

Falcon Point Management Group

Equality and Diversity Policy and Action Plan

Policy statement

Falcon Management Group aims to provide excellent services to all sections of the community. We aim to foster good community relations and to combat discrimination. Specifically, we will be conscious that some groups in society may face discrimination and therefore we will promote activities and ideas which counteract discrimination on the grounds of race, ethnic or national origin, gender disability, faith, sexual orientation, marital status, HIV-AIDS status, responsibility for dependents, or age.

We will aim to ensure that residents of all housing tenures feel part of the community and value FPMG's services.

We will be an equal opportunities employer and pay the London Living Wage.

The management committee

We will monitor the composition of our committee and aim to ensure that it is representative of all sections of the community by ensuring that we promote inclusivity and oppose discrimination in all our activities.

We will have equality and diversity as a regular item on the agenda of committee meetings.

We will ensure that all committee members undergo training on equality and diversity.

Our staff

We will ensure that all staff model the same good behaviours in their work with residents.

Our services

We will monitor levels of satisfaction with our services in order to ensure that no group experiences particular shortcomings in the way our services are delivered.

Publicity

We will publish a summary of our equality and diversity statement to every resident and ask every resident to give us feedback on our performance each year.

We will publicise local activities which encourage inclusion and combat discrimination.

Contractors and consultants

We will ensure that all contractors and staff are aware of our commitment to equality and diversity and have adopted similar policies.

Southwark Stands Together

In 2020 we adopted the Southwark Stands Together Pledges as follows:

We pledge to promote an open and transparent culture where residents or employees who experience/see racism or discrimination are able to raise it and expect the issue to be dealt with swiftly and fairly.

We pledge to listen to and amplify our diverse voices within our community on how we create an inclusive, fair and representative organisation at all levels.

We pledge to work to address and prevent structural racial inequalities and structural racism within our organisation, the organisations we partner

with and within the service we deliver.

We pledge to champion organisations that address racial injustices and organisations that promote equality and diversity.

We pledge to ensure that people of all backgrounds can rise to the top of the organisation.

We will implement this action plan over the course of 2021-2026:

No	Action plan	Who	Target
1	Arrange specific on-site training for committee members	Estate Manager	Done 2021
2	Place equality and diversity on the agenda for every second management committee	Secretary	ongoing
3	Agenda an item where open questions asked about what people think	Secretary	ongoing
4	Review the Co-op rules to ensure they are inclusive	Secretary	Done 2021
5	Maintain an email distribution list to provide a route for communication to as many residents as possible	Estate Manager	Ongoing
6	Establish and maintain a register of vulnerable people	Estate Manager	Annually updated
7	Identify resident rep in each block. Replaced by establishing WhatsApp group which requires publication		2026
8	Set up a Facebook page with effective moderating		Agreed not to proceed
9	Write to contractors and consultants to advise them of our policy and check theirs		Agreed not to proceed
10	Review complaints procedure	Estate Manager	Done 2024 and ongoing
12	Publicise activities such as Black History Month or initiatives to combat domestic violence on notice-boards and newsletters	Estate Manager	Ongoing
13	Organise trips out every year	Estate Manager	Summer 2026
14	Carry out customer satisfaction survey	Estate Manager	2026
15	Photos to be used in publicity to demonstrate diversity of committee		Defer
16	New: recruitment campaign to improve diversity of Committee	Secretary / Estate Manager	2024-2025. Advert placed on all noticeboards April 2024
17	Establish website	Estate Manager	2026