



Equality and Diversity Policy

Introduction

At Acuity, we are committed to fostering an inclusive environment that promotes equality, values diversity, and ensures fair treatment for all employees, associates, and clients. Our approach aligns with best practices and supports the values of the housing research sector.

Policies and Practices

We strive to:

- Create a working environment where all employees, potential employees, and associates have equitable access to opportunities and are treated fairly.
- Implement unbiased policies and procedures to eliminate discrimination and promote inclusivity.
- Support professional growth based on merit, ability, and potential.

Communication

We are committed to:

- Keeping employees and associates informed of organisational updates and changes.
- Engaging in meaningful consultation on matters directly affecting employees' roles.

Involvement

We encourage:

- Active involvement of staff and associates by valuing their input and leveraging their unique talents.
- Collaboration and innovation to enhance organisational growth and employee satisfaction.

Quality of Service

Recognising the integral role of our employees in client engagement, we:

- Promote equal opportunities as a means to enhance service delivery.
- Value feedback from employees to refine and improve our services.

Defining Equality and Diversity





- **Equality** ensures fairness by addressing systemic barriers and promoting representation for all groups. It is underpinned by legislation and may involve positive actions to counteract discrimination.
- **Diversity** celebrates and harnesses the differences among individuals, fostering a culture that respects and values unique perspectives.

Equality and diversity together create a foundation for a fair, inclusive, and thriving organisation.

What This Means for Acuity

1. **Commitment to Equality**
 - We are dedicated to treating everyone with integrity, respect, and consideration.
 - Recruitment, training, and promotion processes are based on objective criteria and individual merit.
2. **Inclusive Culture**
 - We ensure that no individual is disadvantaged based on age, race, gender, sexual orientation, disability, or any other protected characteristic.
3. **Fair Opportunities**
 - Employees and associates are selected and developed based on abilities and potential, aligning with job requirements.
4. **Policy Implementation**
 - Policies such as our Code of Conduct and Harassment Policy ensure adherence to our equality commitments.
 - Mandatory training is provided to all staff to foster understanding and commitment to diversity and equality principles.

Your Rights and Responsibilities

- **Your Rights:**
 - Work in an environment free from discrimination and harassment.
 - Be treated with dignity and respect.
 - Report any incidents of unfair treatment or inappropriate behaviour.
- **Your Responsibilities:**
 - Promote inclusivity and prevent discrimination.
 - Adhere to Acuity's standards of behaviour.
 - Recognise and value the diversity of colleagues and clients.

Breaches of this policy may result in disciplinary action, including dismissal, and could involve legal consequences.

Positive Action

Where appropriate, Acuity may implement positive actions to address under-representation within the workforce. This may include:

- Guaranteed interviews for candidates with disabilities meeting essential criteria.
- Ensuring support and adjustments for employees who acquire disabilities.



Diversity and Equality Monitoring

To ensure effectiveness, we regularly review staffing data, including:

- Workforce composition, recruitment outcomes, training access, and performance appraisals.
- Data analysis by age, gender, ethnicity, and other relevant characteristics.
This data remains confidential and supports our continuous improvement initiatives.

Working with Clients

We are committed to aligning with and supporting the equality and diversity policies of our clients, ensuring our practices reflect shared values.

Monitoring and Review

This policy will be reviewed annually or as required by legislative changes to ensure it remains current and effective.

Version: Acuity Equality and Diversity Policy V2026

Last Reviewed: 8 December 2025

Next Review: 31 December 2026