

Nottingham Community Housing Association

Strategy Statement

Gender Equality

Nottingham Community Housing Association (N.C.H.A.) is committed to and is working towards being an organisation that has a gender balanced workforce.

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 it's duties under the Sex Discrimination Acts 1975 and 1986 and is committed to the principles and good practice in achieving gender equality in service provision and employment, eliminating unlawful discrimination and in promoting equal opportunities for all.

Furthermore, N.C.H.A. recognises and respects Trans persons in their aquired gender or in the transitional process and includes them in the provisions of this Statement.

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

- Consult with female and male tenants, organisations representing men and women (including Trans persons) and Unions to determine the housing and related needs of both men and women taking up N.C.H.A's services and employment
- Use such information to develop policies and procedures and services which are fair and equitable, provide opportunities for all genders to participate in consultation processes and respond positively to their specific needs
- Ensure that all services and documentation are accessible and available to all genders
- Create an environment for employment and service delivery that is free from harassment, sexist language and behaviour, including that directed towards Trans persons
- Consult with other agencies and community groups to promote gender equality and eliminate disadvantage
- Develop and maintain monitoring systems for all our services and employment policies and practices that help to identify discriminatory practices or outcomes
- Regularly review monitoring information and implementation arrangements, in consultation with relevant bodies and appropriate union representatives, to ensure that services, policies and procedures are fair and represent current best practice.
- Take positive action within the law to redress imbalances and under-representation and challenge both direct and indirect discriminatory practices or behaviour
- Require all contractors and consultants to demonstrate their commitment to gender equality