



BELONGING POLICY

Freebridge
COMMUNITY HOUSING



Belonging Policy			
Last Reviewed	June 2026	Next Review	June 2027
Responsible Officer	Chief Executive		

Policy Statement: Freebridge is committed to developing a culture of belonging; where all colleagues are provided with a positive, inclusive, safe working environment, that enables each colleague to reach their potential and deliver outstanding services to its customers.

Board and the Leadership Team are committed to upholding not just the legal aspects of complying with the Equality Act, but morally to provide all colleagues with a 'Great Place to Work' by creating an environment where all colleagues receive equitable treatment, respected and are heard.

The Leadership Team will review colleague engagement results to determine the impact of belonging initiatives.

The Leadership Team recognise that a culture of belonging requires proactive engagement with colleagues and as such will provide all colleagues with:

- Volunteering opportunities to support activities within the community (including attending Out and Abouts) and other charities.
- Colleague Forum; A place to share their views that can positively influence people policy/processes to enable all colleagues to be 'themselves at work'
- Manager Forum; Facilitates the cascading of information, sharing of insights and best practice, and peer support
- All-hands Meetings; Provides a platform for communicating organisational updates and for colleagues to ask questions, share feedback, and raise concerns
- Colleague engagement surveys; Anonymous gathering of feedback directly from colleagues on their experiences at work, supporting data-driven decision making
- Decisive action to address any reported forms of discrimination within the workplace in line with our Equality & Diversity Policy
- Training Budget; Equitable access to development opportunities for all colleagues
- Values and a behavioural framework to ensure continual development of our culture of belonging

Policy Detail:

We shall:

- Ensure that there is an inclusive working environment across all areas of the organisation.

- Develop a culture where people will want to work – making diversity a part of the day job.
- Ensure that diversity is high profile within the organisation and that it is led by the Chief Executive and supported by the Board and Leadership Team – individuals will be encouraged to take a lead on specific aspects of diversity that are relevant or of interest to them.
- Regularly review our approach to embracing diversity.
- Take a value-based approach to diversity – in particular promoting Working Together.
- Adopt a zero-tolerance policy towards discrimination on the basis of age, disability, ethnicity/race, gender/sex, religion/belief, sexual orientation, gender reassignment, pregnancy & maternity and marriage/civil partnership or any other characteristic protected by applicable law.
- Encourage more understanding and focus around diversity and inclusion, including provision of appropriate training as required
- Create an environment where colleagues feel safe to express their authentic identity and are respected for who they are. Promote an environment where diversity feels more exciting and there is a feeling of fairness and inclusion.
- Engage with colleagues to keep them up to date with the latest thinking.
- Be aware of all forms of discrimination in its operations, activities and dealings with communities and strive to eliminate them.
- Provide services that meet the diverse needs of our tenants.
- Provide choice, access and quality of services that meet the diverse needs of customers and the communities in which we work.
- Take prompt responsive action in all cases of harassment and conflict. See the Anti-Bullying and Anti-Harassment Policy for further details.
- Take all reasonable steps to ensure that any dealings colleagues have with third parties are free from any form of discrimination, harassment (including sexual harassment), victimisation or bullying. This includes assessing the potential risks and implementing preventative measures. Work towards promoting better understanding and integration in our communities.
- Comply with our regulatory and legal equality responsibilities as a minimum.
- Understand the outcomes required by the approach taken within this policy.
- The policy links closely with the following policies, [Anti-Social Behaviour and Hate Crime](#), [Domestic Abuse](#) and [Safeguarding of Children and Young People](#).
- Make colleagues, tenants and stakeholders aware that diversity is one of our core values
- Make decisions in a fair and open manner.
- Take reasonable and appropriate steps to encourage job applications from as diverse a range of people as possible, ensuring that recruitment and selection processes are inclusive (including asking applicants if they require any reasonable adjustments)
- Provide reasonable workplace adjustments for colleagues who declare they have a disability
- Analyse and monitor diversity and inclusion data on an ongoing basis to assess the impact of this policy and our equality, diversity and inclusion strategy

Freebridge are committed to developing an organisational culture which values people from all sections of the community. This involves creating an inclusive

environment that builds on everything that makes people unique and gives everyone a fair and equal chance to be successful.

Freebridge will encourage more understanding and focus around diversity, encourage people to be themselves at work, to promote an environment which feels more exciting, fair and where all colleagues are included.

We shall engage with colleagues to:

- Keep them up to date with the latest thinking.
- Increase awareness of all forms of discrimination in our operations, activities and dealings with communities and strive to eliminate them.
- Provide services that meets the needs of our tenants.
- Provide choice, access and quality of services that meet the diverse needs of customers and the communities in which we work.
- Take prompt responsive action in all cases of harassment and conflict.
- Work towards promoting a better understanding and integration in our communities; and
- Comply with our regulatory and legal equality responsibilities.

Review

The policy is to be reviewed when there are necessary changes required and/or at least every year.