



CARE HOUSING ASSOCIATION

EQUALITY AND DIVERSITY POLICY

1. Purpose

Care believes that access to work opportunities, housing and the services we provide should be based on merit, equality, fairness and need and that no-one should be treated less favourably on the basis of their age, disability, gender, gender reassignment, race, religion or belief, sexual orientation or any other grounds. We expect everyone who works for us or with us to share this belief and to support us in trying to achieve this goal.

2. Policy Statement

We will be as proactive as possible in dealing with equality and diversity issues, and ensuring our policies and premises are adapted and amended to ensure equality and fairness. Our aim in everything we do is to make sure that our residents/tenants, staff and contractors are treated fairly and equitably, without discrimination or prejudice. By having an Equality and Diversity Policy, we aim to prevent discrimination occurring in any aspect of our work, to promote equality of opportunity and good relations and to comply with the law.

The law defines discrimination as being either direct or indirect:

- direct discrimination is where a person is treated less favourably than another in the same or similar circumstances;
- indirect discrimination is where a condition or requirement is applied which, although applied equally, has a disproportionately adverse effect on particular sections of the community (e.g. particular ethnic groups, people with disabilities, people of one sex, etc), cannot be justified as reasonable and necessary and results in an individual person or group of people suffering a loss.

3. Scope

The Equality and Diversity Policy covers all aspects of our work:

- as a 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 Care 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 customers, 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.

4. Responsibility

The designated officer responsible for implementation and monitoring of this policy will be the Chief Executive.

5. Equality and Diversity

We are committed to respecting diversity in all aspects of our work and we will not tolerate any form of discrimination.

6. Commitment and Review

Care will formally review this policy every three years.

Review Date - January 2019

Next Review Due – January 2022