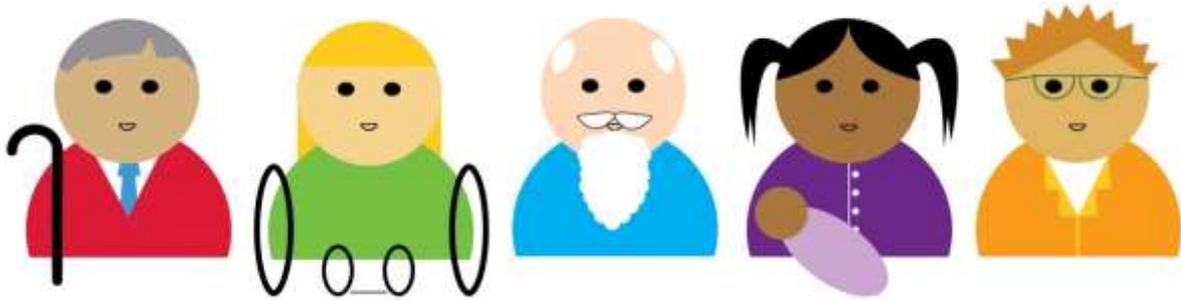


## A Commitment to Equality and Diversity



Equality is about making sure people are treated fairly and given fair chances. Equality is not about treating everyone in the same way, but rather recognising people's needs are met in different ways.

### Alliance Homes Group Equality Statement

Alliance Homes Group is committed to preventing discrimination and promoting equality for customers and staff regardless of age, disability, gender, gender identity, pregnancy and maternity, marriage and civil partnership, race, religion and belief, and sexual orientation. We want to break down barriers (real and perceived), value diversity and provide excellent customer service.

### Staff Commitment

As a staff member, I will help Alliance Homes Group achieve this by;

- Valuing diversity in the people that I work with; customers, staff, partners, tenants, and stakeholders.
- Treating all customers, staff, partners, tenants, and stakeholders, fairly and consistently.
- Ensuring that I treat no one less favourably on the grounds of their race, colour, gender, language, age, religion or belief, disability, sexual orientation, or any other grounds (as outlined in the Human Rights Act 1998), which cannot be justified.
- Continuing to develop my equality and diversity knowledge by attending relevant training.

**I understand that: -**

- Everyone has the right to live in peace and safety, free from all forms of discrimination, harassment and prejudice.
- All individuals can expect to be treated with respect and their contributions valued.
- Everyone has an equal opportunity to participate & to receive services in accordance with their needs.
- Cultural difference is seen as an asset and cultural diversity is celebrated.
- We have respect for individual rights including respect for family life.
- We ensure confidentiality and treat everyone fairly.

**I will support Alliance Homes in working towards : -**

- Putting equality and diversity considerations at the centre of our business decisions.
- Challenging and taking action against all forms of discrimination, inequality, prejudice, stereotyping and disadvantage.
- Providing accessible services in fair and flexible ways to meet the needs of our tenants, customers, residents and leaseholders.
- Carrying out Equality Impact Assessments, monitoring our activities and publishing the results on an ongoing basis.
- Championing equalities among my colleagues and my local community.

Signed: \_\_\_\_\_

Name: \_\_\_\_\_