
Sanctuary

Title: Equality, Diversity, and Inclusion - Sanctuary Policy Statement

Business Function: All Functions across Sanctuary

Authors: Diversity and Inclusion Manager

Other Contributors: Equality, Diversity, and Inclusion Sponsor Group

Authorised by: Executive Committee

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

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1. Policy statement

- 1.1 Sanctuary has a strategic goal 'to be a diverse, inclusive organization where our people thrive and respond to the needs of our customers with fairness and empathy'
- 1.2 Sanctuary is fully committed to ensuring equality of opportunity in employment and to delivering services that are accessible and take account of the diverse needs of our tenants, clients, service users and wider customers.
- 1.3 Sanctuary promotes fairness and does not tolerate discrimination. It views equality, diversity, and inclusion as integral to being a good employer and providing good services that provide value for money and meet customers' expectations.
- 1.4 To ensure fairness, equality, diversity, and inclusion are achieved across all activities, Sanctuary has focused on embedding these in the very fabric of the organisation.
- 1.5 '[Inclusion for All](#)', is Sanctuary's comprehensive equality, diversity, and inclusion strategy. It ensures that consideration of equality, diversity, and inclusion is an integral part of the way Sanctuary plans, develops, and delivers its services. It builds on work to date that embeds three key principles of:
 - **equality** - treating everyone in a way that ensures they have the same opportunity whatever their status in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation. This means proactively tackling prejudice, unfair discrimination, and barriers to opportunity.
 - **diversity** - valuing difference of all kinds including, but not limited to, protected characteristics.
 - **inclusion** - embedding an environment for our people and our customers that makes them feel valued, respected, and heard.
- 1.6 '[Inclusion for All](#)' should be read in conjunction with this policy statement, as it outlines Sanctuary's strategic goal, objectives and governance. It clearly sets out how Sanctuary will meet the requirements of the [Equality Act 2010](#) and is supported by a comprehensive programme of work.
- 1.7 Sanctuary produces an Annual Report on the progress made towards achieving its strategic objectives, and annually reviews its corporate and operational action plans. Sanctuary also reviews this policy statement and the '[Inclusion for All](#)' strategy and objectives on a regular basis.
- 1.8 Making sure that services are delivered fairly to all and to the highest possible standard is one of Sanctuary's key objectives and is in line with current legislative and associated regulatory requirements.

2. Objectives of this policy statement

2.1 To ensure Sanctuary's work on equality, diversity, and inclusion continues to deliver effective improvements for staff, customers and wider operations, Sanctuary has developed four strategic objectives to:

- **Create new ways to listen** to diverse voices and promote an open culture, so that people in all their diversity can thrive.
- **Increase organizational knowledge** and awareness to embed a culture where all our people are confident in demonstrating inclusive behaviours.
- **Develop involved and informed leaders** who take ownership of equality, diversity, and inclusion objectives.
- **Build diversity and inclusion into the earliest stages** of new projects and services to reflect the needs of the communities served.

2.2 Sanctuary's programme of work is structured under each of these objectives and through regular reporting, progress is tracked against each objective to ensure Sanctuary is improving in each area.

3. Responsibilities for implementation and monitoring

3.1 Each Group Director is accountable for improvements within their business area. They work in partnership with the Equality, Diversity, and Inclusion Group (EDIG), which is responsible for ensuring delivery against the objectives. The EDIG meets four times per year to report progress and collaborate on organization wide equality, diversity, and inclusion activity. The EDIG reports to both the Group Board and the Executive Committee twice yearly.

3.2 The EDIG, Executive Committee, and Group Board have a responsibility for implementing the '[Inclusion for All](#)' strategy. All Sanctuary employees are responsible for the strategy's success and are required to adhere to its principles.

3.3 All managers have responsibility for ensuring that their teams are aware and fully adhere to the strategy and are trained in, and aware of, equality, diversity, and inclusion 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

A handwritten signature in black ink, appearing to be 'Nathan Warren', written in a cursive style.

Nathan Warren
Chair - Equality, Diversity, and Inclusion Group