



**Alliance**  
homes

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**EQUALITY, DIVERSITY AND INCLUSION**  
**OUR APPROACH**

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# Celebrating diversity

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**At Alliance Homes we celebrate the diversity found within our workplace and in the communities we serve.**

As a provider of social housing and care services we have a regulatory, social and moral duty to develop and promote equality of opportunity and inclusivity.

By taking people's diverse characteristics into account we benefit from their uniqueness as individuals and can use this to improve our services and strengthen the communities we operate in.

We recognise that discrimination and inequalities have a significant negative effect on people, their families and the communities they live and work in.

We are committed to treating colleagues and customers fairly and that no person, group or community is unfairly disadvantaged or discriminated against.

Our approach to equality, diversity and inclusion applies to our customers, colleagues, Board and to our volunteers.







# Defining equality, diversity and inclusion

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**We have defined equality, diversity and inclusion as:**

## **Equality**

Ensuring opportunity for all by breaking down barriers and eliminating discrimination.

## **Diversity**

Acknowledging and valuing differences between people. Each person is an individual with visible and non-visible differences.

## **Inclusion**

Referring to an individual's experiences, sense of belonging, and being safe to be who they are.

# Defining protected characteristics

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**Our definitions of protected characteristics are defined by the Equality Act 2010 as:**

## Age

Age refers to people of a specific age, or to people in a particular age group.

## Disability

A person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

## Gender re-assignment

In UK law, a person has this characteristic if they are planning to have, or is undergoing, or has had, a process which will re-assign their sex by changing physiological or other attributes of sex. For the purposes of this policy, we also include people who identify themselves as transgender but who do not intend to undergo re-assignment surgery, as well as people who are androgynous and those who identify themselves as non-gender.

## Marriage and civil partnership

A person has this protected characteristic if they are married or in a civil partnership.

## Pregnancy and maternity

This protects people from being treated less favourably than others as a result of them being pregnant, having given birth, or because they are breastfeeding.

## Race

This protected characteristic covers groups of people who share a distinctive inheritance such as ethnic or national origin, colour or nationality.

## Religion or belief

This covers people with a shared religion or belief. Religion means any religion (including no religion), and belief means any religious or philosophical belief (including lack of belief).

## Sex\*

This characteristic refers to whether someone is a man or a woman.

## Sexual orientation

This means a person's sexual orientation (attraction) towards:

- people who are the same sex as them (a lesbian or gay man)
- people who are the opposite sex to them (a straight person)
- people of both sexes (a bisexual person).

\*We have extended the legal definition of this protected characteristic to include non-binary, fluid, or non-identification of gender. This is an implied aspect of the Equality Act, where perceived discrimination occurs. Alliance Homes believes it should be explicitly stated to include non-binary, fluid or non-identifying.

# Our commitment

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**Our aim is to create an environment in which all our colleagues, customers and partners can access equitable services and live and work without the fear of discrimination.**

We are committed to the achievement of equal opportunities and that everyone – customer or colleague will receive equality of opportunity and will be treated appropriately and fairly.

Our approach is not limited to the minimum standards imposed by the law and we are committed to achieving best practice in all matters relating to equality, diversity and inclusivity, including learning from others.

We also recognise that the behaviours through which equality and inclusivity are evident must be consistent with our organisational values.

## **We are committed to:**

- Creating a work environment that promotes dignity and respect, celebrating individual differences and recognising and valuing the contributions of colleagues
- Providing training, development and progression opportunities for all
- Reviewing our employment practices and procedures to ensure fairness
- Monitoring and reviewing our equality, diversity and inclusion policy annually.

# How we monitor equality, diversity and inclusion

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**We have a defined equality, diversity and inclusion policy that has been designed to support our colleagues and customers.**

We monitor our performance in delivering the objectives of our policy by reporting to our leadership teams a range of measures including the diversity of our workforce and related recruitment activity, our gender pay gap and equal pay, the perception of colleagues on how Alliance treats colleagues with protected characteristics, equalities & diversity training, and hate crime incidents.

Our Board is accountable for ensuring we deliver our policy and delegated accountability for equality, diversity and inclusion and all associated policies and practices sits with the Chief Executive.

We aim to involve our customers, colleagues and service users in giving feedback on our approach to equality, diversity and inclusion and will make amendments to our practices and policy where appropriate.

Our equality, diversity and inclusion policy is subject to an Equality Impact Assessment (EIA). The EIA will be reviewed every three years.





40 Martingale Way, Portishead, BS20 7AW  
**03000 120 120**  
**[alliancehomes.org.uk](http://alliancehomes.org.uk)**

