



Building Independence

Anti Racist Policy Statement



Race Equality Action Plan



This Race Equality Action Plan identifies our priorities in relation to race and ethnicity and is a part of our overarching Equality, Diversity & Inclusion (EDI) Strategy.

FCHA Statement of Intent

FCHA welcomes diversity and belief of culture of the diverse communities we serve. We seek to create, maintain and promote a community where everyone is treated fairly and equally irrespective of race. We confirm our commitment to a policy of equal opportunities in employment and service delivery. Individuals will be selected and treated on the basis of their relevant merits and ability and will be given fair and equal opportunities within FCHA. We confirm our commitment to treating all staff, clients, customers and service users in accordance with this policy. We commit to adhere to the Equality Act 2010 and provide fair and equitable services to people of all race and other protected characteristics. The aim of this policy is to ensure that no job applicant, service user, tenant, visitor or guest receives less favorable treatment on any grounds which are not relevant to good employment practice. We are committed to a programme of action to make this policy fully effective.

FCHA Policy Statement

1. First Choice Housing Association commits to promoting a zero tolerance to racism.
2. We will take a stand against racism and promote a more including and equal society for all.
3. We will not tolerate racial prejudice, discrimination, harassment, victimisation ,abuse or violence against any individual.
4. We will stand in solidarity, come together and say no to racism in all forms
5. We will promote good race relations between people from diverse ethnic backgrounds.
6. We will promote equal and fair opportunities for people from ethnic backgrounds at FCHA
7. We will eliminate unlawful race discrimination, harassment, victimisation and abuse.



FCHA Housing Responsibility

All staff have a responsibility to ensure good relations and practice to achieve an inclusive community and treat fellow staff/service users and visitors with respect and dignity. Therefore everyone is expected to

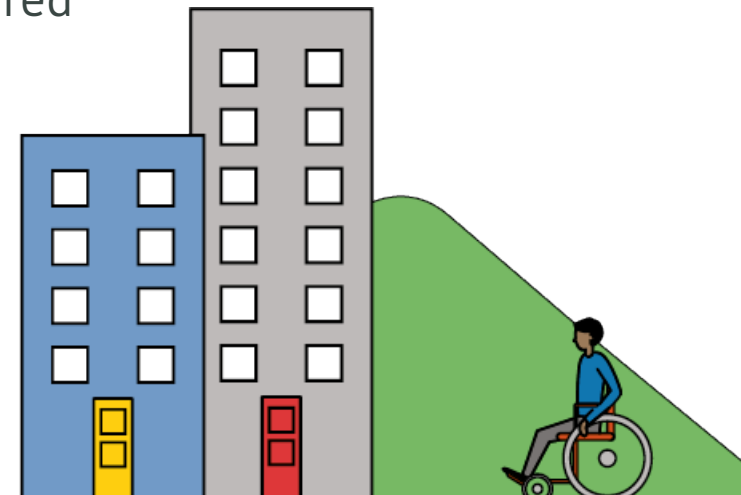
1. Co-operate with measures to advance equality and diversity and to eliminate unlawful discrimination
2. Treat all members of staff in a fair and non discriminatory manner , respecting differences
3. Not discriminating where such members have power over others
4. Not inciting or attempt to induce others to behave in discriminatory ways
5. Not victimising anyone who has made a complaint of discrimination, harassment, victimisation or abuse or who has provided information on discrimination
6. Eliminate harassment abuse or intimidation of others on the grounds of race or ethnicity
7. Inform an appropriate person if a form of discrimination ,harassment or victimisation is taking place
8. Take appropriate action where they are informed that an act of discrimination ,harassment or victimisation may have occurred.

Monitoring

FCHA will monitor equality and diversity across all its aspects of activity and service delivery. This includes

1. Recruitment of staff members, tenants and volunteers
2. The number and nature of complaints, grievances and disciplinary actions
3. The resignations and retention rates of staff ,tenants , customers and service users.

Monitoring in this way will reveal whether particular groups experience disadvantage and whether they receive fair and equitable treatment in relation to either their employment or their involvement with FCHA. Where unfair practices are discovered through monitoring necessary action will be taken to remedy this.



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