



INVESTENT

Property Lettings and Management

Address: 88 Whitchurch Road, Cardiff, CF14 3LY

Phone: 07883 373475

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EQUALITY AND DIVERSITY POLICY

Statement

Investent LTD is committed to promoting equal opportunity, tackling discrimination & valuing the diversity of our staff, management team & owners. Investent LTD will ensure that our policies & procedures do not cause discrimination or allow discrimination or disadvantage to be an obstacle to accessing services or to the recruitment, training & promotion of staff. We aim to comply with all relevant anti-discrimination legislation & regulatory requirements. We are committed to promoting equality throughout the organisation & require all staff, management team, owners & contractors to participate fully in achieving our aims. We will ensure that training, guidance & advice are provided to meet these aims & commitments.

Aims of the policy

1. To enable equality of opportunity in the provision of our services, employment & training.
2. To provide Investent LTD staff, management team & owners with a clear understanding of the organisation's commitment to promoting equality & diversity as our role as an employer.
3. Aim to remove inequality & discrimination against people, communities & organisations with which we work
4. To ensure Investent LTD is fully accessible to everyone who receives service from us & to everyone who works for us. This policy aims to meet the diverse needs of all customers, staff & stakeholders regardless of race, religion or belief, gender, transgender, sexual orientation, disability, or age.

Why equality & diversity is important to Investent LTD

Investent LTD is committed to achieving the best possible performance on equality & diversity to enable us to:

1. Working in partnership - excellent performance on equality & diversity is a key criterion to enable progress for all types of partnerships.
2. Ensure that services & products are relevant to the needs of our customers & sustain long-term demand.
3. Recruit & retain the best staff by having a fair & transparent recruitment process, we aim to employ a diverse range of staff. We are committed to supporting & encouraging all staff to reach their full potential.



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4. Delivering sound business leadership. Investent LTD recognises that senior management team & the owners need to understand the needs of their customers. We will aim to achieve this by ensuring as far as possible that these bodies reflect the diversity of the communities in which we work.

Responsibility for applying the policy

The managing Director is responsible for ensuring that all Investent LTD staff are informed and aware of their responsibilities.

The senior management team are responsible for ensuring consistent application of the policy, monitoring its effectiveness & ensuring enough resources are available to support the policy.

Line managers are responsible for ensuring that staff are aware of the policy.

Investent LTD are committed to achieving equality

We are committed to achieving equality in respect of the nine protected characteristics recognised in the Equality Act 2010.

1. Age
2. Disability
3. Religion/Belief
4. Marriage & civil partnership
5. Pregnancy & maternity
6. Race
7. Sexuality
8. Gender
9. Gender reassignment

Feedback

We welcome suggestions, comments, complaints & compliments from people who use or provide our services. We believe that this can provide us with some important lessons to help us ensure that our services are improved for everyone.

If you have comments regarding this policy, please let us know using the contact details provided.



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Company: Investent Ltd

Document: Equality and diversity policy

Version: 1.0

Review: At least annually and following relevant changes to legislation or Rent Smart Wales guidance.

Authorised by:

Signature:



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Date: 15/07/2026