

## **EQUALITIES SCHEME AND ACTION PLAN 2011 - 2014**

Report of the Chief Executive

### **1. SUMMARY**

This report provides detail of the new Equalities Scheme 2011 – 2014.

### **2. RECOMMENDATION**

The Board is requested to

1. note the content and detail of the Equalities Scheme 2011 – 2014
2. approve the document, Appendix 1.

### **3. MATTER FOR CONSIDERATION**

3.1 The Equalities Scheme was first approved by the Derby Homes Board in July 2007. This three year document has been reviewed to reflect changes to the law following implementation of the Equality Act 2010.

3.2 Derby Homes Equalities Scheme aims to:

- achieve satisfaction with the delivery of our functions across all equality groups
- remove any unintended adverse impact from policies and procedures
- achieve a representative workforce and Board
- ensure Equality and Diversity is given the highest priority within Derby Homes.

3.3 The Equalities Scheme provides a commitment to delivering equalities through a set of promises which form the Equalities Scheme Action Plan

#### **Actions**

1. To ensure Equality and Diversity is a core duty within the Delivery Plan
2. Ensure all teams produce key targets in their service plans which are consistent with our values of Equality and Diversity
3. Use a systematic method of Equality Impact assessing all policies and functions
4. Use customer profile data to shape service delivery and contribute to service developments
5. Consult with employees through special interest groups
6. Provide compulsory Equality and Diversity training to employees
7. Work with our partners to assist them to meet their duties under the equalities legislation
8. Communicate our commitment to Equality and Diversity effectively with our stakeholders.

#### **4. CONSULTATION IMPLICATIONS**

The Equalities Scheme is a strategic statement of our commitment to Equalities detailing how we meet our public sector equality duty. The Equalities Scheme outlines how we will communicate our commitments to all stakeholders and employees.

#### **5. FINANCIAL AND BUSINESS PLAN IMPLICATIONS**

The cost of implementing the Equalities Scheme is contained within the mainstream business planning process.

#### **6. LEGAL AND CONFIDENTIALITY IMPLICATIONS**

The Public Sector Equalities Duty came into force on 5 April 2011.

#### **7. EQUALITIES IMPACT ASSESSMENT**

There is no need for an Equalities Impact Assessment as the Equalities Scheme is Derby Homes' strategic statement on its commitment to equalities.

#### **8. RISK IMPLICATIONS**

The risk implications of not successfully implementing the Equalities Scheme are that Derby Homes may fail to meet the Public Sector Equalities Duty.

#### **9. POLICY REVIEW IMPLICATIONS**

This is a key policy of Derby Homes and is included in the Key Policy Review Schedule. In accordance with minute 10/51 this policy will be reviewed no later than 3 years from the date of this meeting.

The areas listed below have no implications directly arising from this report:

- Personnel
- Health and Safety
- Equalities Impact Assessment
- Environmental

If Board members or others would like to discuss this report ahead of the meeting please contact the author, or Phil Davies, Chief Executive, [phil.davies@derbyhomes.org](mailto:phil.davies@derbyhomes.org) – Phone: 01332 888528

Author: Annabelle Barwick / Change Manager / 01332 888402 /  
[annabelle.barwick@derbyhomes.org](mailto:annabelle.barwick@derbyhomes.org)

Background Information: Insert details of any unpublished documents used to prepare your report

Supporting Information: Insert details of any previous reports to Board or Committee



# Derby Homes Equalities Scheme

## 1 Introduction

This Equality Scheme aims to:

- achieve satisfaction with the delivery of our functions across all equality groups
- remove any unintended adverse impact from policies and procedures
- achieve a representative workforce and Board
- ensure that equalities is a high priority within Derby Homes

The Scheme is a strategic statement of our commitment to Equalities. Detail of how we manage equalities at an operational level is contained in a range of other documents:

- Equality and Diversity Policy
- Equality Impact Assessments
- Delivery and Business Plans
- Service Plans
- Board Reports

### 1.1 Our Commitment to Equality and Diversity

Derby Homes is committed to promoting equal opportunities, tackling discrimination and valuing diversity. Our aim is to be fair to everyone who uses our services and works for Derby Homes. We recognise that we must where possible adjust our services to meet diverse needs, and have a workforce that is as diverse as the community we live in, so that we can provide the most effective services.

### 1.2 We believe:

- In a fair society that gives everyone an equal chance to learn, work and live free from discrimination, harassment, bullying and prejudice
- That the diversity of our workforce and communities we serve is a positive asset in fighting discrimination.
- That housing has a critical role to play in improving the quality of life of all people, and Derby Homes can help by adopting a can do approach to equalities

## 2.1 **Our Public Duty**

The new public sector Equality Duty came into force on 5 April 2011.

