



## Chase Tenants and Resident Federation

### Equality and Diversity Policy & Strategy

#### Policy statement

Chase Tenants and Residents Federation (the Federation) is committed to eliminating discrimination and achieving diversity in all its activities. We recognise that people are different and aim to ensure that we treat each individual with dignity and respect.

We are committed to developing an organisational culture which values people from all sections of the community. This will involve creating an environment that capitalises on everything that makes people unique and gives everyone a fair and equal chance to be successful.

The Federation recognises that some kinds of difference, discrimination or disadvantage are shared and experienced by particular groups. For example on the grounds of gender, gender reassignment, ethnic origin, race, nationality, disability, sexual orientation, religious or political beliefs, age, marital or family status, rural location, caring responsibilities or ex-offenders.

#### Definitions

**Discrimination:** It is unlawful to discriminate against a person, directly or indirectly on the grounds of their gender, marital status, disability, race, colour, nationality, religion or belief or sexual orientation.

**Direct discrimination:** consists of treating a person less favourably than others are or would be treated in the same or similar circumstances according to the above categories.

**Indirect discrimination:** consists of applying a requirement or condition which, although has been applied to all, has the effect of disadvantaging people (according to the above categories) unless the practice can be justified.

**Victimisation:** is when an individual is treated detrimentally because they have made a complaint or intend to make a complaint about discrimination or harassment or have given evidence or intend to give evidence relating to a complaint about discrimination or harassment.

**Harassment:** is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or

offensive environment having regard to all the circumstances and the perceptions of the victim.

A **racist incident** is defined as: “**any incident which is perceived to be racist by the victim or any other person**” (Stephen Lawrence Inquiry 1999).

**Disability:** A disabled person is defined as “someone who has a physical or mental impairment that has a substantial and long-term adverse affect on their ability to carry out normal day-to-day activities”. Long term means that the effect of the impairment has lasted or is likely to last for at least 12 months.

**Community cohesion:** A cohesive community is one where, there is a common vision and a sense of belonging for all communities; the diversity of people’s different backgrounds and circumstances is appreciated and positively valued; those from different backgrounds have similar life opportunities; strong and positive relationships are being developed between people from different backgrounds and circumstances in the workplaces, in schools and within neighbourhoods.

## **Policy objectives**

The Federation will aim to:

- Encourage a culture where equality and diversity is treated as a core value
- Be aware of all forms of discrimination in its operations, activities and dealings with communities and strive to eliminate them
- Have a governance structure and committee’s that reflect the population it serves
- Provide information which is non-discriminatory in content, accessible to all and actively promotes equality
- Take prompt responsive action in all cases of harassment and conflict
- Work towards promoting better understanding and integration in our communities
- Work with organisations who reflect the communities we work in and who are able to demonstrate their commitment to equality and diversity

## **Strategy**

**Organisational culture:** The Federation will ensure that its members and stakeholders are made aware that equality and diversity is one of its core values. We will adopt a zero tolerance policy towards discrimination. We aim to develop a culture where equality and diversity issues are discussed openly on the basis of facts not assumptions. We are committed to ensuring that all

members and stakeholders believe the organisation takes decisions in a fair and open manner.

**Governance:** The Federation will include equality and diversity issues into its governance mechanisms so that the decisions we make are more relevant to the needs and circumstances of the people we serve. It is essential that members of the Federation are representative of the communities they serve so that they are able to understand the issues faced by those they seek to serve.

**Training:** The Federation is committed to ensuring that members are treated fairly and without unlawful discrimination. We will endeavour to provide equality and diversity training to all our members.

**Communication and access to information:** The Federation will ensure that the information provided is in an appropriate format, non-discriminatory in content and actively promotes equality and diversity. Where possible, information will be provided in alternative languages and formats. We will ensure that any offices or buildings, open to the public, are accessible under the requirements of the Disability Discrimination Act.

**Tackling harassment and conflict:** See 'Constitution' and 'Code of Conduct'.

**Community cohesion:** The Federation will work in partnership with individuals, groups, communities and other agencies to ensure that all groups can live together better and prosper. Factors such as ethnicity, nationality, age and class differences can spark conflicts that impact on the cohesiveness of a community. We will work towards understanding the different dynamics that shape the people in our communities and develop consensual strategies or common grounds on which they can work together. We will seek to work in partnership with minority-led organisations to improve the services provided to them.

**Monitor & Review:** This policy will be subject to ongoing review in the light of experience and changes in legislation. It is essential that all our policies and practices are monitored, reviewed and amended to ensure that the objectives of the Equality and Diversity Policy and Strategy are embedded within our organisation.