

## Equality, Diversity and Inclusion Strategy

<b>Category</b>	Governance
<b>Lead</b>	Director of Housing Services
<b>Committee / Approver</b>	Board of Management
<b>Action</b>	Consider & Approve
<b>Review Date</b>	April 2026
<b>Review Due</b>	April 2030
<b>Purpose</b>	To outline how we set goals around equality, diversity and inclusion
<b>Internal/External</b>	External

## Introduction

This strategy sets out Angus Housing Association's commitment to equality, diversity and inclusion. This strategy sets out the links between equality, diversity and inclusion and our values, what change we want to achieve, how we will do this and by when. The strategy is underpinned by Angus Housing Association's Equality, Diversity and Inclusion Policy and runs for four years.

## Values

Angus Housing Association's Values are:

DEMONSTRATING  
SOCIAL VALUES



RESPECT



PUTTING  
CUSTOMERS



EMBRACING  
INNOVATION &  
ADAPTABILITY



Equality, diversity and inclusion links with the values as taking into account the diversity of the people we work with (including staff, volunteers and Board Members), Angus Housing Association can deliver improved services for all. In addition to meeting duties under the Equality Act 2010 Angus Housing Association aims to meet best practice from the Public Sector Equality Duty to ensure that we are able to respond to the needs of all people that we provide services to and work alongside.

## Intended Outcomes

The overall changes that Angus Housing Association aims to make are:

- Better co-ordinate efforts across departments to further equality, diversity and inclusion
- Better understand the diversity of staff, volunteers, Board Members and the people we work with
- Ensure that our policies and procedures meet duties under Equalities legislation
- Enhance continuous professional development around equality, diversity and inclusion
- Enhance practice around equality, diversity and inclusion across departments

The steps that we will take to work towards these outcomes are set out as short-, medium-, and long-term goals in the following table.

## Short-Term Goals - within the first year of the strategy

- Support and develop an Equalities Group with representatives from all Departments to meet
- All staff, volunteers and Board Members to undertake existing training around Equalities
- Conduct an updated baseline of equalities information for staff, volunteers and Board Members, and for the people we work with
- Review quality assurance options for Equalities

## Medium-Term Goals - within the second / third year of the strategy

- Review Equality Impact Assessment frameworks including supporting resources
- Undertake Equality Impact Assessment screening of all policies
- Use the baseline equalities information to identify where to signpost people for support
- Evaluate training and identify potential gaps and/or further resources
- Equalities Group to lead a practice review across all Departments

## Long-Term Goals - over the four years of the strategy

- Monitor the diversity of people against initial baselines for changes over time
- Identify areas of practice that can be embedded/mainstreamed around equalities (i.e. change from specific to general practice)
- Undertake and achieve identified quality assurance options for Equalities
- Undertake a full review of the strategy, including what went well, what can be improved, what are the gaps, and what key actions should form the next strategy

## Monitoring and Review

The short-, medium- and long-term goals of this strategy will be used to create operational plans with specific, measurable, achievable, realistic and timebound actions. We recognise that work towards achieving aims around equalities are not a means to an end in themselves and can take a long period of time and require sustained and proportionate actions. Plans will have an initial time frame of one-year cycles and will be reviewed to check progress. The review will take into account which goals have or have not been met and prioritise them over the next cycle. The plans will be overseen by the Equalities Group which will monitor actions taken. Progress towards the overall outcomes will be reported to the Board of Management at least annually



**FSA - 1665R(S)**

**Scottish Housing Regulator - HAL 65**

**Scottish Charity - SC020981**

**Property Factor ID - PF000129**