



## **Angmering Community Land Trust**

# **EQUALITY & DIVERSITY POLICY**

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## 1. AIMS

Angmering Community Land Trust (ACLT) recognises its' responsibilities to provide equality of opportunity, eliminate discrimination and promote good relations in its' activities as a landlord, *managing agent*, employer, contractor, partner and purchaser

The ACLT is totally opposed to all forms of discrimination on the grounds of race, national origin, ethnic origin, nationality, religion, belief or lack of religion or belief, gender, gender reassignment status, being married or a civil partner, pregnancy or maternity, sexual orientation, disability or age.

## 2. STATEMENT

This Policy aims to summarise how the ACLT will use its' best endeavour to eliminate discrimination, promote good relations and increase equality of opportunity. It supports our aim to provide affordable housing primarily to people who are in housing need and who live and/or work principally in the Parish of Angmering or surrounding area.

The principles of the Policy should be applied externally to persons or organisations that ACLT has contact with although may not directly control those activities.

## 3. INTRODUCTION

In April 2010 the Equality Act was passed by Parliament. Its' main purpose was to bring together the many acts and regulations in UK Law that has been introduced to combat discrimination.

The Act requires equal treatment in access to employment and private and public services on the basis of protected characteristics.

## 4. DEFINITIONS

**Equality** – a revised term for equal opportunities being the same/treated the same

**Diversity** – Recognising the differences in everyone that makes them unique and responding to an individual's needs

**Disability** – In line with the Equality Act 2010 this includes anyone who has or has had a disability as well as anyone who is perceived to have a disability. It also includes anyone associated with a person with a disability which could result in that individual experiencing discrimination (e.g. a carer)

**Protected Characteristics** – age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

## 5. OUR APPROACH AS LANDLORD AND MANAGING AGENT

We will as Landlord:

Establish Policies and Procedures that are regularly monitored and reviewed to ensure that the delivery of all housing services is fair and without discrimination

Operate and Monitor lettings practices that reduce the chance of discrimination

Provide sufficient information online using various media to ensure it is accessible to the widest possible audience.

Maintain accurate customer profile records in accordance with the General Data Protection Regulations

Prioritise repairs requests from tenants with known support needs in line with our repairing obligations

Monitor and act on allegations of harassment and domestic violence without delay, engaging with other agencies as necessary to provide support to the victim.

Consider all requests for disabled adaptations and provide if possible

Maintain accurate records of adaptations to our properties

## **6. OUR APPROACH AS AN EMPLOYER**

As an Employer we will:

Aim to recruit and retain a workforce to reflect the diversity of our tenants

Operate and monitor recruitment practices that reduce the chance of discrimination

Continue employing wherever possible and practicable employees who become disabled during their employment

Monitor equality and diversity whenever making recruitment decisions

Respect the religious practices of staff in the workplace

Offer flexible working hours and arrangements where practicable and possible

Monitor recruitment and pay to ensure terms and conditions are equally applied irrespective of any “protected characteristics”

Ensure a zero-tolerance approach to harassment in particular where this may be linked to a “protected characteristic” under the Act.

Where applicable, consider additional support to any staff member going through the gender reassignment process, liaising with external support agencies as necessary.

Equally apply terms and conditions irrespective of any “protected characteristics”

## **7. OUR APPROACH AS A PURCHASER**

As a Purchaser we will:

Require maintenance contractors to comply with the ACLT’s expectations with regard to equality and diversity

We will use our purchasing power to ensure that our contractors’ service delivery is consistent with our equality and diversity commitments

Any allegations of discrimination or harassment made against contractors and consultants will be taken seriously and investigated thoroughly and if necessary reported as a crime. Contractors and consultants will be expected to take prompt and appropriate action against any of their staff found to be acting in an unacceptable way

## **8. OUR APPROACH AS A CONTRACTOR AND PARTNER**

As a Contractor and Partner, we will:

Maintain our commitment to provide equality of opportunity, eliminate discrimination and promote good relations

Not accept instructions from any tenant, partner or third party that indicates an intention to discriminate unlawfully.

## **9. MONITORING AND DELIVERY**

This Policy will be reviewed annually.

The Board of the ACLT will have responsibility for the implementation of this strategy, delegating authority as appropriate. Improving fairness and equality for tenants’ and staff is a responsibility for all.