

Meeting:	BNG Board
Date:	23 January 2009
Contact:	Anne Mulroy
Board Action:	For Comment
Sensitivity:	Public

Subject: Item 7 – Commitment to Equality and Diversity

Link to BNG Vision and Objectives:

BNG commitment to Equality and Diversity is key to achieving Housing Market Renewal and Growth.

Recommendation:

That the Board comment on this draft document prior to consultation with Partners.

Executive Summary:

The attached document is a draft BNG Statement on Equality and Diversity.

As stated in the document, BNG relies on Newcastle and Gateshead Policy and Strategies in these matters. This commitment embeds these Strategies and Policies in BNG and will enable the team to monitor the practice and performance of the organisation.

Following the Board's comment on this draft, consultation with Partners will then be carried out.

Report to: BNG Board, 23 January 2009

Subject: Item 7 - Equality and Diversity

BNG is committed to and embraces the Equality and Diversity Policies of its partner organizations and stakeholders, in all of our activities.

Operating under the Equality and Diversity Strategy and Policies of both Newcastle and Gateshead BNG shares the local authority commitment to Equality and Diversity, serving diverse existing and new communities and our strategies, policies and plans will reflect that. Set out below is the BNG commitment to support and enhance the activities of its partners in the task of making equality a reality as an organization and in our work.

BNG Commitment to Equality and Diversity

- BNG will adhere to, support and, wherever possible, embrace the work of its partners in their Equality and Diversity Strategies and Policies.
- BNG will not tolerate any form of discrimination, direct or indirect, and will challenge any discrimination, prejudice, harassment or victimisation which occurs in the organisation or in the communities in which we work.
- Ensure that Governance at Board and locality level promotes diversity.
- Ensure our communication activity reaches all communities, including BME communities, gay and lesbian, disabled and different faiths in the areas and places in which we work.
- Support our partners in engaging and consulting with all sections of the communities in which we work through the commitment to community engagement, community engagement budget and the community engagement toolkit.
- Ensure that in all of our work in community engagement, new homes, neighbourhood management, conversions and refurbishments take different cultural needs into account so we meet the needs of these growing communities.
- Evaluate the services we are responsible for delivering to ensure we operate in an accessible way and do not discriminate or exclude individuals from different groups from participating in our work.
- In our working environments with our partners and stakeholders ensure that all employees are free from discrimination, intimidation, harassment or bullying.
- Respect our own team members and staff of our partners and stakeholder colleagues in our working practices.
- Use marketing and promotion to enhance the positive images of the places in which we work.
- Support the Equality Impact Assessment processes of our Partner organizations.

- Regularly review our policies and practices to ensure they are fair and reflect best practice.

Our commitment to Equality and Diversity will be delivered through annual Equality and Diversity Targets set in the Operational Plan.