

# Hackney Homes

## Our plan for treating everyone equally

2010 - 2013



EasyRead version of:  
Beyond one size fits all:  
Single Equality Scheme 2010-2013



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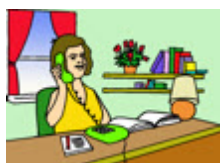
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# 1. What this leaflet is about



This leaflet has been written by Hackney Homes.



It is about our **Single Equality Scheme**. A **Single Equality Scheme** is a plan about treating everyone fairly and equally when we:



- give people services



- employ staff



- work with other organisations



- buy things or services.

## This leaflet says:



- who we are and what we do
- why we have a Single Equality Scheme



- how we used your ideas to write this Single Equality Scheme
- what the law says



- what we will do in the next 3 years
- how we will check we are doing these things



- how to tell us what you think.

## 2. Who we are and what we do



Hackney Homes was set up in April 2006.

We manage about 32,000 homes in the London Borough of Hackney.



We are owned and managed by Hackney Council.



The Council has its own plan to make sure they treat everyone fairly and our Single Equality Scheme and action plan will help them do this.



We want to provide good services that everyone can use and homes that people want to live in.



## We will do this by:

- running really good services that everyone can use



- providing modern homes



- running Hackney Homes well



- making the area a better place for people to live.



## We believe in:

- giving people services that are right for them



- being honest and fair with everyone we work with



- spending money carefully to do what we promise



- listening to and respecting our staff, residents and other people we work with



- being proud that Hackney is a good place for different people to work and live.

### 3. Why we have a Single Equality Scheme



Because we give services to the public, the law says we have to make sure we treat everyone equally.



There are different laws for different organisations. We have done more than the law says we need to:

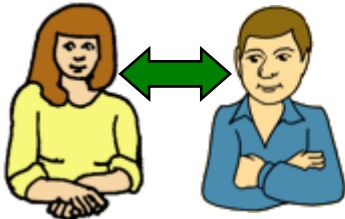


- show how important we think it is



- be ready for a new law called the **Equality Act 2010**.

Our scheme will help us think about the needs of people who might be treated unfairly because of:



- race
- disability
- being a woman or a man
- gender reassignment – this means they were born a man and live as a woman or were born a woman but live as a man
- religion or belief
- being gay, lesbian, straight or bisexual
- age.



Our scheme covers July 2010 – June 2013.

Our action plan says what we will do to make services better for everyone in the next 12 months.

## 4. How we used your ideas to write this Single Equality Scheme



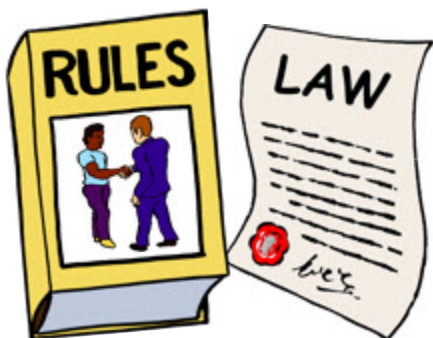
We have used ideas from lots of people to help us write this scheme and decide what we need to do:



- we looked at how our work affects different people



- we asked staff and residents what they think



- we looked at how we are meeting the law and other rules about treating everyone equally

**AGE**  
*Concern*

stonewall housing



- we spoke to other organisations and people in Hackney who are involved in our work.

These included Age Concern Hackney, Stonewall Housing and the Gypsy and Traveller Community.

## 5. What the law says



There are many laws about treating different people equally and fairly.



Hackney Homes will keep working with these laws and also check that our scheme meets a new law called the **Equality Act**.



At the moment there are laws about:

### **Race**

The **race equality duty** says we must:



- stop people being treated unfairly or bullied because of their race



- make sure everyone has the same chances to use our services or work for us



- help people from different racial groups get on with each other.



## Disability

The **disability equality duty** says we must:



- stop disabled people being treated unfairly or bullied because of their disability



- make sure disabled people have the same chances as everyone else to use our services



- help other people think about treating disabled people fairly



- support disabled people to get involved in public life.



**Gender** – whether you are a man or a woman

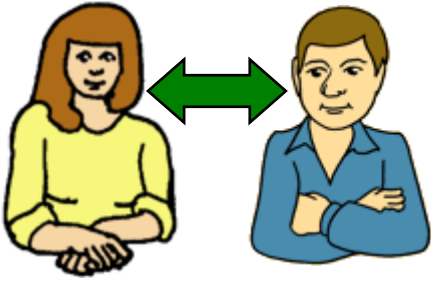
The **gender equality duty** says we must:



- stop people being treated unfairly or bullied because they are a man or a woman



- make sure men and women have the same chances.



