

Accountable Director/Manager:	name Ricki Scipio Chief Executive Email: Rickis@karibu.org.uk
Document Approved By/Date:	Remuneration and Nominations Committee – February 2025 Board – 4 April 2025
Current Version:	V1
Effective From:	April 2025
Staff consultation (Y/N or N/A):	Y
Resident consultation (Y/N or N/A):	Y
Equality Impact Assessment (EIA) completed (Y/N or N/A):	Y
Document Introduction:	Karibu Community Homes is committed to fostering an inclusive environment where all residents and staff feel valued and respected. Our Equality, Diversity, and Inclusion (EDI) Policy is designed to eliminate discrimination, promote equality of opportunity and ensure fair treatment for all. This Policy aligns with our vision of creating a thriving, inclusive community and supports our business plan.
Related Documents:	Karibu EDI Statement Appendix (I) EIA assessment form Karibu EDI Policy (II)
Date of Review:	28 March 2025
Next Review Date:	February 2028

1. Introduction

- 1.1 Karibu Community Homes is committed to fostering an inclusive environment where all residents and staff feel valued and respected. Our Equality, Diversity, and Inclusion (EDI) Policy and Statement is designed to eliminate discrimination, promote equality of opportunity and ensure fair treatment for all. This Policy and our EDI Statement aligns with our vision of creating a thriving, inclusive community and supports our business plan.

2. Policy Statement

- 2.1 Karibu Community Homes is dedicated to promoting equality, diversity, and inclusion in all aspects of our operations. We comply with the Equality Act 2010 and other relevant legislation to ensure that no individual or group is treated less favorably on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation collectively referred to as "protected characteristics"). Our commitment to EDI is integral to our STARS values: Service, Trust, Accountability, Respect, and Strength.
- 2.2 Karibu Community Homes is committed to fostering a culture of equality, diversity, and inclusion (EDI) in everything we do. To further emphasise our dedication, we have outlined a comprehensive EDI Statement. This Statement details our commitment to representation, fairness, and community empowerment, ensuring that everyone feels valued and respected. It serves as a guiding document for all our operations and interactions within the community.

3. Scope

- 3.1 This Policy applies to all residents, staff, contractors, and stakeholders of Karibu Community Homes. It covers all aspects of our operations, including service delivery, employment practices, community engagement, and partnerships. The Policy is informed by best practice guidelines from professional bodies and industry standards, ensuring that we meet the highest levels of service quality and accountability.

4. Aim of Policy

- 4.1 Karibu Community Homes are committed to ensuring that every employee, customer, and stakeholder is treated with dignity and respect, irrespective of their protected characteristics. Our goal is to maintain our reputation as a leader in promoting EDI by fostering an environment that champions equality, celebrates diversity, and embeds inclusive practices throughout our organisation by:

- **Eliminating Discrimination:** Address and eliminate all forms of discrimination within our community and workplace.
- **Promoting Equality of Opportunity:** Ensure that all individuals have equal access to opportunities and resources.
- **Ensure Fair Treatment:** Guarantee fair and respectful treatment for all residents, staff, and stakeholders.
- **Enhance Service Delivery:** Embed EDI principles into all aspects of our operations to improve service quality and community satisfaction.
- **Support Sustainable Growth:** Foster a positive community atmosphere that supports the sustainable growth of Karibu Community Homes.

4.2 We will aim to achieve this by:

- **Cultivating a Culture of Inclusiveness:** Foster an environment that embraces inclusiveness, respects diversity, and always uphold the principle of equality.
- **Raising Awareness:** Ensure that all employees understand the importance of equality, diversity, and inclusion, and recognise their individual and collective roles and responsibilities.
- **Delivering Culturally Competent Services:** Implement systems and processes that provide diverse and culturally competent services.
- **Focus on Action and Outcomes:** Be an action-oriented, outcome-focused organisation that can clearly demonstrate our successes.
- **Empower and Respect:** Create a workplace where employees and customers feel empowered, respected, and safe.

4.3 Overcoming barriers to ensure equitable access

Karibu Community Homes recognises that certain groups, particularly disabled people, may face greater barriers to accessing services, training, and understanding. To address these barriers, we will:

- Implement systems and processes that ensure our services are accessible to all, including those with disabilities. This includes physical accessibility of our facilities, as well as accessibility of information and communication.
- Make reasonable adjustments to accommodate the needs of disabled individuals, ensuring they have equal access to opportunities and resources.
- Develop and deliver training programs that are inclusive and accessible to all, with specific modules addressing the needs and rights of disabled people.
- Engage with disabled residents and staff to understand their needs and barriers and incorporate their feedback into our planning and decision-making processes.

5. Roles and Responsibilities

Board Members	The Board will have overall responsibility to approve the Equality, Diversity, and Inclusion Policy and Statement
Remuneration and Nominations Committee (RNC)	Will have overall responsibility to review and recommend the Equality, Diversity, and Inclusion Policy and Statement to Board for approval
Chief Executive Officer	Will have day to day responsibility for the successful implementation of the Policy and Statement
Executive Team	Executive Team Members will oversee the development and implementation of the EDI Policy and Statement
Leadership Team	Ensure the implementation of the EDI Policy and Statement. Monitor compliance and address any issues. Review and update the Policy and Statement regularly
Committee Members	It is the responsibility of each RNC Member to ensure that the EDI Policy and Statement is applied in practice throughout the organisation
Staff	It is the combined responsibility of each employee to ensure that the EDI Policy and Statement is applied in practice throughout the organisation
Stakeholders	It is the combined responsibility of Karibu and stakeholders (residents, suppliers, and partner agencies we work with) to ensure that the EDI Policy and Statement is applied in practice

