

### Equality Action Plan - February 2026

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