

Statement of Commitment

As an organisation we (including our Boards and Executive Team) are committed to **ensuring Equality, Diversity and Inclusion (EDI)** are reflected in everything we do.

Equality	employees and customers are treated fairly and have access to equal opportunities to fulfil their potential
Diversity	respecting and valuing individual differences and unique characteristics
Inclusion	making sure our employees and customers feel comfortable being themselves and they feel valued, respected and heard

The Equality Act 2010 sets out nine characteristics which are protected from discrimination by law. These are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex, and sexual orientation.

We are committed to **valuing and promoting equality, diversity and inclusion** by adopting and promoting fair policies and procedures.

We will take a proactive role to ensure we promote diversity throughout our organisation and in the delivery of our services. EDI values support our achievements within our organisation, our communities and with our partners.

We recognise there are many barriers to achieving true equality of opportunity. These range from overt prejudice to unwitting ignorance of lifestyles, cultures and needs. On whatever level, discrimination is not acceptable. We will work to ensure no individual or group experiences discrimination in the provision of our services, in employment or in any of our actions. To do this we will challenge our ways of working and thinking to ensure we identify all potential barriers. We will do this through learning and development, through our service and strategy delivery and in our day to day work.

We are committed to **providing fair and equal treatment for all our stakeholders and will not discriminate.**

For our customers, one of the key barriers to equality can be in relation to poverty and deprivation. These can lead to inequalities in health, employment opportunities and life chances.

We provide housing and care in some of the most disadvantaged communities in Scotland and we are committed to using our services and our wider influence to reduce the inequality gap in these areas. For our employees, we commit to fostering a culture of inclusivity, to celebrate our differences, ensuring our organisation is a place where needs will be met with policies, procedures and training that support this. As an inclusive organisation we will work to ensure both employee and customer voices are heard and feed in to the activities and decisions that shape the organisation.

Signed by:

Steven Henderson, Chief Executive on behalf of the Executive Team

Jo Armstrong, Group Chair on behalf of the Wheatley Group Board.