



EQUALITY & DIVERSITY POLICY

Adopted: September 2021
Date of Next Review: May 2024

Molendinar Park Housing Association
3 Graham Square
Glasgow G31 1AD

Registered in Scotland 2400 R (S)
Registered Scottish Charity SC043725
Registered Property Factor PF 000125

POLICY

1. Introduction

Molendinar Park Housing Association promotes equal opportunity as an organisational value. This is closely linked to our organisational commitment to promote social justice.

We are committed to ensuring people or communities do not face discrimination or social exclusion due to any of the following protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex or sexual orientation

This Policy sets out our commitment to achieving equality and diversity and ensuring a consistent approach in promoting this throughout the organisation in all aspects of our operations, service provision and governance.

2. Law , Regulation and Guidance

This section describes equality and diversity legislation, regulation guidance and good practice used in shaping and delivering our services.

This section describes the following :

- the Equality Act 2010
- the Scotland Act 1998
- The Human Rights Act 1998
- the Housing (Scotland) Act 2010 Collecting equality information: National guidance for Scottish landlords – August 2021, SFHA, GWSF, ALACHO and Scottish Housing Regulator

2.1. The Equality Act 2010

The Equality Act 2010 is the main Act covering equality issues, although other legislation is also relevant.

The Act sets out the “protected characteristics” in respect of which discrimination, harassment or victimisation is unlawful; protected characteristics were formerly referred to in law as “grounds.”

In alphabetical order, these protected characteristics are:

- age
- disability
- gender re-assignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex and
- sexual orientation

2.2. The Scotland Act 1998

In Scotland, the Scotland Act 1998 defines equal opportunities:

“Equal opportunities” means the prevention, elimination or regulation of discrimination between persons on the grounds of sex or marital status, or racial grounds, or on grounds of disability, age, sexual

orientation, language or social origin, or of other personal attributes, including beliefs or opinions such as religious beliefs or political opinions”

(The Scotland Act 1998, Schedule 5, L2)

This definition is significant as it covers grounds that are not part of the protected characteristics. For instance, the definition covers social origin (or class), as well as grounds like language and personal attributes.

2.3 The Human Rights Act 1998

This Act, which came into force on October 2 2000, specifies , amongst other things, that every individual has the right to the peaceful enjoyment of his possessions, the right to respect for his private and family life, his home and his correspondence . The Act provides protection against discrimination with regard to any of these rights.

2.4. The Housing (Scotland) Act 2010

The Housing (Scotland) Act 2010 requires us to “act in a manner to encourage equal opportunities” (section 39). This requirement involves incorporating all relevant equality law throughout our organisational services. In short, this law is promoting the mainstreaming of equality commitments throughout organisational services.

2.5 Collecting equality information: National guidance for Scottish landlords, August 2021, SFHA, GWSF,ALACHO, SHR

This Guide is intended to support social landlords in Scotland, both local authorities and registered social landlords, to implement legal and regulatory requirements relating to equality data collection. These requirements flow from the Equality Act 2010, the Scottish Government’s Scottish Social Housing Charter and the regulatory requirements issued by the Scottish Housing Regulator. It provides a range of practical advice on collecting equality data and how equality data can be used. The Guide is advisory and social landlords have flexibility regarding how they establish and develop their equality data collection methods to ensure they reflect organisational needs and local context. The Guide is also intended to support social landlords to use equality data to deliver quality services to tenants and other customers, and to use equality data to promote strategies on customer care, equality, and tenant participation.

2.6 Regulation

The Regulation of Social Housing Scotland was updated by the Scottish Housing Regulator in February 2019, in the form of the Regulatory Framework February 2019. Section 3, Regulatory Requirements requires RSL’s to “*have assurance and evidence that it considers equality and human rights issues properly when making all of its decisions, in the design and review of internal and external policies, and in its day-to-day service delivery*”.