**Gender reassignment** – this means a person is born a man and lives as a woman or born a woman but lives as a man.



The law says we must make sure people who are going to or have had gender reassignment are:

- treated fairly in work and training



- are treated fairly when they want to buy things or use services.



## Religion or belief

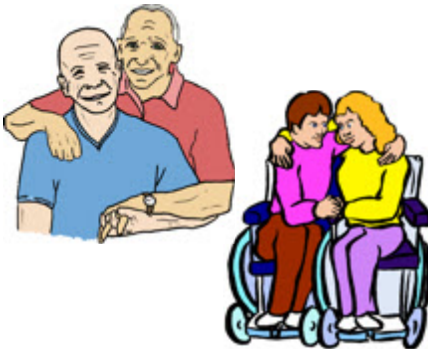
The law says we must make sure people from different religions and faiths are:



- treated fairly and not bullied at work



- treated fairly when they want to buy things or use services.



## Sexual orientation

The law says we must make sure people who are gay, lesbian, straight or bisexual are:



- treated fairly and not bullied at work



- treated fairly when they want to buy things or use services.



## Age

The law on age says we must:

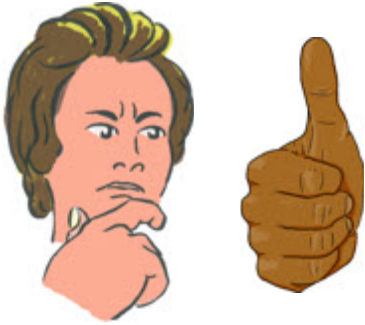


- make sure people are not treated unfairly, bullied or picked on because of their age

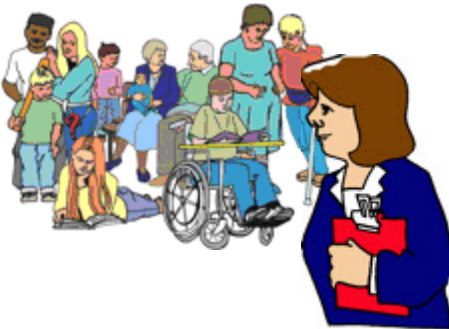


- make sure we do not treat people unfairly because of their age when we advertise, get new staff, or train staff.

## 6. What we will do in the next 3 years



Our scheme says how we will know that things are really better for our residents and staff.



We will work on these 5 things:

**1.** Find out more about the different people who live in our homes.



**2.** Treat people equally in everything we do – managing services, buying things and working with other organisations.



**3.** Run good services that all our different residents can use.



**4.** Get better at working with all the different people who live in our homes.



5. Make sure we have the same types of people working for us as we have living in our homes.



Our action plan has targets – things people have to do to make us think about treating everyone fairly in all our work.

This scheme will become part of the work we are already doing.



You can find examples of targets from the action plan on the Hackney Homes website:

[www.hackneyhomes.org.uk](http://www.hackneyhomes.org.uk)

# 7. How we will check we are doing these things



## Who will do this?

There is an action plan to go with this information.



It says how we will treat different people equally in everything we do.



All our staff will help us make sure we do this.



There are groups for staff and for managers and they will say how things are going.



Our **Equality and Diversity Management Group** will keep checking the scheme and action plan.



They will tell the Board that manages Hackney Homes how well we are doing.



One of the members of our Board is a **Champion** whose job is to make sure we treat different people equally.



We will check the action plan each year to make sure it covers everything it needs to.



We will check our scheme at least every 3 years.

## Checking how we treat people



Our scheme says how we will check how our work affects different groups to make sure we do not treat some people unfairly.



There is more information about this on our website:

[www.hackneyhomes.org.uk](http://www.hackneyhomes.org.uk)



You can also find out more from our Neighbourhood Offices.



If we find we are treating some people unfairly, we will change things so everyone has the same chance to use our services or work for us.

## Collecting information

We will find out more about the different people who live in our homes and use this to help us:



- check how we are working with different groups



- run services that are right for different groups



- find new ways of getting in touch with new communities



- check whether different groups are using all our services and are happy with them



- check how many people need help to get information in other languages



- check whether we have more complaints from some groups than others



- look at all our rules and services.

## 8. How to tell us what you think or to find out more



Please contact our:  
**Service Development Team**



Telephone:

**020 8356 4043**



Email:

**[Belinda.jones@hackneyhomes.org.uk](mailto:Belinda.jones@hackneyhomes.org.uk)**



Please contact us if you would like this information in a different language or format.



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