



Cloch Housing Association

Equalities Diversity and Inclusion Strategy

Policy Name	Equalities Diversity and Inclusion Strategy
Policy Category	GOV
Policy Number	056
Date Adopted	07/12/2021
Last Review	
This Review	
Next Review	December 2024
Equalities Impact Assessment Required	
Link to other policies	Equalities, Diversity & Inclusion Policy. Business Plan 2021 to 2026
Consultation	No
Need for Procedure	No

Leadership Message

The vision and values of Cloch Housing Association are based on respect, kindness, openness and inclusivity.

One of our Strategic Objectives in the Business Plan outlines a commitment to “growing a forward-looking culture”. This can only be done with a shared understanding and a belief in creating an environment where all of our people, from staff to customers to board members, embrace opportunities to learn from one another and from a wider range of diverse communities and individuals.

Purpose of Strategy

Our Equalities, Diversity and Inclusion (EDI) Strategy is the umbrella document where all of the component parts of our work in this area will be covered. The purpose of the Strategy is to highlight those activities where we will fulfil our EDI goals over the next 3 years.

Roles and Responsibilities

The responsibility for overseeing the success of the Strategy lies with the Director, who will report annually and through the Global Action Plan, all completed activities and outcomes. . The day to day management of the Policy and Action Plan will be delegated to the Corporate Services Manager.

The Leadership Team, managers and supervisors should act as role models, dealing quickly and effectively with inappropriate behaviour.

All our staff are responsible for creating and maintaining an environment that is safe, kind, and productive. The success of the strategy is dependent upon the support of everyone in the association.

EDI GOALS

Our EDI GOALS will be contained within our Action Plan which will form part of the Policy.

Grow insight – by carrying out a comprehensive Data Collection exercise we will ensure that our market information is clear in terms of the diverse nature of both our customers and our staff team. This will allow us to channel services where appropriate or consider gaps either with specific groups or services.

Open Communication – actively run campaigns on the individual protected characteristics and Human Rights issues, and talk about these within the Association and our communities.

Arm our people with knowledge and awareness through training programmes committed to educate and help us with our service delivery and understanding of different cultures and challenges.

Link our approach to EDI with other relevant policies and strategies by ensuring that we adapt a model of Equality Impact Assessments to be used in the Association.

Speak with others and collaborate within Cloch, in our communities and in other communities where we have less involvement and understanding.

Resources

To achieve the goals of our Strategy, staff and Board will ensure that sufficient time is set aside to consider the issues, data collection, Equality Impact Assessments and Goals. Each year, budgets will be set in accordance with the Action Plan to ensure we can achieve our targets, these are likely to be mainly to do with training and development, however we will consider others each year.

Review

This Strategy will be reviewed every 3 years.

(to be added: action plan)