
EQUALITY AND DIVERSITY POLICY

1. Policy Statement

Tamar believes that equality of opportunity and respect for people with different backgrounds or social circumstances are core values for the organisation.

Tamar is committed to equality and diversity but the commitment of all staff and Board members is needed to ensure that policies are implemented at a practical level.

2. Policy Objectives

The objective of the policy is to tackle discrimination, victimisation, harassment, bullying and any other act, or omission, which has the effect of disadvantaging a person on the above grounds. The Policy seeks to promote integrity, openness, trust and respect in an environment where Tamar employees and Board members are encouraged to tackle unacceptable behaviour.

3. Policy

Equality ensures people are treated fairly and given fair chances. It recognises different needs and promotes fair and inclusive opportunity, access, participation and contribution.

Diversity acknowledges and respects differences within and between groups of people

Underpinning the policy is a drive for continuous improvement in the delivery of Tamar's services. In particular, by consulting (both formally and informally) with residents of excluded groups, we will seek to ensure we address their needs where we can.

With reference to Equality and Diversity, Tamar is committed to:

1. Shaping its services around the needs of residents.
2. Supporting employees to better meet the needs of all residents; aspiring to deliver more responsive, high quality services. treating employees, residents, Board members, suppliers, consultants and partner organisations fairly regardless of any difference or protected characteristic.

3. Tamar strives to be an Equal Opportunities employer and is committed to equality of opportunity at work. Tamar will provide all employees, and Board members with training and development in the area of equality and diversity and apply best practice in employment matters to avoid discrimination.
4. Tamar will always strive to provide directly the support needed by individuals or groups of residents facing exclusion or discrimination. However, Tamar is committed to informing those in need, of the wider network of support that may be available. Where appropriate Tamar will actively seek funds from other sources to buy in support where this cannot be funded from within its own resources. Tamar will take positive action to address individual cases of discrimination.

The above principles are to be delivered in line with appropriate legislation, statutory guidance, regulation and acknowledged best practice.

4. Risk Management

A failure to address the issue of equality would leave Tamar exposed to the risk of:

- Failing to meet residents' and prospective residents' needs, with the consequent threat to our reputation as a responsive landlord.
- Failing to meet the needs of employees, c and prospective employees which may threaten our reputation as a good employer.
- Failure could result in financial loss and/or regulatory action.

5. Relevant Legislation and Best Practice

- ◆ Equality Act 2010
- ◆ The Asylum and Immigration Act 1996
- ◆ The Housing Acts 1988, 1996 and 2004
- ◆ The Protection from Harassment Act 1997
- ◆ Human Rights Act 1998
- ◆ Data Protection Act 1998
- ◆ Freedom of Information Act 2000
- ◆ Equal Pay Act (1970) (amended 1986)
- ◆ Civil Partnership Act 2004
- ◆ Tamar's Code of Conduct

6. Value for Money

Tamar is committed to ensuring a value for money culture and our Equality Standards have been developed to help us to deliver equal services to everyone that are excellent quality and value-for-money.

7. Equality and Diversity

Included in the policy

8. Monitoring

Tamar recognises the need to monitor and review the Policy and Priorities for Action and will encourage the involvement of employees and resident feedback in the process.

-The Equality and Diversity Group will meet twice a year to update and review progress.

A Board Member will take the role of Equality and Diversity champion to demonstrate Tamar's commitment to equality and diversity and Board level..

The Chief Executive will report bi-annually to the Board against the targets set out in an Equality and Diversity Priorities for Action.

Author

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