

TOWER HAMLETS COMMUNITY HOUSING

EQUAL OPPORTUNITIES - Policy

1 Statement of Intent

- 1.1 THCH is committed to equality of opportunity in the delivery of its services and in the employment of staff. THCH's organisational policies and practices will reflect the needs and experiences of the community it serves. Adherence to the Equal Opportunities Policy is a condition of service for all staff, contractors, consultants and Board Members. THCH will ensure that its commitment to Equal Opportunities is observed in every area of its organisation and operation of its policies and procedures. This specifically includes the conduct of tendering procedures and selection of contractors.

2 Detail

- 2.1 THCH recognises and acknowledges the responsibilities placed upon it by statute and will observe those responsibilities in an open manner both as an employer and as a provider and manager of services.
- 2.2 THCH is unreservedly opposed to all forms of direct and indirect discrimination on the grounds of the protected characteristics within the Equality Act 2010:-
- Sex and sexual orientation
 - Ethnic origin,
 - Marriage and civil partnership
 - Religion or belief
 - Race
 - Disability
 - Pregnancy and maternity
 - Age

THCH will monitor its services against such categories and actively work to eliminate and prevent any form of discrimination.

- 2.3 THCH will provide our workforce with the knowledge, skills and commitment to effectively and sensitively serve all members of the community with which it works. THCH will investigate and respond appropriately to discrimination wherever it occurs in the course of dealing with staff, contractors, consultants, Board Members and residents and will endeavour to rectify the practices and procedures, which have led to the discrimination as quickly as possible.

- 2.4 THCH will monitor and review the organisations' progress in promoting Equal Opportunities, which includes all systems and procedures to ensure adherence to the policy. Monitoring systems and procedures will include access to housing, service provision, recruitment and selection, the use of contractors and consultants and all other systems and procedures which are integral to THCH's commitment to this policy. Information collected will be used to: highlight possible inequalities; investigate the underlying causes; remove any unfairness or disadvantage; make reasonable adjustments where appropriate.
- 2.5 THCH will not use monitoring information to discriminate against individual service users or members of staff. Discrimination is more likely to take place and be more difficult to prove when monitoring information is not kept. Equality monitoring provides important information which will identify trends and make improvements in all areas of its activities.
- 2.6 Any data provided to THCH will be treated confidentially and used for compiling anonymous statistics. The exception to this is data provided by THCH employees who self classify themselves with a disability. This data only will be checked against any existing data provided by that employee and such employees may be contacted by Occupational Health or the HR Manager to proactively consider the need for any reasonable adjustment in accordance with the Equality Act 2010.
- 2.7 Through these means THCH will ensure that all services are accessible to those who need or receive them. In developing service provision, THCH will aim to ensure that not only does it deliver high quality services, but also that those services are sensitive and responsive to the many and varying needs of its service users.