

Monitoring is undertaken by senior staff and by committees and is reviewed through the Equality & Diversity Working Party which reports directly to the Board.

If you think that we are not living up to our Statement on Equal Opportunities do please let us know by contacting the Chief Executive, MossCare Housing Limited, 101 Great Western Street, Moss Side, Manchester M14 4AA. Telephone: 0161 226 4211, Fax: 0161 226 8752.

If you are not satisfied with the outcome, you could contact The Equality and Human Rights Commission [www.equalityhumanrights.com/en/Pages/default.aspx](http://www.equalityhumanrights.com/en/Pages/default.aspx)

Contact us if you would like a copy of this publication in large print, Braille, audio format or another language.



#### Arabic

إذا كنت ترغب في الحصول على نسخة من هذا المنشور باللغة الصومالية، يرجى الاتصال بالهاتف على الرقم 0161 226 4211 أو إرسال رسالة إلى العنوان التالي:  
MossCare Housing Limited, 101 Great Western Street, Moss Side, Manchester, M14 4AA

#### French

Si vous souhaitez une copie de cette publication en Français, veuillez téléphoner au 0161 226 4211 ou écrire à :  
MossCare Housing Limited, 101 Great Western Street, Moss Side, Manchester, M14 4AA

#### Gujarati

જો તમને આ પ્રકાશનની ગુજરાતી ભાષામાં નકલની આવશ્યકતા હોય કૃપા કરી 0161 226 4211 પર ટેલીફોન કરો અથવા આ સરનામે લખો "The MossCare Housing Group, 101 Great Western Street, Moss Side, Manchester, M14 4AA"

#### Polish

Jeżeli chciałbyś otrzymać kopię niniejszej publikacji w języku polskim, prosimy skontaktuj się z nami pod numerem telefonu 0161 226 4211 lub napisz do nas na adres:  
MossCare Housing Limited, 101 Great Western Street, Moss Side, Manchester, M14 4AA

#### Somali

Haddii aad af Soomaali ku rabtid nuqulka daabacaddaan fadlan soo wac telefoonka 0161 226 4211 ama u soo qor:  
MossCare Housing Limited, 101 Great Western Street, Moss Side, Manchester, M14 4AA

#### Urdu

اگر آپ کو اس اشاعت کی ایک نقل اردو میں چاہیے تو فون نمبر 0161 226 4211 پر رابطہ کریں یا ہمیں لکھیں:  
MossCare Housing Limited, 101 Great Western Street, Moss Side, Manchester, M14 4AA

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Manchester M14 4AA  
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Registered Charitable Housing Association No. 18877R.  
Registered with the Tenant Services Authority.



# A guide to how we promote and deliver equal opportunities



# Equal Opportunities

## Equal Opportunities Policy Statement

"The Association is committed to the fair treatment of people, to equal opportunities for all people of whatever race, religion, sexual orientation, gender, marital status, age or ability and to the promotion of a society within which people can live in respect of one another. The Association complies with the following:

### Acts of Parliament

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Race Relations (Amendment) Act 2000
- Civil Partnership Act 2004
- Disability Discrimination Act 2005
- Equality Act 2006

### Regulations

- Sex Discrimination (Gender Reassignment) Regulations 1999
- Race Relations Act 1976 (Amendment) Regulations 2003
- Equal Pay Act (EPA) 1970 (Amendment) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sex Discrimination) Regulations 2005
- Employment Equality (Age) Regulations 2006

and seeks to implement the Commission for Racial Equality Housing and Employment Codes of Practice."

We try to live up to this Equal Opportunities Statement by taking an active part in the communities in which we work. We seek to reflect the different parts of those communities, working together to the common aims of high quality housing and other community initiatives.

We are committed to addressing structural inequalities, such as poverty, as well as challenging all forms of oppression (including racism, sexism and ageism), which exclude and disempower many people in the communities where we work.

We recognise and respect the cultural identity of each person associated with Mosscafe Housing and celebrate the cultural diversity this generates.

We take the following practical steps to live up to this commitment:

- We provide equal opportunities training for Board and staff
- We have a policy and procedure to address racial harassment, domestic violence, and hate crime
- We have procedures for the letting and management of our properties through which we seek to be fair to all applicants and occupiers
- We adopt fair procedures in the recruitment of staff to give all applicants the opportunity to demonstrate their strengths so we can choose the best candidate for the job
- We seek to trade with businesses based in the areas where we work and with businesses led by people from ethnic minorities, by women and by disabled people
- We encourage our trading partners to follow fair recruitment and trading policies & procedures
- We monitor the outcomes of our policies & procedures and take action where monitoring shows scope for improvement

