

Nottingham Community Housing Association

Strategy Statement

Religion or Belief

Nottingham Community Housing Association (N.C.H.A.) is committed to and works to maintain being an organisation that combats all forms of discrimination, whether intentional or not. N.C.H.A recognises it's duties under all relevant legislation, including the Human Rights Act, related Codes of Practice and regulatory requirements, and, in particular, the Employment Equality (Religion or Belief) Regulations December 2003.

In order to demonstrate this commitment N.C.H.A. undertakes to:

- Take all steps necessary to eliminate direct discrimination on grounds of religion, religious belief, perceived religion or religious belief, or similar philosophical belief in delivery of services to tenants and other customers and in employment terms and conditions of service for staff.
- Take all steps to ensure that unlawful indirect discrimination, in relation to selection criteria, policies, employment rules or any other practices which have the effect of disadvantaging people of a particular religion or belief and that cannot be sufficiently justified, is recognised and eliminated.
- Where reasonable and practical, make changes to policies, rules and procedures to allow time and facilities for religious observance in the workplace.
- Consult with relevant religious or belief communities and organisations and Unions to determine the housing and related needs of those communities and to consult them on the development of policies, procedures and services which are fair and equitable and which recognise and value their diversity
- Create a working environment where staff and customers are free from harassment and victimisation in relation to their religion or belief or perceived religion or belief
- Develop and maintain confidential monitoring systems for all our services and employment policies and practices that help to identify discriminatory practices or outcomes
- Require all contractors and consultants to demonstrate their commitment to the elimination of direct and indirect discrimination on grounds of religion or belief