



Newport Housing Trust

Equality & Diversity Policy

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1. PURPOSE OF POLICY

1.1 The Equality Act passed its final stage in Parliament in April 2010 and is set to become law in October 2010. The law applies to Wales, England and Scotland and brings together the different previous strands of diversity policy under one legislation.

2. INTRODUCTION

2.1 This policy draws together the strands of diversity relating to age, disability, gender, race, religion or belief, sexual orientation, transgender.

2.2 Newport Housing Trust is opposed to all forms of discrimination, direct or indirect.

2.3 This policy addresses both the statutory responsibilities upon the Trust and the commitment of the Trust to promote equality of opportunity and access for all.

3. POLICY STATEMENT

3.1 Newport Housing Trust is committed to the principle of equal opportunities across the whole range of services it provides and to all of its customers, employees and partners.

3.2 The Trust is committed to maintaining and developing a culture in which equality and diversity are embraced as an integral part of service provision.

3.3 Newport Housing Trust will make available a grievance procedure so that any person who feels that they have been treated unfairly is able to take action.

3.4 Newport Housing Trust will undertake to resolve all reports of discrimination sensitively and without unnecessary delay.

4. GENERAL PRINCIPLES

4.1 The Board of Newport Housing Trust, Chief Executive and Senior Management of the Trust will ensure that strategies, policies and plans are reviewed regularly to ensure they comply with the Trust's commitment to equality of opportunity.

4.2 Newport Housing Trust Strategic Business Plan will continually ensure that its commitment to this policy is reflected in all future objectives.

4.3 All staff must take personal responsibility for compliance with this policy.

4.4 Newport Housing Trust is committed to ensuring equality and diversity in all its activities, through providing:-

- Equality of access to services
- Equality of treatment based on respect for different social and cultural traditions
- Active consultation and participation with staff and residents on the development of services that recognise and value diversity.
- Equal opportunities in recruitment and employment
- Training and development of staff to enable them to provide a good service.

5. RELEVANT LEGISLATION AND REGULATORY COMPLIANCE

5.1 Newport Housing Trust will comply with the Equality Act and any future legislation on equality and diversity.

6. PROCESS

6.1 Equal Opportunities in recruitment and selection and during employment

Newport Housing Trust aims to:-

- Monitor the recruitment and selection process to ensure that applicants for jobs are considered only on the basis of relevant experience, qualifications, skills and abilities.
- Review and monitor HR policies and procedures to ensure that the workplace is free from discrimination.
- Provide safe and accessible working environment which values and respects staff identities and cultures.
- Help and encourage staff to reach their full potential through a variety of means.

6.2 Working in partnership with the community

Newport Housing Trust aims to:-

- Work with others to provide an environment free from discrimination and harassment.
- Provide a variety of opportunities for consultation and participation.

6.3 Access to Services

- Newport Housing Trust is committed to ensuring that its services and offices are accessible for us by the disabled in line with the Disability Discrimination Act.

- Newport Housing Trust will ensure that contact arrangements with residents address particular needs, such as mobility issues, special literacy or language needs, accessibility of information for example sight or hearing needs or other conditions or circumstances that might limit access or attendance.
- Newport Housing Trust will improve awareness of its services to all sections of the community.
- The Trust will monitor the provision of services, levels of satisfaction and complaints to ensure that specific sections of the community are not being disadvantaged.

6.4 Access to housing

- The Trust will allocate its homes in an open and accountable manner in a way that prevents direct and indirect discrimination and that responds to the needs of the community.

6.5 Use of Data

- The Trust will ensure that it holds current and accurate data on its residents. Where appropriate, information will be held on language, literacy, hearing and visual impairment to help ensure the needs of residents are met. This information may be provided to contractors where appropriate in the best interest of the resident.

6.6 Contractors, partners and procurement

- Newport Housing Trust will seek to ensure that its external contractors and suppliers abide by the requirements of this policy.
- Newport Housing Trust will take appropriate action against companies if they fail to comply with the requirements of this policy and all relevant legislation.

7. RISK IMPLICATIONS

7.1 Risk is managed by compliance with legislation and good practice advice and the monitoring of an action plan to ensure policies are implemented and outcomes measured.

8. FINANCIAL IMPLICATIONS

8.1 Failure to discharge statutory obligations with regard to discrimination may expose the Trust to financial and reputational loss from litigation.

9. WELSH LANGUAGE IMPLICATIONS

9.1 The Trust recognises the right of people to conduct their business through the medium of Welsh.

9.2 Please refer to the Trust Welsh Language Policy 2010 for further information.

10. RESIDENT PARTICIPATION IMPLICATIONS

10.1 The Trust will provide performance information to residents so that they can measure and evaluate the quality and effectiveness of the services delivered.

10.2 The Trust will listen to residents' views at every opportunity to enable continuous improvements to services.

11. LINKS TO RELEVANT DOCUMENTS

- Welsh Language Policy
- Complaints/Compliments & Enquiries Policy

12. BREACHES OF POLICY

If you believe that we have not complied with this policy, you should raise the matter informally at first with the person concerned. If this does not resolve the issue it can be raised formally through the grievance procedure.

13. MONITORING AND REVISION OF POLICY

13.1 This policy is reviewed periodically as required.