



## Equality & Diversity Policy

**1. Purpose and Scope** This Equality and Diversity Policy outlines our commitment to promoting an inclusive, respectful, and welcoming environment for all residents, staff, and visitors in our student accommodation. It applies to all aspects of our operations, including allocation of accommodation, facilities management, services provided, and interactions between individuals within our community.

**2. Policy Statement** We are committed to fostering a culture that values diversity and champions equality. We do not tolerate discrimination, harassment, or victimization on any grounds, including but not limited to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We aim to ensure that everyone has equal access to our accommodation and services and feels valued and respected.

### 3. Objectives

- Provide equal opportunities for all students seeking accommodation, ensuring fair treatment regardless of personal characteristics or circumstances.
- Promote diversity within the residential community by celebrating cultural, social, and individual differences.
- Ensure accessibility for students with disabilities or specific needs by providing reasonable adjustments to accommodation and services.
- Prevent and address discrimination, harassment, or bullying within our accommodation facilities.
- Foster an inclusive environment through training, events, and awareness campaigns.

**4. Legal Framework** This policy is guided by the principles of the Equality Act 2010 and other relevant legislation. We are committed to meeting our legal obligations and exceeding them wherever possible to promote inclusivity and fairness.

### 5. Responsibilities

#### 5.1 Management

- Ensure compliance with this policy across all operations.
- Provide appropriate training to staff on equality and diversity issues.
- Regularly review policies, practices, and procedures to identify and address potential barriers to inclusion.

#### 5.2 Staff

- Treat all residents, colleagues, and visitors with respect and fairness.
- Challenge discriminatory behaviour or practices and report any concerns to management.

- Participate in training and awareness programs to improve understanding of equality and diversity issues.

### **5.3 Residents**

- Treat fellow residents, staff, and visitors with dignity and respect.
- Report incidents of discrimination, harassment, or bullying to the accommodation management team.
- Contribute to a positive and inclusive community.

### **6. Implementation and Monitoring**

- **Accessibility:** Ensure all communication materials, application processes, and facilities are accessible to everyone, including individuals with disabilities.
- **Training:** Provide regular training for staff on equality, diversity, and inclusivity.
- **Feedback:** Encourage feedback from residents and staff to continuously improve our practices.
- **Reporting:** Establish clear reporting procedures for incidents related to discrimination or harassment.
- **Evaluation:** Conduct regular reviews of this policy to ensure it remains effective and relevant.

**7. Reporting and Addressing Concerns** Residents or staff experiencing or witnessing discrimination, harassment, or bullying should report the incident to the accommodation management team. All reports will be treated seriously, investigated promptly, and handled in a confidential and sensitive manner.

**8. Breaches of Policy** Any breach of this policy by staff, residents, or visitors will be dealt with in accordance with our disciplinary procedures. This may include warnings, suspension, or termination of contracts where appropriate.

**9. Review and Updates** This policy will be reviewed annually or as required by changes in legislation or organizational needs. Updates will be communicated to all stakeholders.

**10. Contact Information** For questions or further information about this policy, please contact the accommodation management team at [info@mccombstudents.com](mailto:info@mccombstudents.com) or on 01695422122.