



Policy title:	Equality, Diversity and Inclusion (EDI) Policy		
Scope:	Aspire Colleagues		
Policy owner & job title:	Director of Corporate Services		
Approver:	Executive Director of People Endorsed by EDI Forum and OASIS		
Date:	June 2023	Review Due Date:	June 2025

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: 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 Strategy, which is aligned with our EDI Strategy. We will deliver our Corporate Strategy themes through the commitments, actions and outcomes delivered by our EDI 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.
- Fostering an inclusive environment for all.

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 Aspire policies and procedures will give consideration to the above principles and include a section to outline, where appropriate, any additional measures or considerations to be taken in order to deliver our EDI commitments.

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.