



GENDER EQUALITY STATEMENT

Objectives:

- To seek to provide services, employment and a working environment that is equally accessible to all its stakeholders without discrimination or prejudice on the grounds of a person's gender
- To ensure the elimination of unlawful discrimination and harassment
- To recognise the benefits brought to an organisation that delivers equality performance for men, women and those who are transgender
- To adhere to The Equality Act 2006 and the Housing Corporation Gender Equality Scheme and Action Plan (April 2007) seeking to
 - Meet and exceed statutory and regulatory responsibilities
 - Positively influence the practices of key stakeholders and partners with whom the Group works
- To deal promptly, firmly and consistently with any cases of discrimination or harassment reported by customers or employees

In the provision of services:

- Deliver a high standard of service to all customers
- Deal fairly and equitably with all customers
- Ensure that all employees are aware of and abide by the principles of gender equality
- Consider the principles of gender equality in the design of new services and facilities

The Aster Group Gender Equality Statement

In the employment of staff:

- Provide equality of employment opportunity by maintaining fair recruitment and selection procedures, ensuring that the best person is appointed to a vacancy
- Treat all employees on the basis of their relevant merits and abilities
- Provide equality in training and development opportunities
- Require contractors and consultants employed by the Group to implement the principles of equal opportunities

In determining the composition of the Board

- Publicly advertise independent member vacancies to provide equal opportunities across genders
- Organise and administer Board Member selection processes that provides equality of opportunity.

Performance Outcomes:

- Ensure that we lead by example as an equality employer
- Ensure that housing is accessible for men, women and those who are transgender
- Develop a greater understanding across the Group about those factors and barriers that affect men, women and those who are transgender
- Ensure that we involve appropriate stakeholders who understand the needs of men, women and those who are transgender in the development of new policy and strategy