Our Strategic Objectives for enhancing
Equality, diversity and inclusion 1st April 2025 – March 2028

Our Equality diversity and inclusion (EDI) policy pledge.

- People are at the centre of everything we do - from our employees to the communities we serve
- As a black led housing provider, we aim to be a leader in all areas of equality, diversity and inclusion.
- We are committed to creating a diverse and inclusive workforce at all levels.
- We aim to create a workplace which celebrates the diversity of our employees, customers/tenants and other users.
- We are committed to a comprehensive EDI strategy and action framework that will continue to improve our services to customers/tenants and prospective customers across the whole of Arawak Walton Housing Association.

Our Strategy:

This EDI strategy and action framework will be guided by the Equality Act 2010 and all amendments to it.

The strategy will consider the Equality Act 2010, its Public Sector Duty and the protected characteristics including: **Race, Sex, Gender Reassignment, Disability, Sexual Orientation, Religion or Belief, Marriage or Civil Partner, Age and Pregnancy and Maternity explicitly.**

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It sets out the different ways in which it is unlawful to treat someone.

The Equality Act 2010 - Public Sector Equality Duty 5th April 2011:

- The general duty applies across Great Britain to public bodies and to other organisations when they are carrying out public functions.

- The specific duty applies to certain public bodies in England, Scotland and Wales in relation to their non-devolved functions.
- In summary, those subject to the general duty must have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups.

The Specific duties

The specific duties require public bodies to publish information to demonstrate their compliance with the Equality Duty:

1. At least annually from 31 January 2012; and
2. Equality objectives at least every four years from 6 April 2012.

Our EDI strategy

Our strategy sets out our approach to EDI for the next three years.

It is a public declaration of our commitment to the continued development and improvement of our services for our communities, that is fully accessible and inclusive, combined with recruiting and retaining staff from all sectors of society.

Our guiding principles

We believe everyone should have the opportunity to flourish in an inclusive environment.

We will take a pro-active approach to advancing EDI for all our staff, stakeholders and customers/tenants.

We will do this by:

- Demonstrating visible leadership and accountability at all levels.
- Working in partnership with our staff, customers/tenants and other stakeholders.
- Embedding EDI in all we do and in our culture through our EDI strategy 2025 – 2028.
- Developing an EDI annual action framework which will be a working document, monitored and updated on a regular basis.

Our Strategic Objectives for enhancing EDI 2025 – 2028.

Objective 1 – Be an inclusive employer

To achieve this over the next three years we will:

1. Develop a sustainable culture, promoting personal responsibility for EDI, rooted in respect and dignity.
2. Mainstream EDI in all our staff policies and practices (both in their development and reviewed through Equality Impact Assessments EIA).
3. Ensure inclusive and accessible spaces and virtual environments, with equal access for all staff.
4. Attract and retain a diverse workforce and ensure that all staff are supported in their development with the aim of ensuring good representation across all levels of the organisation.
5. Develop a range of tailored training/mentoring programmes to enhance the skills of our new and existing staff.

Objective 2 – Be a progressive service provider

To achieve this over the next three years we will:

1. Continue to fully engage with communities and customers/tenants to improve customer satisfaction.
2. Ensure that all our decision-making is free from bias and discrimination.
3. Develop and embed an inclusive culture that encourages and values the diversity, and experiences of our tenants/customers and communities.
4. Continuously improve the process of collecting reliable equality data to analyse, report and share.

Objective 3 – Strengthen our culture and leadership on EDI

To achieve this over the next three years we will:

1. Ensure that leader's model and actively demonstrate a commitment to EDI.
2. Create a culture where tenants and staff feel confident in speaking out when they see discrimination or bias.
3. Set realistic targets and report improvements in all aspects of employment and service delivery.

4. Publish detailed information about the equality data we hold and the action we are taking across all our functions to improve data reporting.
5. Demonstrate we are actively listening, learning and are transparent about our equality, diversity and inclusion challenges, holding ourselves accountable for progress and set a positive culture at a senior and board level.

Our EDI action framework 2025:

1. Our EDI action framework will continue to be developed annually and will set out realistic and achievable actions to improve our performance across each of our Strategic Objectives.
2. Alongside each action an organisational leader will be identified to progress and report on achievements and/or barriers.
3. The action framework will set out ways data gathering will be improved, and outcomes will be evaluated.
4. Create a yearly action to cross reference the strategy to other internal strategies, such as HR and the People strategy.

Appendix I

Awareness Events which Arawak Walton Housing Association could choose from each year.

Setting a target of celebrating at least three per annum including Black History month.

Month	Awareness campaign
January	World Braille day. Holocaust day.
February	LGBTQ History month. Ramadan.
March	International Women's day.
April	Stress Awareness month World Autism awareness day.
May	Deaf Awareness week.
June	National Windrush day. Men's Health month.
July	Gay Pride month.
August	Nursing Mothers month.
September	National inclusion week. Prostate Cancer month.
October	Black History month.
November	Disability History month.
December	World Aids day.