



Title	Equality, Diversity and Inclusion Policy
Purpose	<p>The Policy aims to ensure that Maryhill Housing promotes equality, fairness and respect.</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 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 covers all individuals working for Maryhill Housing or at any of our premises irrespective of their status, level or grade. It includes all employees, managers, directors, officers, consultants, contractors, trainees, homeworkers, casual and agency staff, including Board members and volunteers.</p> <p>The 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 equalities 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 our employees are expected to behave.</p>
Definitions	<p>For purposes of this policy, unless otherwise stated, the following definitions shall apply:</p> <p>Protected Characteristics</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.

Direct Discrimination

Direct discrimination is treating someone less favourably than others because of a protected characteristic.

Indirect Discrimination

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.

Equality

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.

Diversity

Diversity is about valuing individual differences. Diversity is about valuing individual differences. The Association is committed to valuing and managing people’s differences to enable all its employees to contribute and realise their full potential. The Association recognises that people with different backgrounds, skills, attitudes and experiences can bring fresh ideas and perceptions that will benefit the Association and its customers.

Inclusion 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 organization’s success.

The following **legal frameworks** apply to this policy and its implementation:

- Equal Pay Act 1970
- Rehabilitation of offenders Act 1974
- Sex Discrimination Act 1975, 1986 Amendment and Employment Equality (Sex Discrimination) Regulations 1995
- Disability Discrimination Acts 1995 and 2005
- Race Relations Act 1976, 2000 Amendment and 2003 Amendment Regulations

	<p>Employment Equality (Religion or Belief) Regulations 2003 Employment Equality (Sexual Orientation) Regulations 2003 Sex Discrimination (Gender reassignment) and Gender Recognition Act 2004 Employment Equality (Age) Regulations 2006 Equality Act 2010</p>
<p>Policy Statement</p>	<p>Individuals with different cultures, perspectives 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 best use of their talents. At Maryhill one of our central values is celebrating diversity and we recognise that being a diverse and inclusive employer helps us fulfil our responsibility to make a difference for our customers.</p> <p>Maryhill Housing wants all employees to have the same opportunities regardless of their background. Maryhill Housing is committed to advancing equality of opportunity, eliminating discrimination, promoting a culture of respect and acknowledging, promoting and celebrating diversity.</p> <p>The aim is for our workforce to be truly representative of our community and our customers. We want to create an inclusive working environment where each employee feels valued as an individual, is respected and is able to give their best.</p> <p>Maryhill Housing will provide all staff and Board members with equality, diversity and inclusion training and development to assist them in achieving the objectives of this policy.</p> <p>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 their protected characteristics. We will ensure that:</p> <ul style="list-style-type: none"> - Equality and diversity practices are integrated into everything the Association does by formally considering equality implications as part of the process of developing of all key policies. - Terms and conditions of employment will be issued with reference to the job role and not the job holder. Employees will not receive less favourable terms and conditions for any reason other than relating specifically to the job role and the grade it attracts. - We monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in

	<p>this policy.</p> <ul style="list-style-type: none"> - 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 and Selection Policy. - Staff are offered training and development opportunities according to their job role; learning needs and personal development objectives as agreed with their manager in their appraisal. Specific details of our approach to ensuring this are set out in our Learning and Development Policy. - Redundancy selection is made according to clear criteria in line with the statutory requirements. Specific details of our approach to ensuring this are set out in our Severance Policy. - We provide an environment appropriate to the needs of staff, making reasonable adjustments and adapting where appropriate. - We promote a culture that respects and values each others' differences and promotes dignity, respect and diversity. - We treat any breaches of these principles very seriously and take action in line with our Dignity at Work Policy; staff Disciplinary and Grievance processes (as set out 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 Equality and Diversity Policy could result in dismissal or removal from the Board.
Approval	The Policy is approved by the Association's Board.
Policy Owner	The Chief Executive holds responsibility for this policy with responsibility for day to day implementation delegated to the HR manager.
Review	September 2021