

The vision of SCCT is to enhance the quality of life for all in Sutton Coldfield. We believe every individual and community should have the opportunity to thrive.

At SCCT we are committed to fostering an environment where equality, diversity, and inclusion are at the core of everything we do. As a charity dedicated to supporting our community through the provision of almshouses and the distribution of grants to individuals and organisations, we believe that everyone, whatever their background or circumstances, should have access to support.

### **Our commitment to equality**

We recognise that inequalities exist in our society, and we are committed to taking meaningful steps to ensure that our services, resources, and opportunities are accessible to everyone. We aim to eliminate discrimination in all its forms, ensuring that no individual or group is treated less favourably on the grounds of age, disability, gender, gender reassignment, race, religion or belief, sex, sexual orientation, marital or civil partnership status, pregnancy or maternity, or any other protected characteristic under the Equality Act 2010.

We actively promote equal opportunities both within our charity and through the work we do in the community. In everything from the allocation of our almshouses to the awarding of grants, we strive to ensure that decisions are made fairly and transparently, without bias or prejudice.

### **Our dedication to diversity**

We celebrate diversity in all its forms and appreciate that bringing together people with different experiences, backgrounds, and perspectives enhances our organisation and the community we serve. We recognise that diversity is an asset that strengthens our ability to deliver effective and responsive charitable purposes.

We strive to ensure that our board of trustees, staff and beneficiaries are knowledgeable and receptive to the diversity of the communities we serve. We seek to ensure that our processes and communication are inclusive and accessible to all.

### **Our focus on inclusion**

We strive to create an inclusive environment where everyone feels valued, respected, and supported. We believe that inclusion is about more than simply removing barriers—it is about ensuring that everyone has a voice and is empowered to participate fully.

For our residents in almshouses, we are committed to creating a supportive and inclusive living environment. We work to ensure that residents feel a sense of community, belonging, and security, whatever their background or personal circumstances. We are responsive to the diverse needs of our residents, adapting our services where necessary to ensure that everyone feels welcome and supported.

In our grant-making process, we are equally committed to inclusion. We are committed to listening to the needs of all our applicants and adapting our processes to make them as accessible and inclusive as possible.

### **Accountability and continuous improvement**

We understand that equality, diversity, and inclusion are ongoing commitments. We regularly review our policies, practices, and procedures to ensure that they are aligned with our values and remain responsive to the changing needs of our community. We welcome feedback from all stakeholders and are committed to using this feedback to drive continuous improvement. We also provide regular training and development opportunities for our trustees, staff, and volunteers to ensure that they understand and are equipped to uphold our EDI commitments. In all that we do, SCCT is committed to building a more inclusive, equal, and diverse community, both within our organisation and within the wider society. We believe that by working together, we can create a positive and lasting impact on the lives of those we serve.

*Approved by Board 19 February 2025*