

# 2023-2026 Equity, Diversity, and Inclusion (EDI) Strategy



## 2. Introduction



Our EDI Strategy is informed by research, analysis, data, as well as colleague, young people, and other stakeholder feedback. It sets out our vision for the next three years (2023–26), and is underpinned by our Mission, Vision, and Values.

**Our Mission** – To prevent homelessness, keep young people safe and support them to be the best they can be.

**Our Vision** – A world where all young people have a safe place and trusted adults to turn to and can access the opportunities they need.

**Our Values** – At 1625IP we are driven by Social Justice and Passion: We strive to do something that matters and see the results of our work in social outcomes. We show pride in our work to improve young people’s lives and deliver the best service we can.

We are guided by our Values of Ownership / Integrity / Humility / Empathy / Equity

Ownership	Empathy	Integrity	Humility	Equity
<p>We take responsibility for and are accountable for our role and its delivery.</p> <p>We do not wait to be asked or told but identify what needs to be done.</p> <p>We embrace accountability for seeing our work through to fruition.</p>	<p>We see another’s perspective or circumstance whether we agree with this person or not.</p> <p>We approach things in a person-centred way.</p>	<p>We uphold the values of honesty and sincerity while remaining fair and ethical in even the most difficult situations.</p> <p>We treat our colleagues, partners and young people with fairness, honesty and respect.</p> <p>We lead by example and do what we say we will do.</p>	<p>We value openness and curiosity to learn from others.</p> <p>We are open to personal change and continual growth.</p> <p>We learn from both successes and mistakes in equal measure.</p>	<p>We recognise that everyone has a different but equal worth and that everyone deserves the right to be supported to reach their potential.</p> <p>We welcome Equality Diversity Inclusion and to create an equitable environment for all colleagues, partners and young people.</p>



And deliver through our competencies: *Taking responsibility / Empathetic communication / Emotionally aware / Delivering quality / Transparency & inclusivity / Working collaboratively / Developing capability*

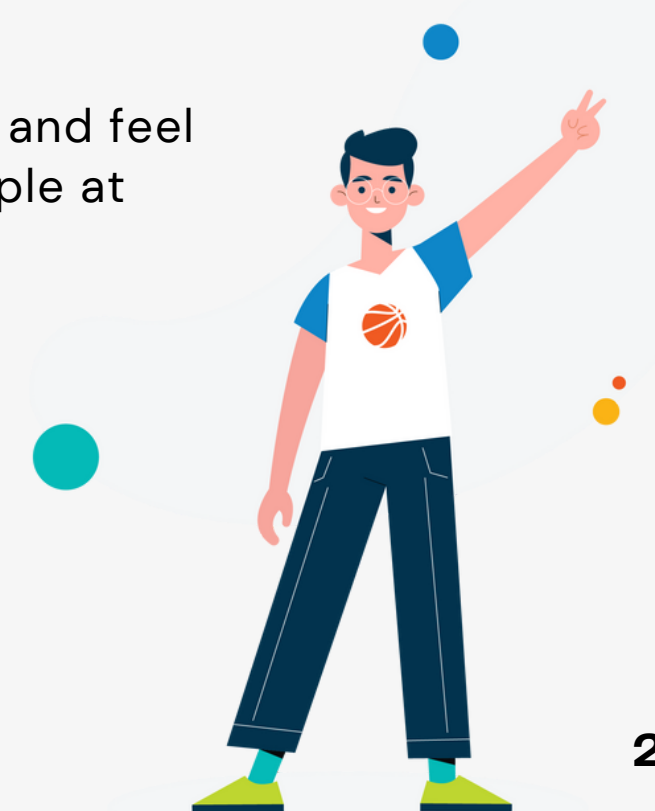
Taking responsibility	Empathetic communication	Emotionally aware	Delivering quality	Transparency & inclusivity	Working collaboratively	Developing capability
Showing pride and passion for role and purpose, leading by example, taking ownership and seeing things through to fruition.	The ability to communicate with clarity, integrity and enthusiasm, listening to and respecting the needs, responses and opinions of others.	Seeking to understand different perspectives, acting with sensitivity, compassion and warmth. Adopting emotionally intelligent behaviours and controlling emotions in difficult or challenging situations.	Delivering objectives professionally and efficiently, delivering the aims of 1625IP which is to put young people’s needs and aspirations at the centre, and executing in a timely manner without bias.	Building trust by being open about what we have done and why we have done it, keeping promises and valuing difference, diversity and inclusion, ensuring fairness and opportunity for all.	The ability to build relationships with people from diverse backgrounds and form effective partnerships both internally and externally.	Pro-actively maintaining and developing job knowledge and skills and promoting learning and growth in others.

## 2. Our Ambition

Our ambition is for 1625 Independent People (1625IP) to be an employer of choice; an inclusive organisation people want to and feel proud to be a part of, which works in an inclusive young person-centred way, celebrating diversity, and “keeping young people at the heart of everything we do”.

## 3. Our pledges

We will work in partnership with our colleagues, young people, and other stakeholders to deliver this strategy so that we demonstrate and live these 6 pledges.





- Leadership: we recognise and celebrate that every 1625IP colleague is an EDI role model and that we all have a duty to lead by example, and be active allies.
- Representation: we understand who our young people and colleagues are and will use that understanding to shape our efforts to achieve representation of the communities we work with. We will proactively analyse and collaborate to identify emerging or changing themes and needs in communities.
- Communication: we communicate in a way that is accessible, transparent, and inclusive. We will actively encourage feedback through our communications, and we will implement our learning from the feedback to continuously improve and grow.
- Outcomes: we provide individualised, person-centred support and services, recognising, supporting, and empowering young people to be their true selves and to achieve the best possible outcomes for themselves.
- Learning and Development: we invest and develop our people through an engaging, inclusive learning and development approach which will clearly define our commitment to EDI; we will be agile and flexible in predicting and responding to changing and emerging needs and landscape.
- Lived experience: we respect and recognise the value of lived experience and are committed to enabling people with lived experience to help guide, inform, and deliver the work of 1625 Independent People.

## 4 Our plan

1625 Independent People will develop and deliver an annual Equity, Diversity, and Inclusion action plan. Each year of the 3 year strategy, we will primarily focus on progressing two of the pledges. SLT members will each champion one of the pledges.

2023 – 2024	Leadership and Representation
2024 – 2025	Communication and Outcomes
2025 – 2026	Learning and Development and Lived Experience



## 5 Our success (2023 – 2026) – how we will know if we have been successful

We will be able to judge success in several ways, including:

- The delivery of an annual SMART action plan each year that will primarily focus on two of the six pledges.
- Data – from the demographic of the workforce to outcomes for young people by protected characteristic we can compare and analyse; our primary intent is that gaps in recruitment, success, and progression across the workforce will have reduced for groups with protected characteristics.
- Surveys – young people surveys are run twice a year, colleague wellbeing surveys once a year, ad hoc surveys to judge perceptions and experience, retention and exit surveys.
- We can demonstrate/describe ways in which we effectively use the data available to progress EDI at 1625IP.
- Colleagues report positive experiences and an inclusive culture.
- EDI is embedded, it is not an afterthought and rather it is the golden thread through all we do.
- We understand intersectionality; policy and practice are shaped by the application of this lens.
- 1625IP is representative of the communities in which we work.
- Colleagues feel confident in speaking out when they see discrimination or bias.

