

Niche Homes Ltd - Equality and Diversity Policy

Set out below is the Niche Homes Ltd Equality and Diversity Policy, which applies to tenants and members of staff alike. The Equality and Diversity Statement can be found on our website and a copy is available upon request.

Why Niche Homes Ltd is committed to equality and diversity

1. The rationale for Niche Homes Ltd commitment to equality and diversity includes:

- an understanding of the importance of opening St Marks Court up to all nationalities and gender.
- the awareness that, in addition to being illegal and immoral, discrimination is also wasteful;
- the recognition of the negative impact on individuals of the effects of discrimination in terms of self-fulfilment and self-esteem.

Equality and Diversity Statement

2. Niche Homes Ltd is proud to have St Marks Court as a multi-cultural community. We value diversity, and are determined to ensure:

- that we treat all individuals fairly, with dignity and respect;
- that the accommodation that we provide are open to all;
- that we provide a safe, supportive and welcoming environment – for staff, for tenants and for visitors.

Discrimination

3. Niche Homes Ltd will not tolerate discrimination against individuals on the basis of gender, gender identity or gender reassignment status, race, colour or ethnic or national origin, religion or equivalent belief system, disability, sexual orientation, social class, age and marital/civil partnership status.

Status of the policy

4. This policy forms part of the formal agreement between tenants, members of staff and Niche Homes Ltd. All members of Niche Homes staff are especially mindful of the policy as any failure to comply could result in disciplinary proceedings.

5. All visitors to St Marks, together with those contracted to work at St Marks Court or for Niche Homes Ltd, will be expected to comply with this policy.