



## Equality, Diversity and Inclusion Policy - Quick Guide (V1.0).

### What this policy is about

This quick guide provides a brief overview of the Equality, Diversity and Inclusion (EDI) Policy. It explains how Portsmouth Homes promotes fairness, respect and inclusion, and how services are designed to be accessible to everyone.

### Who it applies to

This policy applies to:

- tenants, leaseholders and shared owners
- household members
- staff, contractors and partners working with Portsmouth Homes

It covers all housing services and day-to-day activity.

### What equality, diversity and inclusion mean (See policy: What is equality, diversity and inclusion? p3)

- **Equality** means treating people fairly and removing barriers so everyone has the same opportunities.
- **Diversity** means recognising and valuing people's differences.
- **Inclusion** means making sure everyone feels respected, supported and able to participate.

### Equality Act 2010 (See policy: Equality Act & Protected Characteristics p4)

Portsmouth Homes follows the **Equality Act 2010**, which protects people from discrimination, harassment and victimisation.

We do not treat people unfairly because of protected characteristics such as age, disability, race, sex, religion or sexual orientation.

### Public Sector Equality Duty (See policy: Public Sector Equality Duty p.4)

We have a legal duty to:

- eliminate discrimination
- advance equality of opportunity
- foster good relations between different groups

We publish equality information and set equality objectives to support this.

### Our Approach (See policy: Our Approach.p5)

We promote equality, diversity and inclusion by:

- embedding EDI into decision-making and service design
- making reasonable adjustments so residents can access services fairly
- providing inclusive, respectful customer service
- involving residents and communities in shaping services
- monitoring feedback, satisfaction and complaints to identify and address inequality

### Recruitment, Contractors and Data (See policy: Recruitment, Contractors, Monitoring & Information Sharing p.6-7)

We work to ensure:

- fair and inclusive recruitment and employment practices
- contractors and partners meet our EDI expectations
- personal information is handled lawfully, safely and in line with data protection rules

### Further information

This is a summary only. For full details about equality duties, protections and how we deliver inclusive services, please refer to the Equality, Diversity and Inclusion Policy or contact Portsmouth Homes.

Information is available in alternative formats on request.

**Link:** [Equality, Diversity and Inclusion Policy](#)

