



Equality and Diversity Policy

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1 Policy

- 1.1 It is the policy of Blenheim to deliver effective services, exemplary homes and communities. Promoting equality and community cohesion whilst recognising the different needs and experiences of our residents and customers is crucial to achieving this aim.

We will promote equality and diversity through everything we do.

- We are customer focused
- We are open, honest and accountable
- We have a 'can do' approach and accept responsibility
- We have new ideas and always seek to improve what we do.

We will work with our residents, customers and partners with the aim of improving equality and inclusion outcomes for everyone regardless of:

- Age
- Sex
- Disability
- Gender re-assignment
- Sexual orientation
- Race
- Religion or belief
- Pregnancy or maternity
- Marriage or civil partnership
- Colour
- Nationality

2 Definitions

2.1 Equality

Equality relates to treating people fairly and ensuring equality of opportunity for all. It is illegal to discriminate against people, because they belong to particular groups under the Equality Act 2010.

2.2 Diversity

Diversity is a broader concept – that builds upon the progress made through equal opportunities. It centres on recognising and managing the different abilities, skills, backgrounds and characteristics, that we all possess and harnessing them to get the best from individuals.

Diversity is about recognising, respecting and valuing the differences we each bring to work.



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3 Responsibilities

- 3.1 To work with residents, customers and partners to tackle the equality and inclusion issues that matter to them, and to achieve shared objectives.
- 3.2 Provide accessible information and opportunities for resident and customer involvement.
- 3.3 Work to prevent domestic abuse, hate crime and support victims / survivors.
- 3.4 Take into account the disability needs of residents / customers and make reasonable adjustments where required.

4 Legal Requirements

- 4.1 The Human Rights Act 1998 requires all public authorities and other organisations performing public functions (such as allocating and managing housing) to treat People in accordance with the rights set out in the European Convention on Human Rights.