Advancing Equality & Diversity In Housing for Older Adults

## **Ian Hodson & Tahir Idris**



Inclusive People Cultures Lead to Better Inclusion for Residents

lan Hodson, Director of People & Culture



### **Progressive and Inclusive**



- Housing 21- who are we?
- People and Culture Strategy Highlights
- Respect & Inclusion Strategy and Charter Roll out Inclusive Working Culture, Amazing Resident Experience, Brilliant Decisions, Promotion and Commitment
- Agile and Flexible working proven to be more inclusive
- Comprehensive Wellbeing offer

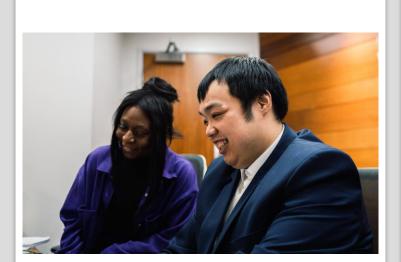


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- Benefits package includes wider family
- Progressive policies eg Andropause as well as Menopause
- Devolved Model- more responsive and sensitive than one size fits all
- Innovations to connect people eg 'Walk and Talk' sessions
- Disability Focused Action Group
- Informed decision making through education- data driven











# INVESTORS IN PEOPLE \*\* We invest in people Platinum



#### More To Do

- Aiming for Disability Confident level 2
- Seeking accreditations as a result of good practice – not for their sake
- Seeking greater and more impactful engagement with our people
- Looking at innovative ways to attract more male and younger carers and ancillary workers
- Better and more rich data to drive better representation
- Going beyond Gender Pay Gap



# Thank you

Over to You, Tahir....