



We are a company that looks after places and people and our name is Places for People.

Equality, diversity and inclusion policy

Equality

This means you should be treated equal

Diversity

This means a mix of different kinds of people

Inclusion

This means you should feel you can belong to a group

Policy

This means a plan



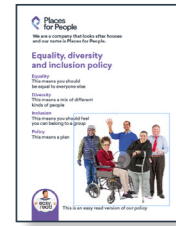
This is an easy read version of our policy



Easy Read UK
Paper, Online and Digital

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About our plan



Equality and diversity is when every person is treated the same and included in decisions.

Places for People want to make sure that everyone is treated equally and fairly.

This is our plan to do this.



The Equality Act



An Act is another name for a law. The Equality Act helps make sure people are treated fairly.

This booklet shows what we are doing to help to build strong communities. We want everyone to feel happy.

What does it mean?



Equality

This means everyone having the same chance to have a good life.



Diverse or diversity

This is a mix of different kinds of people. For example men and women, young and old people, people of different races, disabled and non-disabled



Everybody needs to feel like they are part of a group. To be part of a group the things listed below should not matter

- Age – how old someone is.



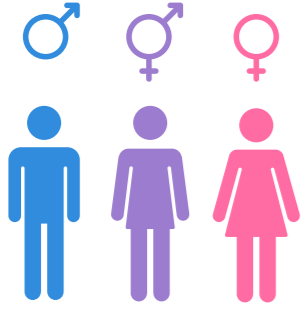
- Disability – a disability makes it difficult for a person to do some things. Some disabilities are hidden so you cannot see them.



- Race – different cultures and ways of living.



- Religion – this is what faith someone has.



- Gender – this is if someone is a man, a woman or transgender. Transgender people are people who feel different from the sex (male or female) they were born with.



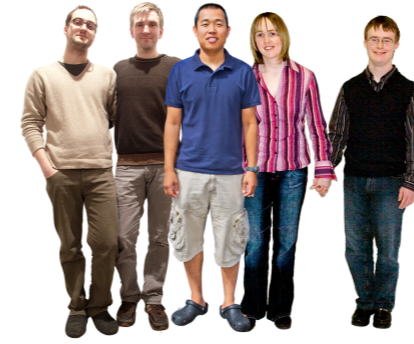
- Married – this is when two people agree to be together. A civil partnership is the same thing.



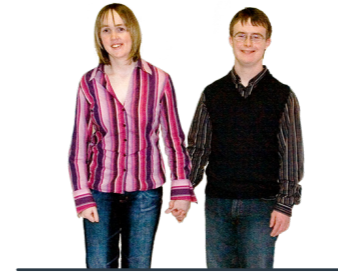
- Pregnant – this is when a person has a baby growing inside.



- Parent – this is someone who has a child or who has responsibility or care of a child.



- Sexuality – this is about who you fancy.



1. Heterosexual is when you are attracted to the opposite sex.



2. Lesbians are women who are attracted to other women.



3. Gay men are attracted to other men.



4. Bisexual people are attracted to women and to men.

How will Places for People make sure everyone is included?



- We will treat everyone with respect.

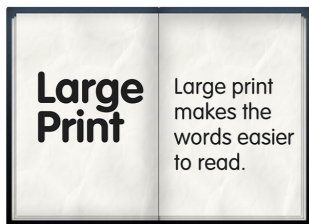


- We will send information in the best way that suits you. For example, we can send:

– in Easy Read format

– as large print

– a translated version



- We will make sure you are treated fairly when we are making changes.



- We will make reasonable adjustments. These are changes we will make so that disabled people can do something. For example, providing equipment in your home.



- We will build homes and communities for everyone.



- We will make sure it is easy for you to complain if you need to.

How to contact us

If you have any questions about this policy or our services then you can contact us.



You can tell us about anything that is working well or things that need to be done better.



Call us

01772 667 002



Email us

customerservicecentre@placesforpeople.co.uk



Visit our website

You can find out more information on our website **www.placesforpeople.co.uk**

