

2024

Introduction

Hodgkin House is committed to building an inclusive environment where diversity is valued, and where everybody can reach their full potential without fear of harassment, prejudice or discrimination. All residents, visitors and staff members are expected to act in accordance with this policy and to actively support us in providing a highly positive, inclusive, engaged and rewarding experience for our residents by:

• Treating each other fairly with courtesy, respect, and consideration at all times

• Creating a working, learning and social environment that is open to all regardless of their background or personal circumstances, including but not limited to those of all gender identities and expressions, parents and carers, and the following protected characteristics as outlined in the Equality Act 2010:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership (in respect of eliminating unlawful
* discrimination)
* Pregnancy and maternity
* Race (including ethnic or national origins, colour or nationality)
* Religion and belief (including lack of belief)
* Sex
* Sexual orientation

1. Definitions

Anti-Social Behaviour: Any act or behaviour that causes harassment, alarm, distress, or nuisance to other residents, staff members, or visitors.

Examples: This may include but are not limited to excessive noise, vandalism, disrespect towards others, substance abuse, and discrimination.

2. Expectations

Respect: All residents are expected to treat others with respect, understanding, and consideration.

Compliance: Residents must adhere to the rules and regulations set forth by Hodgkin House and UK laws.

Safety: Any behaviour that jeopardizes the safety and well-being of others will not be tolerated.

3. Reporting Procedure

Incident Reporting: Any resident who witnesses or is a victim of anti-social behaviour should report the incident to the accommodation management immediately.

Confidentiality: All reports will be handled confidentially, and residents reporting incidents will be protected from retaliation.

4. Investigation and Consequences

Investigation: All reported incidents will be thoroughly investigated by Hodgkin House management.

Consequences: Residents found guilty of engaging in anti-social behaviour may face consequences such as warnings & acceptable behaviour contracts, fines (In cases such as graffiti or deliberate damage to Hodgkin House property) \* or notice of eviction\*\*.

**\*Proportionate to the cost of rectifying the damage.**

**\*\*In extreme circumstances where there has been a serious breach of the tenancy agreement. Notice period dependant upon the nature of the breach, impact on other residents, potential risk to property / other residents / further breaches.**

5. Support and Resources

Support Services: Residents involved in or affected by anti-social behaviour will be provided with necessary support services and resources, such as ASB Help - a registered charity in England and Wales set up to provide advice and support to victims of anti-social behaviour.

Counselling: Access to counselling services will be available for both victims and offenders. University of Bristol and University of West of England both provide free counselling services to students and Hodgkin House management can assist in signposting to these services if required.

6. Review and Revision

Review Periods: The anti-social behaviour policy will be reviewed periodically to assess its effectiveness and make any necessary revisions.