

Eastlight Community Homes Equality Statement

We will meet the requirements relating to equality and diversity in the Equality Act 2010.

We will also meet the requirements of the Regulatory Framework, published by our Regulator of Social Housing. Equality and diversity applies across all Standards mentioned, particularly the Tenant Involvement and Empowerment Standard.

At Eastlight, equality and diversity are part of everything we do. They are reflected in the themes of our Corporate Strategy and will be integral to new strategies which build on this. We make equality and diversity training available to staff, Board members and volunteers. A person found to have breached this framework may be subject to disciplinary action under our Disciplinary Procedure.

Our commitment to equality, dignity and diversity includes:

- Ensuring our assets best meet the needs of our customers
- Considering local needs when planning future housing provision
- Publishing clear and accessible documents, which consider equality and diversity
- Providing choices that are appropriate to the diverse needs of all
- Using monitoring data to make sure that services are not discriminating and meet the needs of our people
- Understanding the different needs of our people, including their protected characteristics and people with additional support needs
- Providing opportunities for all people to have their say on decisions that affect them
- Removing barriers to employment, and ensuring equality of opportunity to develop potential and progress within Eastlight
- Having a zero-tolerance approach to anti-social behaviour and hate crime
- Promoting communities that are united and value diversity

Protected characteristics

- Age
- Disability

- Sex
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sexual orientation

Hate Crime

Our head office is a Hate Incident Reporting Centre, providing a drop-in service for victims and witnesses. Ambassadors will provide a confidential area to interview victims and take reports before storing the information securely.

Hate Crime is a criminal offence which occurs when someone perceives someone is being hostile or prejudicial towards them because of their race, ethnicity, religion, belief, gender, gender identity, disability, sexual orientation or any other actual or perceived difference.

If the witness or victim consents, their personal details are passed on to Essex Police and any other appropriate agencies. If they wish to remain anonymous, the report passed to police will be edited to ensure they cannot be identified. If there is a risk of serious harm, information will be shared with Essex Police without consent.

To report a hate crime, please contact us and ask to speak to a Hate Crime ambassador.

Information in other formats

We can provide information in large print, Braille or audio format, and translation services may be offered to help you access our services if English is not your first language.

If you would like information in another format, please contact our Customer Services Centre.