

RACE Equality Code

Diversity is a core value of emh group. As such, our board have adopted the Race Equality Code 2020, and have action plans in place to work towards compliance with the Code. Our Board have approved the following statements in relation to the Code's 4 Principles.

REPORTING - A clear commitment to be transparent to all stakeholders through the disclosure of required, concise and current information on the progress and impact of RACE initiatives across the organisation. Openness and transparency will be actively pursued and valued in order to create the right environment for change.

Your statement will describe your commitment to gather appropriate data and publishing it to demonstrate accountability. Are you happy with how your organisation reports on race, is information transparent and accessible by all stakeholders?

Your statement

Emh commits to striving for race equality by moving from being data aware, where we use race related data for monitoring, to being data driven where race related data plays a central and coordinated role in our decisions as an employer and as a housing and care provider. To achieve this commitment, we need to do more to ensure our data on race is accurate, up to date, and complete. This, in turn, requires that we take a proactive approach to fostering a culture of trust and psychological safety both as an employer and as a service provider. Actions that we commit to include:

- Setting out clearly why we are asking for information about race and how it will be used to promote racial equality.
- Reporting easy to understand, accessible information about race equality on our website and disaggregate this data by different racial groups where data sets are large enough not to compromise individual confidentiality.
- Ensuring there is transparent reporting of the gaps in our data.
- Publish action plans to achieve race equality, updates on the delivery of these plans including reasons for any slippage; and outcomes against targets. These plans shall be disaggregate to reflect the needs and circumstances of different communities and racial groups, and shall be considered by our board.

Our BAME Leaders' Group shall be invited to review all publicly available race related information and targets ahead of publication and we will publish a mutually agreed statement from them alongside this information, should they wish us to do so.

ACTION - A list of the measurable actions and outcomes that contribute to and enable a shift in the organisation's approach to be delivering positive and sustainable change in race equity and equality. Without a set of targets and detailed plans for their achievement, real change will not happen, and organisations will not be accountable.

Your statement will describe how you have developed appropriate actions and determined who is accountable within the overall inclusion agenda. Are you satisfied that the actions your organisation

is taking are robust enough to make a real difference to race equality and that the board is accountable?

Your statement

Our ED&I plan aims to ensure that emh achieves greater and better representation, meaningful equity and authentic inclusion. The plan recognises the need for emh to shift to a much more active and explicit focus on ED&I. We have engaged ED&I consultants to work with our steering group from March 2022 as subject matter experts and critical friends in evolving and delivering our ED&I plans. Our People Strategy 2022 – 2025 seeks to embed EDI in all we do as an employer, and our Leaders' Engagement Group are supporting our cultural transformation programme, ensuring that we proactively work towards creating and sustaining a culture of recognition; continuous learning (including coaching, mentoring, creating a culture of giving and receiving great feedback, and learning when things go wrong); and employee engagement, founded on trust, clarity and psychological safety.

We comply with the National Housing Federation's Code of Governance 2020, embracing its requirements that our Boards demonstrate a clear and active commitment to achieving equality of opportunity, diversity and inclusion in all of emh's activities, as well as in their own composition. We have appointed a Board EDI Champion who, in addition to her responsibilities as a Board Member, will take a lead across emh in relation to challenging and seeking assurance on the robustness of emh's target setting and activities in making a difference to race equality. We have also appointed an Executive Director as the colleague accountable for our overall inclusion agenda, supported by senior leaders acting as our equality leads for people and service delivery. We have adopted the Rooney Rule, ensuring that all shortlists for senior vacancies include at least one BAME candidate, where we have any BAME candidates. We take a proactive approach to ensuring that our Board recruitment is inclusive in order to meet our Business Plan target that the make-up of our Boards reflects the diverse communities that we serve.

We shall work with external experts and advisors, BAME leaders, colleagues, tenants and service users in order to further develop and continuously review our targets and action plans and ensure that they are robust and deliver actions that ensure that what we do as a business matches what we say we will do, and produces positive measurable outcomes in relation race equality.

COMPOSITION - A set of key indicators that create tangible differences in race diversity across all levels of the organisation. The narrative around what is acceptable will need to change through dialogue and data, and this will lead to challenging conversations leading to necessary decisions which the organisation is committed to making.

Your statement will describe what data will be collated and how success will be measured. as your organisation gathered the appropriate data. Are you satisfied with the targets that your organisation has decided upon, and that they are challenging enough?

Your statement

We shall collate and disaggregate data that provides insight into race equality/inequality in relation to customer and colleague "journeys" throughout their relationship with emh.

For colleagues and board members, this will start with how they learn about us and the employment opportunities we can offer; equality at the point of recruitment and selection; equal access to learning and development and talent management opportunities; leadership development and coaching/mentoring; pay and remuneration; grievances and disciplinaries; reasons for leaving; engagement and employee satisfaction. We plan to review our remunerations strategy and ethnicity pay gap reporting, with a new focus on action planning to narrow any pay gaps.

For tenants and service users this will again start with how they learn about us and the housing and care opportunities we can offer and will include equal access to our services and homes; the quality of home provided; tenure type; complaints and compliments; safeguarding; reasons for leaving including any reasons for failed tenancies; engagement and tenant/service user satisfaction.

We shall consult colleagues, tenants and service users on our targets and benchmark them against high performing organisations, in order to ensure that they are challenging enough and prompt positive changes.

EDUCATION - A robust organisational framework that develops the ethical, moral, social and business reasoning for race diversity at all levels of the organisation. This will be underpinned by inclusive and embedded programmes of continuous professional development (using the Principles) through which perspectives and prejudices will need to be challenged, and systemic and institutional practices acknowledged.

Your statement will describe how all stakeholders will be educated around race and the commitment to creating an inclusive and belonging environment. Are you confident that you have considered how your organisation will educate staff at all levels of the organisation and all the key stakeholders that work with your organisation around race equality?

Your statement

An underlying principle of our Strategic Business Plan and People Strategy is that we shall embed diversity and inclusion in all we do. We aim to achieve a people-based culture that facilitates empowering outcome-based leadership, underpinned by equality, diversity and inclusion for all, and where the values of the organisation and its employees are aligned.

In order to achieve this principle, we will explicitly promote a culture of inclusion and psychological safety, educating and equipping colleagues and other stakeholders to actively participate in realising our commitment to EDI. Our learning and development strategy commits to ensuring that EDI principles will underpin how we provide learning opportunities for all colleagues. EDI training will remain mandatory for all Board and Committee Members, colleagues and tenant scrutiny panel members. We shall review this training to ensure that it is engaging, actively promotes racial equality, calls out racism and leaves learners clear about emh's robust stance against racist behaviour. Our learning and development activities will raise awareness of unconscious bias, promote behaviour change and conscious inclusion.

We shall report our EDI activities annually, including explicit reference to Race Equality, to all our stakeholders via our:

- Published Anti-Racism Statement
- Annual Report
- Annual Report to Tenants
- Environmental, Social and Governance Report
- Ethnicity Pay Gap Reporting, including actions planned to narrow any gaps
- EDI Action Plan and Performance Reporting