

**Equality, Diversity and Inclusion Policy****Approved by: Executive, HASC & RARC****Date of approval: January 2016****Review date: 31 December 2019****1. Statement of Intent**

- 1.1 To promote equality of opportunity and create a working environment that is inclusive and free from discrimination or harassment. The purpose of this policy is to confirm Radian's commitment to equality, diversity and inclusion in service delivery and employment.

**2. This policy applies to...**

- 2.1 All parts of Radian and covers all customers, employees, managers, boards, formally involved residents, contractors, trainees, casual workers, and agency staff and also governs how we work with other organisations.
- 2.2 As a social housing provider, we have responsibilities under the Equality Act 2010 to promote equality of opportunity. The Equality Act 2010 makes discrimination unlawful in relation to nine protected characteristics; age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.
- 2.3 The Public Sector Equality Duty requires Housing Associations delivering public services to give 'due regard' to the need:
- 2.3.1 To eliminate discrimination, harassment and victimisation
- 2.3.2 To advance equality of opportunity
- 2.3.3 To foster good relations (tackling prejudice and promoting understanding).

**3. Policy**

- 3.1 Support our vision by promoting inclusive working environments for our staff and valuing the diversity of our customers and communities.
- 3.2 Ensure that no individual or group in society receive unfair treatment in recruitment, pay or promotions, housing or any other services we provide, such as lettings, support, housing advice, repairs and rent collection.
- 3.3 Ensure that people have equal access to services and employment opportunities.
- 3.4 Eliminate discrimination, harassment and victimisation
- 3.5 Advance equality of opportunity
- 3.6 Foster good relations by addressing prejudice and promoting understanding.
- 3.7 Strive to be an open, inclusive and diverse organisation
- 3.8 Value the diversity and talents of all individuals

- 3.9 Support, develop and empower people to succeed
- 3.10 Understand the diverse needs of our customers and communities and deliver appropriate, accessible and flexible services
- 3.11 Promote equality of opportunity in employment and service provision
- 3.12 Create a diverse, engaged workforce and inclusive workplaces
- 3.13 Encourage tolerance, and understanding of others or their lifestyle choices
- 3.14 Challenge prejudice, discrimination and harassment where we find it
- 3.15 Promote equality, diversity and inclusion with our customers, communities, partners, stakeholders and our supply chain.
- 3.16 Abide by our statutory and regulatory obligations to promote equality of opportunity, deliver our services with 'due regard' to need, to comply with the duty in the provision, allocation and management of social housing, and to treat all customers and tenants with fairness and respect including protected characteristics and those with additional support needs.
- 3.17 Undertake an annual Equality and Diversity Review which will be approved by the relevant Board Committee
- 3.18 Commit to review and/or establish specific Equality objectives once annually.
- 3.19 Undertake an annual Equal Pay Audit.

#### **4. Legal & Regulatory Framework**

- Equality Act 2010
- Employment Rights Dispute Resolution Act 1998
- Employment Relations Act 1999
- Protection from Harassment Act 1997
- Health and Safety at Work Act 1974
- Public Interest Disclosure Act 1998
- ACAS Code of Practice on Disciplinary and Grievance Procedures
- Modern Slavery Act 2015

#### **5. Related Procedures**

This policy links to:

- All People and Organisational Development Policies and Procedures
- Whistleblowing Reporting Procedure
- Customer/Service Provision EDI Procedure

- The Annual equality and Diversity Review Process and the associated objectives agreed and acted upon.
- The Impact Analysis papers which accompany every Executive, Board and Committee paper.
- Our Housing procedures

## 6. Definitions

6.1 We follow Plain English guidelines. The complicated terms of this policy are explained here:

Term	Definition
The Equality Act 2010	The Equality Act 2010 makes discrimination unlawful in relation to nine protected characteristics; age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.
Public Sector Equality Duty	The Public Sector Equality Duty requires Housing Associations delivering public services to give 'due regard' to the need to eliminate discrimination, harassment and victimisation, to advance equality of opportunity and to foster good relations (tackling prejudice and promoting understanding).
Registered Housing Provider Regulatory Framework	Registered providers are required: to treat all customers and tenants with fairness and respect including protected characteristics and those with additional support needs.