

Equality, Diversity, and Inclusion strategy 2022-25



Where are we now?

Equality, diversity and inclusion have always been a priority for B3Living and our previous strategy focused on ensuring the fundamentals were in place, including training, monitoring, raising awareness, seeking views and setting out our vision. However, we know that there is still more to do to ensure that our day-to-day actions align with our moral values and approach to being truly inclusive - and learning will be a big part of it.

We value the importance of representation in our staff and seek to increase this to understand different perspectives and experiences. Our customer to workforce comparison highlights a gap in the following key areas of representation within our workforce; ethnicity, disability and LGBT+. By exploring and removing barriers to employment and progression we will ensure that our staff is more reflective of the community we serve. We can design our services to meet individual needs and embrace the benefits of diverse thinking.



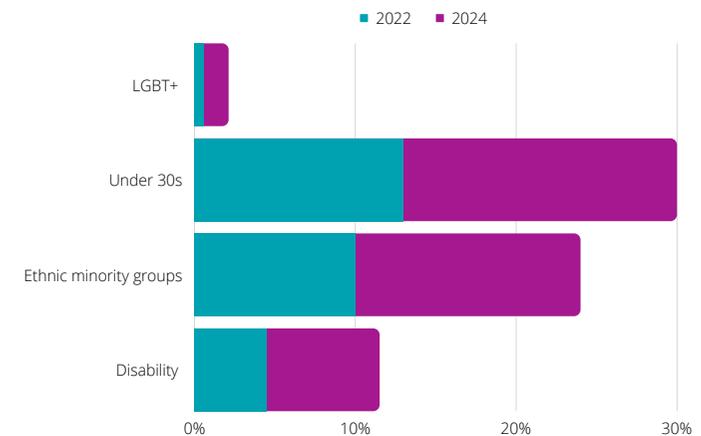
Better futures

Our Better Futures Strategy sets out how we plan to support our customers and communities between 2021 and 2024. Scan the QR code to view our Better Futures Strategy.



What we're working towards

We're working towards seeing an increase in staff who fall into the following groups (by 2024):



Where do we want to be, and how are we going to get there?

We embrace an intersectional approach to equality, diversity & inclusion through breaking down barriers, eliminating discrimination and making sure that we offer equal opportunities. We want to be known as an organisation that enables people to thrive. A place where people are appreciated and valued for their own unique contributions and aren't constrained by their own identity or circumstances.

Strategy themes

Develop



Develop and sustain a culture of continuous equality improvement.

Advance



Recruit and advance a diverse organisation.

Embed



Embed equality, diversity, and inclusion into decision making.

Key activities

- Promote a learning culture of continuous 'equality improvement'.
- Ensure that colleagues play an active role in modelling equality improvement and give feedback on the progress made.
- Ensure that our service strategies, policies & procedures contain specific measures to provide accessibility and inclusion for each equality group.

- Ensure that our recruitment processes enable us to make progress to align our staff & board profile information with our resident and applicant diversity profile data.
- The application process is to be reviewed to ensure support is provided to prospective applicants.
- Invite job applicants to give their views on our recruitment process.

- Invite customers to provide feedback that identifies EDI issues and tackle these.
- As a criterion for doing business, an assessment to be undertaken of the EDI policies and practices of consultants, contractors and suppliers to B3Living.
- Support customers and applicants who experience racism or other hate harassment.

This strategy, alongside the supporting EDI Action Plan, will be monitored annually by our Board and quarterly by our Executive Team.