



Equalities, Diversity
and Inclusion Strategy
2022 - 2026

Executive Summary

Leadership Message

The RCH Group is striving to create an inclusive workplace where everyone feels valued and respected— a workplace where everyone can be themselves and contribute to our success.

We want the RCH Group to respect our service users and tenants so that they get the support and services that they need to feel safe and welcome in their homes. Collectively we have already done great things to address inequalities across the communities we work in, but we want to do more and make sure that our approach is the best it can be.

To do this we need a workforce that understands the diverse needs of people and a workforce that carries out their work with dignity and respect for others. The more we collaborate and value difference the closer we get to living in a truly inclusive community. This Equality, Diversity and Inclusion Strategy provides us with a plan to create an inclusive, high performing, workplace and workforce that acts with kindness and is knowledgeable about equality, diversity and inclusion and better able to serve our customers. This strategy is the responsibility of everyone in the RCH Group and I encourage you to get involved.

Context

This Equalities, Diversity and Inclusion Strategy sets out where we are in relation to our legal and regulatory duties. The strategy aligns with our Equality Diversity and Inclusion Policy and articulates our vision and commitment to advancing equality in all that we do across RCH Group for the benefit of our tenants, service users and our staff.

Meeting our legal and regulatory duties

In line with the Equality Act 2010 RCH Group has a responsibility to eliminate discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. The protected characteristics that are covered by equalities legislation are:

Age
Disability,
Gender Reassignment
Marriage and Civil Partnership
Pregnancy and Maternity
Race
Religion or Belief
Sex
Sexual Orientation

We are also required to report on the progress that we are making, The Scottish Housing Regulator requires us to: -

- Have assurance and evidence that we consider equality and human rights issues properly when making our decisions, in the design and review of internal and external policies, and in its day-to-day service delivery.

- To collect (and use) data, relating to each of the protected characteristics for our existing tenants, new tenants, people on waiting lists, governing body members and staff.

Priorities and Actions

This strategy includes three key goals and sets out the priorities and actions we will take over the next four years. The priorities and associated actions have been informed by an audit of our approach to equality and diversity across all aspects of our work in the RCH Group and are designed to support RCH Group meet its legal and regulatory obligations.

We have outlined the key roles and responsibilities and how we will track progress and measure success.

1. Workforce diversity – recruit from a diverse, qualified group of candidates to increase diversity of thinking and perspective so that we can meet the needs of our tenants and service users
2. Workplace inclusion – foster a culture that encourages collaboration, flexibility, and fairness to enable all staff to contribute to their potential and increase retention
3. Accountability – identify and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices for staff, service users and tenants, and equipping leaders with the ability to manage diversity and be accountable for the results and taking steps to increase the diversity of members in governance roles.

Roles & Responsibilities

All staff working in the RCH Group are responsible for creating and maintaining an environment that is safe, respectful, and productive. Creating a kind, respectful and inclusive environment for our staff, and the people that we interact with in our day-to-day roles, is an active process.

The success of the strategy is dependent upon the support of everyone in the association. Everyone has a responsibility for contributing to a culture which supports and values diversity and inclusion.

Managers and supervisors can contribute by displaying a positive commitment to workplace diversity and inclusion, being role models, fostering an inclusive workplace culture, dealing quickly and effectively with inappropriate behaviour, and participating in diversity training and encouraging team members to attend.

The Board's responsibility is to agree this strategy and provide appropriate oversight on its delivery and impact. Our Chief Executive, supported by the Senior Leadership Team, will have responsibility for the operational delivery of the strategy. Our Senior Leadership Team will monitor progress on all aspects of the strategy and will provide annual updates to the Board who will assess the effectiveness and impact of the strategy.

Resources

The Senior Leadership Team will have responsibility for implementation and delivery of this Strategy. Budgets and staff resources will support delivery of the key priorities.

Monitoring and review

We will review our progress against our Delivery Plan (Appendix A) and Communications Plans (Appendix B) quarterly. This review will be shared internally with the Executive Leadership Team.

We will provide a half yearly report to the Board stating our progress.

This process of review and reporting will enable us to identify any actions required to ensure delivery of the goals and outcomes we have set.