The Scottish Housing Regulator also introduced the Regulatory Standards of Governance and Financial Management. Standard 5 “*The Registered Social Landlord (RSL) conducts its affairs with honesty and integrity*”. Section 5.3 of this Standard states “*The RSL pays due regard to the need to eliminate discrimination, advance equality and human rights, and foster good relations across the range of protected characteristics in all areas of its work, including governance arrangements*”.

Equality Impact Assessments

The EHRC {European Human Rights Commission} requires specific public bodies to carry out equality impact assessments. It notes: “To the extent necessary to fulfil its general equality duty, a listed authority

must assess the impact of applying any proposed new or revised policy or practice against the needs mentioned in the general equality duty” (page 82).⁵ The SHR also promotes equality impact

assessments through the regulatory requirement to: “Have assurance and evidence that (each social landlord) considers equality and human rights issues properly when making all of its decisions, in the design and review of internal and external policies, and in its day-to-day service delivery.” Each social landlord, therefore, should carry out equality impact assessments of their policies and practices, taking account of locally generated equality data. The EHRC provides guidance on equality impact assessments.

Our approach unless it becomes mandatory to do otherwise, will be to carry out Equality Impact Assessments on **key** policies, including, but not limited to, Recruitment and Selection, Arrears Allocations, etc.

We also promote the Scottish Social Housing Charter, which came into effect on April 2 2012. The first outcome of the Charter, requires us to perform all our housing services to ensure that:

“Every tenant and other customer has their individual needs recognised, is treated fairly and with respect, and receives fair access to housing and housing services.”

2.7 Guidance and good practice

Good practice guidance and information is issued by a range of organisations, including (in alphabetical order):

- Age (Scotland)
- Chartered Institute of Housing
- Equality and Human Rights Commission
- Glasgow Centre for Inclusive Living
- Path (Scotland)
- Scottish Accessible Information Forum
- Scottish Federation of Housing Associations
- Scottish Housing Regulator
- Stonewall (Scotland)

3. Types of Discrimination

3.1 The Equality Act 2010 outlines types of discrimination, as well as positive action which organisations can take in certain circumstances.

The Act specifically contains seven types of discrimination, outlined below and in addition a further category of discrimination has been included which is defined as institutionalised discrimination.

a) Direct Discrimination

This is less favourable treatment of an individual or group, because of a protected characteristic. An example of this would be to refuse to employ somebody because they had an impairment, which had no relevance to their ability to carry out the job they had applied for.

b) Associated Discrimination

This is direct discrimination against someone because they are associated with another person who possesses a protected characteristic. For example, a non-disabled person is discriminated against because they need to take care of a disabled dependent.

c) Perceptive Discrimination

This is direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to.

For example, a person is not shortlisted for a job on the basis that the recruiter assumes the applicant requires a visa or does not have the correct visa to work in the UK as they have a perceived foreign name on their application form.

d) Indirect Discrimination

This is when an apparently neutral requirement or condition impacts adversely or has a disproportionate effect on a particular equality group. An example of this could be a policy, practice or procedure that applies to everyone in the same way but might disadvantage a particular group and which cannot be objectively justified in relation to the job.

e) Harassment

This occurs when a person engages in unwanted conduct which is related to a protected characteristic, and which has the purpose or the effect of (i) violating the dignity of another person or (ii) creating for that person an intimidating, hostile, degrading, humiliating or offensive environment. An example might be displaying a sexist calendar on a wall where this makes the workplace an offensive place to work for any employee. The intention of the perpetrator is irrelevant; it is the impact on the individual that determines whether harassment has taken place.

f) Harassment by a Third Party

As an employer, the Association is potentially liable for the harassment of their employees or customers by people they do not themselves employ, for example a contractor or consultant.

g) Victimisation

This occurs when someone faces discrimination because she or he has made an allegation of unlawful discrimination or because of assisting or supporting a complainant. An example might be refusing to consider someone for a promotion because they gave evidence on behalf of a colleague who made a complaint of unlawful race discrimination.

h) Institutionalised Discrimination

This was first defined in the context of racism and exemplified in the Macpherson report on the inquiry into the death of Stephen Lawrence as “the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviours which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.” The Association extends the above to cover all actions where these are related to a protected characteristic.

