

# Equality and Diversity Policy

Approved by Board: 20/11/2025	Version: 2
Owner: Corporate Governance	Next Scheduled Review: 20/11/2028

## 1. Introduction

- 1.1 Flint Housing is committed to embedding ambition, equality and fairness in everything it does.
- 1.2 Flint Housing is committed to providing an organisational environment that embraces diversity and does not discriminate.
- 1.3 Flint Housing is committed to upholding the Equality Act 2010 ('the Act') including promoting equality of opportunity, protect people from discrimination, harassment, and victimisation in the workplace and in wider society, covering nine protected characteristics:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex
  - sexual orientation

## 2. Aims and Objectives

- 2.1 Flint Housing is committed to providing quality services that comply with the statutory requirements and takes account of the particular needs of the communities in the areas where we work. We have a zero-tolerance approach to all forms of discrimination, harassment and bullying.
- 2.2 We will have due regard to the need to:
  - **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act.
  - **advance equality of opportunity** between people who share a protected characteristic and people who do not share it and,
  - **foster good relations** between people who share a protected characteristic and people who do not share it.
- 2.3 We need to show due regard to the above in how we shape our policies, make decisions, deliver our services and in our role as an employer.

- 2.4 In addition to the protected characteristics outlined in the Equality Act 2010 we also consider the impact of policies and decisions on socio-economic status, health equality and English as a second language in all our strategic work.
- 2.5 Our Equality policy seeks to:
- Embed equal opportunities in all aspects of our organisation
  - Ensure any future staffing compliment reflects the communities in which we operate
  - Work with service users to ensure that our offer is relevant and timely while maximising opportunities for community engagement.
  - Support vulnerable residents
  - Further develop appropriate mechanisms to ensure that everyone that comes into contact with the organisation is treated in a fair and equal manner.
- 2.6 We promote equality of opportunity regardless age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (as defined under the Equalities Act 2010).
- 2.7 Our policy sets out how we go about achieving equalities in the workplace by dealing with policy breaches, communication, client interaction/feedback and the assignment of responsibilities. Training will be made available to people working within the organisation.

### **3. Responsibilities**

- 3.1 All employees, board members and contractors have a positive responsibility to comply with the terms of this Policy and a personal obligation to ensure that its terms are put into effect.
- 3.2 Staff are required to be responsive and to act promptly should they become aware of any harassment or discrimination.
- 3.3 The terms of this Policy and any procedures referred to therein are designed to guide employees should they be subjected to, or accused of, discrimination or harassment or should they become aware of discrimination or harassment.

### **4. Recruitment & Selection**

- 4.1 We value diversity and aim to promote equality of opportunity among our staff, challenge issues and remove any barriers to achieving this goal.
- 4.2 All recruitment will follow agreed procedures that meet the requirements of this policy. We are committed to monitoring all stages of recruitment to ensure it is fair and transparent for all.

### **5. Training & Development**

- 5.1 To ensure that our commitment to promoting equal opportunities is embedded within our organisation, the equality policy will be covered in our induction process. All staff and board members are required to carry out mandatory annual EDI training.
- 5.2 We will continue to raise awareness of and share best practice in conducting our services by continual improvement of policies and procedures.

5.3 This policy is available on our intranet and website, and it will be promoted to all employees.

## **6. Procurement**

6.1 We are committed to ensuring equality of access to our supply opportunities and our procurement processes. All companies and individuals supplying goods and services to Flint Housing are required to support and co-operate with our efforts to promote equality & diversity. This means that anyone with whom we conduct business is expected to encourage equal opportunities.

## **7. Monitoring & Compliance**

7.1 We will put in place mechanisms for staff and clients who feel they have been discriminated against to address the matter through appropriate complaints processes.

7.2 We undertake monitoring to meet statutory requirements and achieve best practice. If any discrimination is identified as a result, Flint Housing will take corrective action to eliminate it.

## **8. Dealing with Policy Breaches**

8.1 Flint Housing takes all claims of discrimination, harassment, bullying and victimisation very seriously and will take appropriate action against those concerned.

8.2 Flint Housing will take steps to ensure that any complaint involving a claim of alleged discrimination, harassment, bullying and victimisation is investigated thoroughly

8.3 Any member of staff or service provider who is found to be in breach of our policy will be subject to disciplinary action

8.4 Flint Housing will take all reasonable steps (including but not limited to disciplinary action) to protect its employees and service users from discrimination which is within its control.

## **9. Review**

9.1 This policy will be reviewed every three years or more frequently as a result of an incident occurring, feedback obtained, internal/external audits and / or change in legislation. This process ensures the policy's continuing suitability, adequacy, and effectiveness.

## **10. Publications**

10.1 At an appropriate time, Flint Housing intends to publish information in the Company's annual report about its work to deliver these commitments and objectives, and the progress it has made.