



Rural Stirling

Housing Association



Quality property
management services

Rural Stirling Group Equality Diversity and Human Rights Strategy 2022 – 2025

Rural Stirling Housing Association, Stirling Road, Doune, FK16 6AA. Registered as a Scottish Charity No. SC037849	
Name of Strategy	Group Equality Diversity and Human Rights Strategy
Strategy Category	Equality Diversity and Human Rights
Date Approved by Board	17 March 2022
Review Period	3 years
Review Date	March 2025
Equality Impact Assessment	Attached

FOREWARD



Mark Griffiths

Chair Rural Stirling Group

I am delighted to present the Equality, Diversity and Human Rights Strategy for the Rural Stirling Group (RSG) 2022-2025.

RSG 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 our housing association 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. We want our governing body to be as diverse as possible to create and maintain an inclusive organisational culture. To do this we need all of our people, our governing body, those who work for us and with us, to understand the diverse needs of people and carry out their work with dignity and respect for others.

This equality, diversity and human rights strategy provides us with a plan to create an inclusive workplace. We are all responsible for this strategy and I encourage you to get involved to ensure that it is a success.

Our Vision

To have a respectful and welcoming organisation that enables us to attract and retain talented, motivated people from a diverse range of backgrounds and that represent our service users, tenants, and community.

Purpose

This strategy is a 3-year plan to help us achieve our ambitions. It sits alongside our Equality, Diversity and Human Rights Policy. Our strategy provides a shared vision and a commitment so that we can work together to build a more inclusive organisation and deliver services that promote equality and ensure equity of access. It links directly to the values we hold dear as an organisation, to be **inclusive** and **respectful** as outlined in our Group Strategic Plan.

This strategy includes four key goals and sets out the priorities and actions we will take over the next 3 years in a delivery plan which can be tracked and monitored to ensure we are realising our ambitions. We have also developed a communications plan to support our progress and ensure that our goals and ambitions are communicated clearly and that our expectations are understood.

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

Goals

- 1. Equality excellence** – we will build on the Equality, Diversity and Inclusion (EDI) audit of our approach and implement the recommendations.
- 2. Diverse organisation** – recruit talented people from diverse backgrounds to increase diversity of thinking and perspective in our Boardroom and in our workplace.
- 3. Inclusive organisation** – develop a culture that supports collaborative working, flexibility, and kindness to enable all of our people to achieve their potential
- 4. 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.

Roles and Responsibilities

Everyone at the Rural Stirling Group, is responsible for creating and maintaining an environment that is safe, kind, and productive. Creating a kind and inclusive environment for our staff, and the people that we interact with in our day-to-day roles, is an active process. Leaders should act as role models, dealing quickly and effectively with inappropriate behaviour. The success of the strategy is dependent upon the support of everyone in our organisation.

Delivery Plan

GOALS	OBJECTIVE	ACTION	ACCOUNTABILITY	TIMEFRAME	SUCCESS MEASURES
Equality excellence	<p>Implement the recommendations from the EDI Audit</p> <p>Outcome: EDI is embedded across the RSG and is at the heart of everything that we do.</p> <p>Board assurance that policies and procedures are free of any risk of causing unfair discrimination.</p>	<p>Develop the EDI Audit Action Plan</p> <p><i>(The draft EDI Action Plan is attached Appendix 1)</i></p>	Leadership Team	<p>2022 -2024</p> <p><i>Priorities for actions are further identified within the EDI Audit Action Plan</i></p>	<p>Audit actions and recommendations implemented.</p>
		<p>Develop our Equality Data Collection Framework and carry out training</p>	Leadership team/GCO/DPO	Year 1	<p>We comply with SHR requirements and can use equality data in the design and delivery of our services.</p>
Diverse organisation	<p>Recruit talented people from diverse backgrounds to increase diversity of thinking and perspective.</p> <p>Outcome: Increased number of people from underrepresented</p>	<p>Review our recruitment and selection processes.</p>	CEO	Year 1	<p>Review concluded and actions identified</p>
		<p>Ensure all line managers are trained in inclusive recruitment.</p>	CEO	<p>Carried out during 2021.</p> <p>Year 1</p>	<p>Line managers can demonstrate confidence and have ability to counter bias</p> <p>Improved shortlist/</p>

	<p>d groups are recruited to the RSG.</p> <p>Human Resource practices support the delivery of an employment environment which embraces diversity.</p>	<p>Ensure recruitment advertising and interviews include equalities statements/questions.</p> <p>Include equalities as part of One to Ones.</p>	<p>Line Managers</p> <p>CEO/Directors/Line Managers</p>	<p>Year 1</p>	<p>appointment rate for candidates from underrepresented groups.</p> <p>Embedded equality approach across the organisation.</p>
<p>Inclusive organisation</p>	<p>Develop a culture that supports collaborative working, flexibility, and kindness to enable all of our people to achieve their potential.</p> <p>Outcome: Retention increases.</p> <p>Fewer complaints.</p> <p>Service delivery ensures we can meet the diverse needs of our customers and eradicates the risk of unfair discrimination.</p>	<p>EDI Ambassador (CEO) can coach other staff</p> <p>Line managers and all of our people respect difference.</p>	<p>All of our people.</p>	<p>Ongoing</p>	<p>Staff actively act with kindness.</p> <p>Staff awareness of equity increases.</p> <p>Instances of micro aggressions decrease.</p>

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 Outcome: Robust Equality Impact Assessments EIA's are conducted that set out the impacts of our decisions. Performance against this strategy is part of the review framework for our CEO and Directors.	Improve our EDI monitoring for governing body members, staff, job applicants service users and tenants.	CEO/Directors/ Line Managers	Year 1/Year 2	Our knowledge base and confidence increase.
		Improve the skills of our staff responsible for decision making.	CEO/Directors/ Line Managers	Year 1	We can demonstrate that equality considerations are mainstreamed in our work. Service delivery improves.
		Use our Equality Data Collection Framework to develop an evidence base so that we know the issues we face for each protected characteristic and how these intersect in housing and service delivery.	CEO/Directors/ Line Managers	Year 2/Year 3	Fewer complaints. Reduced risk of litigation.

Communications Plan

AUDIENCE	KEY MESSAGES	COMMUNICATION METHOD
Board members	Diversity inclusion ambition	Policy and Strategy Board recruitment and induction packs

		Regular updates to Board/Board meeting packs Training and Development Board Strategy Away Day
Staff	Diversity inclusion ambition Equality Data Collection and how we use this information to improve service delivery We value our employees Safe to give us personal information How we use your data	Staff Induction Job Profiles One to Ones Team briefings Email Training and Development
Prospective employees	Diversity inclusion ambition Information about our culture Safe to give us personal information How we use your data	Recruitment information and application packs Website Email
Service Users/Tenants/Stakeholders	Diversity inclusion ambition Safe to give us information How we use your data Improvements we have made	Tenancy packs Newsletters Website Email

Evaluation & Accountability

We will review our progress against our delivery and communications plans quarterly. This review will be shared internally with our team. We will provide an annual 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.

We will review this strategy every three years in line with the review of our EDH Policy.