



**Habinteg**  
Housing Association (Ulster) Ltd

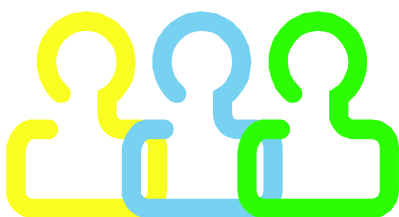
## Equality Scheme **easy read summary**

Habinteg is a leading housing association in Northern Ireland. We have been building homes, managing housing and tenancies for more than 40 years.



### what is habinteg's main work

Our main role is to provide 'integrated' housing schemes - specifically designed to allow people with and without disabilities and people of different households to live side by side in the same community. We also provide specialist supported schemes in partnership with a range of other organisations.



We are committed to treating all our staff members and all our customers fairly and to promoting good relations.

One of the ways in which we work towards this is through the production of an Equality Scheme.

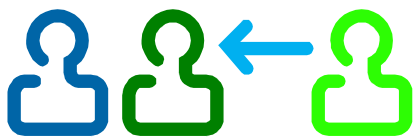
# what's an equality scheme

The Equality Scheme is a guide which helps us to promote our services and our organisation to people of all backgrounds, beliefs, abilities, ages etc. Our full Equality Scheme is a 56 page document. This leaflet is a summary of the basic principles contained in the full document.

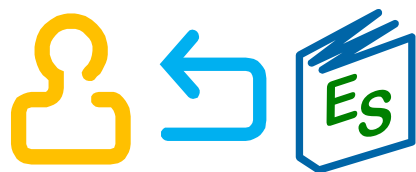


We produce an Equality Scheme because it is the law but also because we believe it is right to do so.

## the scheme explains how we will:



- train all our staff so that they understand the importance and value of our equality duties;



- examine all our policies to make sure they fit with the scheme;



- consult with others - customers, partners, groups and individuals to improve the scheme.

We review the Equality Scheme every five years to make sure we are doing things properly. The Equality Commission NI has to say if they approve the Scheme. The scheme is made available on our website.





## who is helped by this scheme



The scheme shows how we will treat all people in a good and fair way, whatever their ● gender ● religion ● ethnicity ● marital status ● disability ● political opinion ● sexual orientation ● caring responsibilities or ● age.

- gender - for example women and/or men generally
- religion - for example catholic, protestant, hindu etc
- ethnicity - the culture or background you come from
- marital status - married, single, divorced, widow etc
- disability - referring to mental or physical impairment
- political opinion - the political party or ideas you hold
- sexual orientation - straight, gay, lesbian, bisexual etc
- caring responsibilities - looking after someone else
- age - how old you are, whether you are young or old

To help make sure that we treat all people fairly, we will do our best to make sure that all our information is available, when needed, in different ways, eg other languages, audio, large print, Braille, easy read...



## putting it into practice



All our staff members are expected to act in line with the Scheme. We will continually check if we are doing things properly and publish an annual Progress Report on our website. We have a timetable for tasks which are to be completed.



## what if we get something wrong

If you are unhappy with the way we do things in connection with our Equality Scheme or feel you have been treated unfairly and not in line with the scheme, contact Ann McErlean, Quality & Performance Manager Alex Moira House, 22 Hibernia St, Holywood, BT18 9JE  
Tel 028 90427211 [email equality@habinteg-ulster.co.uk](mailto:equality@habinteg-ulster.co.uk)

You can also contact Ann to request a printed copy of the full Equality Scheme document or if you wish to comment on the scheme.



Please only contact Ann in connection with the Equality Scheme. If you wish to make a complaint on a different topic or contact us regarding a different matter, you can do so by letter or email, by telephone or through our website. Alex Moira House, 22 Hibernia St, Holywood, BT18 9JE. 028 90427211 [www.habinteg-ulster.co.uk](http://www.habinteg-ulster.co.uk) [info@habinteg-ulster.co.uk](mailto:info@habinteg-ulster.co.uk)