

# Equality and Diversity Policy

## 1. Summary

- 1.1. SHAL's purpose is to provide homes for people who are homeless and in housing need. We believe that a positive and proactive approach to equality and diversity is key to ensuring that we do so effectively, responding to people as individuals with a wide range of challenges and strengths.
- 1.2. SHAL values diversity. We are committed to promoting equality, diversity, community cohesion and inclusion including social, digital and financial inclusion.
- 1.3. We welcome the statutory and regulatory duties placed upon us by the Equalities Act 2010, the Disability Discrimination Act 1995, the Human Rights Act 1998 and our Regulatory Requirements to ensure that we do not directly or indirectly discriminate, harass or victimise anyone on the grounds of their protected characteristics and that we work to be a positive force for social inclusion in the communities we serve and live in.
- 1.4. SHAL seeks to eliminate discrimination, harassment and victimisation and to advance equality of opportunity, foster good relations, tackle prejudice and promote understanding.
- 1.5. We will work with our tenants, their families and communities, and our partners with the aim of improving equality, diversity and inclusion outcomes for everyone regardless of age; disability; gender identity; gender expression; marriage and civil partnership; pregnancy, maternity and paternity; race, colour, nationality, ethnic or national origins; religion or belief; sex; and sexual orientation.

## 2. Objectives

- 2.1. SHAL will build a culture where equality is guaranteed, and diversity is valued.  
We will do this by:

- 2.1.1. Having a leadership team with high awareness and demonstrable commitment to equality and diversity from the Board, Executive and managers, with a proactive approach to emerging issues
- 2.1.2. Developing and maintaining Board diversity
- 2.1.3. Creating an inclusive and supportive organisational structure where people are engaged and feel supported and valued
- 2.1.4. Working with tenants and their communities to deliver good outcomes for everyone

### 3. Details

- 3.1. SHAL will understand the profile of our tenants. We will use this information to adapt our services to their needs. We will tackle issues that are important to our tenants such as fuel poverty, social isolation, domestic abuse, mental ill-health, disability and stigmatisation.
- 3.2. SHAL will seek feedback from tenants about their experiences and what we can do to support them where they are facing discrimination, harassment or victimisation and how we can work with them to promote equality and foster good relations.
- 3.3. SHAL will work with our partners to understand the wider community context and ensure that we make the most of all opportunities to eliminate discrimination, harassment and victimisation, tackle prejudice and promote understanding and good relations.
- 3.4. SHAL will work with our contractors to ensure that they play a part in eliminating discrimination, harassment and victimisation, tackling prejudice and promoting understanding and good relations in the communities we serve.
- 3.5. SHAL will ensure that our employees understand their statutory and regulatory duties regarding the elimination of discrimination, harassment and victimisation, the tackling of prejudice and promotion of understanding and good relations and what action is needed to respond to the feedback and ideas we have sought from our tenants.

- 3.6. SHAL will seek to understand where our strengths lie and where we need to improve and ensure that this informs our strategic aims and priorities.
- 3.7. SHAL will establish a clear Equality and Diversity Monitoring framework and publish the outcomes so that we can be transparent about what we do and promote our commitment to equality and diversity.
- 3.8. SHAL is a Living Wage employer. We will ensure that our employees are remunerated fairly and treated with respect and will ensure that each member of the SHAL team is able to develop and progress both within and beyond SHAL. We will ensure that our employees reflect the diversity of the communities we serve. We will ensure that shortlists for recruitment include appropriate candidates from under-represented groups. We will ensure that diversity training is carried out periodically. We will act as coaches and mentors for others and ensure that employees within SHAL can access coaching and mentoring from external organisations.
- 3.9. SHAL will review the diversity of its board annually and seek to recruit new board members from a diversity of backgrounds. Board members will receive training in diversity in leadership periodically.
- 3.10. All new employees, board members and involved tenants will receive diversity training.

#### 4. Outcomes

- 4.1. SHAL will monitor the composition of our board, our executive team and our employees and publish this information in our annual report.
- 4.2. SHAL will produce an Equality Report in 2020 to publish the outcomes and to promote what we do.
- 4.3. SHAL will consider annually what we have learned and what further action we need to take to ensure that we eliminate discrimination, harassment and victimisation and advance equality of opportunity, foster good relations, tackle prejudice and promote understanding.

#### 5. Consultation

Current version	Date agreed/reviewed	Review due	Owner	Pages
2.0	2023-02	2024-02	CEO	Page 3 of 5
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<i>SHAL is registered in England and Wales as a Community Benefit Society and an exempt charity (number 27772R).</i>				

- 5.1. This policy will be sent to those tenants who have expressed the wish to be more involved with SHAL to obtain their feedback and ideas.

## 6. Equality and Diversity

- 6.1. This policy seeks to embed an appreciation of the need to ensure equality and to respond to the diversity of our employees, our tenants and their communities and to promote the part which SHAL plays in promoting inclusion within our communities.

## 7. Value for Money

- 7.1. SHAL welcomes diversity because we appreciate that our board members, involved tenants and employees need to be diverse in order to generate a variety of ideas. By being an organisation which embraces diversity SHAL is able to recruit talented people because our job applications are open to everyone.
- 7.2. Board members, involved tenants and employees will feel empowered to use their creativity because people from different backgrounds will approach problems and projects in different ways. People will want to keep working with SHAL because we have an open and ethical culture which will reduce recruitment costs.

## 8. Owner

8.1. CEO

## 9. Version and Revisions

9.1. This policy will be reviewed every 1 year(s).

9.2. Revisions

New version	Date	Revision details
1.0	Feb 2023	