



<b>Policy title:</b>	Equality, Diversity and Inclusion (EDI) Policy		
<b>Scope:</b>	Aspire Stakeholders (including colleagues, customers, partners, sub-contractors and suppliers)		
<b>Policy owner &amp; job title:</b>	<b>Director of Corporate Services</b>		
<b>Approver:</b>	<b>Senior Management Team</b> <b>Endorsed by EDI Forum and OASIS</b>		
<b>Date:</b>	June 2025	<b>Review Due Date:</b>	June 2027

### POLICY SUMMARY

The Equality, Diversity and Inclusion (EDI) Policy covers all stakeholders across Aspire Housing, including Executive Directors, colleagues, customers, partners, sub-contractors and suppliers.

- We will assess EDI impact when making changes to the Business. These processes will be governed by the EDI Forum.
- We will monitor EDI ensuring all legislation and regulatory requirements are met.
- Stakeholders are required to adhere to this policy.

**Associated Policies & Procedures:** Corporate Plan 2024-2030, People Strategy, Customer Strategy, Harassment Policy, Health & Safety Policy, Whistleblowing policy, Maternity Policy, Shared Parental Leave Policy, Adoption Policy, Sickness and Absence Policy, Recruitment and Selection Policy, Pay and Benefits Policy. (This list is not exhaustive)

### 1. POLICY STATEMENT

Equality, Diversity and Inclusion are central tenets in our business. We strongly believe that EDI policies in isolation are likely to fail. We want our EDI policy to be embedded in our organisational strategy and culture so that it shapes the way we conduct our business.

Aspire is committed to supporting a diverse culture where equal opportunity is promoted actively and in which unlawful discrimination is not tolerated. It is company policy that nobody will be discriminated against on any grounds.

We believe that the differences between people can bring added value to our business, where individual talents, knowledge and experience are recognised and appreciated.

Aspire's approach to EDI supports all we do and the delivery of our Corporate Plan, People Strategy and Customer Strategy. Our commitment to EDI is outlined in our Strategic Objective to '*Build Togetherness*' by valuing all our colleagues and the contribution they make and valuing the diversity of our communities, striving to ensure our services meet their needs.

We will measure the success of our objectives by using our key performance indicators (KPIs), Tenant Satisfaction Measures (TSMs) and all other elements of feedback by listening to the customer's voice and taking action to continuously improve services. This will be further supported by the commitments, actions and outcomes delivered by our People Strategy and Customer Strategy.

The aim of the policy is to ensure that in carrying out our activities, the business will have due regard to:

- Promoting equality of opportunity
- Promoting good relations across all stakeholders
- Valuing diversity
- Eliminating unlawful discrimination
- Nurturing a safe and inclusive environment for all
- Retaining a diverse, talented workforce who champion People First
- Continuing to develop a culture whereby colleagues feel a sense of belonging and included
- Ensuring that managers are dedicated to supporting an inclusive workplace culture by promoting diversity, exemplifying positive behaviours, and holding themselves and others accountable to high standards of conduct
- Continuously working towards increasing the diversity of our workplace demographics
- Delivering continuous education and training to ensure professional conduct, respect, and understanding for individual needs and circumstances
- Encouraging transparent and honest communication by establishing multiple avenues for colleagues to share ideas, suggestions and feedback

The Equality Act 2010 outlaws discrimination on the basis of the following characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

We will go beyond our duties under the Equality Act 2010 to:

- Identify and eliminate discrimination
- Advance equality of opportunity
- Promote good relations between different groups

- Consider all other characteristics which could lead to discrimination or exclusion, such as health, socio-economic background, literacy, caregiving responsibilities etc.

When reviewed, all relevant Aspire policies and procedures will undergo an Equality Impact Assessment (EIA) in order to give consideration to the above principles and will include a section to outline, where appropriate, any additional measures or considerations to be taken in order to deliver our EDI commitments.

At a broad level, an EIA should be undertaken where there is a risk that either a significant number of customers or colleagues are impacted by a decision, or a smaller number of customers or colleagues are significantly impacted by a decision.

The EIA process will help to ensure that :-

- we understand the potential effects of the policy by assessing the impacts on different groups both external and internal
- any adverse impacts are identified, and actions identified to remove or mitigate
- the decisions are transparent and based on evidence with clear reasoning

## **2. RESPONSIBILITIES OF ASPIRE**

- To begin to build EDI considerations into recruitment, selection, induction and training for all colleagues and Board members.
- When policies and procedures are due for renewal, give consideration to EDI via the completion of an Equality Impact Assessment before approval and circulation, which will be overseen by the EDI Forum.
- To begin to raise awareness of our commitment to EDI across our internal and external customers.
- To begin to take EDI into account when making changes to the Business.
- To ensure that we understand our current and potential customers and colleagues so that the services we deliver are inclusive and meet their needs.
- To assess ways to improve the ways in which EDI data is utilised when engaging with our customers to improve service delivery and communicate in ways that suits the audience's needs.
- To review our procurement processes with the aim that our suppliers, partners and contractors demonstrate that they have appropriate policies and procedures in place to meet our EDI expectations where appropriate.
- To foster a culture that recognises, respects and celebrates people's differences, allowing people to be themselves and provides an environment that is welcoming, and free from discrimination.
- To consider EDI requirements and the makeup of the diverse communities we serve when reviewing the structure of our Boards and Senior Management team.

### **3. RESPONSIBILITIES OF EMPLOYEES**

- To understand and adhere to this policy.
- To take appropriate action when EDI is not adhered to and draw to the attention of their line manager any instances of apparent discrimination or problems.
- To commit to continually improve our approach to EDI.
- To improve the collection and maintenance of colleague and customer data to ensure that is up to date and accurate.
- To commit to undertaking all relevant EDI training as required by Aspire.

### **4. EQUALITY, DIVERSITY AND INCLUSION**

An equality impact assessment has been conducted for this policy.

Where customers, colleagues or other stakeholders have specific needs to access the policy, reasonable support will be given. By way of example, this may include the provision of the policy in alternate forms such as braille, large print or audio versions and ensuring that the processes followed within the policy are reasonably adapted to reflect the needs of the individual.