



## Equality, Diversity, Inclusion and Belonging Strategy 2024/2027

shaped around you

At Alpha Living we have set out our purpose to support everyone be the best possible version of themselves. We have a clear mission to make a difference to as many people as possible by creating exciting, affordable places to live where every individual can thrive. Though our equality, diversity, inclusion and belonging strategy the board demonstrates a clear and active commitment to achieve equality of opportunity, and embrace diversity, inclusion and belonging in all of Alpha Living's activities. Differences in our colleagues and our residents are, recognised and appreciated and we strive to take value from them.

Here at Alpha, we aim to play our part by being Bold & Brave in the actions we take on EDIB. We want to be an organisation that welcomes and embraces difference and plays a part in meeting the needs of all our communities. We have a role in leading change. We want a workforce that is representative of the areas we operate in. We know that by having teams of mixed gender, ethnicity, physical ability, age and sexual orientation, we'll have teams that can provide us with a variety of viewpoints and a wider range of experience safeguarding that we continue to put our customers' needs first.

When we talk about the legal aspect of equality, diversity, inclusion and belonging we are mainly referring to the Equality Act 2010. This is a piece of legislation that aims to protect people from discrimination and promote equality of opportunity for all.

There are currently 9 protected characteristics in the Equality Act:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion
- Sex
- Sexual Orientation

Other legislation that informs the way we approach Equality, Diversity, Inclusion and Belonging include The Human Rights Act 1998, The Health & Safety at Work Act 1974, and the Equal Pay Act 1970.

Alpha Living is an inclusive organisation that values diversity, ensures equal opportunities, challenges discrimination, and integrates equality, diversity, inclusion and a sense of belonging into everything we do. We will continue to create a safe supportive and brave environment for residents and colleagues of all characteristics through our EDIB principles.

## Our commitment:

- To ensure every colleague is responsible for equality, diversity, inclusion and belonging. This is not a standalone activity but is at core of Alpha Living and is embedded in all our activities.
- To expect prospective and existing residents, contractors, consultants, colleagues, board members and partners to respect our approach to diversity while working with us.
- To attract, retain, and develop a diverse workforce at all levels, who are EDIB aware and confident at demonstrating inclusive behaviours.
- To be an advocate for all marginalised members of society and cultural ally for the global majority by engaging with our stakeholders to develop an inclusive culture for all.