The Association is keen to emphasise, however, that it will not tolerate any sort of unfair treatment or discrimination on any grounds. In addition to the above, therefore, our zero tolerance will be broadened (but not confined) to the following:

- National origin
- Cultural background
- Ethnic origin
- Employment status

- Domestic circumstances
- Tenure
- Issues relating to literacy or numeracy

Each of the above is equally important, and we will take all reasonable steps to ensure that no discrimination, whether deliberate or inadvertent, occurs.

Positive action

Positive action is promoted by the Equality Act 2010 and equality guidance. Positive action is used to address discrimination against certain groups that has occurred historically. This is quite different from positive discrimination that is, in general, unlawful. Positive discrimination would arise if someone is given preference, say, when selecting job applicants because of a relevant protected characteristic.

Positive action, on the other hand, is concerned with promoting access to employment and training opportunities for people who have been under-represented in employment historically such as women or disabled people.

By promoting positive action, we encourage people to apply for jobs in areas in which they have been traditionally under-represented.

For example, positive action could involve encouraging women to apply for jobs traditionally done by men such as trade jobs in the building industry. We also apply this principle to services that we provide.

4. POLICY AIMS AND OBJECTIVES

4.1 Our policy aims and objectives are as follows:

Law and good practice guidance

To address unlawful discrimination and to promote equal opportunity and diversity by implementing all relevant law and good practice, as required, throughout our services and practice.

Equality data

To collect and use equality data to assist in the provision of appropriate services to tenants other service users our staff and , Committee Members.. The collection of such data and how it is used will be in line with the requirements of Data Protection legislation.

Equalities information will be routinely collected as part of our applications for housing, for recruitment and employment , Committee Membership, at tenancy sign ups as well as our customer satisfaction surveys.

We will seek to understand the needs of individual customers (including equality data) and uses that data to:

- provide appropriate services;
- treat individuals with respect;
- ensure that equality data is processed in line with data protection law as implemented through our data protection policy.

By gathering useful equality data, we can better focus on what individuals actually need, as opposed to perceived needs.

Appendix 1 contains examples of how equalities data can be used; the examples are taken from the National guidance for Scottish landlords, August 2021

A Model Equality Monitoring Form , as contained in the August Guidance is set out at the end of this Policy.

The National guidance publication of August 2021 advises as follows –

- the collection of data is a specific requirement, applying to all protected characteristics;
- social landlords' equality data collection forms must cover all the protected characteristics for the groups specified by the SHR;

- this requirement does not refer to job applicants, however social landlords must also gather personal data about job applicants, including data about an applicant's protected characteristics, and must process this in line with data protection law; and
- social landlords must adhere to the statutory guidance unless exceptional circumstances exist.

Organisational policies and procedures

To assess key organisational policies and procedures so that they promote equality and diversity, regulation, legislation and good practice .

Accessible information

To provide and publish information in line with various standards so that information is accessible to the needs of individual people whenever possible. This includes , but is not limited to the use of Browse-aloud on our website, large print, braille, and translated documents.

Performance monitoring

To monitor service delivery through our internal performance management system, enabling us to amend and improve practices as required.

Organisational training and development

To provide our staff and Committee Members with a range of equality and diversity training on a regular basis and to ensure all new staff and Committee Members receive /have access to a copy of this Policy. Our Contractors and any one carrying out work on behalf of the Association, will be provided with a copy of our Equalities and Diversity Policy and will be required to confirm, in writing, their acceptance of and adherence to it.

4. Implementing Equality and Diversity Objectives

This section explains how we incorporate our equality objectives throughout all of our services.

This is done by reference to:

- organisational culture
- supporting practice

4.1 Organisational Culture

Culture is not a separate thing but refers to the values that we promote and demonstrate as an organisation. For example, we treat staff, tenants and other service users with respect and dignity. We

recognise that people may have different needs and it is important to address those needs as appropriate.

