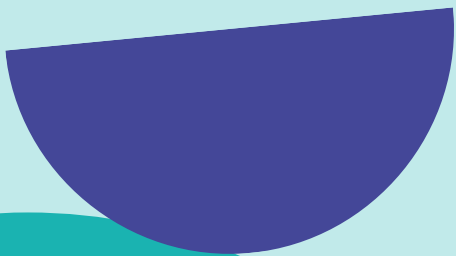


# **Equality, Diversity & Inclusion Delivery Plan**

**2023 -2026**



# Our Commitment to Equality, Diversity & Inclusion... The Caredig Way

We are delighted to have published our new Equality, Diversity & Inclusion strategy developed in consultation with residents and partners, which clearly sets out our aims and commitment to Equality, Diversity and Inclusion at Caredig.

To deliver our Vision of 'together we proudly create great places to live and work', and support our strategic aims, we have developed this plan which sets out the actions we will take to both deliver improvements and ensure we make the biggest difference where it matters the most...People, Homes & Communities.

We recognise the value in having a Diverse and Inclusive approach to our colleagues, residents, communities and stakeholders, we want Caredig to be a place where people are confident to freely express opinions and feel respected, heard, safe and accepted. We will continually review our plan and commitments to ensure they meet the needs of our colleagues and customers and reflect any changes in the Equality and Diversity environment.....this is part of our ongoing journey.



# Customer & Communities



## Intended Outcome 1

We will better understand our residents, to ensure we provide accessible services for current and future residents.

Action	Lead	Timescale
We will improve data collection and analysis to ensure we know who our residents are and learn about their experiences, including those from minority ethnic communities, tailoring services accordingly	Director for Customer & Communities	June 2024
We will promote Equality, Diversity & Inclusion in our community engagement activities and learn from residents who have experienced inequality or discrimination	Director for Customer & Communities	March 2024
We will take positive action to assist under-represented groups to access homes and services.	Director for Customer & Communities/ Director of Property & Assets	September 2024
We will consider the impact of our work on different people and complete Equality Impact Assessments for all relevant strategies, policies and procedures	Director for Customer & Communities/Asst Director for People & Culture	December 2023

## Intended Outcome 2

We will have engaged with, learnt from and positively influenced a diverse network of partners and community groups.

<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
We will work with residents and partners to learn from others and contribute to the continuous improvement of our approach to Equality, Diversity & Inclusion	Director for Customer & Communities/Asst Director for People & Culture	December 2023
Build stronger links with and support Black and other ethnic minority groups in the area and beyond to bring in community knowledge and challenge to the organisation	Director for Customer & Communities/Asst Director for People & Culture	In place - ongoing
Actively support and promote a culture where staff, residents and service users from underrepresented ethnic groups are comfortable to voice concerns related to race and trust we will act when this happens	Director for Customer & Communities/Asst Director for People & Culture	January 2024

## Intended Outcome 3

Anti racist thinking and practice becomes integral to how we work with residents and communities.

<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
We will produce a separate plan, which will include clear and achievable actions to comply with Anti Racist Wales Action Plan and our pledge to Tai Pawb's Deeds Not Words.	Leadership Team	Complete <a href="#">Read the plan here</a>
We will publicise our support for racial equality including our commitment to anti-racist practice and taking specific actions to tackle any challenges identified. We will report on progress annually	Director for Customer & Communities/Director of Property & Assets/Asst Director for People & Culture	January 2024

# People



## Intended Outcome 1

EDI and anti-racism is actively promoted and we will have a culture where people feel safe and that they belong.

### Action

### Lead

### Timescale

All employees are trained on Equality, Diversity & Inclusion, which is refreshed every 2 years

Asst Director for People & Culture

Ongoing

We will raise awareness and understanding to help deliver our EDI commitments - this will include Neurodiversity and Intersectionality awareness as well as learning from those who have experienced discrimination.

