

## 2023 - 2026 Equality Diversity and Inclusion Plan

Our plan links to three key areas:

- **Residents and people who use our services** - we want to help improve the wellbeing and quality of life of our residents and those we support.
- **Leadership** – we want to show leadership in EDI to our staff and our internal and external customers.
- **Our staff** – we want our staff to feel that they truly belong and are at home with Hightown and to create a diverse workforce reflective of the local communities we operate in.

### Residents and people who use our services

- Review our Resident and Service User Involvement strategies ensuring we promote engagement opportunities and resident and service user voice from underrepresented communities.
- Undertake a review of Hightown's EDI presence on our webpages to ensure we are actively promoting a positive EDI culture, showcasing good practice to external customers, residents and service users and potential future applicants looking to join our workforce.
- Produce an annual dedicated publication of our work on EDI commitments for staff and stakeholders.

### Leadership

- Engage with national EDI groups and networks at senior level.
- Carry out a self-assessment against the 5 areas set out in the Regulator of Social Housing's Social Housing Equality Framework and use the results to help inform future EDI planning.
- Review EDI training offer to all managers following pilot in-person training for Board members and senior leaders.
- Ensure key policy writers complete Equality Impact assessment training.
- Carry out Equality Impact assessments on key policies affecting staff, residents and service users.

## **Our staff**

- Continue to support and promote the work of the EDI Forum and provide access to budget for EDI related expenditure.

- Provide EDI Champion Training to new and existing members of Hightown's EDI Forum
- Map out what needs to be done so that Hightown can progress through levels of the Disability Confident Scheme (currently entry level 1) to become a Disability Confident Leader in time for next review.
- Improve the level of EDI data we hold so that we can better measure and review representation among staff.
- Renew Mindful Employer status in time for next charter commitment review.
- Continue to carry out annual review of Ethnicity and Gender pay gap and report progress on action plans to the Remuneration and Nominations Committee
- Continue to carry out annual EDI data analysis on residents and staff and report progress on action plans to the Remuneration and Nominations Committee.