

Equality duties

As a public body the Equality Act 2010 requires us to meet certain statutory duties. These duties are unique to equality law because they give public bodies a legal responsibility to take *proactive* measures to address inequality. The purpose of the statutory duty framework is to assist public bodies to tackle persistent and long-standing issues of disadvantage.

The general duty requires us to give due regard to equality in the way we go about our business as an investor, enabler and employer. In doing this we must take steps to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people
- Foster good relations between people

Our equality objectives

Promoting recognition of the value of accessible housing through our investment and enabling role

1. Promoting investment that meets the needs of older people
2. Promoting investment that meets the needs of Traveller communities
3. Promoting investment that meets the needs of BME and faith communities
4. Encouraging the participation of community / specialist providers in investment
5. Ensuring that the way in which the serious detriment test is implemented considers the impact on equality and diversity
6. Achieving a positive and fair working environment where diversity is led at all levels
7. Demonstrating effective diversity practice through the HCA Board, Regulation Committee and Advisory Groups
8. Improving the representation and visibility of disabled and lesbian, gay, bi-sexual and transgender (LGBT) people in our workforce