

A full copy of our Equal Opportunities Policy is available from our Office:

SecondStep Housing Association

9 Brunswick Square, Bristol BS2 8PE

Tel: (0117) 909 6630

Fax: (0117) 909 8807

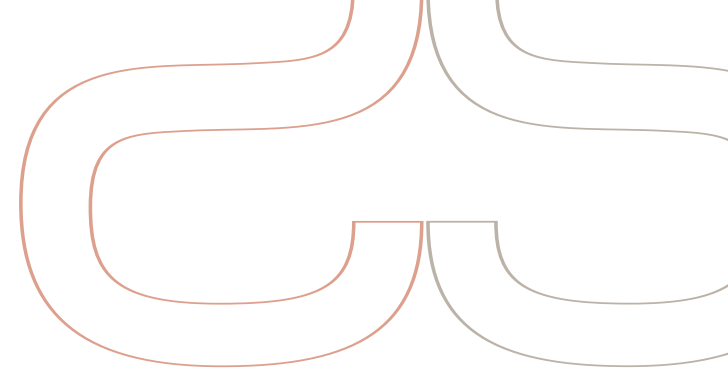
Equal
Opportunities
Policy

Statement of Intent

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SecondStep will strive to ensure that both in its capacity as a provider of services and an employer it will not discriminate against any person on the grounds of their race, colour, nationality, religion, marital status, responsibilities for dependents, gender, sexual orientation, age, physical impairment or mental health. The organisation is committed to the effective promotion of equality of opportunity in all fields.

The procedures for the implementation of this policy are set out in a separate Code of Practice and all staff must comply with these procedures. Failure to do so will be regarded as an action against the Association's policy and as a breach of discipline.

As part of its commitment to Equal Opportunities and in order that the implementation of the policy can be assessed, SecondStep will collect and monitor

records of the ethnic origin, sexuality, gender and physical impairment of those applying to it for employment or housing and/or support.

In order to ensure the effective implementation of this policy the Board has appointed an Equal Opportunities Officer (E.O.O.) whose responsibilities are set out in the Code of Practice. In addition the Board will establish an Equal Opportunities Working

Party comprised of Board Members and staff to review and make recommendations about SecondStep Policy and Procedure.

SecondStep will provide training and support and other measures as appropriate to ensure that its policies and procedures are effective.

SecondStep will inform all applicants, tenants and service users of its Equal Opportunities Policies.