

Equality Diversity and Inclusion: Policy and Strategy 2021 – 2026



Introduction

We are Plymouth Community Homes and people are central to everything we do. For us, Equality, Diversity and Inclusion are about recognising that everyone is different and valuing these differences so that we can come together and be a great employer and landlord.

Our core values are to care, listen, respect, and do the right thing and our vision is to improve lives by providing affordable homes, great services and supporting communities. The commitments and objectives set out in this document have a key role in supporting Plymouth Community Homes to deliver its core social purpose and to help make our communities a better place for everyone.

We believe that a fair, equitable and inclusive culture goes a long way to encourage people to be the best they can be. It is essential that staff, residents and everyone else we work with feel respected, have a sense of belonging and feel confident and supported to challenge discrimination in the workplace and in our communities.

We want to be better together.





Equality, Diversity, and Inclusion Policy

Equality, diversity, and inclusion are important to us and there is no place for discrimination nor exclusion in our modern society.

Our purpose is to improve lives by providing affordable homes, great services and supporting communities. We are here for our customers and staff and want to work in a way that offers equality of access to services and other opportunities whilst acknowledging that different people have different needs and want to be respected for who they are.

We work in a way that embraces and celebrates difference within our workforce and communities.

Definitions:



Equality means fair and equal access to opportunities and bringing the best out of everyone.



Inclusion means that people have a sense of belonging and feel respected.



Diversity means recognising that everyone is different and does things differently.

Legal and Regulatory Context

This policy is aligned to the requirements of the Equalities Act 2010, which sets out the characteristics protected against all types of discrimination by law.

Our organisation is registered with the Regulator of Social Housing, which places additional responsibilities on us over and above the minimum legal requirements.

Finally, we operate under the National Housing Federation's Code of Governance 2021, which requires that our Board takes responsibility for the organisation's commitment to equality, diversity, and inclusion and that its membership is representative of the communities we work in.

Our Commitments

Leadership – the Board and Executive Management Team will actively champion equality, diversity and inclusion across the organisation.

Awareness – we will continually make sure all staff are aware of the organisation's commitment to equality, diversity, and inclusion, and what it means for them and our customers.

Action – we will not tolerate the use of discriminatory language and actions within our communities and workplace.

Getting to know you – we will take the time to find out how we can align our services and employee offer to take account of the differing needs of individuals.

Opportunity – we will work to ensure that there is fairness in how people have the opportunity to be the best they can be.

Be Better together – we will go about our day-to-day business in a way that helps people to feel respected and have a sense of belonging.

Checking back – we will talk to our customers and workforce to make sure we are doing what we say we will and ask them to hold us to account.



Equality, Diversity, and Inclusion Strategy

How we will get there

Taking all these commitments into account, we have developed a strategy or plan of action that sets out what we need to do to deliver on our promises. These are aligned to our strategic plan and touch every area of our organisation. Our strategy sets out actions for changes to the way we do things, and as a values-led organisation, continually promoting a culture of openness, fairness, and inclusiveness.

Policy Commitment

Objectives

Leadership - the Board and Executive Management Team will actively champion equality, diversity, and inclusion across the organisation.

Understand the demographic make-up of our Board and workforce.

Introduce model behaviours in relation to EDI so that colleagues at all levels lead by example.

Awareness – we will continually make sure all staff are aware of the organisation's commitment to equality, diversity, and inclusion, and what it means for them and our customers.

Deliver engaging training programmes relating to EDI on a regular basis.

Run an annual programme of cross-organisational awareness campaigns.

Action – we will not tolerate the use of discriminatory language and actions within our communities and workplace.

Strengthen internal policies relating to tackling use of discriminatory actions and language.

Provide strong, supportive leadership in our communities and make sure residents are able to openly raise concerns.

Getting to know you – we will take the time to find out how we can align our services and employee offer to take account of the differing needs of individuals.

Deliver a programme to refresh tenant profiling data and use demographic information in service reviews to help understand where we may be able to tailor some of our services and to identify future needs for new developments.

Use independent market research to ask residents about their perceptions of us in relation to EDI and use this information to improve our approach.

Opportunity – we will work to ensure that there is fairness in how people have the opportunity to achieve their maximum potential.

Ensure that our internal policies support fairness and equality with access to training and job opportunities.

Work with partner organisations to promote recruitment opportunities amongst underrepresented groups.

Better together – we will go about our day-to-day business in a way that helps people to feel respected and have a sense of belonging.

Develop an organisational culture where people feel encouraged and confident with challenging poor behaviours.

Understand what stigma in the social housing sector means and what our role is in preventing stereotype.

Checking back – we will talk to our customers and workforce to make sure we are doing what we say we will and ask them to hold us to account.

Deliver a programme of customer and staff perception surveys relating to equality, diversity and inclusion.

Annually review this strategy to check that we are delivering on the objectives set out and conduct regular peer reviews in order to learn from others.

A photograph of a man with a grey beard and a dark cap, wearing a grey sweater and blue jeans, leaning on a black metal balcony railing. He is smiling and looking towards the camera. The balcony is part of a brick building with a white door and window frame. The railing has decorative finials. The building is made of red brick with a stone lintel above the door.

Plymouth Community Homes
Plumer House
Tallyour Road
PL6 5DH

T 0808 230 6500

E info@plymouthcommunityhomes.co.uk

W plymouthcommunityhomes.co.uk

T twitter.com/PlymCommHomes

f facebook.com/PlymouthCommunityHomes