

Cunninghame Housing Association Ltd

Equal Opportunity Policy Statement



Cunninghame Housing Association is striving to become an equal opportunity employer. The purpose of our policy is to ensure that no job applicant or employee receives less favourable treatment than another on the grounds of sex, disability, race, colour, nationality or ethnic or national origins, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Selection criteria and procedures will be regularly reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. The training and professional development requirements of all employees will be given equal consideration. We, therefore, welcome job applications from all applicants irrespective of sex, disability, race, colour, nationality, ethnic or national origins or sexuality.

A. **ETHNIC MINORITIES**

The policy will aim to reduce the effect of racial discrimination in employment generally. Equality of opportunity regardless of race is vital, both to give individuals a fair and equal chance of developing their abilities and realising their expectations, and also to enable CHA to make effective use of its staff. Moreover, members of ethnic minority groups may have special experience which may be of particular value to the services provided by CHA.

B. **SEX DISCRIMINATION**

Social attitudes generally deprive women of opportunities to realise their abilities and thereby lead them to lower their expectations. The aim of the policy is to improve the opportunities available to women. It is also in CHA's interest that the services of trained and experienced staff are retained. Men and women will, therefore, be invited to apply for posts which, hitherto, have been staffed almost exclusively by a single sex.

C. **DISABLED**

CHA recognises the requirement to achieve a statutory quota of registered disabled people and would hope to go beyond the minimum requirement. Often disabled people are denied a fair chance to work because of preconceived opinions or judgements about what they are and are not capable of doing. The aim of the policy will be to attempt, where practicable, to overcome difficulties caused by the need to modify offices or equipment or to restructure jobs. People with disabilities are invited to apply for CHA jobs.