

Our work on diversity

16 March 2020

In line with our values [\[sra/jobs/values/\]](#) we treat each other and the people we come across in our work fairly and with respect.

Our way of working is centred around making sure we are fair and inclusive. We have policies and procedures [\[sra/equality-diversity/diversity-policies/\]](#) in place to help us create an organisation that promotes equality, diversity and inclusion for everyone including those who share protected characteristics. We expect and encourage organisations we work with and those that work on our behalf to promote and practice our approach and policies on equality, diversity and inclusion.

We continue to take reasonable and practical steps to make sure that our staff and those we regulate are not unlawfully discriminated against because they are, or perceived to be associated to, any of the following protected characteristics as outlined by the Equality Act 2010: [\[https://www.legislation.gov.uk/ukpga/2010/15/contents\]](https://www.legislation.gov.uk/ukpga/2010/15/contents)

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief or non-belief
- sex
- sexual orientation.

Our strategic approach to Equality, Diversity and Inclusion (EDI)

Our priorities for EDI are included in our Corporate Strategy 2017 to 2020. [\[sra/corporate-strategy/\]](#)

Our EDI work in 2018 to 2019

This is a review of our progress for the period 1 November 2018 to 31 October 2019.

[\[sra/equality-diversity/diversity-work/edi-work/\]](#)

Difficulties with English?

It is important that our information is clear and easy to understand, and that people find it easy to communicate with us.

If you find it difficult to communicate in English, we can help [\[sra/contact-us/difficulties-english/\]](#).