



AREF GUIDANCE

**Diversity, Equity & Inclusion
Guidelines for AREF Members**

Effective from March 2023

1. Members should have as a minimum, internal policies and procedures (**DEI P&Ps**) that promote a diverse, equal opportunity and inclusive workplace and which reflect the AREF DEI Policy [\[link\]](#).
2. DEI P&Ps should prevent discrimination due to a protected characteristic for UK purposes, e.g.:
 - Age
 - Gender (including gender reassignment)
 - Being married or in a civil partnership
 - Being pregnant or on maternity leave
 - Disability
 - Race including colour, nationality, ethnic or national origin
 - Religion or belief
 - Sex
 - Sexual orientation
3. Members' DEI P&Ps could cover the following, which should be regardless of a person's age, gender, marital status, race, ethnicity, religion, sexual orientation, disability and social and economic background:
 - Flexible working
 - Shared Parental Leave (in excess of the statutory minimum, to include equal rights in relation to adoption and surrogacy)
 - Recruitment (to focus on a more diverse audience)
 - Remuneration
 - Promotion,
 - Workplace accessibility
 - Social mobility
 - Menopause
 - Training and Development (focussed on DEI, disability and race awareness)
 - Corporate Social Responsibility
4. Members could publish and otherwise make available their Gender Pay Gap Report which should also disclose the Member's DEI strategy, goals for the future and the senior person(s) responsible for implementing the strategy and meeting the DEI goals.



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