



# Equalities Strategy 2018 - 2021

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## STRATEGY PURPOSE

This Equality Strategy sets out our commitment to equality and diversity and our approach for 2018 - 2021

## Document Control

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## **1. INTRODUCTION**

Derby Homes' strategic objectives are to create "Great Homes, Great Neighbourhoods, Great Customer Service and provide Great Value". Derby Homes is committed to customer care and its quality of services. A commitment to Equality and Diversity will make sure that these services are being delivered to all customers and that it is a great place to work for all staff.

An organisation committed to equality and diversity is more likely to attract people from a wider pool of talent if it is explicit in its commitment to diversity and is demonstrating this through how it operates. Additionally staff and volunteers are more likely to perform well, feel motivated and committed and therefore be retained if they feel valued and respected in their working environment. This commitment will also encourage active participation from all and ensure that services are inclusive.

This Equality and Diversity Strategy will make sure that Derby Homes is meeting its responsibilities under the 2010 Equalities Act and in addition this strategy will support Derby Homes to offer excellent services to all customers groups and staff.

## **2. AIMS**

Derby Homes will achieve the following Equality and Diversity aims:

- Customers - To provide services and opportunities that are tailored to meet the needs of individual customers.
- Communities - To value diversity in our communities and encourage community cohesion.
- Staff - Be an inclusive employer and provide opportunity and development to all staff.

## **3. OBJECTIVES & OUTCOMES**

This strategy has been developed to support the Derby City Councils Equality commitment and aims as set out in the Councils Equality, Dignity and Respect Policy.

Derby Homes has adopted the Councils equalities objectives to for 2017-2020 and aims to:

- Develop better engagement between Derby Homes and communities, groups and individuals.
- Develop effective joint working on equality and diversity with other statutory bodies and partners.
- Making sure our services are fair, accessible and inclusive.
- Improve the quality and range of equality information held and used by us, in particular equality monitoring around our services.
- Improve equality in employment and procurement processes and procedures.

#### **4. HOW DERBY HOMES WILL ACHIEVE ITS OBJECTIVES**

- Develop and use information so that Derby Homes knows its customers and staff.

This data will be collected to help monitor and improve the services to staff and customers. The data includes information on the nine protected characteristic groups and this can assist the understanding of how policies and practices differentially affect these groups. Derby Homes will develop systems to collect and regularly update protected characteristics data on customers and staff.

- Imbed Equality and Diversity into the work that Derby Homes does.

Derby Homes will consider equality and diversity at all stages and in all aspects of the organisation's delivery of services. Everybody in the organisation is responsible for incorporating equality principles into their day to day activities.

- Use Equality Impact Assessments to avoid any discrimination and encourage equality for all customer groups and particularly those in protected characteristic groups.

An Equality Impact Assessment is intended to understand the impact of actions on all the different groups who may be affected or who may have been affected. Derby Homes will support Equality and Diversity work through completing Equality Impact Assessments. The approach to Equality Impact Assessments will encourage involvement from services and be seen as adding value to the service.

- Develop HR policies and practices that support and develop all staff

Derby Homes will aim to ensure working practices and the environment support a diverse workforce and staff feel valued, included and supported. This includes access to opportunities to maximise their individual and collective potential and supporting work-life balance initiatives.