

# Equality and Inclusion Plan

2025-2028 →



# About the plan



Our Equality and Inclusion Plan has been developed with our residents and colleagues at its heart, building on the work already embedded to ensure an inclusive ClwydAlyn where everyone feels they belong.

## **It has been developed by:**

- Listening to a range of diverse voices from across ClwydAlyn and our communities
- Working with external Equality, Diversity and Inclusion (EDI) experts to help us learn from good practice
- Understanding the policies and current Welsh Government legislation that we need to work within to shape our plan and our commitments

# Key areas of focus



In line with Welsh Government's Regulatory Framework for Social Housing and our equality duties, the plan outlines five key areas of focus on our journey towards creating an inclusive community where every person feels valued.

## **1. Governance**

## **2. Services**

## **3. Access**

## **4. Involvement**

## **5. Culture**

# Key areas of focus



**1 - Governance** - We will take a strategic approach to achieving Equality, Diversity and Inclusion (EDI) in everything that we do.



**2 - Services** - We will continue to ensure that our services are fair, don't discriminate, and meet people's needs, continually responding to changes and challenges as they develop.



**3 - Access** - We will ensure that people are aware of, can access, and have positive experiences of the services that we deliver.



**4 - Involvement** - As a result of inclusive and meaningful involvement, ClwydAlyn will be fairer and more responsive in how we work and what we do.



**5 - Culture** - We will develop our commitment to being an inclusive workplace with a culture which values, promotes and embraces equality, diversity and inclusion, working with trust, hope and kindness.



# How will we measure success?

 We want the work that we do to have a meaningful impact on both our residents and colleagues. We will measure and monitor our progress and impact through:



Gender, Ethnicity, Disability Pay Gap reporting - to support us to identify any gaps and work to close them.



EDI monitoring information for residents and colleagues - to better understand our demographic and provide services that meet the needs identified.



Hate crime reports - to ensure our process works effectively, highlight areas needing intervention, and make sure we support our people appropriately.



The percentage of colleagues and Board members who have completed Anti Racism Training.



EDI Training completed by Board and colleagues.



Assessing the impact of the training provided by reflecting on, and evidencing, how training has positively influenced practice.

# Reporting and Evaluation



Our five areas of focus outlined are our overarching themes and areas of work for the next three years. A 12-month delivery plan will be put in place at the beginning of each year and an annual end of year report of our progress will be shared and reviewed by our People Committee.

We will also work closely with our Inclusion Network and Staff Forum to keep them updated on how we're doing and to continue to give them opportunities to feedback and influence how we do things.

# What does inclusion mean to our residents and colleagues?



**'Inclusion is where everyone feels valued, respected and is able to fully participate, regardless of differences.'**

Resident Committee Member

**'Inclusion is the promise that every heart belongs, every voice is heard, and every soul matters, no one stands alone - we shine brightest together'**

Early Intervention Officer

**'What inclusion means to me, is being kind, just simply to be yourself and respecting and acknowledging everyone is different and everyone has a valuable contribution to make'**

Head of Development and Growth



**ClwydAlyn**



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