



Advancing Equality & Diversity  
In Housing for Older Adults

**Ian Hodson & Tahir Idris**

# Inclusive People Cultures Lead to Better Inclusion for Residents

**Ian Hodson,** Director of People & Culture

# Progressive and Inclusive

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- 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



## continued

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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*



**BEST**   
**♥ PLACES**  
**TO WORK**  
2024 'GLASSDOOR'

**WE ARE PROUD  
WINNERS OF THE  
EMPLOYEE  
WELLBEING  
AWARD.**

 **THE INSTITUTE OF  
LEADERSHIP**

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AWARDS  
2023**

**INVESTORS IN PEOPLE®**  
We invest in people Platinum



# More To Do

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- 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....