



Equality, Diversity and Inclusion Policy

Who's this for?	All colleagues
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Policy Owner	Assistant Director of People and Engagement
Other related documents	People Strategy Speak up policy

1. Policy statement

Equality, Diversity and Inclusion plays a central role in supporting the delivery of our social purpose and sits at the heart of everything we do. We want:

- settle will ensure they will be welcoming to everyone.
- to be a diverse and inclusive business where colleagues are treated with respect, fairness and empathy.
- all our colleagues to feel a sense of belonging to settle, and to know that they are valued and respected for who they are.
- to celebrate the diversity of our people because our differences make us stronger.
- to support the social housing sector to be equal and diverse at all levels and strengthen our existing culture.
- to know our colleagues and understand how best to meet their diverse needs, offering extra support where we can.
- to ensure every colleague is listened to, shaping our service and future plans.

2. Key principles

This policy is applicable for colleagues and anyone that works on behalf of settle.

Support the sector to collect and analyse diversity data to improve services and understand disparities including a focus on residents' intersectional diversity. Actively encourage colleagues to engage with us in shaping the organisation and our services

Demonstrate commitment to ED&I principles in all of our activities - as an employer, social housing provider, with partners, suppliers and service providers

Comply with all legal and regulatory requirements which apply to the protected characteristics of race, religion or belief, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, sexual orientation, disability and age

Be honest and curious about ED&I, approaching this agenda with an open mind, checking our assumptions, as individuals and as an organisation

Consider people as individuals recognising that different characteristics are overlapping, affect each other and that every person may experience our practices and processes differently

Ensure that colleagues comply with our policies, and that all policies and procedures conform with the ED&I policy

3. Objectives

- To ensure representation at all levels in the organisation, across all backgrounds, which reflect the communities we work with
- The Board take responsibility for equality, diversity and inclusion, both setting the right culture and embedding the need for ethnically and racially diverse resident voices throughout their organisation
- To create an inclusive culture for which everyone can have a voice and bring their true selves to work
- Increase organisational knowledge and awareness to embed a culture where all our people are confident in demonstrating inclusive behaviours to each other and residents
- Settle leaders to be honest and curious about equality, diversity and inclusion
- Work with partnerships and community led organisations to strengthen the ED&I agenda across the sector and at a local level

4. Policy actions

- Continue to collate and complete data analysis on colleague demographic via the NHF tool to maintain our good position on the representation of our resident community demographic, next steps to capture socio-economic data
- The Board promote the NHF's Roadmap to Equality¹⁶, engage the ED&I agenda via board member networks and through case studies showcasing best practice
- Continue to track and maintain colleague diverse representation, ensure our succession plans and recruitment activities continue to consider and address this, including the development of our BAME leadership pipeline
- Introduce reverse mentoring to enable varying experiences to be considered at board, Executive level, and Leadership level
- Understand colleague experience of inclusivity through Peakon survey results and ensure the value everyone group supports any trends/concerns
- Create alliances with key networks and support and promote networks that are important to colleagues
- Ensure our colleagues have a voice on ED&I through the 'value everyone' group, our peakon engagement survey and opportunity to raise concerns confidentially.
- Ensure the culture aligns to our inclusive behaviour in relation to equality and inclusion
- Maintain a standing agenda item on the people and governance committee to share resident and colleague stories, insight from ED&I data analysis and our strategy and progress
- Continue to support the exploration of backgrounds, experiences, and differences, through sharing colleague and resident stories

- Increase awareness and organisational knowledge through ED&I training, including leader specific training
- Work closely with our local partners and the community and voluntary sector to ensure we are strategically aligned and helping each other in our shared ambitions
- Ensure equality Impact assessments are undertaken on all existing and any new services to ensure that we adhere to our values and commitments

5. Desired outcomes

- Build and maintain a diverse workplace that is representative of the communities we serve
- Establish and maintain a culture of belonging and inclusivity where all colleagues feel they can be their true selves
- Continue to collect and deliver accurate data to make informed decisions and to contribute to the housing sector's ability to report on progress
- Maintain an active focus on ED&I in everything we do

6. Performance indicators

- Peakon engagement survey will be used to identify the progression made and key focus areas, including scores on our specific equality and inclusion questions.
- Monitoring and comparing through the networks we are part of (Housing Quality Network) Progress against their equality assessment tools.
- Benchmarking our performance against the Chartered Institute of Housing's (CIH) Equality and Diversity Charter
- Analysing achieved outcomes through improvements in associated diversity data sets: workforce diversity data, colleague engagement data, resident diversity data and resident satisfaction and engagement.

7. Key legislation

We will abide by the relevant provisions of the Equality Act 2010 and particularly the General and Specific Equality Duties established by the Act. The Act protects people on the grounds of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

8. Review

The policy will be reviewed formally in three years time.