

1. Policy Overview

- 1.1. Ipswich Housing Action Group (ihAg) is committed to equality, diversity and inclusion in all its activities, including providing services, managing employment and volunteering, safeguarding the welfare of people with vulnerabilities and working with other organisations. ihAg fully supports human rights and equality legislation.
- 1.2. ihAg aims to value people as individuals, meet the diverse needs of all service users and staff, and celebrate their differences. All staff and the people who work with ihAg are expected to translate this policy into a culture of equality, diversity and inclusion in all parts of the business.
- 1.3. All references to staff include paid staff, volunteers and Trustees.

2. Legal Compliance

- 2.1. ihAg will comply with all relevant legislation and codes of practice. In particular:
 - The Equality Act 2010
 - The Equal Pay Act 1970
 - The Human Rights Act 1998
 - The EC Equal Treatment Framework Directive
 - The Statutory Code of Practice on Racial Equality in Employment (2005)
 - The Code of Practice in Rented Housing 1991.
 - Rehabilitation of Offenders Act 1974
- 2.2. In addition, ihAg will comply with any reasonable obligations or monitoring requirements placed on the organisation by the Tenants Services Authority (TSA) or by virtue of ihAg's relationship and association with Registered Social Landlords, the Chartered Institute of Housing, as well as funders and other stakeholders.

3. Specific Policy

- 3.1. ihAg will fully respect both human rights as set in law, and the dignity of all individuals and will aim to go beyond legal obligations and be ready to meet changing legal and regulatory requirements.
- 3.2. ihAg will ensure access to its housing, support and other services is inclusive and accessible to as many people as possible within the objectives of the organisation. No distinction will be made between service users other than by any eligibility criteria for services or benefits
- 3.3. ihAg will select, appoint, train and develop staff on the basis of merit and ability alone. See [HR 20 Equality and Diversity at Work](#).
- 3.4. ihAg will consider diversity issues in any new initiative, policy or scheme and perform due diligence before entering into partnerships and contracts with other organisations, to ensure their own policies and culture do not conflict with ihAg's commitment to diversity.
- 3.5. ihAg will be clear how to reconcile the needs of its service users, staff and business when they conflict with one another or with the law.
- 3.6. ihAg will consult people about their different needs and work to deliver a range of services and facilities that are accessible to as many people as possible within the objectives of the organisation.

- 3.7. ihAg will evaluate the structure and layout of all its premises for their usability and access, as appropriate to service users. Where access is not possible, services will be provided online or by phone, or arrangements will be made to meet at a more suitable location.
- 3.8. Campaigning and research will take a special interest in monitoring and protecting single homeless people from discriminatory practices within ihAg as an organisation, as well as external contacts and society generally.

4. Responsibilities

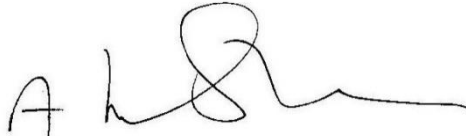
- 4.1. The Trustees, Chief Executive Officer and Managers will lead on diversity.
- 4.2. The Chief Executive Officer will have overall responsibility for the implementation of this policy.
- 4.3. Staff will be expected (and supported) to embrace this policy and to respect people for what they can contribute, or can be supported to contribute, not for what we presume about them.

5. Monitoring and Evaluating the Equality & Diversity Policy.

- 5.1. ihAg will monitor employment, volunteering and service delivery against this policy and take appropriate action where necessary.
- 5.2. A report on the effectiveness of this policy will be made once a year to the Trustees.

6. Review

- 6.1. This policy will be reviewed annually.

Signed by Executive Member on behalf of the Trustees :		Date: 26 May 2022
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Review carried out by: SMT & Board	Review Frequency: Annual	Next Review: May 2023
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