

Everyone's welcome

Our equality, diversity, and inclusion strategy 2022-2025

At Irwell Valley Homes we're all about people. We want to provide fair and accessible homes, services, and employment, foster an inclusive culture, promote diversity and advocate for change.

We make it our mission to enable people to live well in their homes and communities by providing safe and good quality homes and services, making a difference in the communities we serve, providing more affordable homes, and supporting colleagues to enjoy work, learn and grow.

By recognising everyone's differences and understanding the impact of inequalities, we can provide homes, services, and employment that are tailored to help everyone live well.



Where we are now.

We have built an inclusive culture and gained a reputation for this.

- All our colleagues are trained to make equality and diversity an integral part of their approach to customers and EDI is central to our corporate plans.
- We have good EDI data in relation to our colleagues and positive action is used in recruitment to promote equality of opportunity and ensure we have a diverse workforce.
- We have a group of colleagues who are committed to driving forward equality objectives, supporting inclusive practices and monitoring strategies and action plans.
- By participating in a variety of EDI frameworks, accreditation schemes and networks, we adopt best practice and work towards recognised standards for excellence.
- We lead on EDI on behalf of the housing providers across Greater Manchester and participate in national and regional EDI groups which provides opportunities to act as allies and advocate for change.

Where we want to be.

We know the areas where we need to improve and have insight to drive change.

- We want to improve diversity across our workforce in areas of known under representation.
- By improving and updating the EDI data we hold for customers and involving a more diverse range of customers in the decisions we make, we can make improvements and tailor our services more effectively.
- Our systems need to be easier to use so that colleagues can use EDI data effectively and so that we can use digital automation to ensure people receive communications and services in the way that works best for them.
- By accessing government funding linked to levelling up, we can address inequalities in the communities we serve, and by building more affordable homes and supported and specialist housing we can help to meet the growing demand.



Our strategic priorities for the next three years.

CUSTOMERS

- Ensuring our services are inclusive and accessible to everyone.
 - Ensuring our homes enable everyone to live well.
- Providing more affordable housing of different tenures and types to meet the needs of the communities we serve.

COLLEAGUES

- Improving diversity within the workforce across all levels and roles.
 - Enabling colleagues to be themselves and be their best.
- Fostering our inclusive culture and being known for this.

PARTNERS

- Joining forces to champion and advance equality in housing.
 - Improving equality of opportunity within the communities we serve.
- Being an ally and supporting marginalised groups in the communities we serve.



How we'll achieve this...

CUSTOMERS



COLLEAGUES



PARTNERS



- We will improve customer EDI data and use this to understand their needs and provide inclusive services.

- We will use EDI data to monitor and improve our customer outcome measures.

- We will improve digital access and embed EDI tools and automation

- We will involve a diverse range of customers in service design, delivery, review, and scrutiny.

- We will make the best use of our homes to meet customer's need and enable them to live well in their homes

- We will provide more affordable housing and increase the supply of supported and accessible homes.

- We will attract and support colleagues with disabilities into roles across the business.

- We will increase ethnic diversity in senior positions, removing barriers to progression.

- We will address barriers and increase female representation in our Homes Team.

- We will train colleagues in EDI and improve awareness.

- We will train managers in supporting colleagues with additional needs.

- We will use EDI data to monitor performance across the colleague lifecycle.

- We will be known as an inclusive workplace.

- We will work with other housing partners to collectively tackle inequalities in housing together.

- We will maximise opportunities to tackle inequalities through levelling up.

- We will strengthen and invest in community partnerships to improve opportunities and support for marginalised groups.

- We will develop strategic partnerships to influence and advocate for change.

- We will develop more supported housing partnerships to meet growing needs and improve health equality.

Delivering our plan

We have an action plan that supports our strategy and dedicated budget to deliver it. Everyone will play a part in delivering the strategy and we will measure our success using the outcomes in the action plan.