

SERVITE HOUSING ASSOCIATION

**EQUAL OPPORTUNITIES
POLICY STATEMENT**

Policy Guardian:	Corporate Services Manager
Author:	Corporate Services Manager
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Diversity compliant:	Yes
Data Protection compliant:	Yes
Health & Safety compliant:	Yes

1. EQUAL OPPORTUNITIES POLICY STATEMENT

Servite Housing Association is committed to ensuring that the services we provide are relevant to the needs of all sections of the community and that the balance of our workforce reflects the diversity of the communities that we serve.

We aim to ensure that our services meet the varied individual needs and expectations of people and that all of our customers have equal access to our services, regardless of their race, heritage, culture, class, gender, religious or non-religious belief, nationality, creed, colour, age, disability or sexual orientation. We recognise that services must be relevant, responsive and sensitive and that the Association must be perceived as fair and equitable in its provision of services by our service users, by our partners, employees and the wider community. We aim to ensure that our contractors and others who deliver our services also share our vision and values.

2. APPLICATION

This policy applies to all staff members within Servite Housing Association.

3. LEGAL AND OTHER REFERENCES

Servite fully accepts its obligations under:

- Disability Discrimination Act 1995 (Amendment Regulations 2003)
- Equal Pay Act 1970 (Amendment) Regulations 2003
- The Race Relations (Amendment) Act 2000;
- The Race Relations (Amendment) Regulations 2003;
- Sex Discrimination Act 1975 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations (Amendment) 2003
- Employment Equality (Religion or Belief) Regulations (Amendment) 2003
- Employment Rights Act 1996 (provisions relating to maternity leave and dependant carer leave and redundancy)
- National Minimum Wage Act 1998
- Maternity and Parental Leave Regulations 1999
- Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The Human Rights Act 1998;
- The Sex Discrimination (Gender Reassignment) Regulations 1999;
- The Disability Discrimination Act 2005;
- The Equality Act 2006 and
- The Employment Equality (Age) Regulations 2006.