



**Symphony**  
HOUSING GROUP

# **Equality Statement**

|                                    |               |
|------------------------------------|---------------|
| Symphony Group Board approval date | 29 March 2011 |
| Date of next review                | March 2013    |

Symphony Housing Group recognises that we live and work in a constantly changing world. The residents that we serve, and the employees and contractors that work for or on behalf of us have different needs, backgrounds and life circumstances.

Symphony Housing Group is committed to dealing with all areas of discrimination through its policies and procedures and believes that everyone has the right to fair treatment irrespective of race, sex, gender identity, sexual orientation, age, pregnancy or maternity status, marital or relationship status, religion or belief, working pattern, disability, socio-economic status or trade union membership.

This statement addresses Symphony Housing Group's commitment to our statutory responsibilities and to deliver and promote equality of opportunity, access and outcomes for all.

## **Equality Aims**

### **Tailored Services for All**

By providing wherever possible tailored services to meet the needs of our residents and deliver excellent service standards wherever we work.

### **Inclusive Workplace**

We aim to ensure our working practices and environment support our diverse workforce and our staff feel valued, included and supported throughout the employee lifecycle, from application to the end of employment. This includes the recruitment process, training, promotion and access to development opportunities and supporting work-life balance initiatives.

### **Beyond Compliance**

In order to do this, we aim to ensure we meet and where possible surpass our statutory responsibilities including our commitment under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations.

### **Better In Partnership**

We aim to work better with our residents, partners, consultants, contractors and suppliers with whom we do business to reduce inequality within the communities we serve.

### **Promotion and Knowledge**

We aim to increase awareness and support residents, staff and contractors by developing skills and sharing good practice and learning.

## **Statement Scope**

This commitment applies to everyone, everything that we do and how we do it. We will also seek to apply this to partners, consultants, contractors and suppliers with whom we do business and other organisations that we work with or fund.

## **How will we know we are delivering on our commitment**

Actions relating to the implementation of this statement can be found in:

- Our Equality Framework
- Our completed equality impact assessments
- Our continuous improvement activities
- Our resident and staff involvement structures