



Equality and Diversity Policy

What you need to know about how YH is committed to creating an inclusive workplace.

Create trust, Be curious, Make it happen, Achieve impact, Have fun

1. Policy Statement

We value diversity and recognise the benefits of employing a diverse workforce. Respect is also one of our values, and this policy confirms our commitment to equality diversity and inclusion in employment and service delivery. As an employer and through our work in providing homes and services, we will help ensure fair treatment for all members of the community regardless of race, ethnic origin, nationality, gender, disability, religion, marital status, maternity, sexuality or sexual orientation, or age.

2. Our Duties

Under the Equality Act 2010 we have a responsibility as a social housing provider to promote equality of opportunity. The Act makes discrimination unlawful in relation to the nine 'protected characteristics' (see below). While Yorkshire Housing is not a public body, we take account of the Public Sector Equality Duty when delivering services that are public in nature. Under this Duty we must give due regard to the need to:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations (tackling prejudice and promoting understanding)

The Social Housing Regulator sets out the Regulatory Standards which require registered housing providers to respond to the needs of diverse residents. Registered providers are required to treat all residents and tenants with fairness and respect including those with protected characteristics and those with additional support needs.

Equality Act 2010 - protected characteristics		
Age	Marriage and civil partnership	Religion and belief
Disability	Pregnancy and maternity	Sex
Gender re-assign	Race	Sexual orientation

Our Principles

Yorkshire Housing aims to be an open, inclusive and diverse. These principles guide our work:

- Our Respect value means we believe everyone has a right to be treated with dignity, fairness and respect, and we:

- Value the diversity and talents of all individuals
- Support and empower people to succeed in our organisation
- Create a diverse workforce and inclusive workplace
- Understand the diverse needs of our customers
- Promote equality of opportunity in employment and services
- Deliver appropriate, flexible and accessible services
- Challenge prejudice discrimination and harassment
- Promote equality diversity and inclusion with our customers, partners, stakeholders and supply chain

3. Our Approach

Employment

We are committed to creating a positive and inclusive culture with a well-trained workforce. To help achieve a diverse workforce we monitor recruitment and progression against protected characteristics.

Equality and diversity is included in training for all colleagues and Board members and specific training is provided appropriate to roles. The Head of HR is responsible for equality and diversity training.

Positive action

We recognise that overcoming barriers to equality of opportunity can require positive action. We will consider measures where we believe we can address such barriers, for example:

- Ensuring fair representation of minority communities in the workforce and governance structure
- Setting targets for recruitment of under-represented groups, such as women in trade roles
- As a 'positive about disability' employer support recruitment of people with disabilities
- Use apprenticeships and other training opportunities to encourage applications from under-Represented groups

Harassment anti-social behaviour and domestic violence

We are committed to dealing promptly and effectively with harassment (racial and other), anti-social behaviour and domestic violence affecting customers and colleagues. We employ a specialist team to deal with serious cases and support field staff in tackling issues affecting customers and communities where we work. We have effective policies and procedures on dignity at work and whistleblowing.

Procurement

We are committed to achieving best value in procurement while upholding our equality and diversity principles. We ensure this policy is reflected in all suppliers or contractors working on our behalf and our principles are maintained in their dealings with customers and colleagues. Where

appropriate, we will use opportunities that arise through procurement to achieve social value and inclusive outcomes.

Data protection

The use of personal information will be treated with full regard to data protection legislation. We will ensure data is processed lawfully, accurate, secure, relevant and retained for the appropriate period.

Governance

This policy is approved by the Board of Yorkshire Housing, who with the Chief Executive have overall responsibility for policy and compliance with equality legislation and regulation. The executive is responsible for implementation and monitoring of performance. The Staff Forum is consulted on policy and practice.

4. Diversity and Inclusion Implications

Making sure that our policies are inclusive and ensure fair treatment for all is really important to us. The policy ensures fair treatment for anyone who may raise a concern under this policy or is part of an investigation, regardless of race, ethnic origin, nationality, gender, disability, religion, marital status, maternity, sexuality or sexual orientation, or age. If you think we've got this wrong, please contact the policy owner.

5. Reporting and Monitoring

This policy will be reviewed regularly to reflect current legislation and good practice. It will be reviewed every 2 years.

Date approved	June 2023
Approved by	Directors
Recommended / scrutinised by	Colleague Forum, Directors
Summary of changes	Moved onto new template and checked legal compliance
Frequency of review	Every 2 years
Next review date	June 2025
Lead officer	People Team
Associated policies or guidelines	
Associated procedure	