



*“The promotion of community cohesion, elimination of discrimination, supporting social inclusion and valuing the diverse needs and skills of everyone are critical to future economic and social development as well as being ethically right and socially just.”*

### Single Equality Scheme Vision

The Single Equality Scheme sets out how we intend to deliver our statutory duties for Race, Disability and Gender equality. The scheme builds upon and consolidates our commitment to Equality and Diversity previously set out in our Equality & Diversity Policy, Race Equality Scheme, Disability Equality Scheme, Gender Equality Action Plan and Equality & Diversity Strategy.

St. Leger Homes of Doncaster wants to make Doncaster a cohesive, multi-cultural society in which difference is valued and celebrated. We want our jobs and services to be accessible and useful to everyone in the Borough.

St. Leger Homes believes that the equality and diversity agenda is a vital, integral part of working that underpins all aspects of our values and priorities. It will be through effective implementation of this agenda that St. Leger Homes of Doncaster will achieve its vision and values. Work will be undertaken at both the corporate and service level, and in our partnership arrangements, especially with the Council.

We have adopted a seven-strand equality strategy which includes the following areas:

- ❑ Age
- ❑ Disability
- ❑ Gender
- ❑ Transgender
- ❑ Religion or Belief
- ❑ Race
- ❑ Sexual Orientation

This framework allows St. Leger Homes of Doncaster to consider

many forms of recognised potential discriminations and disadvantage that people may face. In recognising this we will deliver more effective services and employment practices to resolve these problems.

### Strategic Aims and Objectives

St. Leger Homes of Doncaster has identified the following aims for delivering the equality and diversity commitments.

- ❑ Improving Access to services and responding to the individual needs of our diverse customers
- ❑ Improving our accountability as a service provider
- ❑ Developing innovative solutions by involving and responding to our customers, employees and partners
- ❑ Ensuring we provide high quality services at all times with an emphasis on continuous service improvements
- ❑ Improving opportunities for local involvement and promote cohesive communities

### Equality Duties

St. Leger Homes of Doncaster believes that equality and diversity represents more than meeting our statutory duties or requirements to comply with discrimination law. We have embraced the essence of the current equality duties - aiming to support our work towards the elimination of unlawful discrimination; promote positive relationships between different people; and increase the involvement of people to shape the decisions that affect them.

The general duties for equality, focus on broad objectives that support

everything we do as an employer and an investor in social housing. In addition to the general duties, we are legally required to comply with specific duties. These focus on the arrangements and process through which a public authority will achieve equality outcomes.

### Equality Framework for Local Government (EFLG)

The new Framework is based on three levels (Developing, Achieving and Excellent) rather than the five levels of the old Equality Standard for Local Government.

The EFLG will provide a coherent framework for local authorities to work with members, staff, communities and local partners, in the public and third sector, to respond to these challenges, to tackle prejudice and improve the life chances and opportunities of those who face discrimination and disadvantage.

The new Equality Framework for Local Government is constructed around five areas of change management. The five areas of change management are:

- a) Knowing your community – equality mapping
- b) Place shaping, leadership, partnership and organisational commitment
- c) Community engagement and satisfaction
- d) Responsive services and customer care
- e) A modern and diverse workforce

This Single Equality Scheme is linked to our commitment to the Equality

Framework for Local Government, which is our main method of delivering equality and diversity. We are working in partnership with Doncaster Council on delivery of the Equality Framework. We continue to work in partnership to deliver 'Excellent' level of the Framework.

### Equality Management Framework

To ensure St. Leger Homes has an effective and coordinated management approach to mainstreaming equality across the organisation, we have a formal corporate wide Equality and Diversity Steering Group made up of Equality Champions from each service area to drive the equality agenda. The Champions will feedback equality issues to their respective senior managers, service areas and champion equality and diversity within St. Leger Homes at all levels of the organisation to drive improvements in service delivery.

### Equality Performance Framework

Management of equality actions from Equality Impact Assessments, Equality Service Standards and the Single Equality Scheme are essential to ensure that actions are implemented in relevant service areas by named staff resources within the agreed timescales.

Our Performance Framework Model ensures that equality actions are allocated to service areas and monitored at corporate board level via our performance management framework software toolkit.

### Equality Impact Assessments

The core of St. Leger Homes of Doncaster's approach to promoting equality for all sections of society lies in the understanding that our

services must be responsive to the diverse needs of different groups and individuals.

We recognise our existing statutory obligations to assess the impact of new and amended policies, practices and procedures on the strands of race, religion or belief, disability, gender, transgender, age and sexual orientation.

### Monitoring and Targets

- ❑ Understand the vital role that monitoring plays in highlighting inequalities and addressing unfairness in service provision and employment.
- ❑ Set clear targets for our service providers and recruiters, and to monitor compliance through a formal annual review.
- ❑ We believe by positively embracing diversity we get a more diverse pool of applicants from which to recruit. A workforce that represents the local community will greatly assist us to improve customer service.

### Procurement

St. Leger Homes of Doncaster is fully committed to ensuring that it promotes and influences equality and diversity issues through its procurement process.

### Training and Development

We recognise the importance of ensuring equal access for all to relevant training and development opportunities.

### Access to Information and Services for All

Employees will work to increase participation opportunities for all customers and to increase the number of customers from diverse communities who engage in participation.

### Consultation

To ensure that the scheme becomes part of our everyday work, we have held discussions and workshops with our Equality Champions, invited views of our staff via our internal Core Brief newsletter and dialogue with trade unions.

The full version of the Single Equality Scheme is available at [www.stlegerhomes.co.uk](http://www.stlegerhomes.co.uk)

For more information contact the Diversity Team on 01302 862862



**TRANSLATE**

BRAILLE | LARGE PRINT | AUDIO

1 Türkçe

3 فارسی

5 國語

7 کۆردی

2 Русский

4 Polski

6 العربية

8 اُرو

[stlegerhomes.co.uk](http://stlegerhomes.co.uk)