



Square Roots Registered Provider Limited

EDI Action Plan

Objective	Current position or baseline (Jan '25)	Action or task	When (timescale for delivery)	Measure of success	Progress as of Jun '25)
<b>Theme One: Organisational equality, diversity &amp; fairness.</b>					
<b>Overall Objective: To increase the diversity of SQR so that it is reflective of the communities we serve.</b>					
To promote fairness, respect and equal treatment in the workplace	All employees and board members have completed and passed compulsory EDI training modules.  -Tackling sexual harrassment in the workplace -Inclusion Essentials	For existing employees, an annual refresher needs to be completed upon the anniversary of their employment.  For new employees, training modules should be completed as part of onboarding.  Human resources team are responsible for ensuring compliance and reporting on a 6 monthly basis to Head of Corporate Services who will provide updates to the Board.	Employees and board members should remain up to date at all times  New employees should complete training within 1 month of commencement of their employment	100% of employees and board members complete the required modules and achieve a pass (at least 80%)	One new employee has completed the required modules since joining the team in April 2025.
To build an ethnically diverse team, who hold the necessary skills, knowledge and experience	SQR BAME 20% vs London BAME 46%.  There have been three new appointments in the past 12 months (2x NEDS and 2x employees). No further recruitment is planned for 2025.  Recruiters have been asked to provide demographic make up of applicants, as well as their EDI policies and how they have demonstrated EDI principles and best practice throughout the recruitment process.	Work closely with recruiters to ensure that we are able to attract a diverse range of suitable applicants for interview	Ongoing basis as job vacancies become available.	Diversity of SQR employees and board members better reflects the London community (46% BAME)	

<p><b>Theme Two: Sustainable and diverse supply chains</b></p> <p><b>Overall Objective: To ensure that Square Roots is delivering environmental, social, and economic sustainability throughout its activities and that these activities are carried out with fairness and inclusion at the forefront.</b></p>					
To deliver schemes where social sustainability can be demonstrated throughout the lifecycle of the project	<p>SQR joined the SRS in April '24 and submitted responses on 28/11/24 for the period to 31/12/23.</p> <p>Social sustainability is addressed as 1 of 3 key areas of the standard.</p>	<p>Work towards reporting against all 46 criteria of the Social Housing Sustainability Reporting Standards, and the additional enhanced reporting options.</p> <p>Once available, review 2023 responses and consider whether there are any suitable companies who are also reporting under the standard which SQR can benchmark against.</p>	Jun-25	Annual Report to demonstrate how we compare to benchmarks in the sector. Responsibility of Head of Corporate Services.	SRS data and report for the period 01/01/24 - 31/12/24 to be submitted by 31/10/25.
To deliver social value across all schemes and to measure social value as a benchmark for future schemes	<p>A Group Social Impact Strategy is in place which covers the period 2023-2025. First project achieved practical completion in September 2023. Review not yet been completed.</p> <p>The Hyde - London Square sponsored Barnet Council's Domestic Abuse and Violence against Women and Girl's strategy 2022-25 launch at Saracen's X stadium.</p> <p>Made contact with LSQ Social Value and Community Co-ordinator to discuss other activities for 2024 and how we communicate in the future.</p>	The Group's Social Impact Strategy is to be applied to all development schemes	Review each project after Practical Completion.	Analysis outputs from review of each project, on social value that has been captured or delivered.	
To deliver schemes via sustainable and low carbon procurement	A Group Sustainable Procurement Policy is in place.	The Group's Sustainable Procurement Policy is to be applied to all developments	We will work to build net zero carbon homes by 2030, decreasing our greenhouse gas emissions year on year.	EPD's (Environmental Product Declarations). & Material Passports. These will be done post PC.	

To ensure that workers earn sufficient income for a satisfactory standard of living and prevent poverty	London Square Developments Ltd is an accredited Living Wage Employer.  All Square Roots employees are paid above the Living Wage.	The Living Wage is paid as a minimum on all development sites.	Monitor for each site under construction, throughout the build & changes to sub-contractors.	Remain at 100% of SQR & LSQ staff working on SQR sites being paid The Living Wage as a minimum.  LSQ Subcontracts specifies that living wage must be paid to all workers on site. Audits are undertaken by LSQ as part of their wider modern slavery & payroll audit.	
To provide training and employment opportunities for local people	No training and employment opportunities for local people.  Made contact with LSQ Community Liason Officer to discuss requirements under each S106 agreement, and progress to date against these targets.	Look at skills development and employment opportunities for The Hyde, Hawks Road, and Crayford.	The Hyde - by December 2024 Hawks Road, by March 2026 Electrobase, Crayford by March 2027	Conditions are met or exceeded	
<b>Theme Three: Working together with Londoners</b> <b>Overall Objective: To enable positive and inclusive change in the community.</b>					
To ensure that residents' voices are represented in governance and decision making	DBS to explore training and resources which can be shared with residents.  DE to produce a summary of the demographics of those who make up our customer community committees.  Axion House / Kingston Riding School Committees are in place.  SRS incorporates 3x criteria which are relating to resident voice.	Upon each development being occupied a Customer Community Committee is to be formed, made up of resident volunteers (leaseholders and tenants) and SQR employees  The Committee will engage with all customers to ensure that they can influence and scrutinise the services they receive, with particular focus on repairs and maintenance  Demographic of our committees to be recorded and reviewed annually	Post occupation:  Axion House, Lewisham - Summer 2025  The Hyde, Hendon - Spring 2025	% level of attendance at quarterly meetings  Diversity of SQR Customer Community Committee members better reflects the London community (46% BAME)	

Minimum Compliance Standards					
Minimum Standard	Current position or baseline (Jan '24)	Action or task	When (timescale for delivery)	Evidence	Progress as of Jan '25)
All investment partners must offer equality, diversity, and inclusion training for all employees	100% of employees and board members have completed and passed compulsory EDI training modules.	For existing employees, an annual refresher needs to be completed upon the anniversary of their employment  For new employees, training modules should be completed as part of onboarding	Employees and board members should remain up to date at all times  New employees should complete training within 1 month of commencement of their employment	Confirmation that all employees & board members have completed the training.	One new employee has completed the required modules since joining the team in April 2025.
All investment partners must implement a zero-tolerance approach to all forms of discrimination, harassment, and bullying	Unacceptable behaviour policy is in place	Policy to be reviewed periodically for suitability	Next review February 2028	Policies 41 & 43 of the SQR employee handbook (add a link)	Adopted 13/07/23, reviewed 21/02/25.
All investment partners must broaden recruitment channels and encourage applications from diverse and under-represented groups	Recruiters have been asked to provide demographic make up of applicants, as well as their EDI policies and how they have demonstrated EDI principles and best practice throughout the recruitment process.	May need to be reviewed/expanded as the organisation grows in size	measure as the organisation grows.	Evidence through our recruitment channels and data.	
All investment partners must collect and monitor workforce data to benchmark the diversity of their workforce against the local area of their organisation.	SQR EDI Dashboard annual review completed in Jan '25. SQR BAME 20% vs London BAME 46%.			SQR EDI Dashboard Annual Review	Review completed in June 2025.
All investment partners must publish their gender and ethnicity pay gaps.	SQR are not required to publish gender and ethnicity pay gaps because we only employ 10 people. The requirement for reporting starts at 250 employees	To be reviewed as the organisation grows			