



Grŵp Cynefin

Mwy na thai • More than housing

Equalities and Diversity Policy

Should you require this document in an alternative format, please contact us.

Approved by the shadow Board March 2014

General Statement

Grŵp Cynefin recognises and accepts its responsibility to ensure equality and diversity in all areas of operation.

Signed

Date:

Chair, Grŵp Cynefin

Contents

- 1. Policy statement**
- 2. Legislation**
- 3. Protected characteristics**
- 4. Defining discrimination**
- 5. Responsibilities**
- 6. Communication**
- 7. Training**
- 8. Monitoring**
- 9. Acting contrary to the policy**
- 10. Data use and storage**
- 11. Appendix 1: Summary of named Legislations**
- 12. Appendix 2: Confirming Receiving and Understanding the Policy**
- 13. Appendix 3: Duties of the Equalities Co-ordinator**
- 14. Appendix 4: Duties of the Equalities Working-Group**
- 15. Appendix 5: 2014/15 Action Plan**

1. Policy statement

'Grŵp Cynefin is committed to ensuring and promoting equality and diversity for all in its employment and all its services across the Group in accordance with the Equality Act 2010. Grŵp Cynefin will seek to ensure that people are not subject to discrimination or harassment on the basis of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race (including colour, ethnicity and nationality), religion and belief, sexual orientation in its employment and service provision.'

- 1.1 This policy applies to any person or group of people who:
 - Seek accommodation
 - Receive any service
 - Are employees
 - Have a contract with the organisation
 - Procure
- 1.2 Grŵp Cynefin will be mindful in its commitment to equality and diversity when serving communities.
- 1.3. Grŵp Cynefin will be mindful in its commitment to equality and diversity and the need to represent the communities it serves when recruiting members to its Boards/Committees of Management.
- 1.4. Where evidence shows a need, positive action may be taken to address disadvantage.
- 1.5. Grŵp Cynefin will disseminate, as widely as possible, its commitment to ensuring and promoting equality and diversity for all.
- 1.6 This Policy shall also ensure that the Association adopts all the recommendations and good practice of the WG North Wales Race Equality Partnership (NWREP).

2. Legislation

2.1. Grŵp Cynefin is committed to operating in accordance with the 2010 Equality Act in the implementation of this Policy, in addition to any associated legislation as laid down in Appendix 1.

2.2 To implement our legal obligations under the 2010 Equality Act, Grŵp Cynefin shall:

- Review our policies, systems and equality guidelines every three years or when there are key legislative changes.
- Monitor regularly and publish our performance against our equality objectives.
- Consult and engage widely with our tenants and key stakeholders so that they can influence the way our services are developed and implemented.
- Enable easy access to Grŵp Cynefin information, services and offices and ensure that no-one is disadvantaged as regards language or disability barriers. To help achieve this we will collect and use customer profiling information to tailor services.
- Meet our duty to make reasonable adjustments for disabled people in employment and as a service provider.
- Aim to implement Equality Impact Assessments on changes to key policies, services or activities including any key changes to operational structures to seek to avoid any negative effect on any minority/protected group.
- Operate fair employment policies
- Use procurement to promote equality and diversity

2.3 We shall operate this Equality and Diversity Policy in conjunction with the Grŵp Cynefin Language Policy drawn up in accordance with the Welsh Language Scheme drawn up in which has was prepared in accordance with the 1993 Welsh Language Act (the Act) and the regulatory Code for Housing Associations in Wales, Welsh Assembly Government, March 2006.

3. Protected Characteristics

Grŵp Cynefin is committed to ensuring that everyone is treated fairly, has equal access to services and is not discriminated against, harassed or victimised in relation the following protected characteristics identified under the Equality Act 2010:

Age

This refers to an individual of a specific age (e.g. 32) or an age range (e.g. 18 - 30).

Disability

In the legislation, persons are defined as having a disability if they have a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities.

Gender Reassignment

This refers to the process of changing from one gender to the other (change from male to female or female to male) and comes under the equality aspect described as gender identity.

Marriage and Civil Partnerships

Marriage is defined as a formal union between a man and a woman or two people of the same sex. Same-sex couples can additionally have their relationships legally recognized as 'civil partnerships'. Civil partners must be treated in the same way as married couples in a wide range of legal matters.

Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period following birth, and is associated with maternity leave in the employment contract. In a context apart from work, women are protected from being discriminated against on the basis of maternity for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

In legislation, this refers to a group of people defined according to their race, colour, nationality (including citizenship), or their ethnic or national origin.

Religion and Belief – Religion retains its usual meaning, but belief includes religious and philosophical creeds (e.g. Atheism). Generally, a belief should have an effect on your life choices or the way you live for it to be included in the definition.

Sex

This refers to a man or a woman.

Sexual Orientation

This refers to a person's sexual attraction – are they attracted by people of the same sex, the opposite sex or people of both sexes. Although it is defined in

legislation as a person's sexual attraction, sexual orientation is a combination of emotional, romantic, sexual or affectionate attraction towards another person.

4. Defining Discrimination

Discrimination is defined in several ways. It may be deliberate or unconscious. It may occur on an individual level (person to person) or on an institutional level.

The Equality Act (2010) expects that all members of the Association's board, staff and contractors are aware of, and understand the different ways in which discrimination can happen.

Direct Discrimination

Treating an individual less fairly/worse than another individual because of a protected characteristic.

e.g. – Refusing someone housing advice because of their sexual orientation.

Indirect Discrimination

This happens when a service provider or employer sets out a rule, policy or way of doing things which is relevant to all, but has a worse effect on someone with a protected characteristic than on someone without such a characteristic, when this cannot be objectively justified.

e.g. A housing association has a policy of reminding service users of coming appointments by phoning them. This puts deaf people who cannot use a phone at a disadvantage, since they will not be reminded of the appointment.

Harassment

This happens when an individual behaves in an unpleasant manner which transgresses someone else's dignity, or is aggressive, degrading, insulting or humiliating towards someone with a protected characteristic. It may be of a sexual nature.

e.g. – A customer in reception happens to hear a staff member making racist remarks. This is an example of harassment since it creates a threatening and degrading atmosphere which humiliates the customer, and affronts his/her dignity.

Victimisation

Treating someone unfavourably because they have taken (or possibly intend to take) steps under the 2010 Equality Act, or is supporting someone who is taking steps.

e.g. – A manager who refuses to consider someone for promotion because that individual has given evidence on behalf of a colleague who made a complaint about unlawful sexual discrimination.

Discrimination by Perception

People are protected against someone (wrongly) perceiving that they have one of the protected characteristics and discriminating against them, and treating them less favourably/worse because of this.

Discrimination by Association

People are protected against someone discriminating against them because of their association with someone who has a protected characteristic. This includes the parent of a disabled child or adult or someone else who is a carer for a disabled person.

Discrimination on the basis of matters arising from a disability

Treating a disabled individual unfavourably because of something associated with the disability when this cannot be justified.

5. Responsibilities

5.1 The Board of Management

5.1.2 The Board of Management has a responsibility for ensuring that this policy is implemented and supported in all aspects of Grŵp Cynefin's work.

5.1.2 The Board of Management shall approve the annual Action Plan for the coming year, and shall consider and approve annual monitoring reports.

5.2 The Chief Executive

5.2.1 The Chief Executive has a responsibility to develop the institution's culture, where this policy may be implemented effectively, and for ensuring that the policy is implemented.

5.3 Directors, Service Heads, Managers and Line Managers

5.3.1 Directors and Service Heads are responsible, individually and as a body, for ensuring the implementation of the policy in their specific areas of responsibility.

5.3.2 They must demonstrate, by completing the declaration in Appendix 2, that they are familiar with the policy content, and agree to work in accordance with that policy

5.3.3 They must ensure that appropriate equality training is regularly provided for staff.

5.4 Equality and Diversity Co-ordinator

The (officer) shall be responsible for ensuring the operation of the policy in accordance with the functions set out in Appendix 3 below.

5.5 Equality and Diversity Working Party

5.5.1 The Equality and Diversity Working Party, which meets twice a year, or as needed, is responsible for reviewing and developing the Equality and Diversity Policy and Action Plan. The Action Plan will be reviewed annually by the Equality and Diversity Working Party which will agree on targets and objectives, and will be monitored through the Equality and Diversity Working Party before the presentation of a six-monthly report to the Board of Management.

