



Equality, Diversity & Inclusion Policy

Summary Statement

'Equality', 'diversity' and 'inclusion' are terms that simply mean that we should all be treated fairly, with respect and get the right services, whoever we are. At Home Group we aim to promote equality, value diversity and encourage inclusion through:

- our mission to help customers open doors to new opportunities and healthy lives, and
- our promise to provide colleagues with a great place to work.

Our Equality, Diversity and Inclusion Policy complies with legal and regulatory requirements, but we see these as minimum standards to be achieved. The policy also reflects best practice and our Housing with Care Strategy and helps us to meet our commitments under the Chartered Institute of Housing Equality and Diversity Charter.

The policy will help us to deliver our customer and colleague promises through policy standards which define our approach to:

- Knowing our customers and using that knowledge to provide better services
- Creating an environment where everyone feels safe, valued and involved
- Developing and retaining a skilled, caring and committed workforce
- Communicating our commitment to equality, diversity and inclusion supported by the clear leadership of our Board and Executive
- Enabling customers and colleagues to hold us to account through robust reporting structures for equality related complaints

A copy of the full Equality, Diversity & Inclusion Policy can be obtained by contacting the Policy and Compliance Team on 0345 141 4663 or by emailing policy@homegroup.org.uk.