6. Definitions

- 6.1 **Equality:** Ensuring that everyone has the same opportunities and is not treated differently or discriminated against based on protected characteristics.
- 6.2 **Diversity:** Recognising, valuing, and considering people's different backgrounds, knowledge, skills, and experiences. Diversity is about understanding and appreciating the differences between individuals and groups.
- 6.3 **Inclusion:** Creating an environment where these differences are seen as a benefit, and where people feel comfortable sharing their perspectives and differences, knowing that their opinions and ideas are valued.
- 6.4 **Equity:** Ensuring fair treatment by removing barriers to resources or opportunities that some groups in society face. Equity is about providing the necessary support to ensure everyone can achieve their potential.

7. Procedures

7. Reporting Discrimination:

7.1 As a first step employees should first raise any concerns with their immediate manager, superior, or HR. If they believe management is involved, they should contact the Responsible Officer at Karibu Community Homes, the Director of Finance and Resources, and follow the confidential whistleblowing policy detailed in Karibu Community Homes' Probity Policies. Appendix E of the same document. Board Members, residents or other persons should raise their concerns with the Responsible Officer, Chief Executive, Chair of the Board or Chair of the Audit and Risk Committee at Karibu Community Homes, Unit 3, 8 Kew Bridge Road, Brentford TW8 0FJ. All reports will be investigated promptly and confidentially.

7.2 Addressing Non-Compliance:

- Non-compliance will be addressed through corrective actions, which may include training, mediation, or disciplinary measures.
- Unlawful discrimination of any kind in the working environment will not be tolerated, and Karibu Community Homes will take all necessary action to prevent it.

7.3 Promoting EDI:

- Regular EDI training sessions will be conducted.
- EDI principles will be integrated into recruitment, service delivery, and community engagement.

7.4 Training:

- Mandatory EDI training for all employees.
- Specialised training for managers and the RNC Members.

7.5 Resources:

- Regular workshops on EDI topics

8. Equality and diversity

- 8.1 Karibu Community Homes is committed to ensuring that, as far as it is reasonably practicable, the way we provide services to tenants and residents and the way we treat our staff reflects their individual needs and does not discriminate against individuals or groups on any grounds. This document has been appropriately assessed.

9. Relevant Legislation, Standards Policies and Guidance

- 9.1 **Equality Act 2010 (UK):** This comprehensive act legally protects people from discrimination in the workplace and in wider society. It covers nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 9.2 **Public Sector Equality Duty (PSED):** Part of the Equality Act 2010, this duty requires public bodies to consider how their policies and decisions affect people with protected characteristics. It aims to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations between different people.
- 9.3 **Human Rights Act 1998 (UK):** This act incorporates the rights contained in the European Convention on Human Rights into UK law. It ensures that everyone's rights are protected and respected by public authorities.
- 9.4 **Disability Discrimination Act 1995 (UK):** Although replaced by the Equality Act 2010, this act was a significant step in protecting the rights of disabled people, ensuring they are not discriminated against in employment, education, and access to goods and services.
- 9.5 **Race Relations Act 1976 (UK):** This act, also largely replaced by the Equality Act 2010, aimed to prevent discrimination on the grounds of race. It covered areas such as employment, education, and the provision of goods and services
- 9.6 **Karibu Community Homes EDI Policy and Statement for employees, workers, and contractors**
- 9.7 **Karibu Community Homes Probity Policies**

10. Dissemination

- 10.1 To ensure the effective dissemination of the EDI Policy and Statement, Karibu Community Homes will implement the following:
- 10.2 **Internal Communication:**
- **Staff Meetings:** Introduce the Policy and Statement during staff meetings to ensure all employees are aware of its contents and importance.
 - **Intranet and Email:** Distribute the Policy and Statement via the company intranet and email to ensure easy access for all staff members.
 - **Training Sessions:** Conduct training sessions to educate staff on the Policy and Statements' principles and their roles in upholding them.
- 10.3 **External Communication:**
- **Website:** Publish the EDI Policy and Statement on Karibu's website to ensure transparency and accessibility for residents and stakeholders.
 - **Newsletters:** Include information about the Policy and Statement in newsletters to keep residents informed and engaged.
 - **Community Meetings:** Present the Policy and Statement at community meetings to gather feedback and ensure residents understand its implication.

11. Staff-Specific EDI Policy

11.1 What this Policy Covers:

- This Policy applies to employees, workers, and contractors. Karibu Community Homes values and actively strives to have a diverse and inclusive workforce in a working environment free from discrimination. An inclusive work culture where people of different backgrounds are valued equally will ensure better outcomes for us all. We continually engage with our staff as well as external partners to help us understand how we can make our workplace more inclusive and gain insight into what our staff need most from us.
- Karibu Community Homes will seek to promote the principles of equality, diversity, and inclusion in all its dealings with employees, workers, job applicants, clients, customers, suppliers, contractors, recruitment agencies, and the public. Everyone who acts on Karibu Community Homes' behalf is required to adhere to this Policy and the EDI Statement when undertaking their duties or when representing the organisation in any other guise.

12. Review

12.1 The EDI Policy and Statement should be reviewed at least every three years or earlier when required by legislative, regulatory, or other changes such as organisational restructuring or implementation of new business systems.

12.2 Updated policies will be communicated to staff, residents, and stakeholders.