The Equality Duty replaces the three previous duties on race, disability and gender, bringing them together into a single duty, and extends it to cover age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment (in full).

The new Equality Duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, foster good relations in the course of developing policies and delivering services.

The aim is for public bodies to consider the needs of all individuals in their day to day work, in developing policy, in delivering services, and in relation to their own employees.

Derby Homes Ltd is responsible for the management of Derby City Council's social housing stock of approximately 14,000 properties.

- We recognise our statutory duty to have due regard to the need to eliminate discrimination
- advance equality of opportunity
- foster good relations in the course of developing policies and delivering services.
- Aim to consider the needs of all individuals in their day to

day work, in developing policy, in delivering services and in the employment of staff.

The Equalities Act 2010 identifies 9 “protected characteristics”

### **Age**

A person belonging to a particular age group

### **Disability**

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

### **Gender reassignment**

The process of transitioning from one gender to another.

### **Marriage and civil partnership**

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

### **Pregnancy and maternity**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

### **Race**

A group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

## **Religion and belief**

Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

## **Sex**

A man or a woman.

## **Sexual orientation**

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

(Source: Equality and Human Rights Commission)

---

## **2.2 Discharging our Public duties**

### **2.3 Strategic Planning**

Equality and Diversity is a core duty within our Delivery Plan. The stated objective is give as “we will embrace equality and diversity to meet the needs of all the communities we serve.

### **Service Planning**

All teams will produce a service plan and identify key targets which are consistent with our Values of Equality and Diversity.

### **Equality Impact Assessments**

We use Equality Impact Assessment as a systematic way of finding out whether a policy or function affects different groups differently.

All new service areas require an Equality Impact Assessment the results will be published to employees and our customers.

### **Knowing our Customers**

We collect equality profile data of all of our customers and employees. This data is used to monitor performance and contribute to our service developments.

We have a range of mechanisms in place for employee consultation and feedback. This information also helps us monitor our performance and develop our services.

### **Scrutiny**

Performance is monitored by the Board of Derby Homes and by Housing and Equalities working group of staff from Derby Homes and the Council. All committee reports contain equality impact information. The City Board receives a comprehensive assessment of our performance in all areas of our service.

We have a developed process of tenant scrutiny which examines all areas of our service focusing at an operational level.

### **Equalities in the Workplace**

A wide range of employment policies are in place to protect employees from harassment and discrimination within the work place.

We have a mandatory equalities training programme for all Managers and employees which includes refresher training every 3 years.

- 3.6 All employees have fair access to training, development and chance of promotion. We strive to have a workforce which is representative of our diverse community.

### **Our Partners**

We want all of our partners and contractors to show the same commitment to equality and diversity. Demonstrating this commitment is embedded within our procurement process.

We will work with our partners to assist them to meet their duties under the equalities legislation.

## **4 Communicating to Stakeholders**

- 4.1 It is important that we communicate our commitments to all of our stakeholders.

#### 4.2 We will:

- Publish results of any Equality Impact Assessments on Derby Homes website for six months.
- Publish information on our progress in Derby Homes News, our newsletter that is distributed to all our properties.
- Share results with all our designated consultation groups, e.g. Derby Homes Board, Derby Homes City Board, Resources, Remuneration and Regeneration Committee, DACP, tenant groups, Disabled Employees Network and Black Officers Group and other relevant groups within our Community.
- Provide information on our website through a dedicated equalities section
- Continue to review our methods of communication with all stakeholders.

#### 4.3 We will communicate with employees through:

- Team meetings
- Staff/Managers Briefing
- Sharing our plans through our Equality and Diversity training courses
- Articles in Derby Homes News and our Staff Intranet
- Derby Homes website
- Business and Service Plans
- Performance monitoring reports.

### **5 Accountability for this Equalities Scheme**

- Derby Homes has overall responsibility for the Equality Scheme and compliance with the relevant legislation.



- The Chief Executive and Senior Management Team are responsible for ensuring that the Scheme is put into action across the Company and actions are completed.
- The Board has delegated decision making responsibility to
  - Derby Homes City Board, to review and approve the provision of equal opportunity of services to Derby Homes' customers
  - the Resources, Remuneration and Regeneration Committee to consider and approve employment and personnel policies in relation to equal opportunities
- Board Members, employees, managers of Derby Homes and our colleagues in partner agencies all have a role to play in helping us to meet our duty to promote equality.
- The Chief Executive has overall accountability for equal opportunities.

## **6 Further Information**

For further information about this Equalities Scheme you may contact:

Personnel Manager  
christine.hill@derbyhomes.org  
Tel 01332 888406

Change Manager  
annabelle.barwick@derbyhomes.org  
Tel 01332 888402