

Anti-Discrimination Policy

1. Introduction

Home-Share Lettings Ltd is committed to providing equal opportunities for all applicants who seek to rent properties through our agency. We firmly believe that everyone should be treated fairly and with respect, regardless of their background, race, ethnicity, nationality, gender, age, disability, sexual orientation, religion or belief.

This Anti-Discrimination Policy outlines our commitment to ensuring that all applicants are treated equally and fairly throughout the rental application process. The purpose of this policy is to establish clear guidelines and principles that will prevent discrimination and promote equality, diversity and inclusion.

2. Scope

This policy applies to all applicants who apply for rental properties through Home-Share Lettings Ltd. It extends to all aspects of the application process, including advertisement, application, assessment, selection, and acceptance of rental offers. The policy also applies to any complaints made against the company in relation to discrimination.

3. Legal Framework

Home-Share Lettings Ltd operates in full compliance with the Equality Act 2010 and all other applicable anti-discrimination legislation, which protect applicants from being treated less favourably on the basis of protected characteristics. These protected characteristics include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4. Policy Statement

Home-Share Lettings Ltd is committed to:

- a) Treating all applicants fairly and with respect, ensuring that no one is discriminated against on the basis of their protected characteristics.
- b) Providing an inclusive and supportive environment for all applicants throughout the application process.
- c) Taking all reasonable steps to prevent and eliminate direct or indirect discrimination, harassment, victimisation or any other form of unequal treatment.
- d) Ensuring that all staff members involved in the rental application process are fully trained and aware of their responsibilities under this policy and the Equality Act 2010.
- e) Regularly reviewing and monitoring our practices and procedures to identify and eliminate any potential barriers to equality and diversity.

5. Implementation

Home-Share Lettings Ltd will:

- a) Ensure that all rental property advertisements are inclusive and do not discriminate against any protected characteristics.
- b) Use objective, transparent and fair criteria for assessing and selecting applicants, based solely on their suitability for the property in question.
- c) Maintain clear and accurate records of all applicant interactions, to enable effective monitoring and review of our adherence to this policy.
- d) Provide regular training and support for all staff members involved in the application process, to ensure they understand and uphold the principles of this policy.
- e) Respond promptly and effectively to any allegations or complaints of discrimination, carrying out thorough investigations and taking appropriate action where necessary.

6. Complaints

Any applicant who believes they have been subject to discrimination during the application process is encouraged to raise their concerns with Home-Share Lettings Ltd. Complaints can be submitted via email at info@home-share.co.uk, or in writing to:

Home-Share Lettings Ltd
Unit 2 Park House
92-94 Hopewell Dr
Chatham
ME5 7PY

All complaints will be treated seriously and in strict confidence. Home-Share Lettings Ltd is committed to ensuring that any instances of discrimination are thoroughly investigated and resolved as swiftly as possible.

7. Review

This Anti-Discrimination Policy will be reviewed periodically to ensure its effectiveness and compliance with current legislation. Home-Share Lettings Ltd welcomes feedback from applicants, staff, and other stakeholders to help improve and strengthen our commitment to equal opportunities.

Date: 3rd May 2023
Home-Share Lettings Ltd