

Tai Pawb

Equality, Diversity, and Inclusion Strategy

2023 – 2026

Annual Progress Update January 2025

Our EDI Plan Update

LEADING				
Foundation		Action	Deadline	Progress
The board seeks assurance and is confident that the organisation does what it says it does on EDI. We have a strong accountability structure	1	Quarterly monitoring of EDI plan, dashboard, and strategy	Ongoing, quarterly	Completed and Ongoing This progress report is presented at each board meeting
The board holds itself accountable for EDI performance	2	EDI considerations are part of Annual Board Reflection/Appraisal	Annual Completed Aug 2023	Completed 10.2023 as part of board reflection. To be carried out annually as above. 2024/2025 Reflection in progress
We are transparent about our EDI data, actions and progress	3	Publish EDI plan and diversity data and update annually.	Autumn 2023 and annually thereafter	Completed 11.2023. Update published 01.2025

Our leaders play an active role in embedding and driving our EDI commitment, principles, and actions and behaviours	4	Include feedback from staff about leaders in staff survey .	See action 8	Completed Feb 2024 and Oct 2024. Average score high but still increased. No suggestions from team.
Leaders acknowledge their own biases, can embrace discomfort and embed culture of sharing power with those that might be underrepresented or marginalised	5	SMT Mentor at least 1 person per year	ongoing	Mentored 2 ethnic minority people in 2023. 1 ongoing. Supported a vulnerable young ethnic minority person with their rights.
	6	Formalise EDI expectations from senior leaders and embed those in annual appraisal and 121's	Autumn 2023 and ongoing	Completed 10.2023, available here and embedded in appraisal form. April 2024 appraisals completed with leaders reporting on actions.
INCLUDING				
Diversity: we track and make continuous progress on improving diversity of Tai Pawb	7	Review our recruitment process to make it more inclusive with initial view to increase number of applications from ethnic minority people by 2026 (current underrepresentation) and other	Plan ready by End October 2023 Implement by August 2024 and ongoing	Draft Action Plan devised; Application form, Equality Form and positive action guidance re-developed in 2024. Diversity trends of applicants below.

		underrepresentation if identified				22/23	23/24	24/25
				JOB APPLICANTS	WALES	TP 22	TP 23	TP 24
				Black	0.9%	17.60%	0%	14.30%
				Asian	2.9%	11.70%	0%	26.20%
				Mixed	1.6%	23.50%	0%	26.20%
				Arab	0.4%	0.0%	0%	0%
				Gypsy/Traveller	0.1%	0.0%	0%	0%
				Other (incl White other)	4.2%	0.0%	0%	33.30%
				LGB+	3.0%	41.10%	57%	14.30%
				trans	0.4%	0.0%	0%	0%
				women	51.0%	53%	43%	59.50%
				men	49.0%	47%	57%	40.50%
				non-binary	1.0%	0.0%	0%	0%
				under 35	19.4%	47%	43%	23.80%
				35-55	23.0%	41.10%	57%	66.70%
over 55	35.0%	5.80%	0%	9.50%				
Disabled	22.0%	17.60%	71%	19.00%				
Culture: we track and ensure our team's sense of belonging, psychological safety and wellbeing	8	Carry out annual staff survey to track: EDI, wellbeing, belonging, safety, leader's performance (see all actions referring to survey)	Autumn 2023	Completed and implemented as ongoing. Results discussed at SLT and board level.				
	9	Develop menopause policy	March 2024	Completed June 2024.				
	10	Carry out reflective practice training for managers	March 2024 May 2025	Booked for 16.01.2024 Completed. Agreed to carry out more 4+1's to reflect.				

		Prepare & embed reflective practice framework for Tai Pawb team	Dec 2024	See above
	11	Review if/how Spectrum Life is used by the team & if other wellbeing support needed.	Dec 2023	Spectrum Life not used therefore cancelled. Team reminded of counselling offer in TP policies. 4DW pilot showing very positive impact on wellbeing.
	12	Carry out research and horizon scanning into 4 day working week	April 2024	Completed and ongoing. Board discussion 26.01.2024 Trial commenced 1.04.2024. Mid point evaluation positive.
Culture: we track and tackle discrimination and inappropriate behaviour	13	Add a question to annual staff survey & act on findings	See action 8	See action 8. Completed.
	14	Include in exit interview Carry out annual sexual harassment risk assessment & develop action plan.	Jan 2024 Annually	Completed Action added 2024. 2024 Completed
Culture: we have a clear and meaningful continuous education, awareness and	15	Conduct a review of team knowledge/skills (incl., EDI)	By Jan/Feb 2024	Delayed due to 4DW prep work. Complete by July 2024. Drafted top 10 skills matrix for SMT feedback. Currently revising due to Lumina Spark Workshop idea to include areas from Lumina to strengthen as part of this.

