



**EQUALITY & DIVERSITY
POLICY**

CityBlock

1. Introduction

CityBlock's vision is to be recognised as innovative, accessible, inspirational and outward looking, with international reach. We recognise the diverse nature of our partnership with our residents and staff through a proactive approach to equality and diversity, embracing a culture of mutual respect.

Our proactive approach towards promoting and delivering our equality principles across our business practices creates a good place to work and live and encourages continuous improvement.

2. Our Approach to Equality & Diversity

CityBlock celebrates the diversity of all residents and staff. We are a multicultural community that values and promotes equality and diversity. We do not tolerate discriminatory practices of any kind.

In line with our strategic aims, we work to continue to deliver a positive environment for the conduct of all our activities, where all members of our community treat one another with mutual respect and dignity.

Through our procedures, we ensure that the allocation of accommodation comply with any equality policies that apply and in accordance with the law.

2.1 Equality:

Removing barriers to provide an equal opportunity; monitoring progress; acting consistently in line with legislation.

2.2 Diversity:

Recognising individual dignity; welcoming and responding to differences; encouraging a supportive culture based on respect.

3. The Equality Act 2010

The introduction of the Equality Act in 2010 harmonises previous legislation and provides consistency in terms of what we need to do to deliver a fair working and living environment.

3.1 CityBlock aims:

- ✓ To eliminate unlawful discrimination, harassment and victimisation
- ✓ To advance equality of opportunity between people who do and do not share a protected characteristic
- ✓ To foster good relations between people who share a protected characteristic and those who do not share a protected characteristic

3.2 Direct Discrimination:

This can occur when a person is treated less favourably than other people on the grounds of an aspect of their identity.

3.3 Indirect Discrimination:

This can occur where the effect of certain requirements, conditions or practices imposed by a process has an adverse impact disproportionately on one group or other.

No person or group of persons applying for CityBlock accommodation will be treated less favourably than any other person or group of persons because of their race, colour, ethnic or national origin, gender, disability, appearance, age, marital status, sexual orientation or social status.

4. Age

Age is one example where people can be adversely affected by being treated or being perceived as being too young or too old for an opportunity. The Equality Act streamlines and harmonises aspects of equality law, and will cover us all at some point in our lives. The Act protects people from discrimination on the basis of "protected characteristics".

We work to develop all staff, young and old and recognise that age demography and legislative change will herald greater work and living place flexibility.

5. Disability

As part of our commitment to assist those with disabilities, we offer accessible rooms with accessible facilities at the same rate as standard equipped rooms, with due consideration to room type and block.

6. Gender

We encourage an environment in which women can achieve in all areas and at all levels of our business, and one in which men can also work flexibly across our activities.

7. Gender Reassignment

The Equality Act provides protection for transsexual people – individuals who propose to, start or have completed a process to change their gender. CityBlock recognises that there can be differences between physical sex and gender identity and will not discriminate against people on the grounds of transvestism, transsexualism, intersex conditions or any process of gender reassignment.

CityBlock will both respect the confidentiality of trans students and staff, and provide a supportive environment for residents and staff who wish their trans status to be known. These commitments are made within a wider context of seeking to ensure that our environment and written materials reflect the full diversity of our residents and staff.

8. Marriage and Civil Partnership

Same sex partners who enter into civil partnership have the same rights as different sex partners who enter into marriage. Those who are married or in a civil partnership are protected from employment discrimination under the Equality Act.

9. Pregnancy and Maternity

Under the Equality Act an organisation cannot discriminate on the grounds of pregnancy or maternity.

10. Race

The diverse profile and culture of the CityBlock community has an enriching impact on our city, with staff overwhelmingly feeling that this has a positive impact.

11. Religion or Belief

Our Policy on Religion and Belief encourages an environment where cultural, religious and non-religious beliefs are mutually understood and respected. It is based on the principle that all members of our community have the right to their own belief system, and no right to force this on others.

12. Putting the Equality & Diversity Policy into Practice

CityBlock endeavours to enhance the residents and staff experience by:

1. Working Towards a Fair and Inclusive Community
2. Gathering, Analysing and Monitoring our Staff and Resident Profile
3. Ensuring accessibility of buildings, facilities and media
4. Providing strategies to prevent discrimination, harassment or victimisation
5. Increasing the successful inclusion of students from all equality strands and thereby enhancing their student experience
6. Increasing the successful inclusion of staff from all equality strands

7. Equipping staff with the appropriate skills and knowledge ensuring that commitment to our Equality & Diversity policy is fulfilled
8. Promoting our Equality & Diversity Values
9. Ensuring implementation, monitoring and evaluation of the Equality & Diversity Policy
10. Reviewing the policy on an annual basis to ensure it is fully up to date with current legislation.

CityBlock