

Equality and Diversity Policy Statement

Every company in the Knightstone Housing Group shares a commitment to equality and diversity. We believe that access to housing and the services we provide and to work opportunities should be based on merit, equality, fairness and need. No-one should be treated less favourably on the basis of their sex and sexual orientation, gender reassignment, race, religion or belief, disability, age, marriage and civil partnership, pregnancy and maternity. We expect everyone who works for us or with us to share this belief and to support us in trying to achieve this goal.

To help achieve this, we will:

- try to improve equality of opportunity and promote good relations regardless of sex, gender re-assignment, sexual orientation, race, religion/belief, disability, age, marriage/civil partnership or pregnancy/maternity through our policies, procedures and working practices
- provide training for our staff, Board members and resident volunteers
- implement our Equality and Diversity Strategy and plans and monitor our progress against them
- record and analyse access to and satisfaction with our services by equality group (where this information has been provided) and take appropriate action
- make sure that people who work with us, such as contractors, are aware of our commitment to equality and diversity and check that they comply with their policies and put them into practice
- take account of equality and diversity issues when we make decisions about changes to our services or employment practices
- take action when we consider that a member of staff, a service user or someone who works with us has acted in a way which is not in keeping with our Equality and Diversity Policy or has caused unlawful discrimination or harassment
- investigate and respond whenever anyone thinks we have not complied with our own Policy and have failed to provide equality of opportunity

A copy of our Equality and Diversity Policy is available on our website www.knightstone.co.uk or by phoning our Customer Contact Team on 08458 729729.

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