4.2 Supporting Practice

We have established other supporting equality practices that are necessary to meet our equality objectives. These policies cover:

- gathering equality data
- using appropriate language and formats

This policy is used to assess the effects of our organisational policies and procedures in:

- eliminating unlawful and unfair discrimination
- advancing equal opportunities
- fostering good relations among people with different needs

The main aim of our approach is to develop an organisational culture that is supportive of social justice and equal opportunity in practice.

4.3 Equality and Diversity Action Plan

Integral to this Policy is an Equality and Diversity Action Plan – Appendix 2 - which will be approved and reviewed annually by the Committee of Management

5. Training & Development

5.1 Context

Training and development is necessary if organisational commitments are to be met in practice. Quality training programmes are essential to enable:

- employees to understand and implement our equality and diversity policy objectives
- Committee Members to develop and monitor the implementation of the equality and diversity policy

5.2 Equality Training

Equality training can vary considerably in terms of its content and purpose. We assess, therefore, through on-going supervision and appraisal the needs of staff and also Committee Members in order to deliver appropriate equality and diversity training. we link training to the specific roles of staff and Committee Members.

Examples of equality training programmes include:

- induction training for new staff
- consciousness raising, for instance, providing staff and Committee members with information about different forms of discrimination and harassment and support services
- performance management training for Committee Members

Note: Committee Members' training is linked to their role which includes making policy and reviewing the effects of policy in practice.

6. Performance Monitoring

6.1 Reasons for Monitoring Performance

We monitor performance for several reasons. Firstly, we use equality and diversity data that we gather to meet our legal duties relating to addressing unlawful discrimination and also promoting equality objectives.

Secondly, we monitor performance to assess how well we are implementing our equality and diversity objectives. This also enables us to assess our standards of performance and to take steps to improve performance as required.

6.2 Methods of Performance Management

We monitor our services continually in respect of both employment and housing services. We do this through various methods as follows:

- gathering performance indicators as part of the Scottish Social Housing Charter
- including specific equality and diversity performance indicators throughout organisational policies and procedures
- taking into account the views of our staff, tenants and other service users about equality and diversity issues, for example, the quality of our services.

7. Tenant Participation

7.1 Consultation Arrangements

We have established a tenant participation strategy that explains how we consult with tenants and other service users.

7.2 Consultation on our Equality and Diversity Policy

As a key strategic policy that is likely to impact on tenants and other service users, we consult with tenants and other service users on our equality and diversity policy objectives and monitoring.

We promote tenant participation as part of our organisational strategy; this includes involving tenants and other service users in consultation about core equality and diversity policy commitments.

8. Complaints

We deal with complaints through our organisational complaint handling procedure. This procedure follows the framework developed by the Scottish Public Services Ombudsman. We provide all of our tenants with information on how to complain when signing their tenancy agreements and include updates on this, for instance in our newsletters and on our website.

If tenants and other service users are dissatisfied with how we are implementing the equality and

diversity policy we advise them of their rights to complain.

9. Reviewing the Policy

We review our policies on an ongoing basis and this policy will be reviewed in y **three** years or earlier as appropriate. For instance we may review this policy if changes to equality and diversity law or good practice or regulatory requirements occur.

APPENDIX 1 EQUALITY DATA – EXAMPLES¹

Example 1 Category of data subject: Housing applicant Protected characteristic and related issues: Age and family composition Understanding both the age and family composition profiles of housing applicants can help inform social landlords' development programmes. For instance, age data can be used to inform particular development requirements such as identifying appropriate support services that can vary for people of different age groups. Key business guidance point: Linking the planning and implementation of capital programmes to actual housing needs (and preferences) of applicants helps reduce potential risks by focusing on issues that should contribute to future sustainable tenancies.

