

Penge Churches Housing Association
**‘providing good quality homes and housing services in the
local community’**

Diversity and equalities policy

PCHA is committed to achieving equality of opportunity in every area of its work. We seek to ensure that discrimination does not occur on the grounds of gender, race, religion, ethnic origin, age, colour, disability, sexual orientation or marital status.

We will work towards eliminating institutional practices that disadvantage minority groups, women and disabled people and use positive action where we can.

We will:

- Promote equal opportunities for all through the operation of suitable procedures
- Identify and take action regarding any form of discrimination and institutional racism
- Ensure that our staff follow and implement our policies and procedures
- Ensure that we work with organisations that have regard for equality of opportunity and respect diversity
- Review our performance, providing an annual report to the Board