Asst Director for People & Culture

March 2024

We will consider the impact of our work on different people – we will review our Equality Impact Assessment process and provide staff training

Asst Director for People & Culture

March 2024

We will ensure our offices are accessible and our processes are fair to encourage applications from under-represented groups

Director for Customer & Communities/ Director of Property & Assets

Ongoing

## Intended Outcome 2

We are able to recruit and retain a diverse workforce that reflects the communities we serve

<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
We will take positive action to assist under-represented groups to access opportunities and employment.	Director for Customer & Communities/ Asst Director for People & Culture	In place - ongoing
Increase use of the 'Rooney Rule' to all job levels where we identify under representation	Asst Director for People & Culture	In place - ongoing
Ensure ethnically diverse recruitment panels wherever possible	Asst Director for People & Culture	December 2023
Invest in recruitment channels to bring in more people from ethnic minority backgrounds	Asst Director for People & Culture	In place

## Intended Outcome 3

We have good overall awareness of discrimination and anti-racism which we proactively tackle

<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
Provide EDI and anti-racism training for Boards and staff	Asst Director for People & Culture	December 2023
Train all staff and Board in Unconscious Bias and raise awareness of white privilege	Asst Director for People & Culture	In place - ongoing
Chief Executive, Leadership Team and Board to proactively champion and monitor progress on Deeds not Words' pledges.	Chief Executive, Leadership Team, Board	Ongoing

# Partners

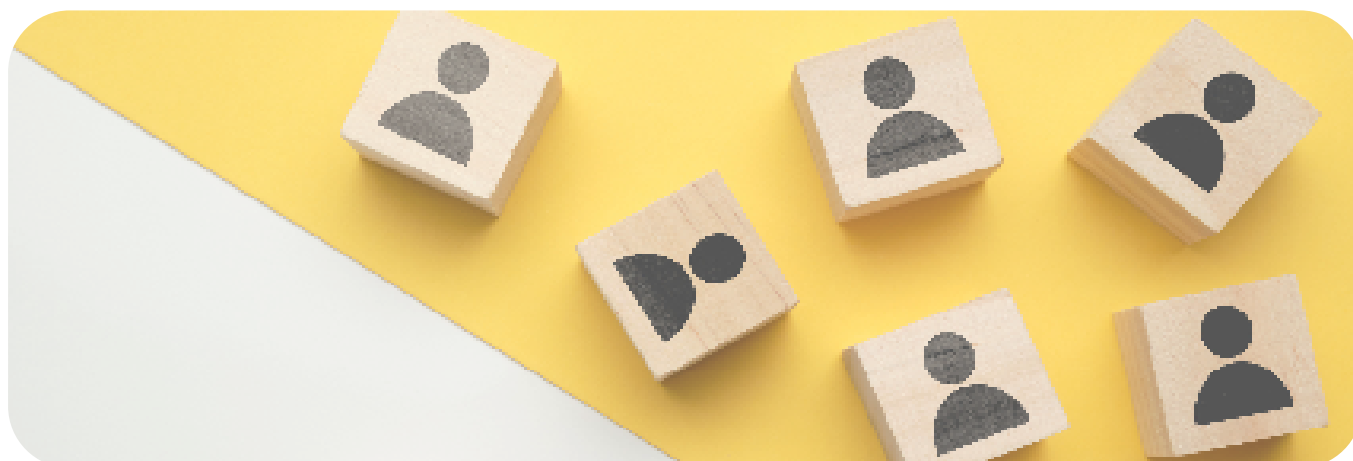


## Intended Outcome

Our Partners will share our commitment to our Values and EDI principles

<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
Ensure our Procurement procedures take account of EDI - environmental, social and ethical	Director of Property & Assets	March 2024
Evaluate the environmental, social and ethical impact of our contracts	Director of Property & Assets	March 2024
Ensure contractor management includes assessment of EDI	Director of Property & Assets	March 2024

# Governance



## Intended Outcomes

Our organisation and ways of working are fair and nurture an inclusive culture

Action	Lead	Timescale
Our strategic objectives will specifically reflect our commitment to developing an inclusive culture	Leadership Team/ Board	Ongoing
We will participate in good practice networks and events to continue to learn from others to support our work.	Asst Director for People & Culture	December 2023
We will review the composition of our employees and Board and strive to improve diversity and reflect the communities we serve	Leadership Team/Board	September 2024
We will ensure our policies and procedures deal effectively with all discrimination issues, including harassment and hate crime	Director for Customer & Communities/Asst Director for People & Culture	March 2024

**Empowering People**  
**Creating Homes**  
**Thriving Communities**

## **Caredig**

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