Example 2 Category of data subject: Tenant Protected characteristic and related issues: Disability and accessibility requirements Understanding the needs of disabled people with literacy issues helps social landlords deliver appropriate services to those tenants. For example, a social landlord that knows the percentage of tenants with literacy issues can implement a range of actions such as: • determining staff have access to this information and agreeing who should contact individuals concerned to discuss their specific requirements; • working with each disabled person and their support worker, if appropriate, to consider what reasonable adjustments might be required; and • implementing adjustments, such as producing documents in a relevant format including in plain language, easy to read formats or in audio format. A social landlord will contact a tenant, normally in writing, if they are in rent arrears. They will then often follow this up with a home visit. In this example, at such a visit a disabled tenant explains they cannot read and so the letter is not appropriate to their needs and asks the landlord to notify them of rent arrears by telephone or through personal visits. The landlord uses this information to ensure that it visits this tenant in future to discuss rent arrears issues - personal visits are likely to constitute a reasonable adjustment. Key business guidance point: The main aim of collecting information about impairments or conditions is to enable social landlords to make reasonable adjustments to better serve their customers. This also minimises the risk of failing to comply with law. This type of information also enables landlords to better assess and plan resource requirements. Section 5: Benefits of equality data collection 26 Collecting equality information: National guidance for Scottish social landlords.

Example 3 Category of data subject: Job applicant Protected characteristic and related issues: Belief or religion Understanding a person's belief or religion can be used to inform the recruitment and selection process and promote equality objectives. For example, information about belief and religion can be used to arrange job interviews to avoid religious holidays or prayer time commitments. Key business guidance point: The aim of collecting data about belief and/ or religion is to gather information about the person's needs and/or requirements in relation to their belief or religion. This is done to provide an appropriate service, as well as to avoid actions that could be discriminatory in law.

Example 4 Category of data subject: Employee Protected characteristic and related issues: Race and ethnicity Information about race and ethnicity can be used to monitor for any form of unlawful discrimination. Such data is also collected to inform future strategic planning initiatives including positive action programmes. Key business guidance point: Data collection is used to promote strategic planning in respect of positive action. Such action, from a business perspective, is likely to have consequential benefits as positive action promotes the interests of disadvantaged groups. Benefits from the perspective of the employer include enhanced prospects of attracting and retaining staff. Section 5: Benefits of equality data collection Collecting equality information: National guidance for Scottish social landlords 27

Example 5 Category of data subject: Committee/board member/Elected Members. Protected characteristic and related issues: All protected characteristics – equality data is required to promote diversity of committee and/or board membership. "Research suggests that more diverse boards are associated with improved financial performance, enable good corporate governance and facilitate better

decision-making decision by bringing different perspectives to support constructive and challenging dialogue” EHRC, 201610 Key business guidance point: Social landlords should use equality data to identify noticeable gaps between demographic data and existing committee/board membership. For example, data might reveal that few younger people are committee or board members despite local demographic data indicating that younger people comprise a sizeable number of tenants. Landlords should take active steps to identify what barriers may prevent people with protected characteristics becoming involved on the committee/board. Such barriers can include: • inaccessible meeting spaces (affecting some disabled people); and • inappropriate meeting schedules that are not in line with family commitments, for example, women (or men) with childcare requirements and/or caring responsibilities.

Other business benefits related to equality data are varied and include issues that affect efficiency and effectiveness of services: • by understanding the equality profiles of tenant households, landlords can tailor surveys to their needs thus focussing on relevant issues; • by delivering services to address individuals’ needs, including those needs identified by equality data, landlords can enhance the quality of those services. By doing this, it is likely that landlords will also see reduced numbers of justified complaints. • landlords can use complaints as a source of information to help them improve their services. The Scottish Public Services Ombudsman emphasises the importance of equality data collection to effective complaint systems for social landlords.

APPENDIX 2

EQUALITY AND DIVERSITY ACTION PLAN 2021-2023

REF	ACTION	RESPONSIBILITY	COMPLETED DATE
EDA 1	Consult on revised E and D and seek Committee approval		
EDA2	Staff and Committee to become familiar with publication Collecting equalities information:National guidance for Scottish landlords August 2021 SFHA,GWSF, ALACHO, SHR		
EDA3	Review Monitoring Arrangements in light of Guidance Finalise Monitoring Forms, and Guidance and plan for their introduction		
EDA 4	Publicise revised Policy on website and in newsletters and to contractors		
ED5	Budget for and identify E and D training for staff and Committee members- perhaps in collaboration with another RSL		
ED6	Evaluate E and D training and report to Committee on outcomes		
ED7	Consider appropriateness of having an E and D champion – staff or Committee member		

Model equality monitoring form

August 2021

Produced by:

Scottish Federation of Housing Associations

Glasgow and West of Scotland Forum of Housing Associations

Association of Local Authority Chief Housing Officers

Scottish Housing Regulator

Model equality monitoring form

Name of social landlord:

[insert name]

Information for those completing the form

Why are we asking for equality information?

