

## Single Equality Action Plan 2011/12

---

### Introduction

Peabody has a legal and regulatory duty to make sure equality and diversity is central to all areas of our work. Peabody is accountable to the Tenant Services Authority in the way it promotes implements and monitors equalities and diversity.

Peabody also has a legal requirement under the Equality Act to protect people against both direct and indirect discrimination across 9 protected characteristics set out in the Act. These nine protected characteristics are:

- Age;
- Disability;
- Gender;
- Gender Reassignment;
- Marriage and Civil Partnership;
- Pregnancy and Maternity;
- Race;
- Religion and Belief; and
- Sexual Orientation.

Peabody is committed to promoting equal opportunities and valuing diversity. We aim to make sure that our customers receive culturally sensitive services which recognise issues of discrimination as well as celebrating their diversity. This Single Equality Action Plan sets out how we will meet our statutory and regulatory equality and diversity obligations, as well as how we will raise awareness on diversity issues for staff and customers.

The aim of this Action Plan is to ensure that we comply with our regulatory framework and introduce practical measures that raise awareness of our Single Equality Policy and Action Plan to both staff and residents.

The Single Equality Action Plan will be reviewed quarterly by the equality and diversity working group and the Diversity Forum.

Equality Act Implication	Action	Overall Lead and support
<p>Protect pregnant women and mothers from discrimination.</p>	<p>Community space strategies and meeting room booking information are to be updated with information on breastfeeding and this should be advertised to residents through posters on estates/the website/engage</p> <p>Peabody's IT systems can report on pregnancy. This information is to be included in performance and customer satisfaction reporting around relevant services, for example, lettings and transfers or repairs. These reports need to be added into the mainstream of Peabody's reporting framework</p> <p>Protected characteristic for pregnancy and maternity to be built into future customer profiling information collection work.</p> <p>Make sure we take account of pregnancy and maternity when letting our homes correctly by reviewing the pregnancy term for accepting unborn children as part of a household and review rules around adoption.</p>	<p>Policy and Insight</p> <p>Community Development</p> <p>Facilities</p> <p>Communications</p> <p>Lettings</p> <p>IT</p>
<p>Consider issues for gender reassignment and transgender. Gender reassignment has now been given a protected characteristic in its own right rather than incorporated with gender generally</p>	<p>Update our IT systems so that they can capture information on transgender and gender reassignment.</p> <p>Include gender reassignment and trans categories in performance reporting and customer satisfaction reporting.</p> <p>Build question about gender reassignment and trans categories (transgender, transvestite, transsexual) into future customer profiling work.</p> <p>Brief staff in Customer Services around tenancy changes related to gender reassignment and trans categories.</p> <p>Publicise and promote information material from relevant organisations, for example, Stonewall.</p> <p>Publish details of support groups and relevant organisations to support gender reassignment and other trans categories to staff and residents</p> <p>Review Vulnerable Residents Policy in relation to support for people choosing gender reassignment or other trans categories</p>	<p>Director Strategy and Planning</p> <p>Policy and Insight</p> <p>Director HR</p> <p>IT</p>

<p>Ensure that people who are married or in a civil partnership are not discriminated against</p>	<p>Update our IT systems so that they can capture information on civil partnership.</p> <p>Include civil partnership in performance reporting and customer satisfaction reporting.</p> <p>Build option for civil partnership into future customer profiling work</p> <p>Review policies around lettings, for example, succession and assignment, joint tenancies and relationship breakdown to make sure they take account of civil partnerships</p>	<p>Director Strategy and Planning</p> <p>Director HR</p> <p>Director Customer Support</p> <p>Policy and Insight</p> <p>IT</p>
<p>The duty to make reasonable adjustments for disabled people extends to auxiliary aids and aids and adaptations in communal or shared areas.</p>	<p>Review aids and adaptations policy, process and Disabled Facilities Grant application criteria to include auxiliary and communal aids and adaptations and publish and promote this to residents</p> <p>Ring-fence properties with aids and adaptations carried out and amend our choice-based lettings system to enable applicants who need aids and adaptations, including communal and auxiliary, to be able to bid for suitable properties</p> <p>Consider developing a percentage of new properties or redeveloping existing properties to Lifetime Homes criteria including communal and auxiliary aids and adaptations</p>	<p>Director Asset Management</p> <p>Policy and Insight</p> <p>Lettings</p> <p>Communications</p>
<p>New powers for employment tribunals to make recommendations which benefit the wider workforce.</p>	<p>Review judicial review guidance to make sure that Peabody are not making decisions in relation to employment policies or processes that may have a negative impact on certain people or groups of people and publish to staff</p>	<p>Policy and Insight</p> <p>Director HR</p> <p>Director Legal and Assurance</p>
<p>Pay secrecy clauses are illegal and unenforceable</p>	<p>Publish results of the pay audit and implement the findings and recommendations from the Equal Pay Audit. Build these into the pay and grading review and address any issues connected to the organisation wide restructure.</p>	<p>Director HR</p> <p>Corporate Communications</p>

