

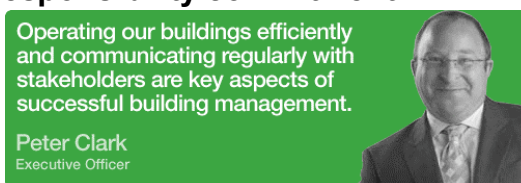
## Peacocks Centre Update

### British Land Plc

We have contacted British Land Plc who own and operate the Peacocks centre.

British Land own and operate properties worth in excess of £16 billion and are very profitable.

### British Land's Corporate Responsibility commitment



British Land Plc have a dedicated committee and website that demonstrates their commitment to working with communities.

### Extract from their Corporate Responsibility Policy:

*This Policy sets the framework for the way we manage our corporate responsibilities whilst maintaining commercial viability, long-term profitability and enhancement of our reputation.*

*Our **employees are responsible** for the implementation of this Policy.*

### Adding value

*Through our business principles and operations, we aim to nurture opportunities and manage risk by:*

- *Promoting the sustainable use of resources and reducing greenhouse gas emissions.*
- *Minimising, reusing and recycling waste.*
- *Protecting and enhancing biodiversity.*
- *Integrating environmental and social issues into our supply chain relationships.*
- *Promoting the highest standards of health and safety for our staff, contractors and other individuals.*
- **Consulting with and supporting communities, which are local to our business.**
- *Ensuring appropriate remediation of contaminated land.*
- *Providing equal opportunities to all job applicants and employees.*
- **Upholding International Human Rights standards**
- *Providing a good working environment for our employees, treating them with fairness, dignity and respect.*

*Ends*

Interestingly the section relating to users and occupiers [http://www.britishland.com/crHandbook/cr\\_users.htm](http://www.britishland.com/crHandbook/cr_users.htm) is blank.

## British Land's Fairness in the Workplace

### ***Extract from the Fairness in the Workplace policy:***

*In 2006, 43% of British Land Head Office employees and 21% of managers were female. We maintain a **policy of employing the best candidate available for each position, regardless of gender, ethnic group, age, disability, sexual orientation or background.***

...

*An Equality and Diversity Advisory Group was set up at Meadowhall in 2005, meeting on a quarterly basis. **The Group's aim is to raise retailer and employee awareness of equality and diversity.** In 2006 they worked with the Learning and Skills Council, the Advisory Conciliation and Arbitration Service, South Yorkshire Employer Coalition and Business in the Community.*

*In 2006 the Work Based Learning team at The Source at Meadowhall worked with **Burngreave Community, a primarily ethnic community.** The team's aim is to widen participation on the training programmes, increasing numbers on the equality and diversity impact measures.*

*Ends*

This is necessary for complying with employment legislation.

However, we could not find anything relating to compliance with the Equality Act [provision of goods and services] 2006.

Searching the words 'gay' or 'equality' returns no results within their relevant websites.

## Peacocks Centre

On their website it states:

*Woking Borough is home to a diverse community that is keen to celebrate difference and strives to make its local facilities as accessible as possible to everyone.*

The LGB and presumably other groups of diversity according to the Government's identified seven strands.

Needless to say, the Peacock's website does not show any results relating to 'gay' or 'diversity'.

The Peacocks do provide space and we understand volunteer's time and resources to help support local charities.

### ***Extract from Peacocks' website:***

*All wrapped up in a good cause  
15 - 24 December*

***For the third consecutive year, Woking Hospice will run a gift wrapping service with all the proceeds going to the Hospice. Located in the Food Court outside TK Maxx, the service will be in operation from the 15 – 24 December.***

*Ends*

As indicated, the centre happily permits charities to use their space for fundraising and awareness of their missions.

## **Questions raised by what appears to be a conflict between policy and action**

The following senior managers are accountable for British Land's community relations and compliance with legislation.

Andrew Jones – Head of Retail  
Steve Hadfield – Asset Manager for Peacocks Centre  
Claudine Blamey – Corporate Responsibility Executive

### **Among the questions we have for British Land Plc are:**

**Is the Peacocks centre operating their own CR Policy?  
If so what is it?**

**Does the fact their CR site has no content relating to users and occupiers of their properties mean British Land cannot work out what to do or how to engage with that stakeholder group about Corporate Responsibility?**

**Does fairness in the workplace apply to Peacocks Woking?**

**Is compliance with the Equality Act 2006 important to the Peacocks?  
If so, what has been done to achieve awareness there?**

**Why does British Land's Work Based Learning team restrict themselves to ethnic diversity?**

Despite wishing to work with the Peacock's management before the legislation was passed. They chose to ignore the diversity implications for the LGBT community in Woking and indeed Surrey.

**What training or awareness did British Land Plc provide for the new legislation and how was it rolled out to the Peacock Centre?**

By saying in the press that Gay Surrey is unsuitable as we feel discrimination and possibly even proof of hidden homophobic policies and practice.

The centre manager's comments published in the newspaper are hurtful, untrue and damaging to the good work and reputation of the charity that is recognised for its good work in and around Surrey.

**What is British Land Plc's view and what help and action are they willing to provide Gay Surrey?**

**How will British Land Plc uphold Articles 3 and 14 of the Human Rights Convention according to its stated commitment?**