5.5.2 The Equality and Diversity Working Party shall be responsible for undertaking equality impact assessments before bringing the results to the notice of the Leadership Team.

5.5.3 Membership of the Working Party shall be by request to volunteer, and the aim is to obtain a balanced representation from all parts of the Group.

5.6 Senior Human Resources Officer/Personnel Co-ordinator

5.6.1 The Senior Human Resources Officer/Personnel Co-ordinator shall be responsible for ensuring the operation of the Equal Employment Opportunity Policy in conjunction with the Equality and Diversity Policy.

5.7 All Employees

5.7.1 All employees have a responsibility to ensure that this policy is implemented. The Association expects personal commitment from every employee to ensure the effectiveness of the policy and to set an example for others to follow.

5.7.2 All employees have a responsibility to:

- familiarise themselves with this policy, to follow it and ensure that any member of staff for whom they are responsible acts similarly.

- draw the attention of their line manager to any case of obvious discrimination of any problem discovered in relation to employment or service provision.
- understand the values and benefits of equality and diversity.
- demonstrate, by completing the declaration in Appendix 2/electronic declaration, that they are familiar with the policy content and agree to work in accordance with this policy.

5.7.3 Those who manage staff and those associated with appointment, selection, training and development have additional responsibilities to secure adherence to all Personnel policies. Where staff do not adhere to their responsibilities within this policy and in relation to Equality and Diversity, the Association shall take further steps as stated in Section 7 of the Policy and in the Association's Disciplinary Policy.

6. **Communication**

6.1 The policy statement or a summary will be shared with all existing employees and the public by:

- including it in all publications and information for those applying for services or accommodation.
- including it in the tenants' handbook
- including it in the staff handbook and on the intranet
- referring to it in all job descriptions
- including an inset in recruitment literature and associated publications
- including it in information on tendering and work contracts carried out by external agencies and individuals
- arranging for the policies to be available in translation and / or other medium as required
- Association's Website - www.GrwpCynefin.org

6.2 The Equality and Diversity Action Plan will be available on the Association's website or in print form by request (or alternative formats or languages if requested.)

7. **Training**

7.1. All employees and Board members shall receive appropriate training and will be updated on equality and diversity issues, as part of the commitment of Grŵp Cynefin.

7.2 Grŵp Cynefin shall provide mandatory refresher training in Equality and Diversity every three years for its officers and board members, and more frequently should there be changes to key legislation.

7.3 The Association shall provide and disseminate Code of Conduct guidelines for all the Association's contractors.

8. **Monitoring**

8.1 In order to assess the success of the Equality and Diversity Policy, monitoring systems are essential.

8.2 Annual progress reports against the Action Plan shall be presented, and any performance / equality data shall be submitted every six months to the Board of Management.

9. **Acting contrary to the policy**

9.1 Harassment and discrimination in relation to age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation is unlawful, and employees and customers of the Association have the right to be treated with dignity and respect. Harassment is not acceptable and the Association will neither permit nor tolerate it.

9.2. **Staff Members** – Complaints regarding harassment or discrimination by another member of staff will be investigated in accordance with the Workplace Harassment Policy, and, if proven, action will be taken in accordance with the Association's Disciplinary Policy.

9.3 **Public** – Any complaint by a member of the public will be investigated in accordance with the corporate Complaints Policy and the policies noted below:-

- Complaints Policy
- Anti-Social Behaviour Policy
- Racial Harassment Policy

9.4. **Contractors** – Any complaint regarding harassment will be investigated in accordance with the Maintenance Code of Conduct (Property Policies), and the Workplace Harassment Policy.

9.5 The Association as an employer, the Board and employees as individuals may be open to legal challenges under equality and diversity legislation. As an employer, the Association must be able to demonstrate that its employment policies and procedures are fair and effective across the organisation.

10. **Data use and storage**

10.1 Equality and diversity monitoring information will be collected and stored in accordance with the Association's Data Security Policy and in line with the requirements of the Data Protection Act 1998. When monitoring statistics are presented, the sample size must avoid the potential for identifying individuals with protected characteristics (e.g. sexual identity) to preserve anonymity.

