

Equality & Diversity Policy

Date Created: 10 October 2019
Date Last Reviewed: October 2020

Purpose of this Policy

The purpose of this policy is to state Drysdale Properties values on equality and diversity and show how Drysdale Properties will put these into practise. We recognise and accept our responsibility to ensure equality and diversity in all areas of operation.

This policy is made available to all our clients, tenants, contractors, and suppliers as a downloadable PDF on our website www.drysdaleproperties.co.uk

Protected Characteristics

Drysdale Properties is committed to ensuring that everyone we work with such as landlords, tenants and contractors are treated fairly, has equal access to services and are not discriminated against, harassed or victimised in relation to the following protected characteristics identified under the Equality Act 2010:

Age

This refer to an individual of a specific age (e.g 32) or an age range (e.g 18-30).

Disability

In the legislation, persons are defined as having a disability if they have a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities.

Gender Reassignment

This refers to the process of changing from one gender to the other (change from male to female or female to male) and comes under the equality aspect described as gender identity.

Marriage and Civil Partnerships

Marriage is defined as a formal union between a man and a woman or two people of the same sex. Same-sex couples can additionally have their relationships legally recognized as 'civil partnerships'.. Civil partners must be treated in the same way as married couples in a wide range of legal matters.

Race

In legislation, this refers to a group of people defined according to their race, colour, nationality (including citizenship), or their ethnic or national origin.

Religion and Belief

Religion retains its usual meaning, but belief includes religious and philosophical creeds (e.g. Atheism). Generally, a belief should have an effect on your life choices or the way you live for it to be included in the definition. People with no religious belief are also protected,

Sex

This refers to a man or a woman.

Sexual Orientation

This refers to a person's sexual attraction – are they attracted by people of the same sex, the opposite sex or people of both sexes. Although it is defined in legislation as a person's sexual attraction, sexual orientation is a combination of emotional, romantic, sexual or affectionate attraction towards another person.

Defining Discrimination

Discrimination is defined in several ways. It may be deliberate or unconscious. It may occur on an individual level (person to person) or on an institutional level. The Equality Act (2010) expects that all contractors of Drysdale Properties are aware of and understand the different ways in which discrimination can happen.

Direct Discrimination

Treating an individual less fairly/worse than another individual because of a protected characteristic. e.g. – Refusing someone housing advice because of their sexual orientation.

Indirect Discrimination

This happens when a service provider or employer sets out a rule, policy or way of doing things which is relevant to all, but has a worse effect on someone with a protected characteristic than on someone without such a characteristic, when this cannot be objectively justified.

Harassment

This happens when an individual behaves in an unpleasant manner which transgresses someone else's dignity, or is aggressive, degrading, insulting or humiliating towards someone with a protected characteristic. It may be of a sexual nature.

Victimisation

Treating someone unfavourably because they have taken (or possibly intend to take) steps under the 2010 Equality Act or is supporting someone who is taking steps.

Discrimination by Perception

People are protected against someone (wrongly) perceiving that they have one of the protected characteristics and discriminating against them and treating them less favourably/worse because of this.

Discrimination by Association

People are protected against someone discriminating against them because of their association with someone who has a protected characteristic. This includes the parent of a disabled child or adult or someone else who is a carer for a disabled person.

Discrimination on the basis of matters arising from a disability

Treating a disabled individual unfavourably because of something associated with the disability when this cannot be justified.

Complaints

Complaints

If you feel you are a victim or witness of direct or indirect discrimination, you can report the claim either by emailing megan@drysdaleproperties.co.uk or writing to Megan Drysdale, 4 Kensington gardens, Haverfordwest, Pembrokeshire SA61 2RL

Redress Scheme

If you feel the complaint hasn't been mutually resolved you can escalate the claim to our selected redress scheme, The Property Redress Scheme - <https://www.theprs.co.uk/Complain>

For more information on Discrimination in Housing, please visit -
<https://www.citizensadvice.org.uk/housing/discrimination-in-housing/>

