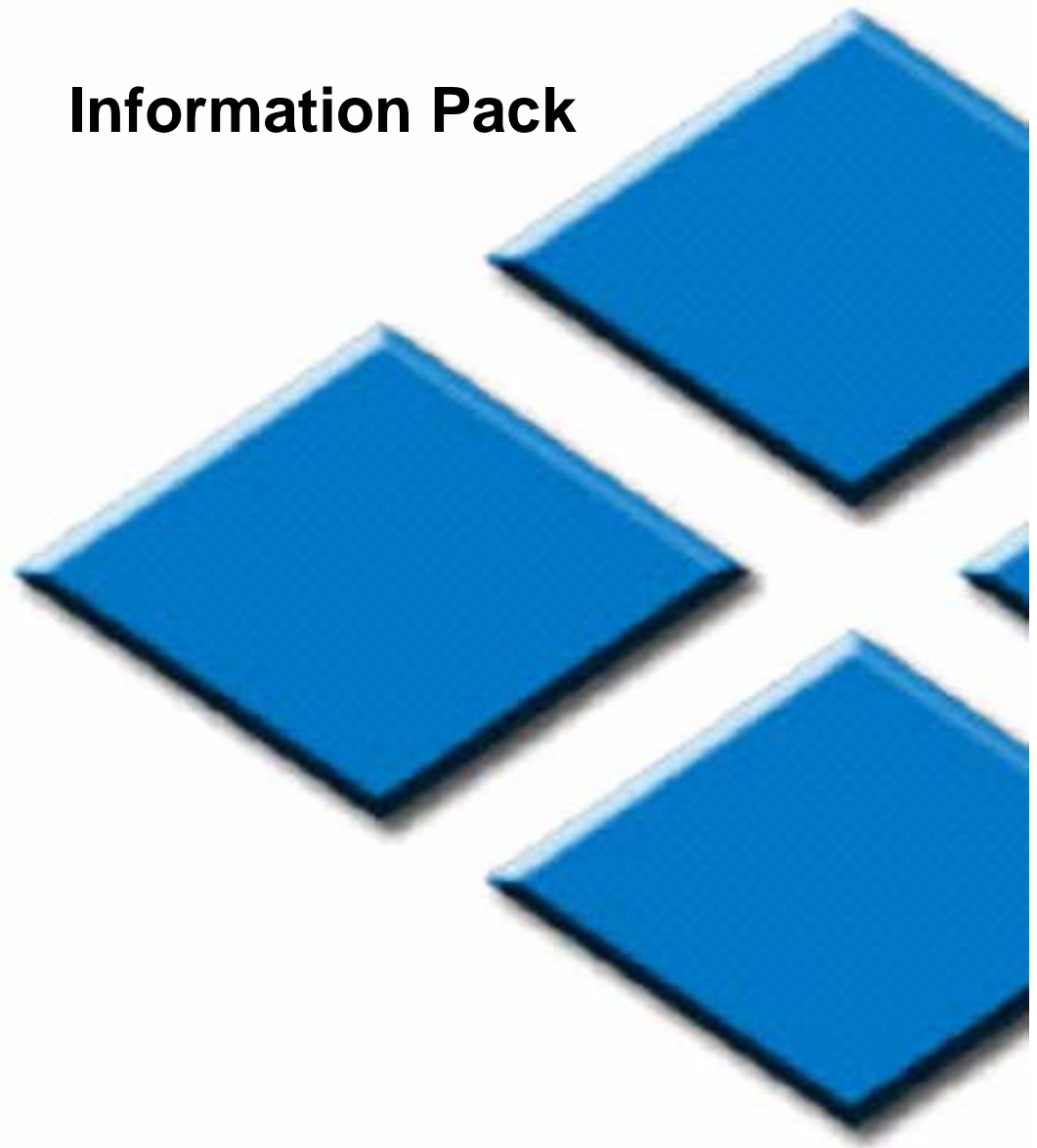


GGHT Working Together Group (WTG)

Information Pack



Working Together to promote equality of opportunity, celebrate diversity and to eliminate Discrimination.



Contents

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Background on GGHT	Page 1
Purpose of WTG	Page 2
Membership	Page 3
Meeting	Page 4
Expected Outcomes	Page 5
Single Equality Scheme – ‘Working Together’ ...	Page 6
Contact information	Page 7
Feedback	Page 7

Background on GGHT

GGHT is a Housing Trust based solely in Warrington that manages 8749 homes. We have roughly 11200 customers and a growing workforce which momentarily consists of 306 staff.

Our vision is to be a leading housing provider creating homes and neighbourhoods where people want to live.

