



Equality, Diversity and Inclusion

Our Commitment

At Allied Student Accommodation Limited ("Allied"), we are committed to creating an inclusive environment that values diversity and promotes equality of opportunity for all, in accordance with the Equality Act 2010.

We are dedicated to ensuring that all residents, prospective residents, employees and job applicants are treated fairly, with dignity and respect. Our approach is embedded in our values and reflected in our daily practices, decision-making and interactions.

We do not tolerate discrimination, harassment or victimisation of any kind. No individual will be treated less favourably because of a protected characteristic under the Equality Act 2010, namely:

- 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

Our Approach

We will meet our commitments by ensuring that:

- Equality, diversity and inclusion are actively promoted across all areas of our operations.
- All individuals are treated fairly and with respect at all times.

- Recruitment, selection, training, development and promotion decisions are based on merit, skills and ability.
- We foster a workforce that reflects the diversity of the communities we serve.
- Reasonable adjustments are made where required to support individuals with disabilities.
- All employees understand their responsibility to uphold this policy in their day-to-day roles.
- Managers and those involved in decision-making processes apply this policy consistently and fairly.
- Designated Equality & Diversity Coordinators provide support, guidance and oversight.

Accountability and Conduct

All employees have a personal responsibility to promote equality, diversity and inclusion and to challenge inappropriate behaviour where it arises.

Residents, visitors and partners are also expected to behave in a respectful and inclusive manner. Any form of discrimination, harassment or victimisation will not be tolerated.

Breaches of this policy by employees may result in disciplinary action in accordance with our Disciplinary Policy. Concerns or complaints will be managed through our Grievance Procedure.

Monitoring and Review

We are committed to regularly reviewing our practices to ensure compliance with the Equality Act 2010 and to promote continuous improvement in equality, diversity and inclusion across our organisation.

Further Information and Reporting

If you require further information, a full copy of this policy, or wish to raise a concern regarding its application, please contact: Info@alliedstudents.net