

Sanctuary

Inclusion for All

Equality, Diversity
and Inclusion Strategy
2021-2024





Inclusion for All

This document is our **Strategy**. It will tell you what Sanctuary plan to do in the next 3 years, to make sure that everyone feels included.

Sanctuary is committed to Equality, Diversity and Inclusion for All

A message from Craig

Craig Moule is Sanctuary's Chief Executive.



We have looked at everything we have achieved in the last 3 years and at the things the law and our regulators ask us to do. We've also listened to and read the advice of our partners.



We have talked to people in the organisation about them and their experiences.



This **Strategy** tells you our clear aims and objectives to be an inclusive organisation.



Our Goal



It is Sanctuary's goal to be:

A **diverse, inclusive organisation** where **our people thrive** and **respond to the needs of our customers** with **fairness and empathy**



Sustainability

A business for our people and our customers

Our Mission

Building **affordable homes** and **sustainable communities** where **people choose to live.**



Diversity

we are committed to embedding an inclusive environment for our people and customers



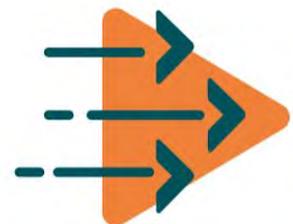
Quality

Deliver positive outcomes and high standards of service



Integrity

To be honest and fair and to do the right thing



Ambition

To care for our people and grow our business

Focus on Inclusion



Inclusion for All means, we want **all people** to be **included** and to **feel part** of the **workplace and society**.



Diversity

It is about valuing difference of all kinds e.g. social, economic, educational, professional, working style.



Equality is about fairness.

It's about treating everyone in a way that ensures everyone has the same opportunity.

This means working to tackle prejudice, unfair discrimination and barriers.



Inclusion

Our work seeks to help people feel included in the workplace and in Sanctuary communities

Six guiding principles



This Inclusion for All strategy will be based of **six guiding principles**

These six **principles** will tell us the best way to work to reach our **goal**.



Listening to diverse voices



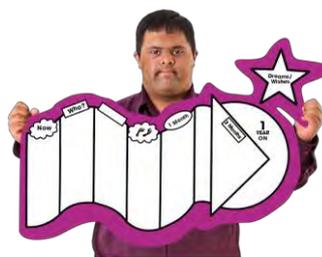
Working as one team



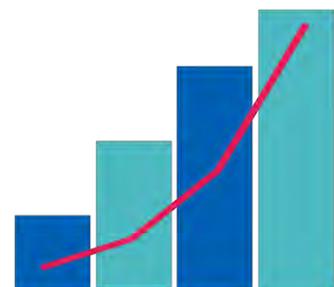
Being honest and curious and measuring our success



Focusing on evidence-based outcomes



Committed to the journey



Making compelling progress

Strategic Objective 1: Engage - Listen to diverse voices



Create new **ways to listen to diverse voices** and promote an **open culture**, so that people in all their **diversity can thrive**.



Support the development of staff networks



Accessible Information Standard



Share staff groups so everyone knows where to find support.



Be more confident in tackling unacceptable behaviour.



Increase the diversity of our involved residents

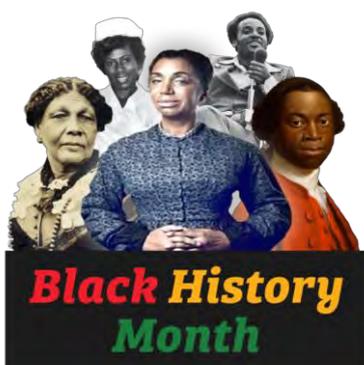


Pilot a project of 'Lived Experience Advisors' to help make better decisions

Strategic Objective 2: Invest - Open to learning



Increase organisational knowledge and awareness to develop a culture where all our people are confident in demonstrating inclusive behaviours.



Celebrate diversity through the year



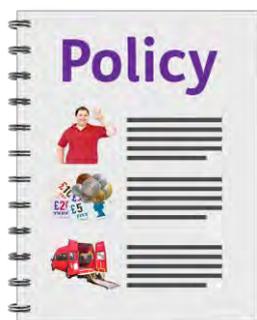
Support managers to notice and deal with bias



Update training for Equality, Diversity and Inclusion



Create new information to help people learn about inclusion



Inclusion to be developed in our policies



Inclusive behaviour within recruitment and development

Strategic Objective 3:

Advance - Inclusive leadership and governance



Develop involved and informed leaders who take ownership of equality, diversity and inclusion objectives.



Develop an Equality, Diversity and Inclusion group



Each diversity network will be sponsored by a Director



Gather better information and data on diversity



Develop ways to check that we are working towards our goals



Look at what other organisations are doing



Our group board are committed to Inclusion for All

Strategic Objective 4: Grow - Inclusion by design



Build diversity and inclusion into the earliest stages of new projects and services to reflect the needs of the communities served.



Our communication will reflect all people



To be more flexible at work so everyone can be their best



Build homes that meet the needs of all people



Each area department within Sanctuary will write objectives to become more inclusive in their workplace and for our customers.



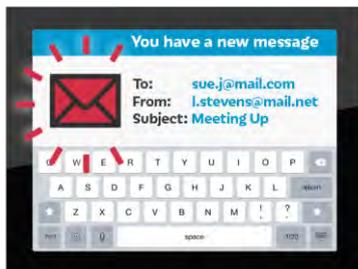
This will help us to develop **inclusive environments.**



We welcome feedback on this strategy to help us learn and improve. If you have any comments relating to this scheme.

If you would like further information, please contact:

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If you would like this publication in an alternative format or language, please email pr@sanctuary-housing.co.uk.