

Equality, Diversity & Inclusion Strategy

2023 -2026



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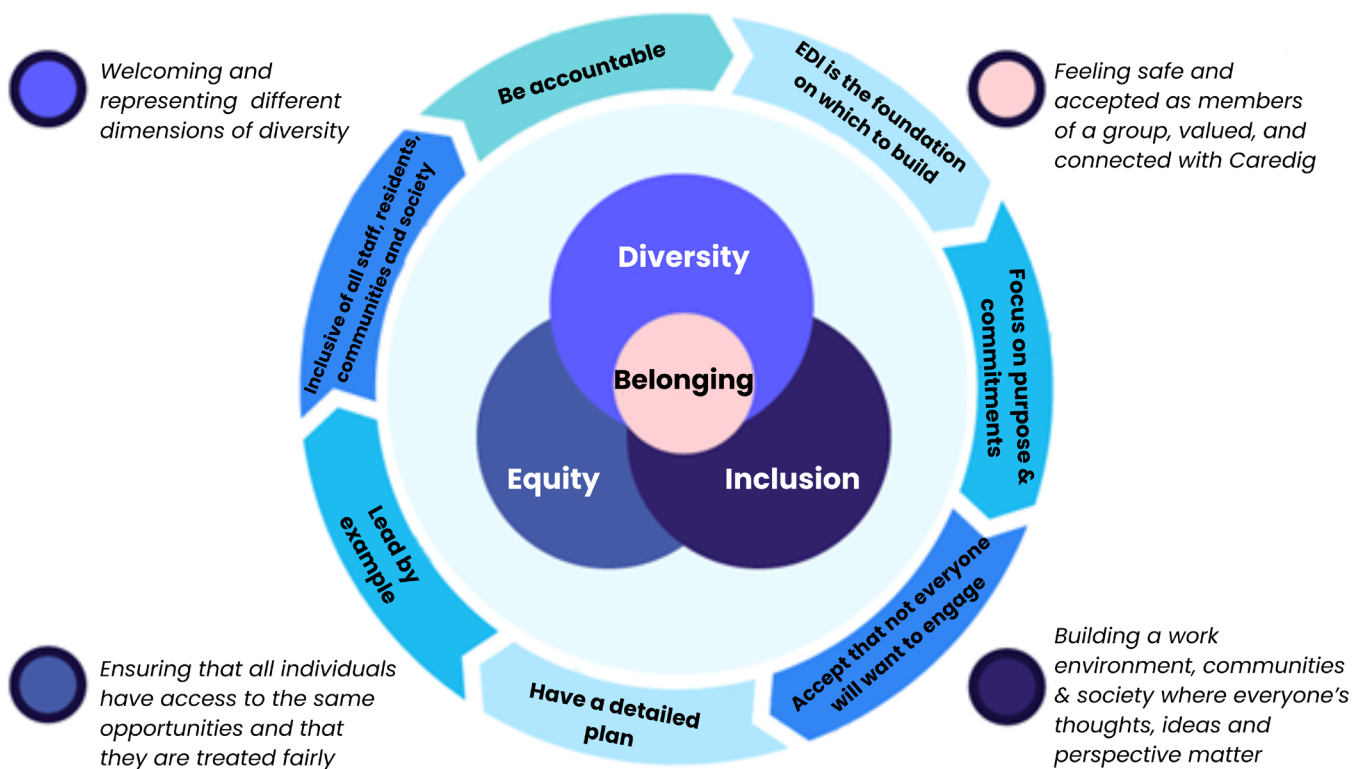
Introduction

1.1 Statement on Equality, Diversity & Inclusion (EDI)

We strive to be a diverse and inclusive organisation, a place where we can all be ourselves and feel respected, heard, safe, and accepted.

We want Caredig to be a place where people are confident to freely express their opinion; where staff, tenants, society and the communities we serve sense that they belong, are welcome and supported and believe that their environment empowers them to thrive.

1.2 Why EDI Matters to Caredig



1.3 Legal Obligations

The Equality Act 2010 protects people from discrimination, victimisation and harassment on the basis of the following characteristics:





- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief (or non-belief)
- Sex
- Sexual orientation
- Marriage and civil partnerships.

It is against the law to discriminate against someone because of their protected characteristic. This is the term used in the Equality Act 2010 to identify the types of things that affect how people are treated and can mean people may experience discrimination.

We are also committed to the Welsh Government regulatory standards on equality, diversity and inclusion and the principles of the public sector general duties.

