

Hope Co-Housing – Equality and Diversity Policy 25 April 2020

DEFINITION OF TERMS AND STATEMENT OF INTENT

HCH is a group or society of people who are actively interested in being part of a co-housing community.

To become a member every individual must go through the membership process.

HCH is a legal entity set up to manage our legal and financial affairs. Every individual who takes a house in the project will become a member of this legal entity.

HCH is committed to equality, diversity and anti-discrimination in all its policies and practices.

Membership of HCH as a resident requires that individuals actively support equality and diversity and conform to the Group's policy. HCH will ensure that it meets its legal obligations under the Equality Act (2010) and any other existing or future relevant laws.

MISSION

- Our objective is to establish and maintain a mutually supportive housing environment for people over 60 years of age.
- We will ensure that anyone over 60 years applying for membership of HCH and who meets our conditions for membership and for housing will not be treated unfairly on grounds of colour, race, ethnic identity, nationality, language, disability, health status, sexual orientation, culture, educational background, social class, religion or personal belief.
- We understand the need to be mindful of, and patient with, the changing realities of ageing as it affects our members and of the consequent development of various sorts of disabilities and differences, which will require us to behave thoughtfully, respectfully and in a non-patronising manner towards each other.
- We review our commitment annually to these principles and procedures as a group and as individual members.

SCOPE

We take positive action to promote equality of opportunity and the involvement of all the members in all activities designed, delivered and managed by HCH . We strive to create an organisational environment where there is scope for debate and dialogue and a culture of anti-discriminatory practices.

PUBLIC IMAGE

This policy is incorporated into HCH's policies and is available on our website. Most HCH written communication is via email.

We will assist anyone with a disability to make use of this method of communication.

We endeavour to ensure that any publicity or promotional materials that we produce do not play on stereotypes or prejudices and strive to promote positive, non-discriminatory messages.

Similarly, our housing environment will be free of discriminatory and oppressive imagery and culture.

PRACTICE

Equality and diversity - recruitment and membership

We make positive efforts to welcome people from the widest community so that our membership reflects the diversity of the community in which we live.

Each new and existing member of HCH shall be required to affirm their commitment to and demonstrate their understanding of the Group's Equality and Diversity principles both on the initial membership form, and thereafter annually.

Participation

It is a condition of membership that all resident members participate in HCH affairs and have equal access to its services and facilities.

We take positive steps to further these aims including:

- ensuring all new members are welcomed and introduced to the proceedings
- providing clear notice of relevant group meetings to all members and interested parties
- ensuring all resident members are able to participate freely in the group's democratic procedures
- making sure the website is up to date with all relevant information