



Title	Equality, Diversity, and Inclusion Policy - Staff
Purpose	<p>The Policy aims to ensure that Maryhill Housing promotes equality, fairness and respect in all of its actions as a social housing landlord and employer of choice.</p> <p>It confirms that Maryhill Housing will not unlawfully discriminate against, on the grounds of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation as set out in the Equality Act 2010</p> <p>It confirms that Maryhill Housing works to:</p> <ul style="list-style-type: none"> - Eliminate discrimination - Advance equality of opportunity - Promotes good relations between different groups. - <p>It confirms that Maryhill Housing opposes and avoids all forms of unlawful discrimination. This includes when dealing with, but not limited to, pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working and selection for employment, promotion, training or other developmental opportunities.</p>
Scope	<p>This policy applies to all individuals working for Maryhill Housing or at any of our premises irrespective of their status, level or grade.</p> <p>Employees</p> <p>It includes all employees, managers, directors, officers, consultants, contractors, trainees, homeworkers, casual, sessional and agency staff, including Board members and volunteers.</p> <p>Stakeholders</p> <p>Contractors, consultants, tenants, customers, service users, other outside agency workers.</p> <p>This Policy should be understood in conjunction with our:</p> <p>Equality and Diversity Strategy and Action Plan. This sets out how we will deliver on our equality objectives.</p>

	<p>The Dignity at Work Policy. This sets out how we will ensure employees are treated with dignity and respect.</p> <p>Staff Code of Conduct – This sets out how employees are expected to behave</p> <p>Recruitment & Selection Policy – This sets out our approach to recruitment.</p> <p>Learning & Development Policy – This sets out our approach to training.</p> <p>Severance Policy – This sets out our approach to Redundancy selection.</p>
<p>Definitions</p>	<p>For the purposes of this policy, unless otherwise stated, the following definitions will apply:</p> <p>Diversity</p> <p>Is about valuing individual differences. Maryhill Housing is committed to valuing, celebrating and managing people’s differences to enable all employees to contribute and realise their full potential. Maryhill Housing recognises that people with different backgrounds, skills, attitudes and experiences can bring fresh ideas and perceptions that will benefit Maryhill Housing and its customers and will actively seek out diverse views.</p> <p>Equality</p> <p>Equality is making sure people are treated fairly and given fair chances. Equality is not about treating everyone in the same way but recognises that their needs are met in different ways. Equality focuses on those areas covered by the law, and described as the Protected Characteristics of race, sex, disability, age, gender reassignment, marriage & civil partnership, pregnancy & maternity, religion or belief and sexual orientation</p> <p>Inclusion</p> <p>Means that all people have the right to be respected and appreciated as valuable members of the Maryhill Housing staff team. In an inclusive working environment, all individuals are treated fairly and with respect, have equal access to opportunities and resources and can contribute fully to the organisation’s success.</p> <p>Protected Characteristics</p> <p>The grounds on which discrimination claims can be made: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy & Maternity, Race, Religion or Belief, Sex, and Sexual Orientation.</p> <p>Direct Discrimination</p> <p>Is treating someone less favourably than others based on a protected characteristic.</p> <p>Indirect Discrimination</p>

Indirect discrimination arises where a provision, criterion or practice (“PCP”) applies to people with and without a protected characteristic, but disadvantages those with the protected characteristic and the PCP cannot be justified as a proportionate means of achieving a legitimate aim.

Harassment

Conduct that violates a person’s dignity or creates an intimidating, hostile degrading, humiliating or offensive working environment. The intention of the perpetrator is irrelevant, it is the impact on the individual which determines whether harassment has taken place.

Victimisation

Treating someone less favourably and discriminating against them because they have pursued or 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.

Positive Action

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

Failure to make Reasonable Adjustments

Where arrangements disadvantage an individual because of a disability and reasonable adjustments are not made to overcome the disadvantage.

Associated Discrimination

Discrimination against a person because they have an association with someone with a particular protected characteristic. E.g. a non-disabled person is discriminated against because of the action they need to take care of disabled dependent.

Perceptive Discrimination

Discrimination against a person because the discriminator **thinks** the person possess that characteristic. E.g. a person is not shortlisted for a job on the bases that 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.

Public sector equality duty (PSED)

The PSED requires public authorities to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. Although we are not bound by this duty, we aim to abide by this as a form of Good Practice

Legal Framework

The following details the specific acts relating to discrimination law.

The Equality Act 2010

Policy Statement

Core principles:

One of our central values is **embracing people's differences** and individuals with different cultures, perspective and experiences are at the heart of the way Maryhill Housing works. We want to recruit, develop and retain the most talented people, regardless of their background and make the best use of their talents. By embracing people's differences Maryhill Housing recognises that being a diverse and inclusive employer helps us fulfil our responsibility to make a difference for our customers.

Maryhill Housing is committed to advancing equality of opportunity, eliminating discrimination, promoting a culture of respect and acknowledging, promoting and celebrating diversity.

The aim is for our workforce to be truly representative of our community and customers. We want to continue to develop an inclusive working environment where each employee feels valued as an individual, is respected and is able to contribute and give their best.

Maryhill Housing will ensure our staff team and Board are trained in equality, diversity and inclusion and confident applying the principles of this policy in practice.

Maryhill Housing will treat all employees with fairness and respect in all aspects of employment practices. No job applicant or employee will receive less favourable treatment because of a protected characteristic. We shall ensure that:

- Maryhill Housing will ensure our policies and strategies reflect our approach to equality, diversity and inclusion by completing equality impact assessments as part of the process of policy and strategy development.
- Terms and conditions of employment will be issues with reference to the job role and not the job holder. Employees will not receive less favourable terms and conditions for any reason.
- Staff are recruited and promoted solely on the basis of their own merit, experience, ability and potential. Specific details of our approach to ensuring this are set out in our Recruitment & Selection Policy.
- Staff are offered training and development opportunities according to their job role; learning needs and personal development objectives as agreed with their line manager during the appraisal process. Specific details of our approach to ensuring this are set out in our Learning & Development Policy.
- Redundancy selection is made according to clear criteria in line with the statutory requirements. Specific details of our approach to ensure this are set out in our Severance Policy.
- We provide an environment appropriate to the needs of staff and make reasonable adjustments where necessary.
- We promote a culture that respects and values our differences and promotes, dignity, respect and diversity and inclusion.

	<ul style="list-style-type: none"> • We treat any breaches of these principles very seriously and will act in line with our Dignity at Work Policy; staff Disciplinary & Grievance processes as detailed in the Terms and Conditions of Employment; and Board Code of Conduct. Behaviour will also be reported to the Police where the law has been breached. Breaches of this policy could result in dismissal or removal from the Board. <p>Maryhill Housing will collect data for all of the protected characteristics for the following groups from April 2023.</p> <ul style="list-style-type: none"> - Staff - Job applicants - Existing tenants - Housing applicants - Board members <p>Analysis of this data will be embedded in our annual Corporate Planning process.</p> <p>Maryhill Housing will set targets for meeting equality and diversity objectives.</p>
Approval	Maryhill Housing Board, November 2022
Policy Owner	Bryony Willett, Chief Executive
Review	<p>November 2025</p> <p>Maryhill Housing Board</p>