



Equality & Human Rights Strategy

*One Association,
All Together.*

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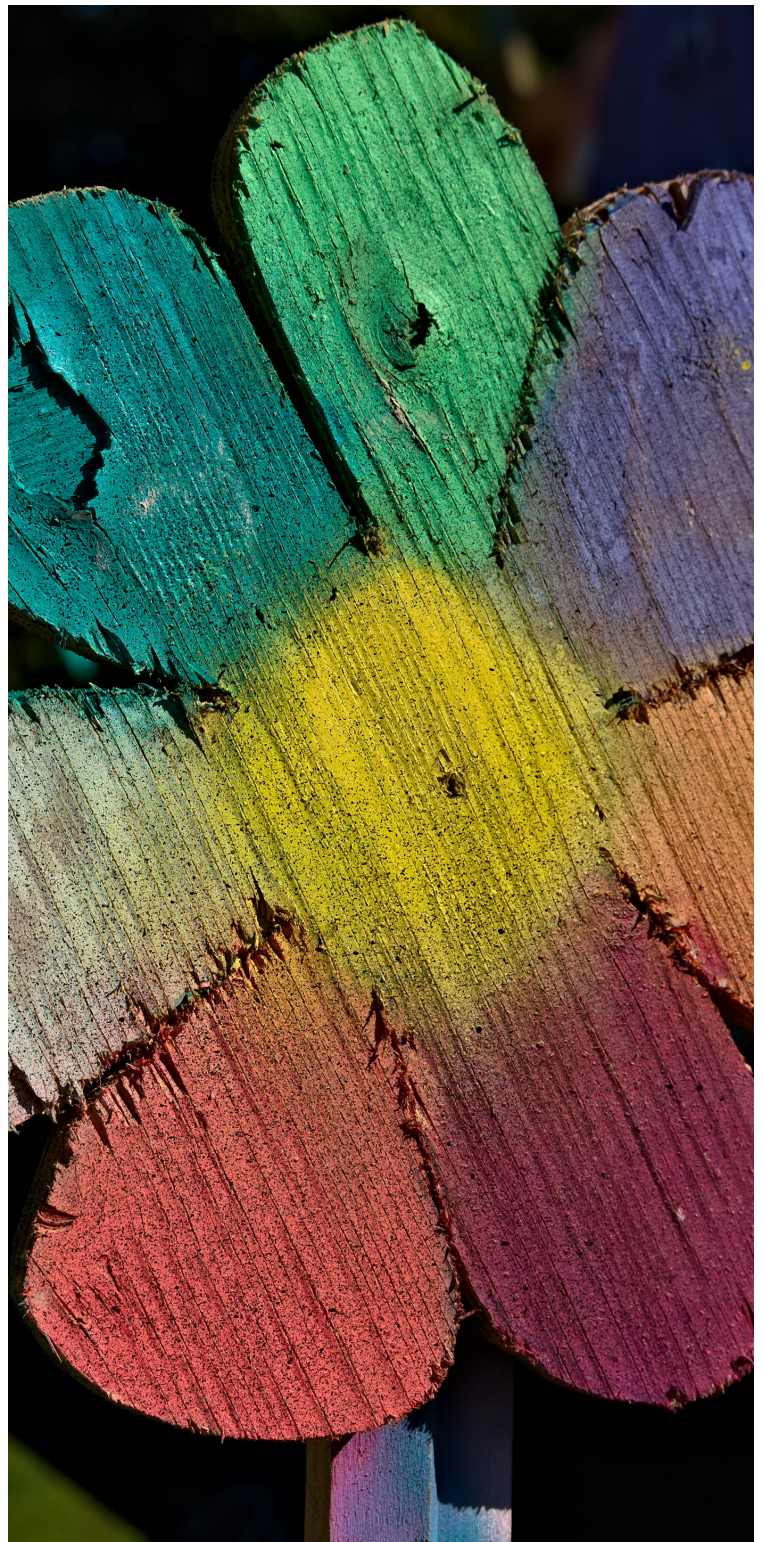
Welcome to Ochil View Housing Association's Equality and Human Rights Strategy.

