

**ABE COMMUNITY LAND TRUST
EQUALITY AND DIVERSITY POLICY**

DOCUMENT CONTROL

Distribution List

CLT Board Members

Document Change

Date	Version	Who	Details

Policy owner: Joanne Brown

EQUALITY AND DIVERSITY POLICY

INTRODUCTION

ABE Community Land Trust acknowledges and values the diversity of the people living and / or working in Aldingbourne Barnham and Eastergate .The Trust will strive to respond to the needs of the community in the housing and other projects that it develops. The Trust seeks to respect differences amongst the community and to ensure that all are treated fairly. The Trust expects the agencies with which it works in partnership to have Equality and Diversity Policies. The Trust will undertake monitoring of its policy to ensure compliance.

LEGAL RESPONSIBILITIES

The Equality Act 2010 requires people with the protected characteristics of: age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex and sexual orientation to be protected from discrimination. The CLT is committed to considering these protected groups when developing responses to housing and in its housing policy.

SCOPE

This includes all aspects of the CLT's activities and notably:

- Interaction with residents;
- Access to information about the work of the CLT
- Feedback on the activities of the CLT including complaints and compliments;
- The basis of its Allocations policy in the identification of tenants for properties developed by or in partnership with the CLT;
- Development of Community Led Housing in the locality;
- Development of other community resources in the locality;

IMPLEMENTATION

This statement will be implemented by the following actions:

- The Policy being displayed on the CLT's website;
- The existence of the Policy on the Trust's website being drawn to the attention of all service providers and potential contractors and partners
- The provision of opportunities for the community of Aldingbourne Barnham and Eastergate to participate in the work and decision making of the CLT;
- The identification and pursuit of opportunities to promote equal opportunities and community cohesion in all that the CLT does;
- An annual review of the policy to ensure that it is relevant and up to date.

Approved by

Date of Review