



EQUAL OPPORTUNITIES POLICY

Introduction

Ore Valley Housing Association is the parent company of the Ore Valley Group, which has 3 subsidiary companies, namely Ore Valley Enterprises, Fife HARCA and Cardenden Heat and Power (CHAP).

The Ore Valley Group will seek to prevent and eliminate discrimination, both direct and indirect, and to promote equality of opportunity in its provision of housing, services or employment, regardless of Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or belief; Sex and Sexual Orientation under the Equalities Act 2010; or trade union membership.

This policy should be cross referenced with the Policies below in order to ensure compliance with the relevant standards and good practice:

- Equalities and Diversity Policy
- Tenant Participation
- Tenant Satisfaction Survey
- Whistle blowing Policy
- Complaints and Comments Policy and Procedure
- Smoking at Work Policy
- Staff Training Policy
- Approval of Contractor / Consultants Procedure
- Personal Relationships at Work
- Openness and Confidentiality Policy

Racial Discrimination

The Ore Valley Group will comply with the Race Relations Act 1976 (and any subsequent amendments) and the Codes of Practice published by the Commission of Racial Equality.

Sexual Discrimination

The Ore Valley Group will comply with the Sex Discrimination Act 1975, (and any subsequent amendments) and the codes of conduct published by the Equal Opportunities Commission.

Disability Discrimination

The Ore Valley Group will comply with the Disability Discrimination Act 1995 (and any subsequent amendments) and the codes of conduct published by the Equal Opportunities Commission.

Sexual Orientation

The Ore Valley Group will comply with the Employment Equality (Sexual Orientation) Regulations 2003 and the future Gender Equality Duty, contained within the Equalities Act, due to come into effect April 2007, (and any subsequent amendments). Also to comply with the codes of conduct published by the Equal Opportunities Commission.

Religion or Belief

The Ore Valley Group will comply with the Employment Equality (Religion or Belief) Regulations 2003, (and any subsequent amendments) published by the Equal Opportunities Commission.

Age Discrimination

The Ore Valley Group will comply with the Employment Equality (Age Discrimination) Regulations 2006, (and any subsequent amendments) published by the Equal Opportunities Commission.

General

All Governing Body members and staff will receive training to ensure that they understand the requirements of the law and good practice in this regard.

This policy will be brought to the attention of all contractors, consultants and agents working with the Group who will be required to have an equal opportunity policy on their dealings with the Group to comply with the law and not to act in a discriminatory way.

The Ore Valley Group's CEO will be responsible for ensuring that this policy is implemented and for ensuring that the Group implements all procedures and strategies within an equalities framework, following different legislative requirements around the 9 protected characteristics outlined in the Equalities Act 2010. The CEO is also responsible for monitoring its application and for reporting to Governing bodies on its effectiveness as required.

A copy of this policy is available on request from Ore Valley Housing Association.

A statement on Ore Valley Housing Associations approach to Equal Opportunities in relation to housing applicants is contained in the Information Guide of the Fife Housing Register application form. A statement on the approach to Equal Opportunities in relation to recruitment will be provided in every pack sent out to job applicants.

As part of its monitoring procedures, the Group will seek to collect and collate information on application and outcome, by ethnic group, for those seeking housing, or employment and also on present tenants, staff members and Boards. This information will be regularly reviewed in the context of census information for the local area(s). Action will be taken by way of setting appropriate targets and amending procedures, practices and assessment criteria as necessary or by adopting Positive Action measures as prescribed in the Act.

If an incident of discrimination is found or is alleged, then procedures below should be followed:

- The Association will in partnership with Fife Constabulary, Social Work and Racial Equality Council, take action to combat racial harassment where this is discovered, to pursue perpetrators and to ensure that appropriate support is available for victims.
- All reports of harassment and any action will be recorded and monitored, having care to protect confidentiality.
- Ore Valley Housing Association's tenancy agreement and Tenants Guide, expressly prohibits racial harassment, and the Association will take appropriate action which could include action to evict.
- The Association's allocations policy will also give due priority to victims of extreme racial harassment.

Last Reviewed: June 2022
Next Review: June 2027
Review by: M Elder