



CARE HOUSING ASSOCIATION EQUALITY, DIVERSITY AND INCLUSION POLICY

Implementation Date	January 2019 by Matthew Eddisford
Reviewed by	Rachael Kaminski Nov 2021
Date Committee Approved Review	8 Feb 2022
Next Review Date	November 2024

1. Purpose

Care Housing Association (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. Our published values are intended to reflect this, and we expect everyone who works for us or with us to share this belief and to support us in achieving this goal.

2. Policy Statement

Care will not tolerate any form of discrimination. Our aim in everything we do is to make sure that all of our stakeholders 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, inclusion, 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.

We will be as proactive as possible in dealing with equality and diversity issues, and ensuring our policies and premises are adapted and amended as necessary to ensure equality and fairness. One way in which we do this is by actively seeking to understand the communication needs of our customers at nomination stage and to adapt our methods as appropriate.

3. Scope

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

- As a provider of specialised supported housing and services
- As a housing developer
- As an employer

- 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 know that we will make adjustments, where reasonable, to meet individuals' needs.
- We will listen to our customers, make every effort to understand their needs and try our best to meet them.

Equality, Diversity and Inclusion training is mandatory for all of Care's employees and compliance with this Policy is expected from all Board members, employees, contractors and consultants.

Employees should also refer to Care's Employee Handbook for associated policies regarding bullying, harassment and grievances.

4. Responsibility

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

5. Commitment and Review

Care will formally review this policy every three years or as necessary in line with legislative changes.