APPENDIX 1 – Summary of the above mentioned Legislation

Equality Act 2010

It provides a legislative framework to protect the rights of individuals and advance equality of opportunity for all. The Act amalgamates over 116 separate pieces of legislation into one single Act. As well as simplifying the law, the Act also strengthens and harmonises discrimination law, presenting greater protection to individuals from unfair treatment and promoting a more fair, equal and prosperous society. The act identifies the following protected characteristics; age, disability, gender re-assignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex and sexual orientation. The Act protects individuals with protected characteristics from direct and indirect discrimination, harassment and victimisation in employment and the provision of goods and services. Under the legislation organisations have duties to make reasonable adjustments for disabled people in employment and service provision. The Act also introduces the public sector equality duty, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Welsh Language Act 1993

This Act, puts Welsh and English on an equal basis in public life in Wales.

In simple terms, the Act specifies three things:

- it places a duty on the public sector to treat Welsh and English on an equal basis, when providing services to the public in Wales
- it gives Welsh speakers an absolute right to speak Welsh in court
- it establishes the Welsh Language Board to oversee the delivery of these promises and to promote and facilitate the use of the Welsh language.

Protection from Harrassment Act 1997

A person must not pursue a course of conduct which amounts to harrassment of the other. Harrassment occurs when on the grounds of race, disability, sex, sexual orientation, religion or belief, an employer or their agent such as a employee or manager engages in unwanted conduct which has the purpose or effect of violating an individual's dignity or creating an interrogating, degrading, hostile, offensive or humiliating environment for the employee in question. Such actions can be physical conduct, verbal conduct and non verbal conduct.

Human Rights Act 1998

This Act contains a number of Articles with particular relevance for the way organisations handle equality and diversity of opportunity taken from the European Convention on Human Rights, they include:

- Right to life
- Prohibition of torture
- Prohibition of slavery and forced labour
- Right to liberty and security
- Right to a fair trial
- No punishment without law
- Right to respect for private and family life
- Freedom of thought, conscience and religion
- Freedom of expression
- Freedom of assembly and association
- Right to marry
- Prohibition of discrimination

Employment Act 2002

The Employment Act is wide ranging, covering work and parents, dispute resolution in the workplace, improvements to employment tribunal procedures, including the introduction of an equal pay questionnaire, provisions to implement the Fixed Term Work Directive, a new right to time off work for union learning representatives, work focused interviews for partners of people receiving working-age benefits and some data sharing provisions. It also empowers the Secretary of State to make regulations to enable workers on short term contracts to enjoy the rights and benefits of permanent workers, including pay.

Gender Recognition Act 2004

Allows transsexual people to apply for full legal recognition in their acquired gender. Following a successful application, the law regards the transsexual person, for all purposes, as being of the acquired gender.

Work and Families Act 2006

The Work and Families Act 2006 is the first step towards delivery of some of the measures set out in the Government response to the consultation.

Work and Families: Choice and Flexibility, which was published in October 2005. It aims to establish a balanced package of rights and responsibilities for both employers and employees, in line with the Government's better regulation agenda. The Work and Families legislation will:

- Give the right to maternity and adoption pay from of nine months from April 2007 onwards, towards the goal of a year's paid leave by the end of the Parliament.
- Extend the right to request flexible working to carers of adults from April 2007.
- Give employed fathers a new right to up to 26 weeks Additional Paternity Leave some of which could be paid, if the mother returns to work. This will be introduced alongside the extension of maternity pay to 12 months.
- Introduce measures to help employers manage the administration of leave and pay and plan ahead with greater certainty from April 2007;
- Amendments made in the context of helping employers and employees to benefit from improved communication during maternity leave.
- Extending the flexible working rights to include dependents/carers of adults.

The Employment Equality (Repeal of Retirement Age Provisions) Regulations 2011

The Default Retirement Age (DRA) changed on 6 April 2011.

The DRA is being phased out over a transitional period running until 30 September 2011. Details are set out in regulations that came into force on 6 April 2011. The last date an employee could have been given notice of retirement under the DRA was 5 April 2011.