We collect equality information to help us to plan and deliver effective services and to meet our legal and regulatory obligations.

What do we do with equality information?

We use equality information for a range of purposes, including to help us to:

- protect and promote your rights and interests;
- promote equality objectives across our services;
- identify and address our customers' needs, and improve our services; and
- identify and eliminate any form of discrimination.

Do you need to answer every question?

By answering as many questions as possible you will help us meet your needs better, but we provide options throughout this form to allow you to provide only the information you want to give us. You can complete some questions and not others or you can complete parts of questions. The form has space for you to tell us more about your needs if you want.

We may ask for some information in other forms where this is required by law. For example, where we need to know your age if you are applying for a home as only those over 16 years old can be registered on our housing list.

How do we process your equality information?

We process equality information strictly in line with data protection law, including by:

- processing your equality data confidentially;
- restricting access only to relevant staff members;
- retaining equality information only as long as necessary;
- sharing data only as lawfully permitted; and
- destroying data securely.

Who do we gather equality information about?

We gather equality information from:

- people who apply for a home;
- tenants;
- people who apply for a job with us;
- our employees;
- board and committee members; and
- elected members (in case of local authorities)

Other formats: We can provide this document in *[insert the relevant alternative format you can provide]*, and more information to help you to complete the form is available *[insert where this is available]*.

MOLENDINAR PARK HOUSING ASSOCIATION

Name

Name:	
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Age

Note: We may request a specific date of birth in certain forms when this is required in law. For example, we need to know the age of housing applicants as a person can only be registered on our housing list/register if the person is 16 years of age.

What is your date of birth? (DD/MM/YYYY)	
Prefer not to say	

Alternative format:

Please tick the band for your age:	16–24		25–34	
	35–44		45–54	
	55–65		65+	
Prefer not to say				

Belief or religion

Please tick the box which best describes your belief or religion from the list below?

Buddhism:					
Christianity					
Catholic:		Protestant:		Other:	
Hinduism:					
Islam:					
Judaism:					
Sikhism:					
Other religion (please state what this is):					
No specific belief in religion (for example, atheism or agnosticism):					
Other belief (for example, humanism):					
Prefer not to say					

Please use the space below to tell us about any particular requirements relating to your beliefs or religion:

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Please tick here if you want to discuss this matter in confidence:	
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MOLENDINAR PARK HOUSING ASSOCIATION

Disability

Are you a disabled person?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
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If yes, please tick the box which category you would use from the following list:

Autoimmune: (for example, multiple sclerosis, HIV, Crohn's/ulcerative colitis)	<input type="checkbox"/>
Learning difficulties: (for example, Down's Syndrome)	<input type="checkbox"/>
Mental health issue: (for example, depression, bi-polar)	<input type="checkbox"/>
Neuro-divergent condition: (for example, autistic spectrum, Dyslexia, dyspraxia)	<input type="checkbox"/>
Physical impairment: (for example, wheelchair-user, cerebral palsy)	<input type="checkbox"/>
Sensory impairment – hearing impairment	<input type="checkbox"/>
Sensory impairment – visual impairment	<input type="checkbox"/>
Other: If none of the categories above apply to you, please specify the nature of your impairment.	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Please use the space below to advise us if you have any particular requirements:

Please tick here if you want to discuss this matter in confidence:	<input type="checkbox"/>
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MOLENDINAR PARK HOUSING ASSOCIATION

Ethnicity

Please tick the box that best describes your particular ethnic group:

African

African, African Scottish or African British:	<input type="checkbox"/>
Other African background (please specify):	<input type="checkbox"/>

