



## **Barnet Homes Equality Policy Statement**

### **What are equality and diversity?**

For Barnet Homes equality is about ensuring everyone has fair and equal access to all functions. Equality is not achieved by treating everyone the same and giving a one-size-fits-all service, but recognising that people have different needs that can be met in different ways.

Diversity is about valuing the individual differences people bring to Barnet Homes, whether that be through race, gender, age, sexuality, religion or belief (including non-belief), disability or any other characteristic that makes us who we are. By recognising the diversity of our workforce we can make the most of people's talents.

By ensuring our workforce and Board are representative of our residents and by valuing each other's differences we will be able to provide a better service to our residents which meets their needs.

### **Why are they relevant to Barnet Homes?**

Taking equality and diversity seriously is central to living our vision. It will improve the service we provide while ensuring we make best use of resources, targeting them where they are needed so they make a positive difference to the individuals and communities we serve.

The residents we serve come from many different communities. Our most up-to-date statistics<sup>1</sup> show that two thirds of our tenants are female, one third are over 60 years old, 40% are from black and minority ethnic communities, and one third have disabilities.

The charity Stonewall estimates that around 6% of the population are lesbian, gay or bisexual, which equates to 900 of our residents.

Barnet Homes residents speak more than 27 different languages as their first language, describe themselves by many different religions and belief systems and households are composed of single adults, couples and families of varying sizes.

Equality and diversity are fundamental to Barnet Homes, ensuring our services are designed appropriately so that our residents receive an equal service regardless of who they are.

---

<sup>1</sup> As at June 2011

## **Our commitment**

We are committed to promoting equality and diversity and our goal is to embed them into everything we do. We want to provide the best possible service and value the contribution our employees make to achieving this.

Our objective is to ensure that services are provided fairly to all the communities we serve and that all our existing and future employees have equal opportunities.

We will:

- understand that some groups of people experience more disadvantage than others and will target our services to meet particular needs
- tailor services to meet the needs of individuals where possible
- treat all service users with dignity and respect
- consult and involve service users in planning the delivery of services
- identify hard-to-reach groups and put actions in place to engage and work with these groups, listening to and acting on their views
- take positive action to develop a workforce and Board that reflect the communities we serve.

## **Social Housing Equality Framework and the Equality Act 2010**

The Equality Act 2010 came into force in April 2011 and specifies the general duty that as a public body we must:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between different groups
- foster good relations between different groups.

We are currently using the Social Housing Equality Framework as laid out by LG Improvement and Development to improve our equality position. Actions arising from this framework will help evidence our commitment to equality and ensure compliance with the general duty.

Statement endorsed by:

Tracey Lees, CEO

David Thomas, E&D Champion

David Atta, E&D Board Champion

Barnet Homes Equality Working Group