



Equality and Diversity Policy

1. Aims

Mendlesham Community Land Trust (MCLT) recognises its responsibilities to provide equality of opportunity, eliminate discrimination and promote good relations in its activities as a landlord, managing agent, employer, contractor, partner and purchaser. The MCLT is totally opposed to all forms of discrimination on the grounds of race, national origin, ethnic origin, nationality, religion, belief or lack of religion or belief, gender, gender reassignment status, being married or a civil partner, pregnancy or maternity, sexual orientation, disability or age.

2. Statement

This Policy aims to summarise how the MCLT will use its best endeavour to eliminate discrimination, promote good relations and increase equality of opportunity. It supports our aim to provide affordable housing primarily to people who are in housing need and who live and/or work principally in the Parish of Mendlesham or surrounding area.

This Policy applies to any person or organisation that any member of the MCLT has contact with in undertaking its activities as landlord, managing agent, employer, contractor, partner and purchaser.

3. Introduction

In April 2010 the Equality Act was passed by Parliament. Its main purpose was to bring together the many acts and regulations in UK Law that has been introduced to combat discrimination.

The Act requires equal treatment in access to employment and private and public services on the basis of protected characteristics, disability, gender reassignment, pregnancy and maternity, race, ethnicity, colour, religion or belief, sex and sexual orientation, age, marriage and civil partnership.

4. Definitions

Equality – a revised term for equal opportunities being the same/treated the same

Diversity – Recognising the differences in everyone that makes them unique and responding to an individual's needs

Disability – In line with the Equality Act 2010 this includes anyone who has or has had a disability as well as anyone who is perceived to have a disability. It also includes anyone associated with a person with a disability

which could result in that individual experiencing discrimination (e.g. a carer)

5. Our approach as landlord and managing agent

We will as Landlord:

Establish Policies and Procedures that are regularly monitored and reviewed to ensure that the delivery of all housing services is fair and without discrimination.

Operate and Monitor lettings practices that reduce the chance of discrimination.

Provide a website that is accessible to the widest possible audience and adhering to available standards and guidelines.

Maintain accurate customer profile records in accordance with the General Data Protection Regulations.

Prioritise repairs requests from tenants with known support needs in line with our repairing obligations.

Operate harassment and domestic violence procedures that provide support to the victim.

Consider all requests for disabled adaptations and provide if possible. Maintain accurate records of adaptations to our properties.

6. Our approach as an employer

As an Employer we will:

Aim to recruit and retain a workforce to reflect the diversity of our tenants.

Operate and monitor recruitment practices that reduce the chance of discrimination.

Continue employing wherever possible and practicable employees who become disabled during their employment.

Provide Board Members with an assessment of the equality and diversity impact of recruitment decisions.

Respect the religious practices of staff in the workplace.

Offer flexible working hours and arrangements where practicable and possible.

Monitor recruitment and pay to ensure terms and conditions are equally applied irrespective of any "protected characteristics".

Operate a zero-tolerance policy to harassment in particular where this may be linked to a "protected characteristic".

Support anyone going through gender reassignment process.

Equally apply terms and conditions irrespective of any "protected characteristics".

7. Our approach as a purchaser

As a Purchaser we will:

Require maintenance contractors to comply with the MCLT's expectations with regard to equality and diversity.

We will use our purchasing power to ensure that our contractors' service delivery is consistent with our equality and diversity commitments.

Any allegations of discrimination or harassment made against contractors and consultants will be taken seriously and investigated thoroughly and if necessary reported as a crime. Contractors and consultants will be expected to take prompt and appropriate action against any of their staff found to be acting in an unacceptable way.

8. Our approach as a contractor and partner

As a Contractor and Partner we will:

Maintain our commitment to provide equality of opportunity, eliminate discrimination and promote good relations.

Not accept instructions from any tenant, partner or third party that indicates an intention to discriminate unlawfully.

9. Monitoring and delivery

This Policy will be reviewed a minimum of once every three years unless changes in statute contract or regulatory code and guidance require otherwise

The Board of the MCLT will have responsibility for the implementation of this strategy in accordance with the Group's Scheme of Delegation. All employees will also be responsible for maintaining and continually improving fairness and equality for tenants' staff and partners for all according to their needs regardless of who they are.

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Agreed by Board on	
Chair	
Secretary	
Review date	