Asian, Scottish Asian or British

Bangladeshi, Bangladeshi Scottish or Bangladeshi British:	<input type="checkbox"/>
Indian, Indian Scottish or Indian British:	<input type="checkbox"/>
Pakistani, Pakistani Scottish or Pakistani British:	<input type="checkbox"/>
Chinese, Chinese Scottish or Chinese British:	<input type="checkbox"/>
Other Asian background (please specify):	<input type="checkbox"/>

Black or Caribbean

Caribbean, Caribbean Scottish or Caribbean British	<input type="checkbox"/>
Black, Black Scottish or Black British	<input type="checkbox"/>
Other Caribbean or Black background (please specify)	<input type="checkbox"/>

Mixed groups

Mixed or multiple ethnic group (please specify)	<input type="checkbox"/>
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White

English	<input type="checkbox"/>
Gypsy Traveller	<input type="checkbox"/>
Irish	<input type="checkbox"/>
Polish	<input type="checkbox"/>
Roma	<input type="checkbox"/>
Scottish	<input type="checkbox"/>
Welsh	<input type="checkbox"/>
Other British	<input type="checkbox"/>
Other group (please specify your ethnic group)	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Please use the space below to advise us if you have any particular requirements:

Please tick here if you want to discuss this matter in confidence:	<input type="checkbox"/>
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MOLENDINAR PARK HOUSING ASSOCIATION

Marriage and civil partnership

Are you presently in a civil partnership?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Are you presently married?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Prefer not to say				<input type="checkbox"/>

Please use the space below to advise us if you have any particular requirements:

Please tick here if you want to discuss this matter in confidence:

Pregnancy and maternity

Are you pregnant?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Have you taken maternity or paternity leave in the past year?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Prefer not to say				<input type="checkbox"/>

Please use the space below to advise us if you have any particular requirements:

Please tick here if you want to discuss this matter in confidence:

Sex

What is your sex?	Female	<input type="checkbox"/>	Male	<input type="checkbox"/>	Intersex	<input type="checkbox"/>
Prefer not to say						<input type="checkbox"/>

Please use the space below to advise us if you have any particular requirements:

Please tick here if you want to discuss this matter in confidence:

MOLENDINAR PARK HOUSING ASSOCIATION

Gender re-assignment (trans/transgender)

Do you consider yourself to be a trans person?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>			

Please use the space below to advise us if you have any particular requirements:

Please tick here if you want to discuss this matter in confidence:	<input type="checkbox"/>
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Sexual orientation

What is your sexual orientation?

Bisexual	<input type="checkbox"/>
Gay man	<input type="checkbox"/>
Heterosexual/straight	<input type="checkbox"/>
Lesbian/ gay woman	<input type="checkbox"/>
Other	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Please use the space below to advise us if you have any particular requirements:

Please tick here if you want to discuss this matter in confidence:	<input type="checkbox"/>
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General

Please mark this box if there are any issues that you want to discuss with us in confidence	<input type="checkbox"/>
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Consent

[If explicit consent is used as the basis for processing special category data, then each social landlord should insert their own explicit consent statement at this point.]

Signature:	<input type="text"/>
Date:	<input type="text"/>

MOLENDINAR PARK HOUSING ASSOCIATION

MOLENDINAR PARK HOUSING ASSOCIATION

APPENDIX 3 EQUALITY AND DIVERSITY ACTION PLAN 2021-2023

REF	ACTION	RESPONSIBILITY	COMPLETED DATE
EDA 1	Consult on revised E and D and seek Committee approval		
EDA2	Staff and Committee members to become familiar with National guidance for Scottish landlords, August 2021, SFHA,GWSF,ALACHO, SHR Publication		
EDA3	Review Monitoring Arrangements in light of above Guidance		
EDA 4	Publicise revised Policy on website and in newsletters and to contractors		
ED5	Budget for and identify E and D training for staff and Committee members- perhaps in collaboration with another RSL		
ED6	Evaluate E and D training and report to Committee		
ED7	Consider appropriateness of having an E and D champion – staff or Committee member		