

PARKHEAD HOUSING ASSOCIATION LTD

EQUALITIES POLICY

Statement of Purpose

Parkhead HA is committed to creating and sustaining a positive stimulating and supportive working environment for our staff and good quality housing and estate for our customers (there is a separate policy for staff & recruitment)

As an employer and landlord we strongly value the diversity of our staff and customers.

We aim to create an environment and culture where staff and customers are equally valued and diversity is celebrated.

We recognise that that the promotion of equality and diversity is fundamental to good governance and management practices and that this principle will support Parkhead HA to achieve its strategic priorities.

In recognising the above we seek to eliminate discrimination, harassment and victimisation.

Methodology

The Equalities Policy is split into two separate but complimentary policies. This lends more easily into the process and action plan. These are;

- 1) Operations (covering customer and contractor relationships) which is this Policy
- 2) Staff (covering the staff team and recruitment)

1 EQUALITIES POLICY (OPERATIONS)**CONTENTS**

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1. INTRODUCTION

1.1 The Parkhead HA Equal Opportunities Policy (Operations) follows the Equality Act (2010) and the Scottish Social Housing Charter 2.1

1.2 The Equality Act (2010) requires that in the exercise of our functions we have due regard to the need to;

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act (2010)
- advance equality of opportunity between people who share a relevant characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

1.3 The protected characteristics in the Equality Act (2010) are;

- Age
- Marriage or civil partnership
- Disability
- Gender
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

1.4 The Scottish Social Housing Charter states;

Social Landlords perform all aspects of their housing service so that;
Every tenant and other customer has their individual needs recognised, is treated fairly and with respect, and receives fair access to housing and housing services

- 1.5 All Parkhead HA facilities are Disability Discrimination Act (2005) compliant as amended by the Equalities Act (2010).
- 1.6 Since 2021 all policy reviews have required an Equality Impact Assessment (EIA) to be completed.
- 1.7 Equalities data is now collected in relation to staff, Board, current tenants and applicants as per SHR guidance issued in 2021.

2. **AIMS and OBJECTIVES**

- 2.1 To ensure that the Association complies in all of its operational activity with all relevant legislation, regulatory guidance and best practice in relation to equal opportunities, promoting equality and avoiding discrimination.
- 2.2 To ensure all contractors employed by the Association have the relevant Equalities policies in place
- 2.3 To ensure all Association policy documents are easy to understand and available in a variety of formats and languages upon request

3. **DELEGATION OF RESPONSIBILITIES**

- 3.1 The Board will set and approve this policy
- 3.2 The Board will delegate monitoring of the policy outcomes to the Policy and Performance Sub Committee
- 3.3 The Policy and Performance Sub Committee will delegate operational responsibility for compliance and monitoring to the Director of Operations
- 3.4 In mainstreaming equalities all staff will have personal responsibility in ensuring compliance with this policy in service delivery

4. TRAINING

- 4.1 All staff will be trained on Equalities and this will include understanding this policy

5 MONITORING THE POLICY

- 5.1 The Director of Operations will report to the Policy and Performance Sub Committee annually on the following

- The ethnic breakdown of the current tenant base
- The ethnic breakdown of the years lets
- The ethnic breakdown of the house waiting list
- The number of equalities based complaints (the Complaints Policy has full details on how to make a complaint)
- Number of self classified disabled tenants and applicants

- 5.2 The process of monitoring of equalities will be;

Comparison of the above year on year and by looking at the percentage of lets being broadly similar to the percentage of those on the waiting list by each ethnic group and with due regard to the wider Glasgow and Scotland context .

6 REVIEW OF THE POLICY

- 6.1 The policy is due for review in 2028.