



Strategy Document

Strategy	Equality & Diversity
Effective Date:	January 2017
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Supersedes:	All previous Strategies
Approved by:	Board ,12 th January 2017

STRATEGIC OBJECTIVES

To recognize and respond to diversity in a positive and practical way, which has been at the core of Tuntum's mission since it was founded.

This strategy is designed to embed within Tuntum the understanding of, and need to respond to, inequality and lack of support for diverse needs, so that Tuntum is recognized as excellent in this area.

IMPORTANCE

As the only independent BME-led housing association in the East Midlands, Tuntum has a responsibility to its communities and founding members to be an example of good practice in areas of diversity and equality. Whilst Tuntum was founded in recognition of the lack of housing for the Black Caribbean community, and race is just one of the nine protected characteristics identified in the Care Act 2014, Tuntum is identified as representative of minority groups – which is a privilege and a responsibility.

We also have a duty to comply with the following current legislation:

- The Equality Act 2010
- Human Rights Act 1998
- The Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Asylum and Immigration Act 1996
- Gender Reassignment Regulation 1999
- The Race Relations Act (Amendment) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Religion or Belief) Regulations 2003
- The Civil Partnership Act 2004
- The Racial and Religious Hatred Act 2006
- The Employment Equality (Age) Regulations 2006
- The Work and Families Act 2006

And with the following regulatory requirements and guidelines:

- Homes & Communities Agency's Regulatory Standards.
- Race Equality Code of Practice for Housing Associations 2002.
- Commission for Racial Equality - Code of Practice on Racial Equality in Housing 2006

The CRE has now been replaced by the Commission for Equality & Human Rights (EHRC) which regulates compliance with human rights legislation in the public sector.

The Brixton riots of the early 1980s and then the Stephen Lawrence racist murder (1993) are the two key events that prompted much of current legislative approach to racial equality. The Equalities Act 2010 sought not just to counter discrimination (which was the purpose of the Race Relations Act 1976) but actively promote social inclusion and good racial relations.

Socio-economic and demographic trends in the UK show that the population is ageing, becoming more ethnically diverse and more mobile. The growth in asylum seekers and refugees increases the diverse nature and challenging needs of the population as a whole.

HOW THE STRATEGY WILL BE ACHIEVED

Policies

- Equality and Diversity
- Recruitment
- Redundancy
- Referrals and allocations
- Bullying and harassment

Procedures

- Referral Process
- Grievance

Routine Operation

- Advertising of jobs in accessible media
- Consultation with tenants and clients regarding needs
- Information accessible in variety of formats
- Read updates and attend briefings from Irwin Mitchell regarding legislative changes

Tasks (e.g. action plan)

- Recruitment of HR support for one year to upskill managers

- Set E&D reporting targets for Board
- Board to set E&D targets

HOW SUCCESS WILL BE MEASURED

- Meeting or exceeding Equality and Diversity targets and indicators set
- Recruitment, selection, promotion and training are shown to be equitably provided for all staff, applicants, residents' groups and other bodies
- Retention of accreditations with a strong link to equality and diversity strands e.g. Investors in People; 'Positive About Disabled People' (2 ticks symbol); Ethnic Minority Business Awards; Disability Confidence