

Our DCH group approach to equality & diversity

Achieving diversity across our services

At Penwith Housing Association (PHA) we are particularly committed to ensuring equality and diversity in all our relationships, whether in our services, our governance or as an employer.

Discrimination occurs for a wide range of people and groups in our society. It can be because of ethnic origin, skin colour, nationality, religion or belief, culture, gender, sexuality, disability or health status, age, marital status or social background.

We strongly believe that any such discrimination is wrong, and we are committed to ensuring that our policies and practices combat discrimination at all levels.





[Click here](#) to see our equality and diversity policy, which is also attached below. It aims to:


- provide a clear statement to all stakeholders, showing our commitment to promoting equality and diversity
- identify core areas of potential discrimination, so we can develop strategies to combat this
- provide a framework for the development, implementation and review of strategies for particular minority groups.


The individual organisations in Devon & Cornwall Housing are all working together to improve our approach to diversity. This includes our high-level equality and diversity group, where senior managers from DCHA, PHA and Tor Homes review our policies, and monitor outcomes.


See below for detailed examples of work currently taking place across Devon & Cornwall Housing group.


 [The migrant workers information pack at PHA](#)
Giving those new to Cornwall an easy reference point for information and services

 [Customer profiling at Tor Homes](#)
Finding out the needs of residents, and adapting our services to help them

 [Housing with Respect at DCHA](#)
Working in Plymouth to meet the challenges posed to housing providers in the Race Equality Code of Practice


 [Disability equality scheme](#)
Promoting positive attitudes to disabled people, and the steps we will take to identify and meet their needs

 [Gender equality scheme](#)
Ensuring fairness and accessibility in every aspect of our work and the services we provide

 [The DCH group equality and diversity policy](#)
Setting out how we monitor and review our work

Further information

 [PHA's Equality and Diversity Profile Form](#)

 [Equality and diversity leaflet](#)

To find out more about our work on equality issues, please contact [Cyril Whittaker](#)