

Dimensions Policy Statements

The following statements apply to all Dimensions policies

Dimensions Group company information and subsidiary companies

Dimensions (UK) Limited is a not-for-profit organisation.

Dimensions (UK) Limited

Charitable Registered Society under the Co-operative and Community Benefit Societies Act 2014, registered with the Financial Conduct Authority (Reg. No. 31192R). Registered Provider of social housing with the Regulator of Social Housing (RSH) (Reg. No. 4648).

Outreach 3-Way

Company Limited by Guarantee (Reg. No. 1474488), Registered Charity (Reg. No. 278140)

Dimensions Personalised Support

Private Limited Company (Reg. No 11596744)

Dimensions Cymru Limited

Company Limited by Guarantee (Reg. No 12531369), Registered Charity (Reg. No 1191485)

Dimensions Somerset SEV Limited (known as Discovery)

Company Limited by Guarantee (Reg. No. 10257343), Registered Charity (Reg. No. 1172574)

Regulators

Our regulators include:

- Local Authorities (LA)
- in England, the Care Quality Commission (CQC)
- in Wales, the Care Inspectorate Wales (CIW)
- The Charity Commission (CC)
- Health and Safety Executive (HSE)
- the Regulator of Social Housing (RSH)
- in Wales, the Regulator of Registered Social Landlords (RSLs)
- the Information Commissioners Office (ICO)

- Fire and Rescue Authorities.

Equality, diversity, and inclusion statement

Dimensions is fully committed to upholding the principles of the Equality Act 2010 and the Public Sector Equality Duty. We aim to achieve this by actively promoting equality, respecting and valuing diversity and fostering an inclusive environment for all. We are committed to eliminating unlawful discrimination in all areas of our work, for our colleagues, people we support, and everyone we engage with. Please see our **Equality, diversity and inclusion policy** on the Hub (Dimensions intranet).

We comply with the Equality Act 2010 by promoting equality, diversity, and human rights by treating all individuals fairly and equitably regardless of their protected characteristics:

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

At Dimensions we will not tolerate any forms of abuse or discriminatory behaviour towards our colleagues, tenants, people we support, family members or people we work with. We will always act and will not be by-standers.

Data protection statement

If a policy involves handling personal data, we follow what our **Data handling and protection policy** says.

Our **Data handling and protection policy** is our promise to handle personal data correctly under the Data Protection Act 2018 and the General Data Protection Regulation (UK-GDPR). It describes how to keep that promise. It balances everyone's rights to data privacy with the work we do.

For information on how we handle personal and sensitive data, please see our privacy notices.

Policy development, review, and consultation

Our policies are developed with the oversight of a responsible Executive Lead, with approval levels of Group Executive Team, Committee, or Committee and Board.

Dimensions is committed to policies and procedures being informed by the voice of lived experience.

All new policies are consulted on, and an Equality Impact Analysis (EIA) is completed. If a policy doesn't affect individuals, our Head of Equality, Diversity and Inclusion will excuse the EIA requirement.

The Equality Impact Analysis (EIA) for a policy is available on request by emailing editeam@dimensions-uk.org.

We review a policy three years from its original publication. But if changes in legislation, regulation or best practice mean we need to, we will review sooner. Some policies are reviewed annually. The review period of a policy is stated in the Version control section at the end of each policy.

If the changes from the review are big, we will equality impact analyse the policy again and consult in line with our **Policy development and consultation policy**. This can be found on the Hub.

For smaller changes, we will update the same version. We will record this in the Version control section of each policy.

Our policies may refer to other related policies and supporting documents that can be found on the Hub.

Ownership and approval

Owner	Jo Greenbank, Head of Corporate Governance
Responsible Executive Lead	Rhoda Iranloye, Chief Quality, Governance and Lived Experience Officer
Approval level	Group Executive Team
People and groups consulted	Rosemary Pines, Policies and Quality Governance Officer Lisa Govier, Head of Equality, Diversity and Inclusion James Gore, Data Protection Officer Policies Group Group Executive Team Chair of Group Audit and Risk Committee (GARC)
Review period	Annually

Version control

Version number	Approved date	Communication date	Summary of changes
1	October 2025	October 2025	New document

Next review due: October 2026