

EQUALITY, DIVERSITY AND INCLUSION STRATEGY

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| EG/Board Approval: | September 2018 | Responsible Board: | Ocean Housing Group Ltd |
| Next Review: | September 2019 | Responsible Executive: | Group Director of Resources |



STRATEGIC AIMS

The aim of this Strategy is to create a great place to work and a great company to do business with. A business whose diversity reflects its community and a business that is committed to creating an environment free from discrimination or harassment and advances equality of opportunity and inclusivity for everyone.

This Strategy applies to all members of the Ocean Housing Group, its customers and stakeholders.

STRATEGIC OBJECTIVES



- We will work to consciously eliminate unlawful discrimination, harassment or victimisation.
- We will promote good relations between everyone
- We will advance diversity, equality of opportunity and inclusion in all our business planning and decision making.
- We will ensure policies and procedures promote equality of access for all
- We will engage with staff and our customers and communities to ensure we listen and develop our services and policies to meet their needs
- We will respect, support and value our staff, customers and community

To achieve our aims and objectives we will recruit, develop and retain talented and motivated people who represent the values and behaviours of Ocean. In return, we will create a workplace where they feel valued and respected, in an inclusive culture. This will ensure our staff feel supported and confident to engage with and relate to our diverse community.

We will continue to deliver high quality, valued services to all our customers and stakeholders. We will ensure we offer equality of access through our policies and services, which meet their needs.

HOW WILL WE MEET THESE OBJECTIVES



- **EQUALITY:** We will meet all of our legal and statutory responsibilities. We will comply with the Equality Act 2010, ensuring no one is unlawfully discriminated against.

- **DIVERSITY:** We will embrace all the ways we are different and ensure everyone is included, whether they have visible differences such as gender, race and ethnicity, age, visible disability or non-visible differences, such as disability, religion or belief, sexual orientation, gender reassignment, marriage & civil partnership, pregnancy & maternity.
- **INCLUSION:** We will encourage a culture where everyone enjoys their work, and our customers and stakeholders enjoy doing business with us. This means everyone is respected and has a voice in designing and delivering the policies and services to meet their needs.
- **EDUCATE:** We will actively raise awareness for all staff, customers and stakeholders in understanding the vision and aspirations of our Equality, Diversity and Inclusion Strategy and the part they have to play in it.
- **CHALLENGE:** We will challenge and have robust processes in place to deal with instances of prejudice, discrimination and harassment, whether that is overt and explicit or whether it is through unconscious ignorance or different views.
- **TOLERANT:** We will be non-judgemental of others lifestyle and choices and encourage understanding.
- **COMMUNICATE:** We will communicate our commitment to equality, diversity and inclusion to all staff, customers and stakeholders and ensure they also have access to information in a format to meet their needs.
- **WORK:** We will work with our partners, consultants, contracts, sub-contractors and our supply chain to ensure they all understand and are committed to our equality, diversity and inclusion vision.
- **CUSTOMERS:** We will have our residents at the heart of everything we do. We will gather data to ensure we understand their needs and aspirations. We will continuously review our services. We will continue to build innovative, energy efficient, good quality homes to meet their needs and provide good quality services, right first time.

OUR COMMITMENT TO IMPROVEMENT



- We will improve the collection and analysis of equality & diversity monitoring data
- We will publish equality & diversity monitoring statistics
- We will improve how equality, diversity and inclusion is given due regard in the Executive and Board decision making process
- We will produce a more detailed plan for embedding equality, diversity and inclusion into the day to day way we do business.

MONITORING AND REVIEWING



- We will produce an annual report to the Group Board to evidence our progress in the implementation of this strategy and achievement of our commitments.
- We will review the equality, diversity and inclusion Strategy and up-date our commitments to improvement on an annual basis.
- We will carry out a staff survey to monitor success in embedding a culture of equality, diversity and inclusion
- We will monitor the impact of our Strategy at exit interviews
- We will analyse the new monitoring data and manage any barriers or areas of discrimination

LEADERSHIP AND ACCOUNTABILITY



- The Board is ultimately responsible for the approval of Ocean's equality, diversity and inclusion strategy and ensuring the business meets its legal and statutory responsibilities.
- The Group Chief Executive and Executive Group are responsible for the leadership and delivery of the Strategy and will regularly review the strategic aims and objectives and ensure they are embedded in our business decisions, policies and processes.
- Individual managers will be responsible for ensuring that the strategy is understood and implemented in their own areas of work and setting their own measures and outcomes.
- Contractors and agents working with us will be expected to show the same commitment to equality, diversity and inclusion.
- All Staff, Board Members and Tenants and Residents Panel or group members are required to understand and adhere to the aims and objectives of this strategy.