

Nottingham Housing

# Equality, Diversity and Inclusion Strategy 2014-19



# Message from our Board

Equality, diversity and inclusion have always been at the heart of what we do at Notting Hill Housing (NHH). From our earliest days, our supporters, staff and customers have come from a range of different backgrounds, ages and ethnicities.

This strategy sets out our commitments for the next five years and demonstrates how these will contribute to our corporate objectives.

## 1. Introduction

This strategy sets out our approach to equality, diversity and inclusion (ED&I). It explains how ED&I can help us meet our business needs and the outcomes we hope to achieve.

Everything we do at NHH links to one of the five themes in our corporate strategy, so we have set out this document under the following themes:

- **Customer**
- **People**
- **How we work**
- **Home**
- **Growth**

We know that leadership is crucial to embedding our approach, which is why our Executive Board has overall responsibility for this strategy. However our approach is firmly rooted in the idea that ED&I is the responsibility of everyone at NHH.

## 2. What we mean by ED&I

### Equality

We recognise that treating everyone in the same way does not necessarily mean that everyone is treated fairly. To ensure that we are creating equal opportunities, we recognise that people have different needs that require different responses.

### Diversity

We recognise and respect that people are different. Those differences lead to varied experiences, values, ways of thinking, behaviours, ways of communicating and working.

### Inclusion

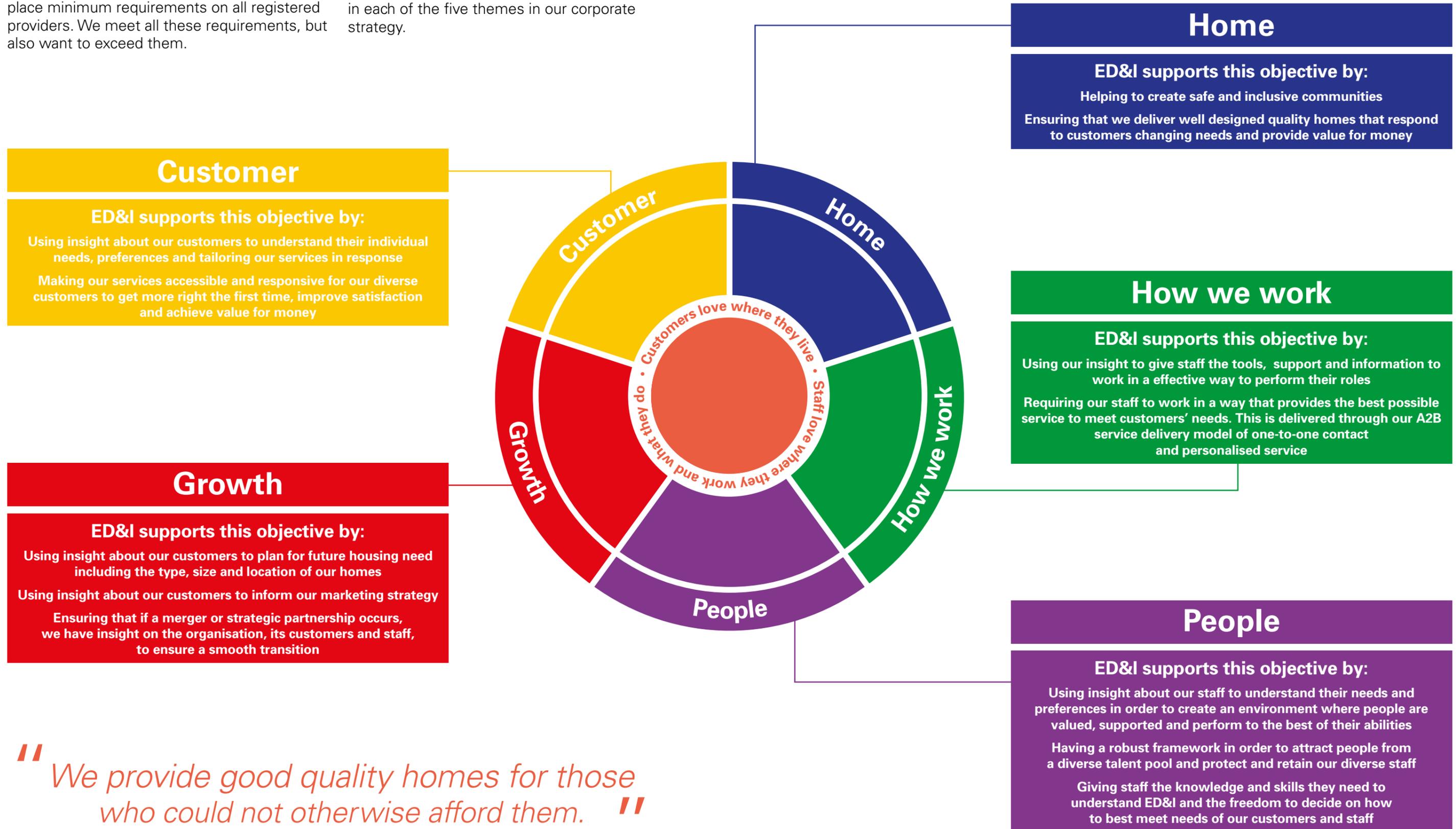
We recognise that creating an environment where our customers and staff feel included will help people reach their potential and help us achieve our objectives.