- Workers will retire when they are ready to, enforced retirement will only be possible if it is objectively justified.
- You must avoid discriminating against all workers on the grounds of age.
- This legislation will be applicable to all employers and all company sizes and sectors.

These changes do not affect an employee's state pension age and entitlements, which may well be separate from the age at which they retire.

Data Protection Act 1998

This is not an exhaustive list. The Association will comply with all amendments and future legislations and regulations.



Grŵp Cynefin

Mwy na thai • More than housing

Policy Declaration

I

Full Name (in capital letters):

.....

Position (role):

.....

declare that I have received a copy of the equality and diversity policy: and that:

- I have read it;
- I understand it;
- I agree to work according to those conditions and provisions
- and that it forms part of the terms and conditions of my employment / service

Signature:

.....

Date:

or:

- I have had the equality and diversity policy read to me;
- I have had its contents explained to me;
- I agree to work according to those conditions and provisions
- and that it forms part of the terms and conditions of my employment / service

Signed:

Date:

Details of the individual who read / explained the contents of the policy

Name:

Signature:

Date:



Grŵp Cynefin

Mwy na thai • More than housing

Functions of the Equality & Diversity Co-ordinator

(Title of Officer)

The Co-ordinator shall have functions rather than duties. This means that the co-ordinator cannot be held legally accountable for failing to carry out functions, nor for the consequences of an employer adopting or ignoring their advice

The co-ordinator shall have the following responsibilities:

1. Arrange meetings, twice a year or as necessary, of the Equality & Diversity Working Group and inform all representatives.
2. Provide an Agenda for each meeting in conjunction with members of the Working Group.
3. Ensure that minutes of the meeting are kept appropriately and are placed on the Intranet
4. Carry out the decisions of the working party within a reasonable timescale or ensure that action is taken by someone else.
5. Ensure that suitable forms are prepared for use by the Working Group and the Association generally.
6. Look into various Equality & Diversity matters at the request of the Working Group.
7. Report on Equality & Diversity issues to the Leadership Team and the Board of Management.
8. Bring new legislation, regulations etc to the attention of the Working Group.
9. Contribute and monitor the implementation of the Equality & Diversity Policy and Action Plan in the workplace.

10. Work in partnership with the Senior Human Resources Officer to assess the Equality & Diversity training needs of employees and arrange training as required.
11. Retain records of claims of discrimination, victimisation or unfair treatment brought to the Association's attention. Investigate the claims in conjunction with the appropriate Manager / Director and Chief Executive. Work with the (relevant title/Senior Performance Officer) with regards to relevant complaints.
12. Be aware of changes in legislation which may have an impact on the Association and the provision of its service.
13. To receive and distribute Equality & Diversity information to the Working Group members and to other individuals if relevant.
14. Lead the Working Group in forming guidelines, policies, action plans etc, on Equality & Diversity matters and reviewing them.
15. Represent Grŵp Cynefin on the North Wales RSL Equality Partnership (NWREP) meetings and report back to the Equality & Diversity Workgroup as necessary.



Grŵp Cynefin

Mwy na thai • More than housing

Functions of the Equality and Diversity Working Group Members

The Equality & Diversity Working Group members shall have functions rather than duties. This means they cannot be held legally accountable for failing to carry out their functions, nor for the consequences of an employee adopting or ignoring their advice.

The Working Group members shall have the following responsibilities:

1. Report on any claims of harassment, discrimination either direct or indirect, and/or unfair treatment that is brought to their attention to a Director, Chief Executive or the Senior Human Resources Officer as stated in the policy.
2. Assist with implementing good Equality & Diversity practices to those they represent such as board, department or tenants
3. Receive comments or complaints relating to Equality & Diversity and pass on to the Senior Human Resources Officer and if appropriate present feedback to the Equality & Diversity Working Group.
4. Assist with Equality & Diversity monitoring within the functional area.
5. Attend Equality & Diversity training as deemed necessary.
6. Assist in the reviewing of the Equality & Diversity Policy and Action Plan in accordance within specific timetables.
7. Receive information on legislation, regulations etc from the Senior Human Resources Officer and pass on to colleagues in their department or other relevant person.
8. Attend and contribute to Working Group meetings.
9. Report on Equality & Diversity issues to departmental meetings.

