

# A FAIR DEAL FOR ALL

We aim to treat everyone fairly in the way we provide homes, services, jobs and career opportunities. This leaflet tells you more about our Equal & Diversity Policy

We are committed to achieving equality in every area of our work. We will not discriminate against any person because of their sex, religion or belief, disability, colour, race, ethnic origin, age, sexuality, marital status, gender reassignment, pregnancy and maternity, or appearance. We will monitor the needs of our tenants in relation to race, sex and disability.

## Fair treatment and equal opportunity

- Our board aims to reflect a cross-section of people and the communities we serve. Members must be committed to our equality and diversity policy.
- We expect staff to treat all applicants, tenants and leaseholders fairly and equally. We provide training to help them follow our equality and diversity policy.
- We expect everyone we work with – including contractors, tradespeople and referral agencies – to offer their services fairly and without discrimination.
- We regularly monitor people we have housed, offered transfers to and employed, to see how well our equality and diversity policy is working.
- We take action on any kind of victimisation, including racial or sexual harassment (see leaflet: *Living in your home*).
- We want information to be fairly available to everybody. We can arrange interpreting and translation services, signing services for people who are deaf or hard-of-hearing and documents in large print or audio format for blind and partially sighted people.
- Please tell us if you have been unfairly treated and we will investigate your complaint (see leaflet: *Making a complaint*). For a copy of our full equality and diversity policy, ask your Housing Officer.
- We keep to the Equality Act 2010, the Housing Act 1988 and the Commission of Racial Equality's Code of Practice for Rented Housing.
- We are committed to equal opportunities in the way we provide employment and services.

## Hard to read?

If you would like this document in another format, such as large print or a coloured background, or if you would like any of our leaflets translated into another language, please contact our office.

**Address:** Keniston Housing Association  
13 Artington Close, Farnborough, Kent BR6 7UL

**Phone:** 01689 889700

**Email:** [enquiries@kenistonha.co.uk](mailto:enquiries@kenistonha.co.uk)