EDI Strategic Aims and Key Commitments

Our strategic aims and key commitments are that:

-  We are committed to promoting equality and diversity and a culture that actively values difference and recognises that people from diverse backgrounds and experiences can bring valuable insights to enhance the way we work.
-  We aim to be an inclusive organisation, where diversity is valued, respected and built upon, with an ability to recruit and retain a diverse workforce and Board of Management that reflects society and the communities we serve.
-  We are committed to compliance with relevant equality legislation, the Equality Act 2010, Codes of Practice and relevant best practice guidance. This strategy follows and builds on the statutory position to ensure effective policies and practice of promoting equality.
-  We aim to pro-actively tackle discrimination and promote diversity to ensure that no individual or group is directly or indirectly discriminated against for any reason regarding employment or access to our services.

Our Values

In achieving the strategic aims set out above, we will be guided by our values. Our values determine how we behave towards our customers, our colleagues, our partners and our work: -

Kind

We recognise that relationships are at the heart of everything we do, at the heart of good relationships is kindness

Trusting

We trust people to do the right thing, and through mutual trust and respect we want everyone to feel that they belong

Innovative

We continuously strive to be the best we can, constantly seeking creative ideas to improve and grow

Accountable

We accept the responsibility of our role and recognise the importance of being held accountable for our actions



Our Equality, Diversity & Inclusion (EDI) Principles

To support achievement of our strategic aims we have developed the following set of EDI principles which will be shared and embedded within the organisation:

- Individuals are treated fairly with dignity and respect regardless of their age; disability; gender reassignment, marriage and civil partnership; pregnancy and maternity; race (includes colour, nationality and ethnic origins); religion and or belief; sex; sexual orientation; social or economic background, or any other visible and non-visible difference.
- All individuals, tenants, customers and employees have the opportunity to fulfil their potential through services which meet their needs and support their aspirations.
- We offer an inclusive and supportive environment and services, which promote equality, and values diversity for all people we are in contact with.
- We will adapt our communication methods and style to take account of differing needs.
- We respect the dignity and worth of each individual, recognising that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected, valued, promoted and celebrated.



Methodology & Monitoring

Methodology

In developing this strategy we have been working with external partners to review what we do and support the development of our approach and working practices. This included:

- A review of our key people policies and procedures with supporting operational feedback to the HR Team.
- An independent culture survey which all employees were invited to participate.
- Development of an action plan to support strategy development and EDI commitments.



Monitoring

In addition to the ongoing monitoring and reporting responsibilities of the EDI Group referred to below, the strategy and supporting plan will be reviewed annually and reported to Board to ensure it remains fit for purpose, incorporates any new practice or learning, and to provide an update on progress against commitments.

We use our quarterly staff engagement survey to measure the success of EDI activities in relation to staff.

We will be considering how we build upon this to further develop outcomes and measures in relation to staff, tenants and communities to help monitor and measure our success.

Responsibilities

Whilst everyone at Caredig has a responsibility for delivering this strategy the key responsibilities are:

- The Board is responsible for approving this strategy and will monitor progress annually
- The Leadership Team has overall responsibility for overseeing the key actions that flow from this strategy. In addition, the Chief Executive and Assistant Director for People & Culture have specific responsibility to guide the work of the Equality, Diversity & Inclusion Working Group.
- All employees have a personal responsibility for:
 - ▶ Actively championing and promoting equality, diversity & inclusion in all areas of their work
 - ▶ Behaving in accordance with the ethos of this strategy and our Values through challenging unacceptable behaviours in others and informing their manager if they see behaviours they believe are discriminatory
 - ▶ Playing their part in delivering the action plan
- All Managers are expected to:
 - ▶ Demonstrate leadership in applying this strategy by encouraging inclusion, discouraging prejudice
 - ▶ Modelling appropriate behaviours
 - ▶ Take speedy and appropriate action to deal with any behaviours that are not aligned with the ethos of this strategy or our Values
- Caredig's Equality, Diversity & Inclusion working group will:
 - ▶ Monitor and report progress against our plan.
 - ▶ Share good practice and promote Equality, Diversity & Inclusion throughout the organisation.
 - ▶ Keep up to date with external best practice
 - ▶ Consider whether the commitments/actions need to be updated or expanded.

- Equality Impact Assessments will be undertaken when policies are reviewed, centrally recorded, actions identified and review dates agreed.
- Regular updates on progress will be provided to the Board and it's HR & Remuneration Committee during the year.
- Employees will be regularly updated on progress and awareness increased through a variety of communication methods.
- Residents and customers will be updated on our progress against our Equality Diversity and Inclusion objectives via our communication channels.
- Following the three-year period, a review of the strategy will be undertaken.



Empowering People
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