

Equity, Diversity and Inclusion Policy

Department	<i>People and Workplaces</i>
Policy Owner	<i>Director of People and Culture</i>
Approved Date	21/11/2022
Date for Review	21/11/2025
Equality Impact Assessment Date	<i>06/08/2024</i>
Version Number	1.2

Purpose

We have one Equity, Diversity and Inclusion Policy for our employees, tenants and customers which sets out our intentions to build a culture where everyone is treated fairly, with dignity, and respect. We will support everyone to reach their full potential throughout their Flagship journey.

1. Our Commitment

- 1.1 We commit to ensuring our customers/tenants are supported in a fair, non-discriminatory, and inclusive way.
- 1.2 We have a duty to adapt to and accommodate the needs of our customers/tenants and the communities we serve and employ services that meet these needs in an inclusive manner where reasonably practicable.
- 1.3 We commit to involving our tenants in our decision-making and working with engaged tenants to shape our services.
- 1.4 We commit to continuing to develop an inclusive workplace where our employees' diversity is celebrated and valued.
- 1.5 To support everyone to reach their full potential, and as part of our commitment to remove barriers to enable everyone to bring their whole selves to work, we will make every reasonable effort to accommodate adjustments to support employees throughout their employment journey.
- 1.6 We commit to workforce monitoring to ensure representation of our communities and to support the delivery of outstanding service.
- 1.7 We have a zero-tolerance approach towards racism and commit to being an anti-racist organisation by employing an anti-racism approach within our policies, procedures and practices.
- 1.8 We are committed to responding to racism, harassment, discrimination, hate-related crime, domestic abuse, bullying and anti-social behaviour in a fair, supportive and inclusive way. Procedures include but are not limited to: Disciplinary Procedures, Anti-Social Behaviour policy etc.

2. Our Equity, Diversity, and Inclusion Principles

- 2.1 Using data and interactions we will develop our understanding of our customers/ tenants and colleagues to enable us to tailor our approach to support all to participate and engage. We will review data to understand intersectionality to support us to remove barriers.
- 2.2 As an employer we attract, retain, develop, reward, and recognise the best people for the job in a fair, non-discriminatory, and inclusive way.
- 2.3 All employees complete mandatory ED&I training, relevant to their role and have access to additional training on the Learning Management System.
- 2.4 Ensuring our policies and procedures are applied in a fair, non-discriminatory, and consistent way to promote an inclusive environment where great people are supported to do great things and to work without discrimination.
- 2.5 This policy will be supported by procedures and ongoing training in Equality, Diversity, and Inclusion which will be made accessible to all employees to support their progress.

3. Equality Legislation

3.1 As an employer, under the Equality Act 2010 we have a legal and moral responsibility to ensure we do not discriminate against employees or potential employees. This policy demonstrates our commitment to going beyond the legal requirement, to embrace and promote an inclusive attitude towards neurodiversity, differing perspectives and preferences. The 9 currently protected characteristics are:

- Age
- Disability
- Gender
- Religion/Belief
- Race
- Gender Re-assignment
- Marriage and civil partnership
- Sexual orientation
- Pregnancy/ maternity

3.2 We commit to understanding and where possible removing the intersectional barriers our employees and tenants face.

3.3 In addition, as a social housing provider, we have a duty within the Public Sector Equality Duty to eliminate discrimination, advance equality of opportunity, and foster good relations amongst diverse communities through our activities.

4. Responsibilities

4.1 We will champion ED&I with the creation of new policies and procedures and assess existing ones to mitigate any disadvantage caused to protected groups through Equality Impact Assessments.

4.2 All employees are encouraged to report any incidents or concerns through either TOPdesk, their line manager or by following the steps outlined in our Whistleblowing policy

4.3 It is the responsibility of all Flagship employees to embrace our ED&I policy and role model inclusive behaviours

4.4 It is the responsibility of all leaders to demonstrate inclusive leadership behaviours and to understand their own biases to support effective decision-making.

4.5 It is the responsibility of all board members/Non-Executive Directors to maintain a focus on ED&I by engaging with mandatory training and including it within their terms of reference.

4.6 In the event of harassment, domestic abuse and anti-social behaviour please refer to the Domestic Abuse, Safeguarding, Grievance and Whistleblowing policies respectively.

EIA statement

An EIA was completed on this policy on 06/08/2024 and all identified negative impact has been mitigated.

Training statement

This policy will be trained to all employees as part of their mandatory Equity, Diversity and Inclusion training,