

Estuary Housing Association Ltd.

Harassment Policy Statement

Policy Statement

As recommended in the McPherson report Estuary recognises racial harassment as any incident that is perceived to be racist by the victim or any other person. Treating all victims of harassment fairly is of paramount importance and in response Estuary extends this definition to include all prejudicial harassment.

Harassment is any incident or act of intimidation that is perceived to be prejudice in motivation. This particularly refers to acts or incidents that are motivated by race, colour, nationality, ethnicity, disability, sexual orientation, age or gender.

Estuary Housing Association believes that everyone has the right to live without harassment. Abuse, harassment and violence are acts that will not be tolerated by Estuary Housing Association.

We will work with residents and other relevant community groups (particularly BME groups), the police, probation and local authorities, taking every practical and reasonable step to ensure that harassment is effectively tackled.

Legal Compliance

Estuary will consider the legal framework that surrounds harassment. Due consideration is given to the following legislation:

The Race Relations Act 1976 & the Race Relations Amendment Act 2000 – race incidents to include colour, race, nationality, ethnic or national origins.

The Housing Act 1985, 1988 & 1996 – sanctions for perpetrators of nuisance and anti social behaviour in housing.

The tenancy agreement – review of tenancy agreement to ensure that it remains up to date.

The Human Rights Act 1998 – victims suffering abuse of human rights are entitled to complain to a court of law.

Crime & Disorder Act 1998 - we will be actively involved in local crime prevention strategies.

In addition to these Acts Estuary will adhere to any current or future legislation concerned with harassment.

Policy Objectives

To ensure that action is taken in accordance with the requirements of legislation and appropriate codes of practice.

Taking effective and appropriate action against alleged perpetrators, using legal remedies and working in partnership with other agencies.

Developing appropriate support mechanisms through multi agency working and supporting victims of harassment to ensure their safety.

Raising awareness about the existence and effects of harassment through multi agency work, community initiatives and publicity.

Provide training for staff and residents on identifying and dealing with incidents and acts of harassment.

Monitoring the reporting of incidents and the response and action taken by Estuary.

Approved by Estuary Housing Association Management Board on 31 January 2005