St Arthur Homes
Equality, Diversity and Inclusion Policy

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Contents

2	Scope	3
3	Responsibility and oversight	3
4	Policy Statement	3
5	Embedding Equality, Diversity and Inclusion	3
6	Addressing Hate Crime	3
7	Monitoring and Reporting	4
8	Related Documents and References	4
9	Appendix 1: Definitions	4

1. Introduction

St Arthur Homes (STAH) is committed to promoting equality, diversity, and inclusion (EDI) throughout its services. As a shared ownership housing provider, we reject all forms of discrimination and embrace inclusivity in our operations, ensuring fair access to services for all.

2. Scope

This policy applies to all employees, residents, and stakeholders associated with SAH. It encompasses recruitment, service delivery, and community engagement, aiming to eliminate discrimination and promote equal opportunities for everyone.

3. Responsibility and Oversight

The Chief Operating Officer is responsible for the implementation and day-to-day management of this policy. The Audit & Risk Committee, under the Board's guidance, reviews its effectiveness and application.

4. Policy Statement

- ## 5. Embedding Equality, Diversity, and Inclusion
- ## As an Employer

  - Recruit fairly and accommodate special requirements.
  - Treat all customers with respect.
  - Disciplinary actions will be taken against discriminatory behaviour.

As a Landlord

  - Provide equal service to all residents and protect against harassment.
  - Address discriminatory behaviour according to the Anti-Social Behaviour Policy.

- ## 6. Addressing Hate Crime

Extreme cases of discriminatory abuse will be treated as hate crimes. In such incidents, the Police will be involved to protect the victims.

- ## 7. Monitoring and Reporting

STAH will regularly assess the effectiveness of its EDI practices and ensure that any discriminatory behaviour is promptly addressed.

- ## 8. Related Documents and References

  - Anti-Social Behaviour Policy
  - Complaints Handling Policy
  - Safeguarding Policy

- 9. Appendix 1: Definitions

  - **Equality:** Fair treatment for all, ensuring no one is disadvantaged.
  - **Diversity:** Embracing differences in race, gender, age, etc.
  - **Inclusion:** Creating a welcoming environment for everyone.