

Equality, Diversity and Inclusion Policy

Easy Read Version



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Introduction



The **Equality & Diversity** policy sets out what Elim Housing association will do.

It follows the **Equality Act 2010**



The policy applies to everyone at Elim: staff, visitors, contractors and residents. 'this policy and our practice in this area is currently under review, to ensure we are in line with current best practice and make any improvements necessary. We will keep you updated on our progress and consultation opportunities.

Equality = this means treating everyone fairly. It means making sure everyone gets the help they need to have the same chances to do what they can.

Diversity = This is a mix of different kinds of people. For example, men and women, young and old people, people of different races, disabled and non-disabled people.

What Elim Says



Everyone has the right to be treated with respect.



Everyone has the right to be treated fairly.



Everyone should be included.

What the Law Says



The **Equality Act 2010** is the Government's law to make sure all people are treated fairly.

The Equality Act is for everyone.

Who is the law for?

The law talks about different protected characteristics or things to do with a person:



Age



Disability

Who is the Law For



Marriage and civil partnership



Gender (if they are a man or a woman)



Gender reassignment.

These are people who feel that the body they were born into is not right for them. This means they may want to change from being a man to a woman, or from a woman to a man.

Who is the Law For



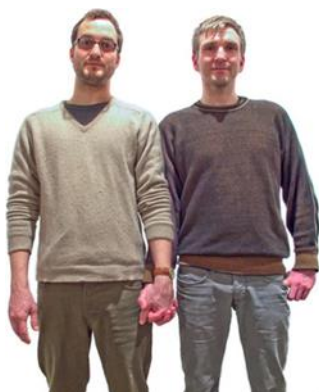
Being pregnant or having a baby



Race



Religion or Belief



Sexual Orientation (being straight, gay, lesbian or bisexual)

Different types of discrimination



Discrimination means treating someone worse than other people for some reason.



Direct Discrimination is when an organisation or service treats someone worse than other people.



Associative Discrimination is when a service or organisation treats someone worse than other people because of someone they know.



Perceptive Discrimination is when a service or organisation treats someone unfairly because they think they are from a particular group.

Different types of discrimination



Harassment means picking on someone or upsetting them on purpose.



Victimisation is when a service or organisation treats someone unfairly because they have complained or spoken up about something.

Who has to stick to the law?



People or organisations that provide services must stick to the law and treat everyone fairly.



Public services and people who work for them must stick to the law and make sure everyone has an equal chance to use their service.



At Elim there is a team of staff who work to make sure these things happen.

What Elim will do



Elim will make sure its staff know how important it is to treat everyone fairly and not to discriminate.



Elim will make sure it treats everyone fairly and does not discriminate when it is making any plans or rules.



Elim will challenge any discrimination, harassment or victimisation.



Elim will work with residents, partners and communities to stop discrimination and harassment.

What Elim will do



Elim will think about what different people might need.



Elim will look at the different types of residents and homes they need to ensure everyone has the right to feel safe and secure and happy in their homes

CONTACT US



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**Our Head Office is open between 9.00am and 5.15pm
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We are not open on bank holidays.**