

LIV Student Equality and Diversity Policy

1. Our Commitment

LIV Student is committed to creating an inclusive environment that values diversity, fairness and mutual respect in its employment practices and activities. We appreciate the differences and similarities between people and strive to meet their individual needs in a variety of ways.

Our goals are to:

- Welcome guests (tenants) from all backgrounds and cultures and make them feel supported and included by the community in which they live and study;
- Support and develop our relationships with diverse local organisations.

LIV Student is fully committed to the elimination of unlawful and unfair discrimination in the entirety of their practices.

All tenants are required to strictly adhere to this policy. Behaviour, actions, or words that transgress this policy will not be tolerated and will be dealt with in accordance with LIV Student complaints policy, which may result in legal advice being sought. Complaints of this nature may also result in tenancy agreements/ licences being terminated due to breach of contract.

These commitments are underpinned by LIV Student's core values and strategic goals and are embedded into every aspect of its business.

This policy is not contractual.

2. Policy Aims

This policy is intended to assist LIV Student put the commitments outlined above into practice and to ensure that tenants do not commit unlawful acts of discrimination.

3. Scope

This policy applies to all tenants and any persons invited onto the premises by the tenant.

All tenants are required to become familiar with and observe the spirit and letter of this policy.

4. The law

LIV Student will comply with the law and will not discriminate any persons because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation ("Protected Characteristics").

It will not discriminate because of any other irrelevant factor and will build a culture that values meritocracy, openness, fairness and transparency.

5. Definitions

Direct discrimination occurs when a person treats another less favourably than they treat or would treat others because of a protected characteristic.

Less favourable treatment occurs if you put someone at a clear disadvantage compared with others; for example, being deprived of a choice or excluded from an opportunity.

Associative discrimination occurs where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic (subject to some exceptions).

Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception that he/she has a particular protected characteristic when he/she does not, in fact, have that protected characteristic (other than marriage and civil partnership, and pregnancy and maternity).

Indirect discrimination occurs when a provision, criterion or practice is applied universally, but its effect disadvantages people who share a protected characteristic (although it does not explicitly include pregnancy and maternity, which is covered by indirect sex discrimination).

Harassment is where there is unwanted conduct, related to one of the protected characteristics (other than marriage and civil partnership, and pregnancy and maternity which are covered by direct discrimination provisions in the Equality Act 2010) that has the purpose or effect of violating a person's dignity; or is reasonably considered by that person to create an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation occurs where someone is subjected to a detriment, such as being denied a training opportunity or a promotion because he/she made or supported a complaint or raised a grievance under the Equality Act 2010, or because he/she is suspected of doing so.

Failure to make reasonable adjustments is where a physical feature or a provision, criterion or practice puts a disabled person at a substantial disadvantage compared with someone who does not have that disability and no reasonable adjustments were made to enable the disabled person to overcome the disadvantage.

6. Promoting equal opportunities and diversity

LIV Student will avoid unlawful discrimination in all aspects its dealings with tenants.

LIV Student will not discriminate unlawfully against guests using or seeking to use the services provided by LIV Student.

LIV Student will make decisions relating to guests, clients, suppliers and business partners based on business related criteria only and any irrelevant information will not form part of the process.

7. Promoting an inclusive guest environment

LIV Student will make every effort to meet the needs of its guests regardless of their backgrounds and will foster good relations with them and between them.

8. What we will do to achieve this

- Make equality and diversity the responsibility of everyone working for, partnering and living within LIV STUDENT.
- Develop an inclusive culture with effective communication and codes of behaviour.
- Work towards the elimination of unlawful discrimination, harassment, and victimisation based on a protected characteristic, whether actual, perceptive, or associative.
- Ensure our values, policies and day to day activities are consistent with this policy.
- Make our buildings and services accessible to all guests.

- Make it clear that everyone has a personal responsibility to identify and challenge unacceptable behaviour and report any form of discrimination, bullying, unfair treatment or harassment.
- Continue to enforce procedures that deal with all forms of discrimination, harassment, bullying and intimidating behaviour.
- Establish effective links with appropriate local community groups for the benefit of our guests.
- Regularly audit, review and evaluate progress and address any shortcomings.
- Ensure that there is a sense of friendliness and community between all staff and tenants to avoid any hesitation in coming forward with a complaint.

9. If things go wrong

If you have any concerns please put your details in writing and email us at bookwithme@livstudent.com.

Once received your email will be sent on to the relevant person(s).

LIV Student will treat complaints sensitively and maintain confidentiality to the maximum extent possible.

10. Data protection

LIV Student processes personal data collected in connection with this policy in accordance with its Data Protection Policy. Information about how data is used and the basis for processing the data is provided in the LIV Student's Team Member and Job Applicant Privacy Notices.

11. Review

LIV Student reserves the right to amend this policy at its discretion.