Aspect Housing Ltd
Equality, Diversity and Inclusion Policy

(Reviewed and Updated 2025)

Aspect Housing Ltd
171 Alcester Road
Moseley, Birmingham, B13 8JR
Tel: 0121 792 5342
Company Number: 07787308

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Aspect Housing

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1. Quick Reference Guide (Summary)

- Aspect Housing Ltd is committed to equality, diversity, and inclusion (EDI) across all services.
- Discrimination, harassment, or victimisation will not be tolerated.
- EDI principles apply to staff, residents, and all stakeholders.
- Staff have a duty to challenge discrimination and uphold fairness.

2. Policy Statement

Aspect Housing Ltd is committed to promoting equality, celebrating diversity, and fostering an inclusive culture. We believe that all staff and residents should be treated with dignity and respect, free from discrimination, harassment, or disadvantage.

3. Aims and Objectives

- Ensure equal access to employment, training, housing, and support.
- Create an inclusive environment where differences are respected.
- Prevent and challenge discrimination, harassment, or victimisation.
- Embed safeguarding within all EDI practice.

4. Scope

This policy applies to all employees, volunteers, residents, contractors, and partners of Aspect Housing Ltd.

5. Responsibilities

Organisation
- Provide leadership and resources for EDI.
- Monitor compliance with equality legislation.

Managers
- Implement this policy in recruitment, training, and supervision.
- Challenge inappropriate behaviour.
- Support staff and residents who raise concerns.

Staff
- Treat all colleagues, residents, and partners with dignity and respect.
- Report discrimination or harassment.
- Engage with EDI training.

6. Definitions of Discrimination and Harassment

- Direct discrimination: Treating someone less favourably because of a protected characteristic.
- Indirect discrimination: A practice or rule that disadvantages certain groups without justification.
- Harassment: Unwanted conduct that violates dignity or creates a hostile environment.
- Victimisation: Treating someone unfairly for making or supporting a complaint.

Protected characteristics under the Equality Act 2010 include: age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, and sexual orientation.

7. Recruitment and Employment Practices

- Vacancies advertised inclusively, with accessible formats.
- Shortlisting and selection based on merit, free from bias.
- Reasonable adjustments made for applicants with disabilities.
- Monitoring of workforce diversity.

8. Training and Development

- All staff receive EDI training on induction and refresher updates.
- Managers receive additional training on inclusive leadership.
- Development opportunities provided fairly to all staff.

9. Service Delivery and Resident Care

- Services are accessible, inclusive, and responsive to diverse needs.
- Residents are treated with dignity, regardless of protected characteristics.
- Reasonable adjustments made for residents with disabilities or additional needs.

10. Harassment and Bullying

- Zero tolerance for harassment, bullying, or hate incidents.
- Complaints investigated promptly, confidentially, and fairly.
- Staff or residents found to harass others may face disciplinary or tenancy action.

11. Reporting Concerns and Complaints

- Staff: raise issues via grievance, whistleblowing, or line manager.
- Residents: report to support staff, with escalation routes available.
- All complaints taken seriously, with protection from victimisation.

12. Safeguarding and EDI

- Discrimination and harassment can be safeguarding issues.
- Any EDI concern impacting resident safety will be escalated to the Designated Safeguarding Lead.

13. Confidentiality and Data Protection

- Equality monitoring data will be anonymised and stored securely.
- All personal data handled in line with Data Protection Act 2018 and UK GDPR.

14. Legislative Framework

- Equality Act 2010
- Worker Protection (Amendment of Equality Act 2010) Act 2023
- Employment Rights Act 1996 (as amended)
- Employment Rights Bill 2024/25 (day-one rights, EDI duties)
- Care Act 2014 (safeguarding and fairness in service delivery)
- Data Protection Act 2018 and UK GDPR
- Human Rights Act 1998
- ACAS Guidance on Equality and Diversity in the Workplace

15. Monitoring and Review

This policy will be reviewed annually, or sooner if legislation or best practice changes. Updates will be approved by the Board of Directors.