

**SALISBURY TRUST FOR THE HOMELESS**

**POLICY STATEMENT:**

**EQUALITY, DIVERSITY & INCLUSION**

March 2022

**EQUALITY, DIVERSITY & INCLUSION**

**Statement of Intent:**

STFH is committed to being a fair and inclusive organisation. As an employer, service provider and partner, we recognise the importance of The Equality Act (2010) and we seek to ensure that our staff, customers and partner organisations are treated fairly, lawfully and with dignity and respect, particularly in relation to the following legally protected characteristics:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race
* Religion or belief
* Sex
* Sexual orientation

STFH also recognises the Public Sector Equality Duty enshrined in the Act and, whilst not a Public Sector organisation, is committed to supporting the three aims of the Duty by the application of this policy through:

* Eliminating unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act
* Advancing equality of opportunity between people who share a protected characteristic and those who do not
* Fostering good relations between people who share a protected characteristic and those who do not

**Our commitments: STFH will:**

* Be an active part of the overarching BCHA Group strategy which plans to strengthen equality, diversity and inclusion across all parts of the business
* Seek to achieve a diverse board and workforce, reflective of the communities we serve.
* Provide board members and staff with equality and diversity training and maintain the awareness and understanding of equality and diversity issues
* Provide services to our customers which recognise, support and celebrate their diverse needs
* Promote equality and diversity to a wider partnership and work with partners to improve provision and services;
* Monitor representation and performance of the different groups (sex, race, disability, age etc) across all services and within the organisation
* Support customers, board members and staff to challenge, record, and report incidences of discrimination backed by an accessible and robust complaints system;
* Seek to include equality and diversity issues as part of organisational procurement, wherever appropriate;
* Publish an annual update on our equality, diversity and inclusion commitments.