

# TAFF

## Equity, Diversity and Inclusion Strategy





# EDI Matters to Taff

At Taff, Equity, Diversity and Inclusion (EDI) is at the very core of the work that we do. Our vision is to provide great homes and services and enable communities to thrive.

A thriving community is a place that people are proud of; homes are safe, warm and of good quality, and the wider community is safe, clean, green and sustainable. Equity, diversity and inclusion are valued.

We have a great opportunity to reduce discrimination and deliver services that are representative, inclusive and responsive to the needs of the communities we serve.

This strategy sits alongside our ambitious five-year Strategic Plan 2024-2029 which sets out our intentions to provide homes people can be proud of, to put people at the heart of everything we do and to be a force for good in our communities. It is rightly aspirational setting out our ambitions for the future.

Focused on 3 core areas, 'Homes', 'Customers' and 'Performance & Resources', the Strategic Plan sets a number of ambitions we are aiming to achieve that are linked directly to our approach to EDI.

These include;

- A mix of homes of different sizes to meet the diverse needs of our communities
- An organisation that reflects and meets the needs of the communities we serve
- Services which reflect and value diverse communities
- A diverse and inclusive workplace and culture
- Work proactively with communities and partners to champion equity, diversity and inclusion
- We will use our power for good, seeking to influence decision makers

# Dignity and Respect

At Taff we want to ensure all individuals are treated fairly with dignity and respect regardless of their age; disability; gender reassignment, marriage and civil partnership; pregnancy and maternity; race (includes colour, nationality and ethnic origins); religion and or belief; sex; sexual orientation; social or economic background, or any other inappropriate distinction.

Alongside our moral commitments, we have responsibilities in relation to EDI under legislation, regulation, and governance, including, but not limited to:

- The Equality Act 2010 (incorporating the Public Sector Equality Duty)
- The Human Rights Act 1998
- The Community Housing Cymru Code of Governance 2018
- Welsh Government Regulatory Framework
- Any relevant amendments to such legislation or further codes / frameworks of practice.





## Our Principles

Our overarching principles provide clarity for all on how we will go about achieving our ambitions and will guide our work and behaviour.

- We respect the dignity and worth of each individual and promote mutual respect based on understanding and valuing diversity.
- We understand the importance of a diverse workforce and inclusive workplace, which reflects the communities we serve.
- We understand the diverse needs of our customers.
- We promote equity and equality for the accessibility of our services.
- We encourage people to 'Call Out' and challenge prejudice, discrimination and harassment.
- We promote diversity and inclusion with our customers, service users, partners, stakeholders and supply chain.



## Our Approach

- The Taff Board will approve the Equity, Diversity & Inclusion strategy and monitor our progress. Our Chief Executive will act as Executive sponsor.
- We will commence work to achieve Tai Pawb's QED Accreditation to support our EDI ambitions and continue our accredited work around cultural competency.
- We will support the further development of a colleague-led EDI working group to help drive progress.
- Reporting our Gender and Ethnicity Pay Gaps externally.
- Gather and report our colleague D&I data to help us understand the diversity of our workforce and take positive action to address reasons for under representation.
- Reviewing colleague survey data to monitor and understand issues.
- All colleagues will undertake mandatory training on Equity, Diversity & Inclusion and understand our Equity, Diversity and Inclusion commitments.
- We will consider the impact of our work on different people and complete Equality Impact Assessments when appropriate.
- We will seek to constantly improve our understanding and the composition of our tenants, colleagues, service users and Board for each of the protected characteristics, and aim to reflect the communities we serve, provide accessible services and consider the needs of future customers.
- We will promote Equity, Diversity & Inclusion in our community engagement activities and learn from people who have experienced inequality or discrimination.
- We will raise awareness and understanding for colleagues, tenants and service users to help deliver our commitment to equity and fairness. This will include the sharing of good practice. Successes and progression will be communicated and celebrated.
- We will ensure our approach to recruitment and our employment offer and offices are accessible and our processes are fair to encourage applications from under-represented groups. We will ensure diversity requirements from our annual Gender Pay Gap reporting are reflected in our actions.
- We will challenge the stereotyping of social housing tenants.
- We will participate in networks and events to promote EDI.
- We will use our procurement practices and purchasing power to help deliver our Equity, Diversity & Inclusion objectives.





This strategy sets out our ambition and provides a framework for us to be held to account. It will inform and drive our work moving forward and enable the development of an Action Plan to help monitor performance.