

Diversity and Equality Policy

Unipol is committed to providing equality of opportunity. Everyone has a right to such equality and to a good and harmonious environment and atmosphere in which everyone is encouraged to apply their diverse talents and in which no-one feels under threat or intimidated. This right is protected in many instances by legislation.

Unipol will maintain a culture where individual differences are valued and respected and which enables everyone to give of their best and helps Unipol to respond more effectively to its residents, other clients and partners. Unipol will promote equality of opportunity and fair participation within the framework of the law; and seek to be broadly representative of the society that we serve.

Unipol will not discriminate on the grounds of age, disability, gender, gender reassignment, marriage or civil partnership (nb note this applies to employment only), pregnancy or maternity status, race, religion or belief, or sexual orientation.

Responsibility

This Policy, and its effective implementation, is the responsibility of the Chief Executive but day to day responsibility for its oversight and promotion is delegated to the Assistant Chief Executive - Operations. However, all members of the senior management team are accountable for the effective implementation of the Diversity and Equality Policy in their specific areas of responsibility.

Each individual Unipol Director and employee is accountable for their own behaviour; and responsible for operating within the principles and framework of this Policy.

Implementation

Unipol's Board of Directors is responsible for the maintenance and periodic review of the Diversity and Equality Policy. The Board will receive an annual report from the Chief Executive.

Unipol will ensure that all employees have received basic training on diversity and equality and are fully aware of this Diversity and Equality Policy and related procedures.

Unipol will endeavour to ensure that the principle of equality is observed in the provision of its services, where necessary through the articulation and implementation of clear requirements and appropriate processes.

Communication

The Diversity and Equality Policy will be clearly available on Unipol's website. An individual copy will also be given to all Directors and employees. The Policy's availability on the website will be drawn to the attention of all job applicants.

Unipol will expect all individuals and organisations with whom it has a formal relationship to embody the same Equality values in their treatment of Unipol's staff and residents and will communicate this expectation.

All organisations nominating students for residence in Unipol's accommodation will have this Policy drawn to their attention; and will be asked to confirm their commitment and adherence to the same Equality values.

Monitoring

Unipol will monitor the implementation of this Policy and associated procedures.

Enforcement

Confidentiality and Anonymity

A Director/Trustee making a complaint about another Director/trustee under this Policy will be required to retain confidentiality during Unipol's investigation and consideration of any further action. If the Director/Trustee seeks professional advice, this confidentiality requirement will also apply to the professional advisor(s).

If the complainant requests that their identity be kept confidential, that request will be met, always providing that is compatible with an effective investigation.

Designated Person

A designated person will investigate any complaint in respect of a Director/Trustee and this will be the Chair of Unipol's Board. If a disclosure relates to the Chair, the designated person will be the Deputy Chair of the Board. If the disclosure relates to both the Chair and Deputy Chair, the designated person will be an independent person as chosen by Unipol's Board.