empowerment programme	16	Implement team & individual L&D plans including EDI awareness & lived experience perspectives	From April 2024	Implementing as part of 121 objective forms for 2024/2025 based on appraisal. Implement new plans when above ready.
	17	Include discussions on topical EDI issues as part of Lunch and Learn	Review on an ongoing basis	Completed and ongoing. Lunch and Learn sessions happening regularly with a range of EDI related topics.
	18	Contribute to enhancing team Welsh Language skills by promoting policy of paying for courses & implementing Welsh Language Scheme	Sept 2023 and annually	Offer regularly made to staff members to encourage use of 'incidental' Welsh as part of every-day work. Informal understanding of translation requirements for external publications, with advice sought from RT (July '24). (Helpful Matrix received from Pobl for consideration). Welsh Language Scheme implemented and reviewed Dec/Jan 2024.
	19	Streamline our EDI resources (lots of info in lots of different places)	March 2024	Initial meeting took place with Circle to have a members resources page added to the website. Decision has been made to get a new website built, including a new resources directory. Quotes and scopes are being sought and reviewed. Work to start early 2025.
LISTENING				
We are grounded in lived experience which has tangible impact on our work and workplace	20	Conduct a workshop on lived experience principles to agree how they are implemented	September 2024	Completed and ongoing. Last session in Nov 2023. Review of progress and next steps discussion took place in April 2024

We use data and best practice to ensure our services are inclusive	21	Include a new question in training/event/member feedback re inclusivity and accessibility	November 2023	Completed. New question added to training and event feedback form (SurveyMonkey and paper copy)
	22	Introduce formal EIA process & framework for what/when we EIA	December 2023	Completed
	23	Review accessibility checklist for events – ensure used consistently	March 2024	Accessibility pre-event checklist implemented.
	24	Review external communications accessibility, including website, social media, external resources	December 2024	This has been completed by JD for social media, which is informing the accessibility checklist. Website accessibility review has been completed and there is some work to be done to be (WCAG) 2 Level AA Conformance. This will be part of our stipulations for the new website. The preparation work (training, research and learning from lived experience) has been completed, and took longer than anticipated in order to be thorough.
		Create comms accessibility checklist	January 2024	Update: accessibility document and checklist to be reviewed internally in October 2024.
We ensure that diverse members and people we work with feel respected, valued and trust Tai Pawb	25	Include question in pulse surveys	December 2024	Completed. Included in October Pulse Survey.

All team members feel that they can challenge, influence and speak up on how we work	26	<p>Include question in staff survey and act of findings</p> <p>Continue using working/not working question in 121's</p> <p>Use 4+1's from time to time to reflect on EDI aspects of work delivered and enable influence</p>	<p>Oct/ Nov 2023</p> <p>Ongoing</p> <p>Ongoing</p>	<p>See action 8. Completed</p> <p>Ongoing</p> <p>Last 4+1 completed in Jan 2024. Ongoing, update here on those completed. QEDL 4+1 completed in July 2024.</p>
We ensure that managers and leaders have the right skills to be able to proactively listen to and act on diverse employee experiences.	27	Include in L&D review above	See action 15	See action 15
ANTI RACISM				
We will implement Rooney rule	28	Implement Rooney Rule in TP recruitment practice	Completed	Completed. See recruitment actions above.
Improve racial diversity of board and staff	29	Review board diversity on an annual basis and ensure it remains diverse/gaps are being	ongoing	Completed Jan 2024. Currently 20% of board members from ethnic minority backgrounds.

		addressed in targeted way		
	31	Increase number of ethnic minority applicants	See action 7	See update for action 7. Monitored in dashboard.
	32	Review our recruitment process to make it more inclusive and increase number of ethnic minority applicants	See action 7	See action 7
Set up DNW panel	33	Set up DNW Panel	Completed	Completed.
Work with partners on initiatives aiming to support the sector	34	Ongoing support to Pathway to Board and new ARWAP project	ongoing	Ongoing. Attending board meetings and assisting manager with various tasks. Met in June 2024 to agree further action on management development and feed in board diversity results.
Conduct research into racial inequalities in housing and work to address recommendations	35	DNW baseline survey completed DNW 2 years on completed	completed	Completed
	36	Conduct ethnic minority tenants survey	Autumn 2023	Completed November 2024. Published Feb 2024.
	37	Set up panel of ethnic minority tenants	Winter 2023	Delayed due to anti-racism manager leaving. To be picked up by new manager.
Continue working on refugee housing	38	Housing a nation of Sanctuary Project	Ongoing	Y3 of Comic Relief project completed.
Train all staff in unconscious bias and anti-racism	39	Include both in L&D review and train as needed	See 15 &16	See 15&16. Monitored annually. All staff completed though some not up to date (bi-annual training)

