

## Equality and Diversity Policy

Quantum Hotel Group is dedicated to encouraging a supportive and inclusive culture amongst their residents. It is within our best interest to promote diversity and eliminate discrimination in our student accommodation.

Our aim is to ensure that all students and applicants for student accommodation are given equal opportunity and that our organisation is representative of all sections of society.

This policy reinforces our commitment to providing equality and fairness to all in our residency and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

We can ensure that no person or group of persons applying for accommodation will be treated less favourably than any other person or group of persons, with all applications being processed by first-come first-served (FCFS) basis.

Quantum Hotel Group commitments:

- To create an environment in which individual differences of all residents are recognised and valued.
- To create an environment that promotes dignity and respect for every resident.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns with management or students representatives so we can apply corrective measures.
- To encourage employees and residents to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

Quantum Hotel Group will inform all current and future residents that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the student accommodation.

This equality and diversity policy is fully supported by senior management and has been agreed with student representatives.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the student accommodation.