

Reviewed October 2021

1 Introduction

Ipswich Housing Action Group (ihAg) is an equal opportunities employer and actively supports Human Rights, and all Equality legislation and is committed to safeguarding the welfare of people with vulnerabilities. ihAg strives to be an inclusive employer, who values people as individuals, celebrates their differences, and provides support to enable staff to reach their potential in the workplace.

ihAg will take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sex and/or sexual orientation. These 'protected characteristics' are defined in the Equality Act 2010.

ihAg will appoint, train, develop and promote on the basis of merit and ability alone. Employees have a duty to co-operate with ihAg to ensure that this policy is effective, to ensure equal opportunities and to prevent discrimination.

All reasonable steps will be taken to provide a work environment in which all employees are treated with respect and dignity.

ihAg will not condone any form of harassment, whether engaged in by employees or by outside third parties who do business with ihAg, such as service users, contractors and suppliers, and will take action to address this if it occurs, i.e. disciplinary action against staff, formal complaints against other agency staff.

ihAg will put this into practice by:

- a. Ensuring the recruitment, selection, training, and promotion of staff is on the basis of merit and ability of the employee.
- b. Endeavouring to ensure that no employee is subject to victimisation, discrimination or harassment and making it clear that these are disciplinary offences.
- c. Endeavouring to ensure the workplace is accessible and managed to suit the needs of all staff, employees and subcontractors, as far as is reasonably possible.
- d. Ensuring that all employees know and understand the Equality and Diversity at Work Policy.

2 Employment of Staff

Selection and recruitment of staff will follow the principles of this policy and ihAg's Employment Procedure. All individuals will be assessed on the grounds of their relevant experience, skills, and abilities. DBS checks will be carried out for all staff on commencing employment, and will be updated annually.

3 Staff Development and Training

All staff will receive training in respect of ihAg's Equality and Diversity policies, and how this affects their role with service users, colleagues and as employees.

All staff can expect equal opportunities for training and development as is appropriate for their role and area of work, and for ihAg to make reasonable adjustments for any identified additional needs they may have.

4 Equal pay and terms

ihAg is committed to equal pay in employment. It believes its male and female employees should receive equal pay for like work, work rated as equivalent, or work of equal value. In order to achieve this, ihAg will endeavour to maintain a pay system that is transparent, free from bias and based on objective criteria

5 Terms of employment, benefits, facilities and services

All terms of employment, benefits, facilities and service will be applied equally to all staff based on their role. These will be reviewed from time to time, in order to ensure that there is no unlawful discrimination on the grounds of one or more of the protected characteristics.



Signed by CEO:

Date: October 2020

Review carried out by: SMT & Board	Review Frequency: 3 Years	Next Review: March 2023
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October 2021 Minor revision in line with Suffolk Safeguarding Partnership Signed by CEO