

EQUALITY, DIVERSITY, AND INCLUSION POLICY



Easy Read version of our ED&I Policy

About Alliance Homes

Alliance Homes wants everyone to be treated fairly.

We want everyone who lives in our homes or works with us to feel:

- **Safe**
- **Respected**
- **Included**

We do not allow **discrimination, harassment, or unfair treatment.**

What we believe

- Everyone is different, and we value these differences.
- No one should be treated badly because of who they are.
- We want our services to be easy to use for all customers.
- We want our colleagues to feel they can be their authentic selves at work.

Everyone is Welcome

We treat everyone fairly, no matter their:

-  Age
-  Disability
-  Gender identity
-  Marriage or civil partnership
-  Pregnancy or maternity
-  Race or ethnicity
-  Religion or belief
-  Sex (including non-binary and gender-fluid people)
-  Sexual orientation

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How We Treat You

We will:

- ✓ Treat you with dignity and respect
- ✓ Listen to your needs
- ✓ Make our services easy to use
- ✓ Provide information in different formats if needed
- ✓ Offer reasonable adjustments
- ✓ Support you if you experience discrimination or hate crime

If You Need Help

You can talk to us if you experience:

- ✗ Discrimination
- ✗ Harassment
- ✗ Hate incidents
- ✗ Unfair treatment

You can report concerns through:

- A member of staff
- Our complaints process
- Safeguarding or incident reporting routes

We will take your concern **seriously** and deal with it **sensitively**.

How We Support Our Colleagues

We make sure our staff:

- Treat everyone fairly
- Challenge inappropriate behaviour
- Get the training they need

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- Can be their **authentic selves** at work
- Understand how to support customers with different needs

How We Check We're Doing the Right Thing

We:

- Look at customer and colleague data to understand needs
- Check for unfair patterns or barriers
- Publish reports like Gender Pay Gap and Ethnicity Pay Gap
- Review this policy at least every 3 years
- Carry out Equality Impact Assessments to make sure decisions are fair

If You Need This in Another Format

We can provide this information in:

- Large print
- Easy Read
- Different languages
- Audio
- Other accessible formats

Just ask us — we're here to help.