

## **Housing Studies Association Equality, diversity and inclusion**

The Housing Studies Association (HSA) is committed to equality, diversity and actively promotes an open, inclusive culture amongst all our members. Diversity enriches our organisation, and contributes directly to the wider achievement of our objectives. We are committed to being an Association in which those within and beyond the Housing Studies community can actively interact, debate and exchange ideas – in an open environment free from discrimination and harassment.

We share the equality vision of the Charity Commission: to act inclusively, upholding equality law, treating everyone fairly and seeking to provide a culture which delivers the best outcomes for the diverse society in which and for whom we work.

The HSA Committee are responsible for ensuring that the organisation acts in accordance with these principles and that our policies and practices fully comply with the provisions of the 2010 Equality Act<sup>1</sup>.

The HSA will monitor key diversity and inclusion statistics including: composition of membership; leadership, management and governance of the Association; nominations for and conferment of HSA awards; nominations for external awards and accolades; and nominations to represent the HSA to/on external bodies, commissions, etc. All applications to the organisation's roles and opportunities will be assessed on their merits after careful consideration by the relevant Committee/subgroup. We will seek to particularly encourage applications from under-represented groups as opportunities arise.

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<sup>1</sup> The Equality Act 2010, which applies in Scotland, England and Wales, makes it unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

The Equality Act does not extend to Northern Ireland. However, legislation in Northern Ireland provides similar protection from discrimination plus additional duties relating to religious belief or political opinion.