



Equality, Diversity and Inclusion Strategy

Vision:

Create a fair, inclusive environment where everyone feels respected, valued, and able to thrive.

Our Aim:

We aim to ensure that every employee, tenant, resident, customer, contractor, potential employee and stakeholder is treated with dignity and respect, regardless of age, disability, sex, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, or sexual orientation.

Our Values:

Our commitment to Equality, Diversity and Inclusion is underpinned by our organisational values that shape everything we do:

- **Effective and Efficient** : we deliver high-quality, responsive services that meet the needs of all.
- **Inclusive and Supportive**: we welcome and value everyone, and actively support those who may face disadvantage.
- **Bold and Innovative**: we challenge inequality and seek new ways to create fairer outcomes.
- **Transparent and Accountable**: we are open in how we work and take responsibility for promoting fairness and respect.
- **Trustworthy and Fair**: we act with integrity in all that we do and treat all people with dignity and equality.

Leadership & Culture

- Promote EDI as a core organisation priority.

- Ensure leaders model inclusive behaviours and set the tone for a respectful workplace.
- Create a culture that recognises the importance of diversity and inclusion.

Inclusive Service Delivery

- Design and deliver services that meet the diverse needs of our residents.
- Ensure all information is accessible in preferred formats and languages.

Fair Recruitment & Workforce Development

- Promote inclusive recruitment practices to attract a diverse workforce.
- Provide training for staff and committee members to embed EDI in all roles.
- Take positive action where under-representation exists.

Data-Informed Decisions

- Collect and analyse equalities data to improve services and identify barriers.
- Use Equality Impact Assessments (EIAs) to make fair and informed decisions.

Accountability & Continuous Improvement

- Embed EDI in our governance, policies and performance monitoring.
- Review progress through our annual EDI Action Plan.
- Act swiftly on complaints of discrimination, with zero tolerance for any form of harassment or exclusion.