



MANNINGHAM HOUSING ASSOCIATION

Equal Opportunities, Anti-Discrimination and Inclusion Policy

Manningham Housing Association

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1. Purpose

Manningham Housing Association (MHA) is committed to providing a working environment and services that are fair, respectful and inclusive.

We are committed to ensuring that no employee, job applicant, customer, board member, volunteer, contractor or partner is treated less favourably because of a protected characteristic or subjected to unlawful discrimination, harassment, bullying or victimisation.

This policy sets out MHA's commitment to equality of opportunity, inclusion and compliance with the Equality Act 2010.

2. Scope

This policy applies to:

- Employees
- Workers and agency staff
- Job applicants
- Board and committee members
- Volunteers

The principles of this policy also apply to the delivery of our services to customers and stakeholders.

3. Our Commitment

MHA is committed to providing equality of opportunity in recruitment, employment, training, promotion, remuneration and employment practices.

4. Protected Characteristics

MHA will not unlawfully discriminate against any individual on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief

- Sex
- Sexual orientation

These characteristics are protected under the Equality Act 2010.

MHA also recognises that individuals may experience disadvantage for reasons not specifically protected by legislation and will seek to promote fairness and inclusion in all aspects of its work.

5. Recruitment and Employment

MHA is committed to attracting and retaining a diverse workforce that reflects the communities we serve. We will promote inclusive recruitment practices and will make reasonable adjustments required within the Equality Act 2010.

MHA is committed to fair and inclusive recruitment practices.

We will:

- Advertise vacancies fairly and openly.
- Assess candidates against objective role requirements.
- Provide reasonable adjustments during recruitment and employment as required by the Equality Act 2010
- Promote equality of opportunity in training, promotion and career development.
- Monitor recruitment and workforce data to help identify potential barriers and areas for improvement.

Employment decisions will be based on an individual's skills, experience, qualifications, performance and potential.

Training

MHA will provide appropriate training and awareness activities to support understanding of equality, diversity, inclusion, dignity at work and relevant legal obligations. Employees, managers and board members may be required to undertake such training periodically.

6. Bullying, Harassment and Discrimination

MHA will not tolerate discrimination, harassment, sexual harassment, bullying or victimisation related to any protected characteristic under the Equality Act 2010. Such behaviour is contrary to the Association's values and may, in some circumstances, constitute a criminal offence, including a hate crime. Any employee found to have engaged in such conduct may be subject to disciplinary action, up to and including dismissal for gross misconduct.

Examples include:

- Offensive comments, jokes or language
- Excluding individuals unfairly

- Unwanted conduct related to a protected characteristic
- Intimidation, humiliation or threatening behaviour
- Victimising someone for raising a concern or supporting another person's complaint

7. Reasonable Adjustments

MHA recognises its duty to make reasonable adjustments for disabled employees, job applicants and customers who are disabled within the context of the Equality Act 2010. .

Requests for reasonable adjustments will be considered on a case-by-case basis, taking account of individual circumstances and organisational resources.

8. Raising Concerns

Anyone who believes they have experienced or witnessed discrimination, harassment, bullying or victimisation should raise their concerns as soon as possible.

Employees may do so through:

- Their line manager;
- A senior manager;
- People/Corporate team; or
- The Grievance, Bullying and Harassment Procedure.

All complaints will be taken seriously and handled appropriately.

No individual will be treated unfavourably because they have raised a genuine concern or participated in an investigation.

Complaints of discrimination, harassment, bullying or victimisation will be investigated promptly, fairly and confidentially, in accordance with the Association's policies and procedures.

9. Responsibilities

Board

The Board is responsible for ensuring that MHA complies with its legal obligations and promotes equality of opportunity across the organisation.

Managers

Managers are responsible for:

- Implementing this policy fairly and consistently;
- Addressing inappropriate behaviour;
- Supporting inclusive working practices;

- Considering requests for reasonable adjustments.

Employees

All employees are responsible for:

- Treating others with dignity and respect;
- Complying with this policy;
- Challenging inappropriate behaviour where appropriate;
- Raising concerns when they arise.

People/HR

The People/HR team is responsible for providing advice and guidance on the application of this policy, supporting investigations where required, and monitoring equality-related data and trends.

10. Monitoring and Review

MHA will monitor relevant workforce and recruitment information and periodically review its employment practices, use data to provide insight and identify where we need to make changes or improvements.

This policy will be reviewed every three years, or sooner where required by legislation, organisational change or best practice.

This policy is non-contractual and may be reviewed or amended at any time

Policy Name	Equality, Diversity & Inclusion Policy
Date approved by P&G Committee	July 2026
Next date to be approved by P&G Committee	July 2029
Lead Officer	MHA CEO