



Equality, Diversity & Inclusion (EDI) Policy

1. Purpose of This Policy

PFH is committed to being a fair, inclusive, and welcoming organisation for our residents, staff, partners, and the communities we serve. This EDI Policy sets out how we will promote equality, value diversity, and ensure inclusion in everything we do — from providing homes and services, to being an employer, to working with partners.

2. Scope

This policy applies to employees, Board members, residents, applicants, contractors, volunteers, and partners.

3. Our Commitment

We are committed to promoting equality, valuing diversity, and embedding inclusion in all areas of work and service delivery.

4. Legal & Regulatory Framework

This policy reflects obligations under the Equality Act 2010, Human Rights Act 1998, and the RSH Regulatory Standards.

5. Responsibilities

Board, leadership, managers, staff, and contractors each have defined roles in upholding EDI principles.

6. Policy Implementation

Please refer to our existing policy framework, Equality Impact Assessment work and the EDI Strategy and Action Plan 2026. The Board EDI Champion will provide detailed leadership oversight and plans will be delivered through the EDI Working Group and accountable team members.

7. Inclusion & Engagement

We will involve residents, remove barriers, and ensure diverse voices help shape services. We will involve colleagues, remove barriers and ensure everyone's voice helps shape a positive experience as a part of PFH.

8. Monitoring & Review

Progress against the EDI Strategy will be monitored regularly by the Governance and Remuneration Committee and comprehensively reviewed every three years. This policy will be reviewed every 3 years by the Board unless there is a material change in the intervening period, such as a change in legislation.

9. Breaches of This Policy

Non-compliance may result in disciplinary action or contractual consequences.

10. Related Documents

Includes the EDI Strategy, Recruitment Policy, Code of Conduct, Safeguarding, and Complaints Policy.

11. Approval and Review

Policy Owner: Chief Executive

Approved by: Board

Next Review: 2029