



**LEE ABBEY
LONDON**

Equality and Diversity

Policy for Residents

This policy reflects national legislation and guidelines on good practice, including the Equality Act 2010.

Policy Statement

- ◆ Everyone has the right to be free from discrimination and harassment and everyone has the responsibility to promote Diversity and Equal Opportunities.
- ◆ Lee Abbey London is committed to the active promotion of Equal Opportunities and positive regard for all residents. All residents and staff will be expected to work to these principles and promote its philosophy.
- ◆ Lee Abbey London is committed to positive action as distinct to positive discrimination to enable all residents to develop their full potential and to overcome the effects of discrimination.

In the administration of Lee Abbey's accommodation and facilities, Lee Abbey London will ensure that:

- ◆ Lee Abbey complies with any legal requirements;
- ◆ No person or group of persons applying for accommodation or offered 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;
- ◆ Community staff will be trained or will have sufficient knowledge of equality and diversity practice to ensure that our commitment to equality is fulfilled;

Continued over



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- ◆ Residents are made aware of our equality and diversity policy as part of the information provided to them in marketing and resident information.
- ◆ As part of our commitment to assist those with disabilities, Lee Abbey London will not charge more for rooms adapted for use by residents with disabilities than the normal room rate.

Lee Abbey London will, within the resources available:

- ◆ Strive to build a supportive environment in which the individual needs of each resident are considered and each student is able to study with confidence.
- ◆ Help create an environment which provides equality of opportunity and freedom from discrimination, harassment and bullying on the grounds of race, gender, class, sexual orientation, marital status, pregnancy and maternity, age, religion and belief, culture, mental health, learning difficulty, disability and any other factors.
- ◆ Promote the diversity of our residents through our monitoring procedures and Social Programme.
- ◆ Foster mutual respect and understanding between all Residents at Lee Abbey London.
- ◆ Uphold the requirements in Equal Opportunities legislation and will ensure that trustees, staff and residents are kept informed of national and local developments.
- ◆ Identify good practice and promote positive role models.

All residents who consider that they have been discriminated against should contact either the Director or another senior member of staff in the first instance. The resident complaints procedure is available should a formal complaint be necessary.