

Equality, Diversity and Inclusion Strategy

Leadership Message

The LHA Group is striving to create an inclusive workplace where everyone feels valued and respected– a workplace where everyone can be themselves and contribute to our success. We want our organisation to respect our service users and tenants so that they get the support and services that they need to feel safe and welcome in their homes. To do this we need a workforce that understands the diverse needs of people and a workforce that carries out their work with dignity and respect for others.

This equality, diversity and inclusion strategy provides us with a plan to create an inclusive workplace. This strategy is everyone at our organisations responsibility and I encourage you to get involved.

Vision

To have a respectful and welcoming workplace that enables us to attract and retain a talented, motivated workforce that represents our service users, tenants, and community.

Purpose

This strategy is a 3-year plan to help us achieve our ambitions. It provides a shared vision and a commitment so that we can work together to build a more inclusive workplace and deliver services that promote equality and ensure equity of access.

This strategy includes three key goals and sets out the priorities and actions we will take over the next 3 years.

We have outlined the key roles and responsibilities and how we will track progress and measure success.

Goals

1. Workforce diversity – recruit talented staff from diverse backgrounds to increase diversity of thinking and perspective.
2. Workplace inclusion – develop a culture that supports collaborative working, flexibility, and kindness to enable all employees to achieve their potential.
3. Accountability – identify and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices for staff, service users and tenants, and equipping leaders with the ability to manage diversity and be accountable for the results.

Roles and Responsibilities

All staff working for the LHA Group are responsible for creating and maintaining an environment that is safe, kind, and productive. Creating a kind and inclusive environment for our staff, and the people that we interact with in our day-to-day roles, is an active process.

Managers and supervisors should act as role models, dealing quickly and effectively with inappropriate behaviour. The success of the strategy is dependent upon the support of everyone in the association.

Evaluation & Accountability

We will review our progress against our delivery and communications plans quarterly. This review will be shared internally with our Senior Management Team.

We will provide a half yearly report to the Board stating our progress.

This process of review and reporting will enable us to identify any actions required to ensure delivery of the goals and outcomes we have set.