



# GOLDEN THREAD EDI

## OUR CORE EDI MISSION

As a team and as individuals, we are committed to fostering an inclusive environment that holds space for everyone's contributions and recognises the individual value we each bring to Village Water. By embracing our differences and celebrating our successes, we become stronger together. We are dedicated to ensuring that everyone has the opportunity to contribute fully, knowing that the team is the driving force of our organisation.

## 1. WHO IS COVERED BY THIS POLICY?

- 1.1 This policy applies to all employees, directors and other officers, workers and agency workers.
- 1.2 We also require in any contracts with self-employed consultants or contractors that they comply with this policy. We will ensure they are given access to a copy.
- 1.3 All individuals covered in sections 2.1 and 2.2 are referred to as 'staff' in this policy.

## 2. WHO IS RESPONSIBLE FOR THIS POLICY?

While we ask all managers to take responsibility for making sure this policy is complied with, its successful operation also depends on you. Please take the time to read and understand it and to go back to your manager with any questions you may have.

## 3. OUR EDI MANTRA

- 3.1 Have we celebrated our successes?
- 3.2 Have we given each other the time and space required to succeed?
- 3.3 Have I been clear in my communication?
- 3.4 Have I given space for a response?
- 3.5 Have I given context to the bigger picture?

## 4. OUR COMMITMENT TO CHANGE

We are committed to carrying out proactive change through actions and not just words, and bringing our partners along on this journey. In order to do this, we will continue to critically look at our actions and outputs, knowing that there is always room for improvement, whilst never losing sight of the end goal.