



Equality & Diversity Statement

Equality and Diversity and the commitment to respect and value all individuals are core values underpinning First Wessex's mission of working with our customers to develop communities to be proud of. At First Wessex we acknowledge, appreciate and celebrate difference, and recognise that diversity and inclusion stimulate creativity, innovation and success, and enhance our ability to serve our customers and strengthen our business for the benefit of all. We are confident that our actions will bring real benefits to peoples' lives, be it those of our customers or of our employees.

We aim to:

- Consider and meet the diverse needs of our local communities, residents and employees with regard to age, gender (including gender reassignment), ethnic origin, disability, religion, sexuality, marriage or civil partnership, pregnancy or maternity, and any other personal circumstance that may cause people to be treated unfairly;
- Take positive action in order to redress imbalance and promote and advance equality of opportunity in everything we do;
- Not treat everyone the same, but adapt our services to meet the specific needs of the individuals and communities we work with;
- Encourage and cultivate vibrant communities, social cohesion and inclusion that support both our residents and the Group itself;
- Understand our residents better through profiles across all our areas of activity;
- Anticipate needs, plan improvements to homes and services and use our resources more effectively;
- Proactively involve and listen to our residents and also welcome comments and suggestions from other people and organisations;
- Develop a workforce that is attuned to and reflects the communities we serve;
- Support our employees and Board Members through training and awareness to increase our ability to deliver services to diverse customers and communities;
- Support and value our employees and ensure their needs are met;
- Support contractors, consultants, suppliers and partners with whom we work to uphold our principles and approach to Equality and Diversity; and
- Regularly monitor and report on the progress we make in implementing our approach to Equality and Diversity as part of our commitment to continuous improvement.

Peter Walters
Group Chief Executive

Ben Stoneham
Group Board Chair