



2023 - 2026 Equality, Diversity, and Inclusion Plan

Our plan is centered around three key areas:

- **Residents and People Who Use Our Services** – We aim to enhance the wellbeing and quality of life for our residents and those we support.
- **Leadership** – We strive to lead by example in Equality, Diversity, and Inclusion (EDI) for our staff and both internal and external customers.
- **Our Staff** – We want our staff to feel that they belong and are at home with **People Living**, while fostering a diverse workforce that reflects the communities we serve.

Residents and People Who Use Our Services

- Review our Resident and Service User Involvement strategies to ensure engagement opportunities and elevate the voices of underrepresented communities.
- Review **People Living's** EDI presence on our website to ensure we actively promote a positive EDI culture, showcase good practices, and attract potential workforce candidates.
- Produce an annual publication to highlight our EDI commitments and progress for staff and stakeholders.

Leadership

- Engage with national EDI groups and networks at the senior level.
- Conduct a self-assessment based on the 5 areas in the Regulator of Social Housing's Social Housing Equality Framework, using the results to inform future EDI planning.
- Review the EDI training offered to all managers following pilot in-person training for Board members and senior leaders.
- Ensure key policy writers complete Equality Impact Assessment training.
- Perform Equality Impact Assessments on key policies that impact staff, residents, and service users.

Our Staff

- Continue supporting and promoting the work of the EDI Forum, providing access to the necessary budget for EDI-related activities.
- Provide EDI Champion Training to new and existing members of **People Living's** EDI Forum.
- Plan the steps necessary for **People Living** to advance through the Disability Confident Scheme (currently at entry level 1) to become a Disability Confident Leader by the next review.
- Improve EDI data collection to better measure and assess staff representation.
- Renew our Mindful Employer status before the next charter commitment review.
- Continue the annual review of the Ethnicity and Gender pay gap, reporting progress to the Remuneration and Nominations Committee.

- Conduct an annual EDI data analysis of residents and staff, and report progress on action plans to the Remuneration and Nominations Committee.