

Melville Housing Association



Policy: Equalities, Diversity & Human Rights

Subject: Equalities, Diversity and Human Rights
– Board

Section: Directorate

Objective: This policy, alongside our Equal Opportunities Policy in relation to service provision and staffing, are designed to ensure that our commitments are met and demonstrated.

Scottish Social Housing Charter

1. Equalities
2. Human Rights

Relevant Legislation

1. Equality Act 2010
2. Housing (Scotland) Act 2010
3. Human Rights Act 1998

Issue Date: January 2021

Review Date: October 2023

Policy Ref No: GOV 006A

1.0 Policy

- 1.1 We recognise that we have an obligation to ensure that our business is designed and managed in a way which combats and challenges discrimination, and allows access to all irrespective of gender, age, colour, nationality, race, marital status, disability, religion or sexual orientation.
- 1.2 We also recognise that we have an obligation to ensure that our business is designed and managed to ensure that all stakeholders Human Rights are adhered to.

2.0 Statement of Policy

- 2.1 We are opposed to discrimination in any form and at all levels and are committed to take steps within our power as a governing body to avoid discriminatory action.
- 2.2 We comply with all relevant legislation, Codes of Practice and best practice relating to equalities and human rights.
- 2.3 We will seek to ensure that no one is disadvantaged by conditions or requirements which cannot be shown to be justifiable.
- 2.4 We will seek to include in our governance arrangements all sections of the community we serve.
- 2.5 We will seek to ensure that all groups and individuals have the opportunity to participate fully in the Association's affairs.
- 2.6 We will seek to communicate with our stakeholders in a manner which reflects our commitment to equalities and human rights.
- 2.7 We will seek to work closely with the local authorities and other organisations with which we work in order to meet their equalities and human rights, commitments and responsibilities.
- 2.8 We will monitor our performance against objectives and targets, and report performance to our Board.

3.0 Membership

- 3.1 We will promote shareholding membership of Melville Housing Association through a variety of media, to all sections of the community, in order to encourage participation in our affairs. We will take steps to reach those sections of the community that otherwise might have difficulty in participating in our affairs.
- 3.2 We will collect information which will allow us to monitor our membership in terms of gender, race and disability, and take positive action steps to address any shortfalls when compared with the community as a whole.

- 3.3 We will communicate with our membership in easy to understand language through a variety of media and, seek to address any communication barriers experienced by sections of our membership.

4.0 Board

- 4.1 We will promote membership of our Board to all our shareholding members, and take account of any difficulties experienced by sections of or membership in seeking election to our governing body.
- 4.2 We will take steps to address any gaps in the membership of our Board by co-opting individuals from under-represented sections of the community.
- 4.3 We will hold our Board meetings at times and at venues which maximise the opportunities for involvement.
- 4.4 We will ensure that all members of the Board are aware of their responsibilities relating to equal opportunities and human rights, and receive training, where appropriate.
- 4.5 We will collect information which will allow us to monitor our membership in terms of gender, race and disability, and take positive action steps to address any shortfalls when compared with the community as a whole.

5.0 Conduct of Meetings

- 5.1 We will conduct our meetings in a spirit of respect and inclusion and seek to ensure that all members have the opportunity to contribute their views free from prejudice or discrimination.
- 5.2 We will not tolerate instances of discriminatory practice in the language or behaviour used in our meetings, and challenge instances of discrimination where they occur.
- 5.3 We will assess the equal opportunities and where relevant, the human rights implications of the decisions we reach and explicitly consider how our decisions help us meet our equalities and human rights objectives.

6.0 Implementation & Monitoring

- 6.1 We will implement our equal opportunities and human rights policies through Action Plans which will translate our equal opportunities commitments into realistic objectives and measurable targets.
- 6.2 We will receive reports which will allow us to monitor the extent to which we are meeting our objectives and take action to address any shortfalls.

7.0 Equality & Diversity

- 7.1 We are committed to Equality and Diversity and will not discriminate in the operation of this policy on the basis of age, gender, race, colour, ethnic or

national origin, religion, marital status, family circumstances, political or sexual orientation, medical condition or disability. We aim to promote equal opportunities and comply with all current legal requirements relating to equal opportunities.

8.0 Human Rights

- 8.1 We are committed to ensuring that our work and the Governance of the business underpins the Human Rights of all stakeholders as defined by the Human Rights Act 1998 and we will respect and protect these rights accordingly. We aim to promote human rights that directly impact on our business including the right to life, respect for private and family life, freedom of thought, belief and religion, freedom of expression, freedom of assembly and association and protection from discrimination and we will comply with all current legal requirements relating to human rights.

9.0 Review of Policy

- 9.1 The Chief Executive will ensure this policy is reviewed every three years or earlier if there are any changes to legislation. The Senior Management Team have delegated authority to approve minor changes to this policy. Significant changes will be submitted to the Board for approval.