

## **ISLINGTON & SHOREDITCH HOUSING ASSOCIATION EQUALITY AND DIVERSITY STATEMENT**

Islington and Shoreditch Housing Association (ISHA) and Lien Viet Housing Association (LVHA) work in a multi-cultural and diverse society and uphold that no person should suffer disadvantage by reason of their race, colour, ethnic origin, religion, gender, sexuality, disability, marital status, social class, age, responsibility for dependants or HIV/AIDS status.

ISHA and LVHA have developed a Diversity Strategy and will work within the framework of this as well as all current legislation and codes of practice<sup>1</sup>.

### **If you are a customer we will:**

- treat you fairly and equally whatever your race, colour, age etc.
- take prompt and effective action if you face harassment in and around your home.
- make sure our reception area and office is accessible and easy for you to use.
- provide the information you need in paper and electronic format in ways you find easy to understand.
- take into account any particular needs you have when you move into one of our properties and subsequently during your tenancy.
- only work with contractors and other agencies that share our commitment to be fair to all.

The Association will seek to ensure equality of opportunity in the provision of housing services, employment of staff and other services provided by the Association, and to this end will recruit, promote, train and behave towards all the above mentioned groups solely on the grounds of merit.

In carrying out this policy, we will actively assist disadvantaged groups to benefit from ISHA services. ISHA will seek to identify the needs of disadvantaged groups within the community and to work with statutory and voluntary agencies representing their interests.

### **If you apply for a job with or work at ISHA we will:**

- encourage job applicants from all sections of the community, and will recruit, promote and train all employees on a fair and equal basis.
- recruit and promote staff solely on ability.
- provide training and other opportunities to help you develop in your role.
- make sure you have the necessary equipment and support to do your job effectively.
- take prompt and effective action if you face harassment at work or in the course of carrying out your duties.
- seek to move to a position where our workforce reflects the composition of the communities and areas it works in, at all levels of employment.

**If the services you receive are provided by a contractor, consultant or any other external agency** ISHA and LVHA will seek to ensure their commitment to Equal Opportunities in the provision of housing, the delivery of services and employment, and that they operate a written Equal Opportunities Policy.

**Governance at ISHA:**

In the composition and operation of the Association's Board and Sub-Committees and of its wider membership, the Association will seek to ensure proper and fair representation of the communities we serve.

All members of staff and Board Members will be expected to act professionally and in accordance with the Equal Opportunities Policy of the Association and will actively promote the policy whilst performing their duties. To achieve this staff and Board will receive training and encouragement from Management.

To help fulfil its commitment to Equal Opportunities the Association will use monitoring as a tool to assess the success or otherwise of the Equal Opportunities Policy, and to decide what measures, if any, need to be taken.

The Association will provide written procedures to allow aggrieved groups or individuals to challenge activities or decisions that they consider to be contrary to this policy.

This policy provides a broad outline of the Association's intentions. Detailed operational matters are included in other policy and procedure documents and are available on request. The Board will review this policy annually. The Chief Executive is responsible to the Board for the implementation of the Equal Opportunities Policy.

**Agreed by the Board of Islington and Shoreditch HA Ltd on 15 December 2016**

Signed



**Clare Thomson**  
**ISHA Chief Executive**

Signed



**Stephen Stringer**  
**Chair of ISHA Board**  
For and on behalf of the Board