This strategy sets out how we promote an environment of respect, understanding and the elimination of discrimination by encouraging diversity and providing equal opportunity for all.

We will look to promote positive action to redress the effects of past discrimination and promote equality and human rights in all aspects of our business.

We recognise that different groups who suffer discrimination share a common problem of disadvantage, but the nature of disadvantage is not the same for all groups.

Compliance with this strategy and related policy is expected from all staff, board members, tenants and others with whom we work with.



Protected Characteristics



The Equality Act of 2010 sets out 9 characteristics on which discrimination is prohibited by law. They are:

Age

Disability

Gender
Reassignment

Marriage &
Civil
Partnership

Pregnancy
&
Maternity

Race

Religion
or Belief

Sex

Sexual
Orientation

Types of Discrimination



There are eight types of discrimination that we need to be aware of:

Direct Discrimination

Treating someone less favourably than others based on them being considered as having a protected characteristic. e.g. refusing to give housing advice to someone because of their sexual orientation.

Indirect Discrimination

Where a policy applies to everybody but, by doing so it has a disproportionate impact on people with a protected characteristic. e.g., the best candidate not being appointed due to having a disabled partner.

Associated Discrimination

Discriminating against a person because they have an association with someone with a protected characteristic. e.g., where a non-disabled person is discriminated against because they care for a disabled dependent.

Perceptive Discrimination

Discrimination against a person because they think the person possesses a protected characteristic. e.g. not shortlisting a person for interview as the recruiter assumes the applicant does not have the correct VISA to work in the UK as they have a foreign looking name on their application form.

Types of Discrimination (cont)



Positive Discrimination

Giving advantage to groups in society which are often underrepresented.

Positive Action

Addressing imbalances in the workforce by encouraging members of underrepresented groups to apply for jobs. Positive action may be applicable in setting equality targets.

Victimisation

Treating someone less favourably and discriminating against them because they've pursued/intend to pursue their rights relating to alleged discrimination, complained about the behaviour of someone harassing them or given evidence in someone else's discrimination complaint.

Harrassment

Unwanted behaviour related to a protected characteristic, which has the purpose/effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. The intention of the perpetrator is irrelevant, it's the impact on the individual which determines whether harassment has taken place.

Human Rights at Home



At Ochil View Housing Association, we believe in the following when providing services or developing policies or procedures:

Everyone has the right to a fair hearing

Everyone has the right to respect for their private and family life, their home and correspondence

Personal information about customers should be kept private and confidential

The right to respect for family life includes the right for a family to live together

Taking positive steps to prevent others seriously undermining a person's home or private life, for example, through anti-social behaviour

Everyone must have equal access to an association's housing and services, regardless of their race, religion, sex, sexual orientation, disability, or any other personal characteristic

Being Fair and Equal



In our everyday work, we will strive to:

Ensure we integrate quality and human rights practices into all we do.

Implement fair and just employment practices.

Offer a culture that respects and values each other's differences and promotes dignity, equality and diversity.

Ensure people are recruited and promoted solely on the basis of their merit, experience, ability and potential.

Provide an environment appropriate to the needs of those from all walks of life.

Ensure all employees are treated with fairness and respect and without any discrimination.

Ensure recruitment decisions will be based entirely on the merits and abilities of the candidates and the process will be fair, removing any barriers to the employment of people from different backgrounds.

Sharing Information



At Ochil View Housing Association, we recognise the importance of being open and transparent when it comes to sharing information.

We will strive to provide material in suitable formats.

We will ensure our allocations policy is clear, comprehensive and unequivocally non-discriminatory.

We recognise the importance of encouraging equal opportunities and human rights.

We will seek to ensure properties are kept in good repair and all tenants receive the same quality of service.

We will take positive action to ensure everyone is aware of the services we provide.

We will ensure our membership is open to all.

Monitoring & Reviewing

Our Board will regularly receive regular monitoring reports, which help to analyse our performance in this area, as well as identifying any emerging trends.

This strategy will be reviewed at least every 3 years.

We hope you enjoyed reading our Strategy. We welcome all feedback and suggestions. You can do this by contacting us via one of the ways below.

You can also get in touch if you would like this publication in an alternative format or language.

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