

EQUALITY AND DIVERSITY POLICY

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1. Introduction

Clanmil Housing is committed to promoting an environment of respect, understanding, encouraging diversity and eliminating discrimination by providing equality of opportunity for all. We will consistently approach our promotion of equality and diversity across all our working practices.

Our people, be they our tenants or our colleagues, will be respected and valued for who they are. We will support the diverse make up of all our people and empower them to completely be themselves and succeed.

2. Aims

We respect the diversity of all individuals, and have a desire that the diversity of our society is reflected in our workforce and among our tenants/residents and Board / Committee members.

We believe that workforce diversity adds value to Clanmil and enables us to further meet the needs of our diverse communities. We aspire to be an organisation in which the diversity of individuals is fully respected, celebrated and encouraged, and to ensure that equality and diversity permeates through everything we do.

We aim to promote a good and harmonious working environment, and an atmosphere in which nobody feels under threat or intimidated for any reason. We aim to provide accessible services to all, without bias or prejudice.

We will work towards eliminating all forms of discrimination and promoting equality of opportunities for everyone. Our aim is that all our employees, job applicants, tenants/residents, housing applicants and Board / Committee members feel valued and respected and are encouraged to participate and contribute.

We believe that everyone has an individual role to play within Clanmil and that we are enriched by the unique contributions that different people can make.

Clanmil will abide by all the relevant equality legislation as consolidated by the Equality Act 2010 and take guidance from ECNI Codes of Practice.

Any breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings.

3. **Scope of Policy**

This policy applies to the following areas:

All staff have a responsibility to ensure that this policy is put into practice. We expect a personal commitment from all employees in adopting this in their day to day activities.

4. **Our Commitment**

We are committed to ensuring that everyone is treated fairly and is not discriminated against, harassed or victimised on any of the following protected characteristics while working with us or accessing our services:

5. **Promoting equal opportunities**

Decisions about recruitment and selection, promotion, training, pay or any other benefits will be made objectively and without unlawful discrimination.

6. **Policy Statement on Flags and Emblems**

Given the changing times in which we live, we would aspire to follow a common-sense approach in relation to emblems. Our aim is to provide a good and harmonious working environment.

Northern Ireland has changed in recent years and much has been achieved, but there are some individual emblems and symbols that, through their history and associations, and whether intended or not, have come to have a significance that has the potential to make those of a different identity feel uncomfortable or unwelcome. These are likely to be directly linked to conflict in Northern Ireland and/or to local politics. These include:

- Football shirts e.g. Rangers, Celtic
- Badges and insignia linked to paramilitary or political organisations
- Posters, displays, emblems, screensavers, ringtones etc linked to the above

This list is not exhaustive but indicative of the types of emblems that have the potential to cause unnecessary tension and be divisive.

7. Implementation, Monitoring and Review

In order to implement this policy, we will:

We will monitor equality data on all protected characteristics. We will fulfil our duties under S75 of the Equality Scheme, and we will provide annual and 3 yearly information to the Equality Commission for Northern Ireland as required.

If, through monitoring, we identify an under representation of a particular group or groups, we will liaise with the Equality Commission and consider any action required to address the imbalance. This is known as affirmative action.

8. Conclusion

We recognise that people's own perception of discrimination and harassment is important, and that people are able to judge for themselves whether or not they feel they are being discriminated against or harassed.

We will take any reported concerns seriously and take action accordingly following our relevant procedures (Grievance and Disciplinary).

We recognise that equal opportunities means treating everyone fairly based on their individual needs, and that is not about treating everyone the same. We will therefore seek to meet individuals' needs and will not make assumptions that all needs are the same.

Appendix 1

Definitions of discrimination

The law in Northern Ireland defines discrimination as either:

(a) *Direct Discrimination*

This consists of treating a person less favourably than others would be treated in the same circumstances.

(b) *Indirect Discrimination*

This consists of applying a requirement or condition which, even without intent, adversely affects considerably more of one group than another.

s (c) *Discrimination by Means of Victimisation*

This consists of treating a person less favorably than others because that person has made a complaint or allegation of discrimination, or has acted as a witness or informant.

EQUALITY AND DIVERSITY POLICY

I _____ have read the

Association's Equal Opportunities and Diversity Policy and fully understand the contents.

Signed: _____

Date: _____

To be returned to the Corporate Services Department on completion