

Our commitment to inclusion and equality

To assist in meeting our corporate priorities of **Putting People First** and **Creating Better Places to Live**, Acis is committed to fairness and equality for all, operating with professionalism, integrity and openness, and a belief that everyone is entitled to be treated with dignity, respect and fairness, regardless of their age, disability, sex, sexual orientation, race, religion or belief, or any gender reassignment. Our overall aim is to ensure that we operate in an inclusive way and do not knowingly create an unfair disadvantage for anyone, either directly or indirectly.

To demonstrate our commitment to equality and inclusion as defined within our Inclusion Policy we will:



- Consider and adhere to all areas of the Equality Act 2010 and will ensure that inclusion and equality is an integral part of our strategic and operational decision making.



- Conduct equality impact assessments throughout our business when reviewing or introducing new strategies, policies or procedures.



- Ensure that our staff are trained to recognise and understand what different customer needs may be so that we can ensure that our services are accessible to all.

- Ensure that our staff and board members are aware of their obligations to counter disadvantage and discrimination.



- Analyse and monitor our employment and key services against diversity information and agreeing corrective action where necessary through regular meetings of our diversity service improvement group.

- Involve residents in a way which meets their needs and aspirations.

- Select our partner organisations in a fair and non-discriminatory manner.



- Operate a zero tolerance policy against all forms of harassment and bullying, ensuring victims of harassment and discrimination are supported and that effective action is taken against the perpetrators.

- Let and adapt homes to take into account the requirements of minority groups.