

Aim	Objective	Action	Time	Responsible person	Comments
<p>Improve and encourage diversity in our recruitment process</p>	<p>- Championing inclusivity, redesigning our processes, introducing targeted initiatives and effectively monitoring and evaluating impact.</p> <p>- We will ensure we reflect diverse interests in our processes through employing intersectionality. Our workforce will understand our vision and aspirations for equality and diversity and their roles in achieving this;</p> <p>- We will become a more inclusive organisation where people can flourish and that recruits, supports and retains a more diverse workforce</p>	<p>Working with the QEDL project action plan in increasing diversity in recruitment (Peoples team to continue with project on a wider scale at project end)</p> <p>-Ensuring staff 121s explore equality, diversity, intersectionality, and inclusion at all meetings</p> <p>EDI Antiracism and unconscious bias trainings are done by all our staff and Neurodiversity and cultural sensitivities toolkit is built for and used by customer/ front facing teams.</p> <p>Ensure our recruitment process encourage more applications from people with protected characteristics and our workforce becomes more diverse</p>	<p>Apr 2024 – March 2025</p>	<p>Peoples Team EDI group Organisation</p>	
<p>Embed diversity and inclusion in all our business</p>	<p>-We provide excellent customer service that responds to the</p>	<p>Use EDI data to stream our services to needs of our residents.</p>	<p>Apr 2024 – March 2025</p>	<p>EDI group Resident engagement team</p>	

<p>processes and all business will be aware of our EDI work.</p>	<p>individual needs of our customers.</p> <ul style="list-style-type: none"> - We offer diverse ways for all of our service users to engage with us; - We will promote safe and secure environments that are free from any form of harassment, bullying and hate related crime; - We will ensure all our services are non-discriminatory by assessing the impact of all front-line policies, procedures, strategies and core services; - We have effective leadership and governance arrangements in place to scrutinise performance on equality and diversity and set challenging targets. 	<p>Engage with residents through our customer engagement strategy, using all available channels of communication.</p> <p>Train our staff to recognise, prevent or handle harassment, bullying and hate related crime/ incidences.</p> <p>Do Equality Impact Assessment (EIA) on new or revised strategies, policies and procedures.</p> <p>Monitor set EDI KPIs.</p>			
<p>Collect, process and analyse Equality and Diversity data to improve services</p>	<ul style="list-style-type: none"> -We will collect, report, and evaluate diversity within Melin Homes- both for staff and residents. -We will our grow knowledge of our resident profile, building our EDI data collection and analytical capabilities and use our data to support inclusive decision-making, 	<p>Collect 85% of residents EDI data.</p> <p>Analyse collected data for insights, trends and patterns which will influence decision making</p>	<p>Apr 2024 – March 2025</p>	<p>EDI group Voices Front facing staff</p>	

	ensuring services are shaped and reviewed by the understanding we have of our stakeholders				
Create a more inclusive and fair organisational culture, where everyone can feel included, valued and respected and can contribute and participate.	<p>Our senior leaders are committed to and accountable for our progress and will champion inclusion, acting as role models for inclusive actions and behaviours.</p> <p>We will create inclusive environments where everyone feels that they belong and are supported to achieve their full potential, supporting our goal to be a world-class organisation</p>	<p>EDI champion from Board to be part of EDI group.</p> <p>Communicate our EDI commitments through newsletters, our website, trainings, and open discussions</p>	Apr 2024 – March 2025	<p>EDI group</p> <p>Comms team</p> <p>L and D team</p> <p>Organisation</p>	
Ensure our contractors and third party service providers are aware of the importance of EDI in their work with Melin and our contract holders, by embedding it in all our contracts as a necessary term of contract.	Our procurement processes and supply partners reflect our commitment to equality and diversity	EDI forms a core part of contractual agreement with Melin. Contractors will understand and hold Melin's values and zero tolerance for discrimination	Apr 2024 – March 2025	<p>EDI group</p> <p>Sustainability team</p>	