

Equality Action Plan - February 2026

ACTIONS	HOW WILL WE DO THIS	LEAD	TARGET	CURRENT STATUS	Notes
1. Equality Data					
A comprehensive data collection procedure that meets regulatory requirements in place	Process equality data in line with the General Data Protection Regulation, 2016, and relevant data protection law	DCS	Sep-26	Green	Completion date reviewed. Use Equalities module on Tenant portal to obtain anonymous data
2 Equality Policy and Procedural Documentation					
Equality Policy	Policy reviewed and new Strategy produced	DHS/DCS		Green	Completed
Equality Action plan	Mainstream equality into all of our business areas	SLT	Ongoing	Green	
Equality Impact Assessment Procedure	Develop a EQIA process based on best practice	DCS		Green	Completed
	Promote the effective use of EQIA	SLT	Ongoing	Green	
Appropriate Language Guide	Develop a critical awareness of the role of language in promoting equality and supporting EQIA	SLT		Green	Completed - Appendix Agreed in Equality Policy May 21
	Train staff in this area	DCS		Green	Completed - training took place June to Aug 21
Update Dignity at Work Policy	Update the current policy to ensure best practice	DCS	Ongoing	Green	
	Include a section in anti Social Behaviour policy	DHS	Dec-20	Green	Completed Policy agreed
	Review employment procedures	DCS	Ongoing	Green	Part of ongoing policy review cycle
3. Equality Impact Assessment					
Evaluate all our internal documentation to promote our equality objectives	Use our EQI procedure to promote compliance with law, in particular meeting the public sector equality duty	DHS/DCS	Ongoing	Green	
	Access the range and type of documentation held	DHS/DCS	Sep-26	Green	Completion date reviewed
	EQIA the documentation	DHS/DCS	Ongoing	Green	
Appropriate Language Guide					
Carry out an EIA of public documentation	Assess accessibility of our website	DCS	Apr-26	Green	Following launch of new website
	Assess the range and type of documentation held	DHS		Green	Completed
	Assess the allocation summary policy	DHS		Green	Completed
	Assess standard newsletters	DCS/DHS		Green	Completed
	Assess tenants handbook	DHS		Green	Completed
	EQIA the documentation	DHS/DCS	Ongoing	Green	
5. Access Audit (Office Premises)					
Carry out an access audit of our office premises to evaluate if they meet quality accessibility standards	Audit of Westhill office to be carried out by an external disability organisation	DAS	Sep-26	Green	Completion date reviewed
	Demonstrate compliance with the statutory duty to make reasonable adjustments in respect of disabled people.	SLT	Ongoing	Green	
6. Performance Management					
Managing our performance to assess how effectively we are implementing our equality objectives	Meeting regulatory guidance	SLT	Ongoing	Green	
	Development and use of robust equality reports outlining equality data monitoring to inform organisational service improvements	DCS	Sep-26	Green	Completion date reviewed to follow Tenant Portal implementation
7. Staff and Board Member Development					
Develop a comprehensive training programme to address gaps in staff and GBM knowledge	Make equality training mandatory for all staff and GBMs in the following areas • appropriate language guide; • equality data collection; • equality impact assessment; and • harassment procedures.	SLT	Ongoing	Green	
	Link equality training activities to our comprehensive training need assessments through our staff appraisal process	SLT	Ongoing	Green	
	Include equality themes within other training courses	SLT	Ongoing	Green	
8. Partnership Working					
Work in partnership to: eliminate unlawful and unfair forms of discrimination; and promote equality matters into practice.	To be further developed once above objectives are completed			Green	
9. Positive Action Programmes					
Implement positive action programmes which are linked to our equality objectives in that they are used to promoting equality matters.	To be further developed once above objectives are completed			Green	
10. Consultation and Tenant Participation					
Consult with our staff, tenants and other customers regarding our equality strategy and our equality objectives	To be further developed once above objectives are completed			Green	