### 3. Our ED&I Strategy

The legal and regulatory rules surrounding ED&I place minimum requirements on all registered providers. We meet all these requirements, but also want to exceed them.

To achieve this, we have embedded ED&I in each of the five themes in our corporate strategy.



## 4. Implementing and reviewing the Equality, Diversity and Inclusion Strategy

We have a delivery plan to implement this strategy. This sets out specific actions and will be used to review our progress.

The table below sets out the specific responsibilities relating to the ED&I Strategy and delivery plan. However our approach is firmly rooted in the idea that ED&I is the responsibility of everyone within NHH.

	Responsibility	When/How
<b>The Board</b>	<ul style="list-style-type: none"> <li>Overall responsibility of ED&amp;I</li> <li>Review performance of strategy</li> <li>Review annual diversity report</li> </ul>	Annually review progress
<b>Chief Executive/ Executive Board (EB)</b>	<ul style="list-style-type: none"> <li>ED&amp;I champions across the business</li> <li>Review performance of strategy and delivery plan every six months</li> <li>Support the strategy and delivery plan</li> </ul>	Bi-annually review progress
<b>Group Director of Corporate Services</b>	<ul style="list-style-type: none"> <li>Lead responsibility for ED&amp;I across organisation</li> <li>Report to Board and EB on performance of strategy and delivery plan</li> <li>Produce the annual diversity report</li> <li>Review ED&amp;I each year</li> </ul>	Quarterly review of progress to monitor and inform Board & EB
<b>Corporate Project Officer</b>	<ul style="list-style-type: none"> <li>Manage Delivery Plan</li> <li>Lead on actions in delivery plan relating to staff</li> <li>Support Group Director of Corporate Services with monitoring and reporting progress to Board and EB</li> <li>Lead on reviews of ED&amp;I strategy and production of the annual diversity report for the Group Director of Corporate Services</li> </ul>	Continuous



	Responsibility	When/How
<b>Business Improvement Team</b>	<ul style="list-style-type: none"> <li>Champion ED&amp;I across the business</li> <li>Focus on actions in delivery plan relating to customers</li> <li>Support Group Director of Corporate Services with monitoring and reporting progress to Board and EB</li> <li>Support Group Director of Corporate Services with review of ED&amp;I strategy and production of the annual diversity report</li> </ul>	Continuous
<b>EDI staff strategy group</b>	<ul style="list-style-type: none"> <li>Champion ED&amp;I across the business</li> <li>Monitor the delivery plan</li> <li>Communicate achievements with staff</li> </ul>	Quarterly review of progress
<b>Residents Diversity Group</b>	<ul style="list-style-type: none"> <li>Identify improvements to continuously enhance our approach to ED&amp;I for customers</li> <li>Review summary of delivery plan performance</li> </ul>	Based on emerging themes
<b>Business Leaders</b>	<ul style="list-style-type: none"> <li>Champion ED&amp;I across the business</li> <li>Ensure resources are in place to implement the delivery plan actions in their business and ensure priorities are reflected in business plans and staff objectives</li> </ul>	Built into annual business plan review
<b>Human Resources</b>	<ul style="list-style-type: none"> <li>Ensure staff policies and procedures are in line with strategy commitments</li> <li>Deliver staff related activities</li> </ul>	Continuous
<b>Staff and Managers</b>	<ul style="list-style-type: none"> <li>Adhere to the principles of ED&amp;I in their day-to-day work in relation to both our customers and staff</li> </ul>	Continuous