

Diversity Action Group

Bulletin 4 - October 2007

The launch of a new equality and diversity strategy



A new Equality and Diversity Strategy has been agreed by the board

The strategy starts with the vision:

'Valuing Differences, responding positively to communities and individuals'

The Vision is supported by the new policy statement, which sets out;

- Our **Commitment** to equality and diversity
- The **objectives** to meet these commitments
- **What needs to be done** to meet these objectives
- Relevant **Responsibilities**

The Policy is supported by:

- A 3 year Action plan - following the main themes set out below.
- Key performance indicators which measure where we aim to be in 3 years in relation to such activities as:
Lettings, Employment and Customer Satisfaction within diverse customer groups

EQUALITY AND DIVERSITY STRATEGY FRAMEWORK 2007 - 2010

Embedding diversity in our corporate culture

Providing accessible, high quality services for a diverse customer group

Equality and Diversity Strategy

Proactively tackling discrimination and harassment

Valuing and developing a diverse workforce

Engaging with partners and communities

A representative from the Diversity Action Group will be organising a time to come and inform your team of the strategy and how it will affect you, and gather your thoughts on the issues raised in this bulletin.

4.6m people are of an ethnic origin in the UK — this is 8% of the population

DID YOU KNOW.....



Putting the strategy into Action;

The action plan sets out all activities to be completed within a time period.

SOME CURRENT ACTIVITIES

ESTABLISHING DIVERSITY IN OUR CULTURE	PROVIDING ACCESSIBLE, HIGH QUALITY SERVICE FOR DIVERSE CUSTOMER GROUPS	VALUING AND DEVELOPING A DIVERSE WORKFORCE	TACKLING DISCRIMINATION AND HARASSMENT
<ul style="list-style-type: none"> • Team meetings will be held before Christmas to launch the strategy, so that you know the plans and how you can contribute. • A diversity workshop was attended by the Board, to review their role and responsibilities. • Make sure we follow the law and are adopting good practice, by reviewing all our legislation and codes of practice. • Develop corporate training programmes. 	<ul style="list-style-type: none"> • We are carrying out a survey of customers, to identify individual needs, so that services can be improved accordingly. • A new 'Aids and Adaptations' procedure has been completed to improve this important part of our service. • The General Let team are providing accommodation with support for women who have experienced domestic violence. 	<ul style="list-style-type: none"> • An exciting diversity e-learning program could be on its way to all staff and board members. 	<ul style="list-style-type: none"> • A new harassment policy is being led by Georgina Tang. • A new 'Supporting victims of domestic violence' policy is being led by Tony Hennon.

9.8m people have a disability in the UK — that's 1 in 7 people, more than the combined population of Wales and Scotland

What you can do to support the strategy:

- ✓ **Support the policy statement which states that; 'Everyone who works for JJHT has a responsibility to make sure that people are treated fairly and with respect'.**
- ✓ **Help implement the strategy by contributing to any equality and diversity plans developed within your team.**
- ✓ **Help meet the equality and diversity targets in the strategy through everyday work.**

We would really like to hear about any other areas of good practice so that we can share this with everyone in future bulletins.

Please email any details to diversityaction@jjhousing.co.uk or telephone Pauline Musrie on 01625 870112

You can also find out more by visiting the Equality and Diversity Zone located on the Trust's Intranet