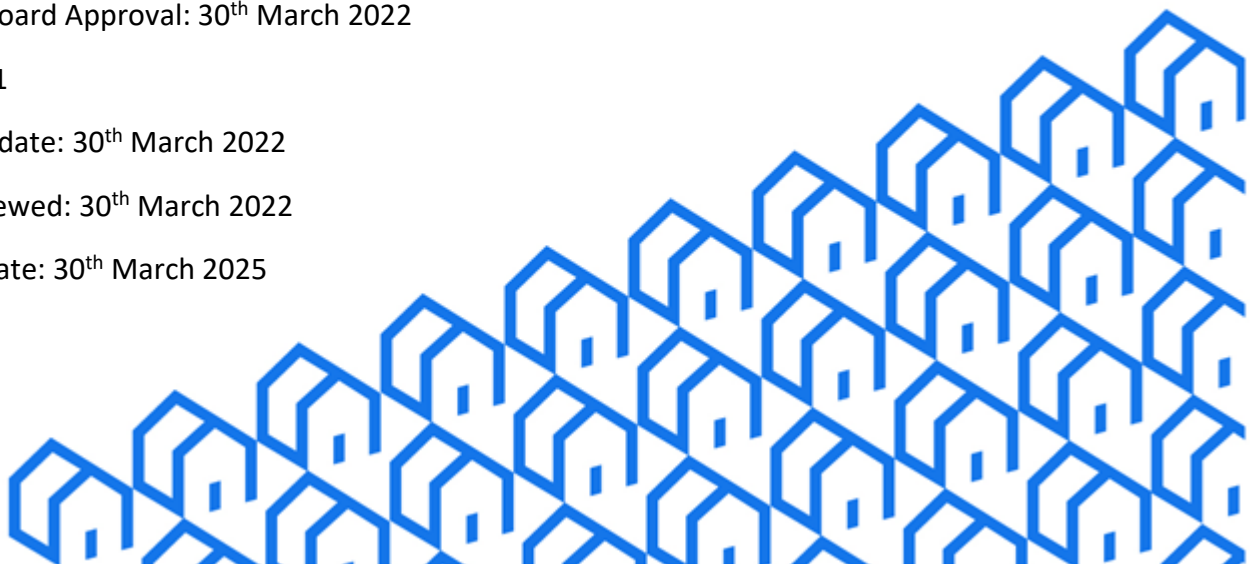
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Policy Statement

Empower Housing Association (EHA) is a registered social housing provider created to provide good quality rented accommodation for vulnerable adults. Our vision is to have a positive impact on people and communities by providing high quality homes, supporting independence and creating opportunities. Our continued dedication to equality of opportunity and tackling inequalities in our society and as such equality and diversity are at the heart of everything we do.

EHA is committed to promoting equality and diversity and a culture that actively values difference and recognises that people from diverse backgrounds and experiences can bring valuable insights to EHA and enhance the way we work.

EHA aims to be an inclusive organisation, where diversity is valued, respected and built upon, with an ability to recruit and retain a diverse workforce and board of management that reflects the communities we serve. Within this framework EHA specifically refers to measures it has in place to provide equality of opportunity and the facilities that it can provide to its diverse workforce and customer base.

EHA is also committed to compliance with relevant equality legislation, the Equality Act 2010, Codes of Practice and relevant best practice guidance. This policy pursues and builds on the statutory position to ensure effective policies and practice of promoting equality.

EHA aims to pro-actively tackle discrimination or disadvantage and promote diversity. We aim to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to employment or access to our services.

Aims of this Policy

EHA will ensure

1. Individuals are treated fairly with dignity and respect regardless of their age; disability; gender reassignment, marriage and civil partnership; pregnancy and maternity; race (includes colour, nationality and ethnic origins); religion and or belief; sex; sexual orientation; social or economic background, or any other inappropriate distinction.

2. All individuals, tenants and colleagues have the opportunity to fulfil their potential through services which meet their needs and support their aspirations.
3. We offer an inclusive and supportive environment, which promotes equality, and values diversity for all people we are in contact with.
4. We respect the dignity and worth of each individual and promote mutual respect based on understanding and valuing diversity.

Key Objectives

1. All colleagues will be trained on Equality, Diversity & Inclusion and understand our Equality, Diversity and Inclusion commitments.
2. We will seek to better understand the composition of our tenants, colleagues, and board for each of the protected characteristics, and aim to reflect the communities we serve, provide accessible services and consider the needs of future tenants.
3. We will take positive action to assist under-represented groups to access services, opportunities and employment.
4. We will raise awareness and understanding for colleagues and tenants to help deliver our commitment to equality and fairness. This will include learning from those who have experienced discrimination and sharing of good practice. Successes and progression will be communicated and celebrated.
5. We will ensure our employment workspaces are accessible and our processes are fair to encourage applications from under-represented groups.
6. We will challenge the stereotyping of social housing tenants, including lobbying for and challenging perceptions of people with learning difficulties, mental health issues and other misrepresented groups.
7. We will participate in good practice networks and events to continue to learn and contribute to the promotion of Equality, Diversity & Inclusion.

Scope

This policy covers all aspects of our work:

- As provider of housing and supported housing services
- As a housing developer
- As an employer and
- As a purchaser of goods and services.

We want everyone involved with EHA to feel that:

- They are treated with respect and feel valued, regardless of their personal circumstances.
- Everyone has equal access to the services we provide, and that we will make adjustments where reasonable to meet individuals needs.
- They can trust that we will listen to our tenants, understand their needs and will try our best to meet them.

Compliance with the Equality and Diversity policy is expected from all Board members, employees, contractors, and consultants.