



Co-Ownership Equality Scheme

An Easy Read summary

Summary

This Easy Read document summarises Co-Ownership's Equality Scheme, outlining our commitment to treating everyone fairly, listening to different viewpoints, and promoting equality across age, disability, gender, race, religion, political opinion, sexual orientation, marital status, and dependents. We welcome your feedback and are dedicated to continuous improvement.

What is an Equality Scheme?

An Equality Scheme is a plan. It shows how our organisation treats everyone fairly. We follow the law from Northern Ireland called Section 75 of the Northern Ireland Act 1998. We must think about how our work affects different people.

Who does it cover?

We must think about 9 groups of people. These are called “equality groups”:

1. Age – children and young people, older people
2. Disability – people with physical or mental disabilities
3. Gender – men, women, and other genders
4. Race – people of all races, nationalities and ethnic backgrounds
5. Religion or belief
6. Political opinion
7. Sexual orientation – Bisexual people, heterosexual people, gay or lesbian people
8. Marital status – single, married, divorced, separated in civil partnerships
9. People with or without dependents – like children or carers

What we promise to do

We will:

- Treat everyone with respect and fairness.
- Listen to people’s views before making big decisions.
- Check how our work affects different groups.
- Train our staff to understand equality and human rights.
- Write down what we are doing and share it with the public.

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How do we do it?

We will:

- Ask people what they think – this is called consultation.
- Do equality checks – called Equality Impact Assessments (EQIAs).
- Write reports every year – we share these with the Equality Commission.
- Keep trying to do better – we review this plan every 5 years.

If you want to talk to us

If you have any questions or ideas about our Equality Scheme, please contact:

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Website: www.co-ownership.org

A full version of our Equality scheme can be found [here](#):

We can give you this information in different formats if you need it – like large print or Easy Read.

