

# Equality, Diversity and Inclusion

## DIGS Student Accommodation

### Purpose

DIGS Student Accommodation believe in creating an environment where students can thrive, and everyone treats one another with mutual respect and dignity. This policy states our commitment to equality and diversity and outlines the rights and responsibilities that everyone within the DIGS community are expected to adhere to.

### Scope

This policy applies to the entire DIGS community, including employees and students.

### Responsibilities

#### Employees:

- Employees have a responsibility to safeguard against any form of discrimination. They must always demonstrate behaviour and actions that do not unlawfully discriminate.
- Employees will be honest, sincere, and respectful in offering their contributions and point of view.
- Employees will endeavour to understand others by actively listening and being open to diversity of styles and perspectives.
- Employees will always strive to create an inclusive and supportive environment for others.
- Employees are responsible for raising concerns about unlawful discrimination with their line manager.

#### Students:

- All students have a responsibility to speak out, or report, any instances of discrimination, unfair treatment, or harassment.
- All students must take equal responsibility in creating an environment of mutual respect, where people feel valued.
- All students are responsible for respecting the diversity of their local community and upholding the core values of the DIGS community.

### Policy

DIGS Student Accommodation strives to be welcoming and inclusive to all. We work together to provide an environment that enables everyone to be their true selves, where they feel that they belong. This policy is about promoting positive attitudes and embracing diversity in our communities.

We celebrate diversity by fostering an inclusive environment where we can all feel safe and understood, free from any prejudice.

All members and prospective members of our community have a responsibility to:

- Treat each other and the wider community with respect.
- Engage each other in conversation while respecting and valuing each other's differences.
- Provide a supportive environment; one with equal opportunity where everyone can participate.

The aim of this policy is to ensure that we treat students and prospective students equally in conjunction with the Equality Act 2010, irrespective of race, colour, nationality, ethnic origin, sex, gender reassignment, sexual orientation, marital (including civil partnerships) or parental status, pregnancy and maternity, age, disability, religion and belief or socio-economic class or spent criminal convictions.

DIGS Student Accommodation is committed to a continuing programme of action to make this policy effective. Breaches of this policy by students or staff will be fairly investigated and appropriate action will be taken.