

Equality, Diversity and Inclusion Commitments and Goals



This document sets out four Commitments for year one. Each is supported by tangible Goals against which we can measure our progress.

Commitment 1:

We will integrate equality, diversity and inclusion across the organisation's policies and practices.

Group	Goal	Measurable(s)	Owner(s)
Colleagues and Leadership	Increase diversity at Board and Committee level	Representation at Board and Committee	Legal Counsel/Group Inclusion Lead
	Equality Impact Assessments (EIA's) form part of all Torus Strategies and Policies	Number of EIA's completed	Group Inclusion Lead/Group Head of Strategy and Public Affairs
	Launch an Inclusion resource library that is regularly monitored and updated for access across the Torus Group	Resource Library available on SharePoint	Group Inclusion Lead
Tenants and Communities	Set out how Torus will support Tenants with accessibility barriers (e.g. language, visual impairment, simple text) in partnership with tenants and colleague networks.	Publish the Customer Access Strategy and the 3-year Vulnerability and Reasonable Adjustment Policy. Design and launch an Inclusion manual for frontline colleagues that outlines support services in partnership with the Tenant Diversity and Inclusion Panel and Colleague Networks	Group Housing Director / Group Head of Strategy and Public Affairs /Group Inclusion Lead

Commitment 2:

We will build a deeper understanding of Torus people and communities.

Group	Goal	Measurable(s)	Owner(s)
Colleagues	Hold 95% diversity profile of Torus colleagues.	95% diversity data held.	Group People Director
	Annual colleague surveys support the development of Inclusion plans	Annual survey completed, with insight communicated to colleagues and feeding directly into action planning	Group People Director/Group Inclusion Lead
Tenants and communities	To improve understanding of Torus Tenant diversity characteristics	Diversity information held on our systems is enhanced and tenant types and underrepresented groups identified.	Group Head of Strategy and Public Affairs
	Identify challenges and barriers for Torus Tenants to provide fairer services	Tenant journeys mapped out.	Group Housing Director / Group Head of Strategy and Public Affairs

Commitment 3:**We will take practical steps to make Torus and the services we offer more diverse and inclusive.**

Group	Goal	Measurable(s)	Owner(s)
Colleagues	Increase the diversity of our talent pipeline, including a focus on the communities in which we work	Map out our current pipeline and implement opportunities to increase representation from diverse communities	Group People Director
	Establish Colleague Networks	Colleague networks are active and have objectives set in line with the overall Action Plan 5 Colleague Networks – Race, Disability, Gender, Sexual Orientation, Age Are Influential, progressive and the voice of our colleagues Chairpersons present at the Inclusion Steering Group	Group Inclusion Lead
	Provide a comprehensive and tiered training offer relevant to role and fit for purpose for Torus Group Boards and Committee members All colleagues	Tailored Training offer in place for each part of the business.	Group People Director
Colleague, tenants and communities	All colleagues to have at least one inclusion goal	Individual goals developed	Group People Director/Group Inclusion Lead

Commitment 4:

And we will transparently report on our progress every year, publishing Inclusion and Gender Pay Gap reports.

Group	Goal	Measurable(s)	Owner(s)
Colleagues, tenants and communities	Publish Inclusion Annual Report	Published	Chief Operating Officer
Colleagues and leadership	Publish Gender Pay Gap Report	Published	Chief Operating Officer