We understand that we can only achieve our vision through ensuring that we work together with our staff, customers and stakeholders to promote equality of opportunity, embrace differences and eliminate discrimination.

We believe that the WTG provides a real opportunity to build on our existing work in equality & diversity, in a way which will ensure that we deliver against the duty placed on us to promote good relations, celebrate diversity and to foster community cohesion across our neighborhoods.

We need the WTG because without the support and commitment from everyone, our vision will not succeed. And so, **WTG** will create an equality infrastructure that will enable more people to get involved in the key decisions that affect them and everyone around them.

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Purpose of WTG

Aims

The aim of the group is to ensure that GGHT has in place systems to enable it to fulfil both the general and specific duties under the Equality Act 2010

The group will make a positive contribution to the lives of GGHT Staff, Customers, Stakeholders, Residents and Partners in the area of equality and diversity by:

- Providing a means for all Staff, Customers, Stakeholders, Residents and Partners to voice their concerns and needs as well as raising issues relating to equality and diversity within GGHT & its wards.
- Providing a forum for discussion of equality and diversity issues.
- Promoting knowledge and information on aspects of diversity and building this into everyday practice and behaviour through specific projects.
- Being involved in consultation on all GGHT's new policies / procedures / Strategies to ensure they do not have any negative impact on any group.
- Hot-seating in the Equality Impact Assessment (EIA) process
- Acting as independent advisors regarding Equality & Diversity issues for GGHT.
- Partnership working

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Membership

- The Working Together Group (WTG) will be made up of between 5 and 35 members, with no less than 5 group members at each session.
- The presence of at least 5 members shall constitute the required quorum to enable the group to operate.
- The WTG will consist of a member of each local community organisation (covering the equality groups), members of staff and tenants.
- Membership is not exclusive. The aim of the group is to be inclusive.
- Each member will have a nominated deputy to attend the group in their absence.
- WTG will be run by a member of staff fulfilling the role of Chair person. This person will be GGHT's E&D Officer.
- All expenses incurred by members can be refunded in accordance with the GGHT Expenses & Equipment Policy

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Meetings

- The Chair person will be responsible for creating meeting agenda's.
- The chair person will ensure that meeting agendas are circulated prior to the meetings.
- People wishing to submit information for discussion must ensure that they send this to the chair for inclusion a week before the meeting.
- Meetings will be held every two months in a location that will be accessible and chosen by the chair person.
- Ad-hoc meetings may be called with the group or individual members in the event of a specific need.
- Personal or individual issues will not be discussed at the meeting and must not be raised during break periods.
- All meetings will be documented in the form of minutes by a volunteer. These will be available on the GGHT website.



If you cannot attend the meeting for any reason, please ensure you send your apologies or send the deputy to the meeting. Apologies must be sent to: cam.kinsella@gght.org.uk

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Expected Outcomes

- E&D will have leadership that runs throughout the organisation, customers and stakeholders.
- All policies / services / public functions of GGHT will be non discriminative.
- GGHT will be compliant with the Equality Act 2010.
- GGHT will have workplace where all staff will thrive and be themselves.
- GGHT will help with community cohesion in its wards.
- GGHT will partnership work with various community groups and positive outcomes will come from this.
- WTG will ensure E&D is embedded into every process of GGHT
- Sharing of knowledge that will shape the services GGHT provide.
- GGHT becoming a leader in the field of E&D
- WTG becoming a support network on E&D issues for each of the groups involved.



