

## **SPITALFIELDS HOUSING ASSOCIATION**

### **EQUALITY AND DIVERSITY POLICY**

This Equality and Diversity Policy is an update of the association's previous General Equalities and Cultural Diversity Policy [July 2004] and has been produced to reflect the changes to the Housing Corporation's Regulatory Code and guidance in respect of best practice in the areas of race, gender, and disability equality and diversity [Housing Corporation circulars GPN8, and GPN10/07]. In particular we aim to: demonstrate compliance with the Commission for Racial Equality's Code of Practice on housing; devise a disability action plan; devise a gender equality scheme.

Spitalfields HA is committed to promoting good relations and equality of opportunity. As a provider of housing, management services and employment to people from a wide and diverse variety of backgrounds and circumstances, it is a key objective of the association to strive towards ensuring equality of opportunity, access to and experience of service delivery.

Commitment to the principles of equal opportunities and adherence to the association's Equality and Diversity Policy is a condition of employment for staff and of membership of the association's Board of Management. The association requires all Board and staff members to promote positively the policy and implement it through their range of duties on behalf of the association.

Spitalfields HA understands that groups are discriminated against as a result of their age, disability, gender, race, religion and sexual orientation [the six equality strands]. The association is committed to opposing such discrimination and accepts the need to adopt positive policies to take account of discrimination against groups within the communities in which it operates and which it serves.

The association is committed to the provision of good quality, affordable housing and an open and accessible service in the geographical area of our operations [LBTH] to its large and diverse population. The association recognises the need to adopt policies and procedures that reflect the needs and expectations of the communities it serves.

The association is committed to the promotion of racial harmony and neighbourliness, and to the elimination of discrimination in all aspects of our work.

The association will test the effectiveness and consequences of this Equality and Diversity Policy by introducing monitoring which will determine if the practices are successful or not and will take steps to review and modify practices where necessary.

The review of the Equality and Diversity Policy and the association's compliance with it is the responsibility of the Chief Executive.

## **Key areas of activity to which this policy applies**

- 1. Service delivery**
- 2. Lettings**
- 3. Access to information and advice**
- 4. Tenant participation**
- 5. Tenant satisfaction**
- 6. Complaints**
- 7. Dealing with incidents [such as harassment and domestic violence]**
- 8. Procurement and supply diversity**
- 9. Asset management**
- 10. Governance**
- 11. Staffing and employment**
- 12. Development and regeneration**

## **Developing an Equality and Diversity Plan**

1. Needs analysis of our residents to be carried out on the principle that every resident and applicant has the right to the same high standards of provision of service.
2. From the outcomes of the Needs Analysis to produce an Equality and Diversity Plan which sets out the targets to be met and a timetable for achieving them. Targets must be SMART. They will be set for each of the 12 identified areas of activity and will encompass the 6 equality strands referred to earlier in this policy. Within this plan we must particularly focus attention on demonstrating compliance with the Commission for Racial Equality's Code of Practice on housing, and on devising a disability action plan and a gender equality scheme.
3. Systems to monitor progress against targets are identified and agreed.
4. Implementation of the Equality and Diversity Plan and each of the 12 areas of activity.
5. Monitoring progress against targets using agreed systems.