



## Haig Housing Equality and Diversity: Our Policy

It is the aim of the Trust that everybody with whom the Trust deals will have equal access to the Trust's services and be fairly represented at all levels within the Trust.

At the heart of the Trust's Equality and Diversity Policy is that everybody should have **Equal Opportunity**.

Equal opportunity is not about treating everybody the same way nor is it about giving someone an unfair advantage or unjustified preferential treatment at the expense of others. Equal Opportunity is about treating everybody **fairly** and ensuring that they have **equal** access to services regardless of race, colour, ethnic or national origin, nationality, gender, sexual orientation, marital status, age, disability or religion.

The Trust has **zero tolerance** of any infringement of equal opportunities in delivering its services and has a Countering Harassment Policy in place.

This leaflet is a summary of Haig Housing's Equality and Diversity Policy – a full copy of this Policy and the Countering Harassment Policy is available from Haig Housing – please see over for details.

## DISCRIMINATION

### Negative

- **Direct discrimination** – treating someone less favourably than another
- **Indirect discrimination** – applying conditions
- **Institutional discrimination** – collective failure of an organisation to treat people with equal opportunity
- **Victimisation** – victimising an individual who make a complaint of discrimination
- **Bullying** – taking advantage of weakness by one person over another
- **Harassment** – interfering with another person's comfort or safety (see The Trust's Policy on Harassment)
- **Institutional racism** - collective discrimination because of colour, culture or ethnicity

### Positive

- **Positive action** - allows positive discrimination to encourage under-represented groups
- **Affirmative action** – providing support for a minority person or group
- **Alternative working arrangements** – to enable people to take up opportunities

## LEGISLATION

**Haig Housing will demonstrate our commitment to equal opportunities when carrying out all our functions and will comply with Equal Opportunity and Discrimination Acts.**

### We will:

- Work towards the elimination of discrimination
- Demonstrate and equitable approach to the rights and responsibilities of all individuals
- Aim to promote good relations between people of different racial groups
- Ensure that all advertising is free from any discriminatory statements or information
- Encourage applications from all suitable candidates for employment and tenancies
- Employ the candidate most suitable for the job
- Support employees, tenants, Agents, contractors, agency workers or any other customers of the Trust if they consider they have been a victim of discrimination, harassment or prejudice
- Discipline anybody contravening the Trust's Countering Harassment Policy
- Ensure that tenants are aware of, and abide by, the Trust's Countering Harassment Policy
- Provide contractors with a copy of the Trust's Countering Harassment Policy
- Ensure that contractors comply with the policy
- Ensure that relevant statistics are recorded, monitored and reviewed to ensure that the Trust is complying with the Countering Harassment Policy

## LIABILITY

**It is the responsibility of all Haig Housing employees to be aware of the Trust's Equality and Diversity and Countering Harassment Policies**

In the case of any discriminatory act being carried out, the employee would be held personally liable and Trust would be held liable unless able to prove that steps have been taken to prevent the employee discriminating.