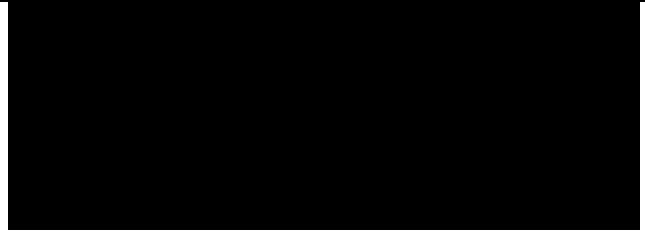


Radian

Equality and Diversity Policy

Version: 2

Approved: 24 February 2009



1. Statement of Intent

- 1.1 Radian is committed to achieving equality of opportunity throughout its organisation both in relation to the homes and services we provide and in fulfilling our responsibilities as an employer. We are committed to and encourage a diverse culture that challenges prejudicial language and behaviours and breaks down barriers to opportunities. We regard promoting the principles of diversity and equality as core to all our corporate objectives and activities.
- 1.2 Within that general framework we will reflect the definition of “race equality” that means fair and equal treatment for all regardless of race, colour or creed, and a celebration of cultural richness and ethnic diversity, which enables people from all ethnic groups to achieve their potential, and not be subject to racial prejudice and discrimination.¹

2. Definition

- 2.1 This Policy sets out the Radian Group’s approach to Equality & Diversity. It specifically addresses the following issues that:
 - Certain groups within our communities may suffer forms of discrimination
 - Service delivery and employment practices should be systematically monitored, to prevent discriminatory behaviours, policies and practices, and promote equality of opportunity
 - The value of diversity at an individual and community level should be recognised
 - People should not be categorised as part of a certain group
 - Ensures diversity in the community and workforce makes a positive contribution to the organisation.
- 2.2 All references to the Group in this Policy include all organisations which form part of it, the full range of customers and clients who receive services from it, contractors and partners.

3. Policy

- 3.1 We recognise that certain groups in society experience discrimination and disadvantage and we will work to combat less favourable treatment prejudice and discrimination.
- 3.2 We have a responsibility as an employer, provider and purchaser of services, as a landlord and community partner to work in a way that gives equal opportunities to everyone and values equally the diversity of individuals and groups within the communities where we work.

3.3 3.1 and 3.2 relate to:

- Race, colour, ethnic origin or nationality;
- Gender;
- Disability and other health needs: including learning disabilities; physical impairment, mental illness and physical health needs;
- Religions or political beliefs;
- Marital and family status;
- Caring responsibilities;
- Sexual orientation;
- Age, physical appearance or other characteristics;
- Contagious or stigmatised diseases or infection;
- Perceptions of social class;
- Unrelated criminal activities;
- Travelling Community; and
- Any other matter that causes a person to be treated with injustice.

This list is not exhaustive and will be reviewed regularly.

3.4 We will ensure that our approach to equality and diversity is incorporated in all aspects of the operations we undertake and the services we deliver. These include but are not limited to:

- lettings;
- offering support services;
- filling vacancies within registered care or supported living services;
- access to information and advice;
- tenant and service user participation and involvement;
- tenant and service user satisfaction;
- complaints;
- dealing with incidents such as harassment including incidents of domestic violence;
- procurement and supply diversity;
- governance;
- staffing and employment;
- training opportunities;
- development and regeneration; and
- promoting community cohesion and integration.

3.5 We will work to achieve representation across our staff, governance and resident and service user involvement structures that broadly reflects the communities where we work.

3.6 We will invest in training on equality and diversity for employees, Board Members, major contractors, residents and service users undertaking involvement activities.

3.7 We will work to identify and deal with breaches of acceptable behaviour and attitude internally and externally where they occur.

3.8 We will work to ensure that our approach to equality and diversity is incorporated into service planning and delivery of activities to be fully integrated into normal practice.

3.9 We will deliver services fairly and equally so that no individual or group receives less favourable treatment and, where appropriate, we will take positive steps to ensure that the needs of our customers are met and all customers are able to access our services.

3.10 We will provide service users with direct support for their cultural and religious diversity needs and we will publish separate guidance for staff about this.

- 3.11 We will work to issue information to customers in a format according to their needs, as determined by them. We recognise that certain groups in society experience discrimination and disadvantage and we will work to combat less favourable treatment, prejudice and discrimination arising out of:
- Group culture;
 - Governance;
 - Customers;
 - Suppliers;
 - Staff and management;
 - Recruitment;
 - Tenure or homelessness; and
 - Literacy or educational achievement.
- 3.12 We will develop and deliver an Equality and Diversity Strategy and action plan which will detail how we aim to approach the equality and diversity issues in all the areas listed in paragraph 2.
- 3.13 The monitoring of key Equality and Diversity performance indicators will be carried out quarterly by the Parent and Partner Boards. At other levels in the organisation this monitoring will take place more often and in greater detail.
- 3.14 We will regularly review the Policy, Strategy, Procedures and performance, in consultation with customers and stakeholders, taking into account current good practice, legislation and regulation.
- 3.15 This policy will be reviewed annually or sooner to reflect relevant changes in legislation, regulation or other significant factors.

4. Legal & Regulatory Framework

- 4.1 This section lists all of the legal documents that affect the way that we work. The purpose of the policy is to describe how we will implement the details included in the documents listed below. Our intention is to always act in accordance with the Acts and Regulations listed below.
- Sex Discrimination Act 1975;
 - Race Relations Act 1976 (amended 2000);
 - Equal Pay Act 1970 (amended 1984);
 - Protection from Harassment Act 1997;
 - Human Rights Act 1998;
 - Sex Discrimination (Gender Reassignment) Regulations 1999;
 - Part-Time Workers (Prevention of less Favourable Treatment) Regulations 2000;
 - Civil Partnership Act 2004;
 - Employment Equality (Age) Regulations 2006;
 - Disability Discrimination Acts 1995 and 2005;
 - Equality Act 2006;
 - Care Standards Act 2000;
 - Care Quality Commission regulatory framework and guidance;
 - Supporting people Quality Assessment Framework (QAF);
 - Housing Act 2004 – Gypsies and Travellers;
 - Tenant Services Authority's regulatory framework (specifically GPN8);
 - CRE's Code of Practice on Race Equality in Housing
 - NHF's Race Equality Code of Practice for Housing Associations.

5. Links to other Policies

5.1 All other policies

6. Related Procedures

6.1 All procedures

7. Responsible Officer

7.1 Corporate Service Director

8. Review Details

Approved by (including date of approval)	Radian Board 24.02.09
Review Cycle	Annually
Date of next review	February 2010

9. Associated Documents

9.1 None

10. Appendices

10.1 None.

ⁱ Published in Race Equality Code of Practice for Housing Associations following the Challenge Report by the Race and Housing Enquiry.