



Title: Equality and Diversity - Group Policy Statement

Business Function: All Functions across Sanctuary Group

Authors: Diversity and Inclusion Manager

Other Contributors: Equality and Diversity Working Group

Authorised by: Executive Committee

Sanctuary Group:
Sanctuary Group is a trading name of Sanctuary Housing Association,
an exempt charity, and all of its subsidiaries.

Uncontrolled copy if printed

1. Policy statement

- 1.1 Sanctuary Group (the Group) is fully committed to creating an environment where there is fair access to:
- work and development opportunities; and
 - all services - making sure tenants, clients, residents, service users and wider customers maximise their service experience and personal potential.
- 1.2 The Group promotes fairness and does not tolerate discrimination. The Group views diversity as integral to providing good services that provide value for money and meet customers' expectations.
- 1.3 To ensure equality and fairness is achieved across all activities, the Group has focused on embedding equality and diversity in the very fabric of the organisation.
- 1.4 '[Fairness for All](#)', the Group's comprehensive single equality scheme outlines how this is applied across the Group and incorporates the Group's strategy and action plan. The scheme builds on work to date that embeds the principles of equality and fairness into everything that it does. This ensures that equality and diversity is an integral part of the way the Group plans, develops and delivers its services.
- 1.5 'Fairness for All' should be read in conjunction with this policy statement, as it outlines the Group's aims and objectives for equality and diversity. It clearly sets out how the Group will meet the requirements of the [Equality Act 2010](#) and is supported by a comprehensive equality and diversity action plan.
- 1.6 The Group produces an Annual Report on the progress made towards achieving its strategic objectives, and annually reviews its corporate and operational action plans. The Group also reviews this policy statement and the '[Fairness for All](#)' scheme on a regular basis.
- 1.7 The Group demonstrates its commitment to equality and diversity by promoting equality and valuing diversity. This ensures that no individual or groups are discriminated against on the grounds of race, sex, disability, sexual orientation, gender reassignment, marital and civil partner status, pregnancy and maternity, age or religion and belief.
- 1.8 Making sure that services are delivered fairly to all and to the highest possible standard is one of the Group's key objectives and is in line with current legislative and associated regulatory requirements.

2. Objectives of this policy statement

2.1 In order to ensure the Group's work on equality and diversity continues to deliver effective improvements for both customers and the wider operations, the Group has developed three strategic objectives, to:

- create a diverse workforce by providing fair and equal access to all jobs in the Group, for existing and future members of staff;
- ensure customers have fair access to the services they need; and
- ensure the Group's governance structures and support services work towards eliminating discrimination and promote fairness.

2.2 The Group's equality action plans are structured under each of these objectives and through regular reporting we are able to track the progress against each objective to ensure the Group is improving in each area.

3. Responsibilities for implementation and monitoring

3.1 The Equality and Diversity Working Group (EDWG) leads on the coordination and monitoring of diversity work across the Group and meets three times per year. The EDWG reports to both the Group Board and the Executive Committee.

3.2 The EDWG, the Executive Committee, and the Group Board have a responsibility for implementing the 'Fairness for All' scheme. All Group employees are responsible for the scheme's success and are required to adhere to the principles of the scheme.

3.3 All managers have responsibility for ensuring that their teams are aware and fully adhere to the scheme and are trained in, and aware of, equality and diversity issues relevant to their area of operation.

4. Period of review

4.1 Until a new policy is formally adopted, this document will remain in force and operational.

4.2 This policy statement will be reviewed in accordance with the policy review programme agreed by Executive Committee.

4.3 If there are significant changes to legislation or regulation or there are found to be deficiencies or failures in this policy statement, as a result of complaints or findings from any independent organisation, the Group Director - Corporate Services will initiate an immediate review.

4.4 Where appropriate, key stakeholders, employees and interested parties will be consulted as part of any review of this policy statement.

Signature



Nathan Warren

Chair - Equality and Diversity Working Group