<p>Employers are liable for harassment by third parties. If employers are aware of at least two similar incidents they are obliged to take reasonable steps to prevent such harassment occurring.</p>	<p>Review the Caution Alert Register and Incident Reporting policies and procedures to flag and respond to similar incidents.</p> <p>Publish and advertise anti-harassment' campaign to staff and residents.</p>	<p>Head of Neighbourhood Services</p> <p>Director HR</p> <p>Policy and Insight</p> <p>Corporate Communications</p>
<p>Publish a Single Equality Policy or strategy by April 2011</p>	<p>Revise Peabody's existing Single Equality Policy around the 9 protected characteristics and other duties into wider Equality Strategy</p> <p>Establish a new Diversity Working Group and consult working group and residents to identify gaps as a service provider and as an employer in the current policy.</p> <p>Continue increasing awareness of our Single Equality Policy and Action Plan among our stakeholders, particularly staff, contractors and our customers by working collaboratively with the Diversity Working Group and Diversity Forum.</p>	<p>Director Strategy and Planning</p> <p>Policy and Insight</p> <p>Communications</p>
<p>Assess the impact of changes made to, policies, procedures and services from an equality and diversity perspective</p>	<p>Publish a schedule of equality impact assessments (EIAs) based on the policy timetable, service area annual plans and the business plan</p> <p>Update the EIA policy and process and develop a toolkit for managers to carry them out.</p> <p>Consult the Equality and Diversity Working Group (Part 1 of the equality and Diversity Report) to develop a training schedule for managers on carrying out EIAs and establish how training will be delivered.</p> <p>Publish revised EIA guidance to staff</p> <p>Carry out full equality impact assessments on any changes to the policies, procedures or services that are changed as a result the Act, for example, HR policies, Aids and Adaptations and Lettings.</p>	<p>Director Strategy and Planning</p> <p>Director HR</p> <p>Director Asset Management</p> <p>Policy and Insight</p>

## Translation service

যদি আপনি এই লিফলেট বাংলায় পেতে চান, তাহলে :

- পলিসি এবং ইনক্লুশন সার্ভিসকে লিখুন 45 Westminster Bridge Road, London SE1 7JB; অথবা
  - ই-মেইল করুন [translate@peabody.org.uk](mailto:translate@peabody.org.uk)
- আপনার নাম ও ঠিকানা আমাদেরকে বলুন ও 'ARA Ben' উল্লেখ করুন।

---

Bu broşürün Türkçesini istiyorsanız lütfen şu adrese yazın:

- Policy and Inclusion Service, 45 Westminster Bridge Road, London SE1 7JB ya da
  - Internet üzerinden e-posta gönderin: [translate@peabody.org.uk](mailto:translate@peabody.org.uk)
- Adını-soyadınızı, adresinizi eklemeyi ve 'ARA Tur' referans numarasını belirtmeyi de lütfen ihmal etmeyin.

---

إذا أردت أن تحصل على هذه الكراسة باللغة العربية. فيمكنك أن:  
• تكتب رسالة إلى:

Policy and Inclusion Service, 45 Westminster Bridge Road  
أو : London SE1 7JB

• تبعث برسالة عبر البريد الإلكتروني على العنوان: [translate@peabody.org.uk](mailto:translate@peabody.org.uk)  
وإبلاغنا عن اسمك وعنوانك وكتابة العبارة 'ARA Ara' باللغة الإنجليزية.

---

Si vous désirez obtenir cette brochure en français, veuillez :

- Ecrire à Policy and Inclusion Service, 45 Westminster Bridge Road, London SE1 7JB ; ou
- Adresser un courrier électronique à [translate@peabody.org.uk](mailto:translate@peabody.org.uk) en précisant votre nom, votre adresse et la référence 'ARA Fre'.

---

Se desejar este folheto em português, pode:

- Escrever para o serviço de política e inclusão (Policy and Inclusion Service) na morada 45 Westminster Bridge Road, London SE1 7JB, ou
- Enviar um email para [translate@peabody.org.uk](mailto:translate@peabody.org.uk) apresentando o seu nome e a sua morada, e citando 'ARA Por'.

---

**This publication is also available in  
Large print, braille or audio format**