



The role of the Equality Champion

The role of an Equalities Champion is to provide a contact, offer guidance and support and empower everyone connected to Derby Homes to understand and positively promote equality in everything they do.

The role is to ensure that equalities messages are delivered consistently and work to embed equality and diversity issues throughout the organisation.

The Equalities Champions role is that of reviewing and checking policies and challenging managers on equalities implications when required.

The Equalities champions group is made up of representatives from Derby Homes. These employees were approached to become champions because of the qualities and specialisms they can bring to the group.

Derby Homes Equalities Champions are

Aelish Bree	- Personnel Officer
Farooq Malik	- Supporting People Manager
Pamela Stretton	- Housing Manager
Leon Taylor	- Tenancy Support Manager
Tabani Ndvlovu	- Board Member
Asif Mahmood	- Housing Officer
Annabelle Barwick	- Change Manager - Equalities

Equality Champions can do the following things:

- Be clear about their role
- Advise on best practice
- Review and influence policy and procedure
- Create awareness – internal / community
- Scrutinise / critique e.g. Board reports
- Raise standards on materials
- Target areas for review / promotional activity
- Pro-actively manage equalities
- Help to embed and keep Equalities & Diversity at a senior level
- Raise profile of Derby Homes
- Be a point of contact for support and advice
- Network – other organisations

Equality Champions cannot do the following things:

- Change the law
- Change people
- Feel full Responsibility for Equalities & Diversity
- Be experts

Make decisions for others
Please everyone
Solve all issues relating to diversity
Change things over night
Legal advice
Replace a policy
Act as a Trade Union representative