

## Landlord Tenants' Charter

Westway Trust is committed to celebrating, encouraging and valuing equality and diversity among staff, volunteers, partners, suppliers, users of our services, Trustees and the community living and working in, or visiting, our area of benefit.

We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities, and able to benefit from the spaces available on the Trust's estate. We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or unlawfully discriminatory behaviour is tolerated by anyone towards anyone. We recognise that we have much to learn and gain from diverse cultures and perspectives, and that embracing diversity makes our organisation more effective.

We expect our tenants to uphold the same values.

### Tenants' Charter

As a tenant of Westway Trust, I understand that I have responsibilities under the Equality Act 2010, which identifies nine protected characteristics upon which it is unlawful to discriminate. These are:

- age
- disability
- gender
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sexual orientation.

While I am a tenant of Westway Trust I will:

- ensure fair, equal and transparent recruitment and employment practices
- develop a culture and working environment free from discrimination and harassment
- act promptly in response to any complaints of discrimination and harassment against my organisation, its employees or volunteers
- provide a safe, secure and accessible environment which values and respects diverse identities and cultures
- embrace, value and celebrate the dynamism that diversity brings to organisations
- embrace, value and celebrate the diversity of the local area and its identity, culture and heritage

I understand that if at any time I fail to adhere to this Charter that Westway Trust will be entitled to consider that failure to be a fundamental breach of my lease with the Trust.

Signed:

Date:

*Note – For the purposes of this Charter, a tenancy includes any form of lease, licence, or formal or informal occupation of Trust land.*