10. One member of the Working Group can be nominated to represent the Association on the North Wales RSL Equality Partnership (NWREP) meetings and report back to the Equality & Diversity Workgroup as necessary.

Equalities and Diversity Action Plan 2014/15

	Aim	Objective	Responsibility	Timetable	Progress
1.	Review our policies, systems and equalities guidelines every three years, or when there are key legislative changes.	Present Grŵp Cynefin's Equalities and Diversity Policy for Tai Pawb's comments	Policy and Performance Manager	March 2014	Achieved. Tai Pawb's comments have been incorporated into the final Policy.
		Present Grŵp Cynefin's Equalities and Diversity Policy for the Shadow Board's approval	Policy and Performance Manager	12 March 2014	Achieved
		Present Grŵp Cynefin's Equalities and Diversity Policy to staff	Equalities and Diversity Co-ordinator	April 2014	Target has lapsed. It is aimed to implement this during the first week of September following the summer annual leave period.
		Establish an Equalities and Diversity Working Party thus aiming to have representatives from every part of the Group.	Equalities and Diversity Co-ordinator	April 2014	As above. A new implementing target date of Spetember 2014.
		Consider establishing an Equalities Champion amongst staff of different	Equalities and Diversity Co-ordinator	September 2014	

	Aim	Objective	Responsibility	Timetable	Progress
		departments and Board members.			
		Arrange Equalities and Diversity training to all staff and Board members	Equalities and Diversity Co-ordinator	December 2014	
		Include the Policy Statement within the Group's main documents, and in line with section 6.1 o'r the Policy.	Equalities and Diversity Co-ordinator	October 2014	
		Implement the NWREP Strategy.	Equalities and Diversity Co-ordinator	December 2014	
		Consider the implications of the requirements of the Equalities and Human Rights Commission 2010 on recruiting female members to the Boards of Management.	Chairs	December 2014	
2.	Regular monitoring and presenting our equalities performance	Present an action plan progress report to the Board of Management annually.	Equalities and Diversity Co-ordinator	March 2015	

	Aim	Objective	Responsibility	Timetable	Progress
	against our set aims	Collate and maintain a tenant profile of 80%	Head of Housing	Continuously	
		Present profile data to the relevant Committees for the following areas: <ul style="list-style-type: none"> • Board members • Staff • Job applicants • Complaints • Affordable Property owners 	Equalities and Diversity Working Party	March 2015	
		Ensure that the above profile information reflects our communities in comparison to the 2011 census statistics, and NWREP statistics.	Equalities and Diversity Working Party	March 2015	
		Identify and Research where differences appear, and take action where needed.	Equalities and Diversity Working Party	March 2015	
3	Consult and engage with our tenants and main stakeholders	Operational via Grŵp Cynefin's Tenant Participation Strategy – specifically to target under-represented groups.			

	Aim	Objective	Responsibility	Timetable	Progress
4	Enable easy access to Grŵp Cynefin's information/service thus ensuring that no one is disadvantaged in any way due to language or disability barriers.	Include the Equalities and Diversity Policy and Action Plan onto Grŵp Cynefin's website page, and onto the intranet.	Equalities and Diversity Working Party	March 2014	Target has lapsed. It will now be achieved in September 2014.
		Consider using the Tenant Inspectors to assess how accessible the Equalities information for Grŵp Cynefin, or the entry into different office locations. Ensure that any recommendations are implemented.	Equalities and Diversity Working Party	December 2014	
5	Implementing Equalities Impact Assessments.	Consider the benefits of developing guidelines to operate equalities assessment impacts via the guidance of Tai Pawb	Equalities and Diversity Working Party	October 2014	
6	Implement fair employment policies.	That all of Grŵp Cynefin's employment policies are to be assessed by Altair Ltd to seek assurance that they are in compliant to legislation requirements.	Programme Manager	March- April 2014	

	Aim	Objective	Responsibility	Timetable	Progress
7	Use procurement to promote Equalities and Diversity.	To be implemented during 2014/15			