

Our approach to equality & diversity

Achieving diversity across our services

At Devon & Cornwall Housing group we are particularly committed to ensuring equality, diversity and inclusion in all our relationships, whether in our services, our governance or as an employer.

Discrimination occurs for a wide range of people and groups in our society. It can be because of ethnic origin, skin colour, nationality, religion or belief, culture, gender, sexuality, disability or health status, age, marital status or social background.

We strongly believe that any such discrimination is wrong, and we are committed to ensuring that our policies and practices combat discrimination at all levels.





[Click here to see our equality, diversity and inclusion policy](#), updated July 2011 as an interim measure, which is also attached below. In this interim period we will be aspiring to demonstrate and evidence to our stakeholders, residents, customers, clients, staff, board and committee members, our commitment to promoting equality, diversity and inclusion.


Our aim is to provide a framework for the development, implementation and review of strategies in the form of a single equality scheme (SES). The SES will be an overarching strategy that will set out DCH group's commitment to tackling inequalities and embracing diversity. It will aim to meet the individual duties imposed by legislation but will go further to include all areas of equality whether they are covered by legislation or not. The new equality duty enacted April 2011 and with the ongoing consultation in respect of the Equality Act 2010, there will be an inevitable merging of existing legislation. The SES will ensure DCH group mainstreams equalities into everyday work, by writing it into departmental operational plans, personal development plans, action plans, employment practices and into everyday service delivery.


The individual organisations in Devon & Cornwall Housing are all working together in this new approach to embedding equality, diversity and inclusion into our core values. This includes a network of staff who meet regularly to provide long-term and continuing support and leadership to work towards the achievement of all DCH equality goals.

See below for detailed examples of work currently taking place across Devon & Cornwall Housing group.

 [Customer profiling](#)
Identifying the needs of residents, and adapting our services to help them

 [Gender equality scheme](#)
Ensuring fairness and accessibility in every aspect of our work and the services we provide

 [Housing with Respect](#)
Working in Plymouth to meet the challenges posed to housing providers in the Race Equality Code of Practice

 [Migrant workers information pack](#)
Information and a guide to services for those new to Cornwall

Read our policy:



[Equality, diversity and inclusion policy](#) Our commitment to promoting equality, diversity and inclusion.

To find out more about our work on equality issues, please contact [Jean Ackford](#).