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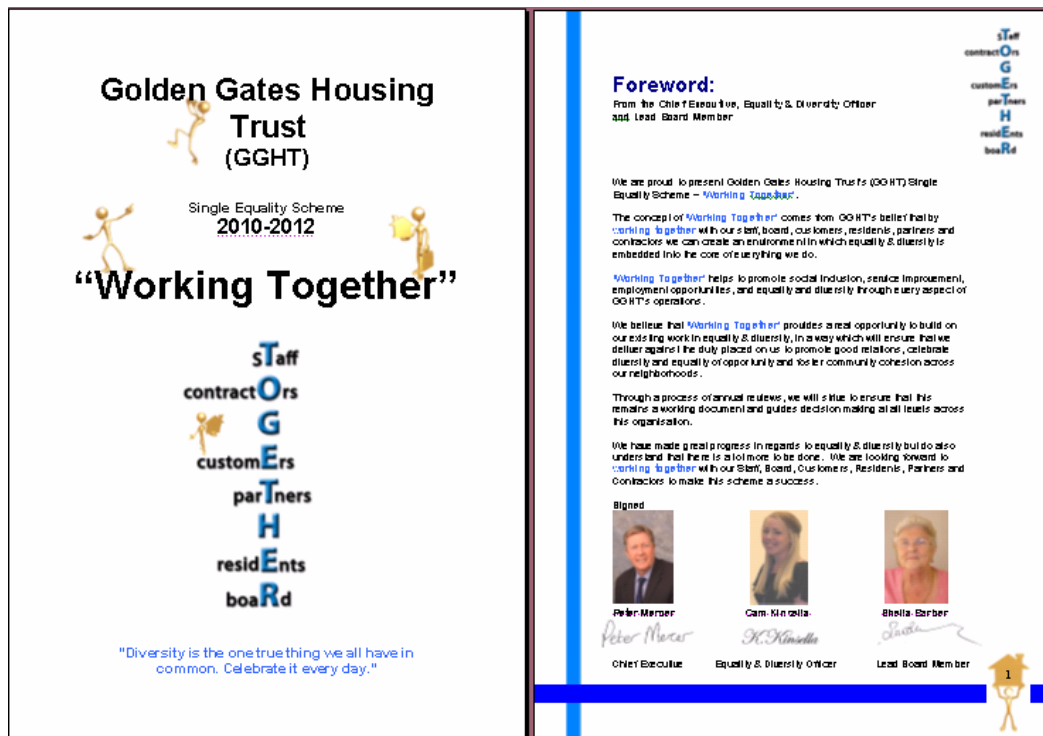
Single Equality Scheme

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GGHT's Single Equality Scheme is also known as 'Working Together.' In your pack you should have a copy of this document.

In agreeing to becoming a member of WTG, you are signing up to the principles of the 'Working Together' document.

Any individual or group found to be acting in a discriminative manner or exhibiting any prohibited conduct as stated in the Equality Act 2010, will be asked to leave the group. In the event of this happening, the assigned deputy will be asked to step in and take the place of the individual or group.



If for any reason you do not have a copy of the Single Equality Scheme, please contact:

Cam Kinsella – Equality & Diversity Officer

Contact Information

Cam Kinsella

Equality & Diversity Officer
Quality & Performance Team
Golden Gates Housing
Bank House, 88 Sankey Street, Warrington,
WA1 1RH

01925 452424

0771 7816670

cam.kinsella@gght.org.uk

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Feedback...

If you would ever like to leave feedback but do not want to talk about it at a meeting, please fill in the below sheet, cut it out and hand it to Cam Kinsella.

Name:

.....

Organisation:

.....

Feedback:

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.....

If you would like this document in another format, we can change it into:

Any other language

Another colour / Another Colour

British Sign Language

Braille

Picture Format 

Audio

A Larger font

And many more...

Please just contact a member of
staff at Golden Gates Housing free
on 0800 25 26 27

यदि इस जानकारी की आपको किसी और भाषा में आवश्यकता हो तो कृपया 0800252627 पर
टैलीफोन करें या स्टाफ के किसी कर्मचारी से बात-चीत करें। (Hindi)

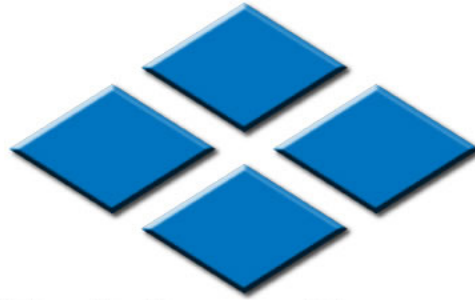
نہمیں رقم زانیاریت بہ زمانیکی تر دقویت نغرا تکیہ نغلاظون بکہ بز نمارہ 0800 25 26 27 یاخود قسہ
لغسلغل یغکیٹ لہ کار معقدان دا بکہ (Urdu)

Jeśli niniejsza informacja jest wymagana w innym języku, prosimy o kontakt
pod numerem telefonu 0800 25 26 27 lub o zwrócenie się do któregoś z
pracowników. (Polish)

Если Вы хотели бы эту информацию на другом языке, позвоните,
пожалуйста на номер 0800 25 26 27 или свяжитесь с членом штата. (Russian)

Bu bilgiyi bir başka dilde arzu ediyorsanız lütfen 0800 25 26 27 numaraya
telefon ediniz veya görevli memurla konuşunuz. (Turkish)

اگر آپ یہ معلومات کسی اور زبان میں چاہتے ہیں۔ تو مہربانی کر کے 0800 25 26 27 پر فون کریں یا
سٹاف کے کسی ممبر سے بات کریں۔ (Urdu)



Golden Gates
Housing Trust

Golden Gates Housing
Bank House, 88 Sankey Street, Warrington,
WA1 1RH