

Achievements in 2022/23



- Delivered EDI training for our Board members and senior managers, including Welsh Governments Anti-Racism.
- Held an internal EDI workshop leading to the reconfiguration of our EDI steering group and delivery group, and the development of our second EDI action plan - we also shared the workshop with customers.
- Established a panel of customers to scrutinise our decision making on Physical Adaptations Grant applications.
- Presented an EDI deep dive to our Finance, Risk and Audit Committee, and invited all our Board and Committee members.
- Continued the use of Pathway to Board, Get into Housing and the Rooney rule which led to an increase of diversity in recruitment leading to tangible gains in colleague ethnic diversity and further improvements in our Gender pay gap.
- Launched the Hafod Domestic Abuse Policy for customers and colleagues.
- Developed and launched our EDI policy through consultation with customers and colleagues.
- Held an internal EDI workshop leading to the reconfiguration of our EDI steering group and delivery group, and the development of our second EDI action plan - we also shared the workshop with customers.
- Held an EDI colleague roadshow week, inviting external speakers on a number of equalities topics including gender identity, white privilege, mental health, gender equality in sport and improving board diversity. To ensure customers had the opportunity to share this learning experience, the recordings were made available and promoted widely.
- Became founding partner members of Pathway to Board and Get into Housing programmes.
- Launched our EDI webpage giving us a central hub for all Hafod EDI resources and tools.
- Curating a library of EDI resources shared with colleagues and customers including launching our first menopause policy.

