

## Equality and Diversity Agreement

### Suppliers Duty

***'Sanctuary Housing Association promotes diversity by recognising, valuing and respecting the different needs of our communities and staff.....we only work with Suppliers that share this commitment.'***

#### Overview:

Sanctuary Housing Association is passionate about ensuring that all of our staff and customers can have fair access to all of our services. We aim to promote diversity within our workforce and we expect this promotion to run through every aspect of Sanctuary Housing Association including anyone who works for and on our behalf.

The Group has a Fairness for All Scheme which is available at <https://www.sanctuary-group.co.uk/fairness-for-all>. We encourage all Suppliers to read this document in full.

#### Purpose:

This agreement outlines what we expect of our Suppliers in terms of our equality and diversity commitment. Sanctuary Housing Association is regulated by a number of different regulators (including the Regulator of Social Housing, the Scottish Housing Regulator and the Care Quality Commission and the Care Inspectorate) all of which have clear standards for achieving fairness in service delivery. These commitments are further enshrined in law through the Equality Act 2010.

As a provider of public services, Sanctuary Housing Association is covered by the General Equality Duty under the Equality Act 2010. We want to make sure that we use Service Providers that have the same approach and commitment to equality and diversity that we do.

#### Agreement:

The following outlines our expectations in terms of equality and diversity.

1. Employment and training :
  - You will operate fair, open and transparent recruitment, selection, training, promotion and procedures.
  - Bullying, harassment, discrimination and victimisation are dealt with as serious disciplinary offenses and you have policies that make this clear.
  - All of your employees have been trained on equality and diversity and this can be evidenced.
  
2. Safeguarding:
  - All of your employees will refer any concerns they may have in regards to the safety and welfare of our customers or communities to a Sanctuary Housing Association representative.
  
3. Fair Access:
  - Sanctuary Housing Association will be responsible for identifying to you any individual needs we may have that will help you to carry out your duties. We expect you and your employees to support this.
  - All services provided by you will cater for all potential users. Where necessary you will make reasonable adjustments to ensure fair access for disabled people.

4. Code of Conduct:

- We expect that your organisation is as passionate about diversity in the workplace as us. As a provider of public services, we ask that you do not make assumptions about what people want, but recognise and respond to their individual needs.
- We expect that you and your employees will respect the identities and cultures of our employees, customers and communities.
- We expect that your organisation has a strong anti discriminatory attitude with clear disciplinary processes should there be an issue in regards to harassment or bullying. Any serious allegations of this behaviour will result in the immediate removal of your employee from working with Sanctuary Housing Association.

5. Slavery and Human Trafficking

- You take steps to prevent modern slavery in your business and supply chain

By signing this document you confirm acceptance of the - Equality and Diversity Agreement and the 'Fairness for All' document

Supplier's authorised representative signature:

\_\_\_\_\_ Date: \_\_\_/\_\_\_/\_\_\_

Print Name \_\_\_\_\_

Position \_\_\_\_\_

Company Name \_\_\_\_\_

Registered Company Number \_\_\_\_\_