

# The Hyde Group

## Diversity and Inclusion Statement

### Introduction

This statement complements The Hyde Group's existing Equality and Diversity Strategy. It expresses the Groups commitment to delivering diversity and inclusion beyond the current legal and regulatory requirements. It also explains our aspiration to becoming a sector leader by continuing to adopt an innovative approach.

Diversity and Inclusion is a significant part of The Hyde Group's core organisational values. We have a longstanding and an impressive track record of working with the most deprived communities in society. Our Diversity and Inclusion reputation has helped us to secure new business and attract some of the most talented staff in the sector.

Diversity and Inclusion remains an integral part of The Hyde Group's social purpose both as a house builder, a service provider and a community regenerator. Our aim is to continue to embed Diversity and Inclusion in our core business functions.

### Our Vision and Ambition

- The Group will ensure that we deliver accessible services and equitable outcomes for all the diverse communities we serve, in our role as;
  - A social landlord
  - An employer
  - A developer of homes and communities
  - A purchaser of goods and services
  - A business
  - As a partner
- We recognise that all our customers belong to different equality groups. Our focus will be to improve the quality of service experience for all our customers and take active steps to address any barriers.
- We will continue to work to minimise the gap between the most economically disadvantaged and socially excluded groups in the communities that we work and the majority of the population.
- Our key ambition is to help improve the quality of life, to provide good quality homes in great places and help maximise the life chances for all our existing and future customers.

### How Will We Deliver

We will deliver on our vision and ambition by ensuring that we:

- Continue to provide robust leadership and effective governance to support the delivery of Diversity and Inclusion.
- Continuously monitor and review the impact of our policies and practises to ensure equitable and inclusive outcomes for all our customers and staff.
- Take action to further mainstream Diversity and Inclusion and link these into the business planning process.

- Maximise the opportunities for social and economic inclusion for all our customers utilising “Hyde Plus” activities and others.
- Develop the skills, awareness and expertise of all our employees and board members to support the delivery of Diversity and Inclusion.

## **The Key Actions**

The key actions that we will take are:

- Develop and implement a revised Diversity and Inclusion Strategy that addresses cross cutting issues around race, gender, disability, age, faith, sexual orientation and social and economic inclusion in a holistic way
- Develop a profile of our existing customer base and their specific needs.
- Carry out equality and Impact assessments of key housing and community regeneration policies
- Devise and implement a Diversity and Inclusion Performance Management Framework
- Maximise customer involvement with all Diversity Groups in planning, reviewing and improving our services
- Ensure that our partners adhere to and deliver on the Group’s Diversity and Inclusion standards
- Work towards ensuring that our governance structure reflects the communities we serve
- Ensure that our workforce is broadly reflective of the communities that we work with.

## **Measures of Success**

Through this outcome focussed approach we are confident that The Hyde Group will make a significant contribution to regenerating neighbourhoods, creating cohesive and sustainable communities and improving the quality of life of our customers

Specifically, the measures of success will translate into the following outcomes:

- The Group’s public image with regard to equality and diversity issues will be very positive;
- We will be recognised as being innovative, ahead of the game and forward thinking in relation to equality and diversity by our residents, staff and partners
- We will be able to evidence improvements in the quality of life to all our customers by their take up of financial inclusion services and by improvements in their education and employment aspirations
- Our services will reflect the diversity of our customer base and will help to attract new business opportunities.
- Our governance structures will reflect the diversity of the communities we serve
- Our workforce will reflect the communities that we work with at all tiers.
- We will be able to attract and retain the most talented staff because of our strong commitment to Diversity and Inclusion
- Every directorate, region and team in The Hyde Group will understand our vision and ambition for equality and diversity and will actively communicate the progress we make to customers, staff and our partners.

# Diversity and Inclusion Policy

If you would like a copy of this document translated or in another format such as large print, Braille, audio cassette or CD then please call 020 83207 2600.

## Albanian

Rregulli i Shumëllojshmërisë dhe Përfshirjes

Nëse doni një kopje të këtij dokumenti të përkthyer ose në ndonjë format tjetër si për shëmbull me shkronja të mëdha, Braille (Alfabet për të verbërit), kasetë me zë ose CD ju lutemi telefononi në 020 32072600

## Bengali

বৈচিত্র্য ও অন্তর্ভুক্তি নীতি

আপনি যদি এই নথির একটি কপি অনুবাদ হিসেবে বা অন্য ফরম্যাটে যেমন, বড় প্রিন্ট, ব্রেইল, অডিও ক্যাসেট বা সিডি (CD) হিসেবে পেতে চান অনুগ্রহ করে, 020 3207 2600 নম্বরে ফোন করুন।

## Farsi

خط مشی تنوع و شمول

اگر می خواهید این سند ترجمه شود یا آن را در قالب دیگری مانند چاپ بزرگ، بریل، کاست صوتی یا سی دی می ناماس بگیرد 020 3207 2600 خواهی، لطفاً با شماره

## Gujarati

વિવિધતા અને સમાવેશ નીતિ

જો તમને આ દસ્તાવેજની નકલનું ભાષાંતર અથવા અન્ય આકારમાં દસ્તાવેજ જોઈતો હોય, જેમ કે મોટા અક્ષરોમાં, બ્રેઈલમાં, ઓડિયો ટેપ અથવા સીડીમાં, તો કૃપા કરી 020 3207 2600 નંબર પર કોલ કરો.

## Polish

Różnorodność i Polityka Integracji

Jeśli życzą sobie Państwo ten dokument w wersji przetłumaczonej, w innym formacie, na przykład w dużym druku, pisany alfabetem Braila, na kasecie lub płycie CD, proszę zadzwonić pod 020 3207 2600

## Punjabi

ਵਿਭਿੰਨਤਾ ਅਤੇ ਸਮਾਵੇਸ਼ ਨੀਤੀ

ਜੇ ਤੁਸੀਂ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਨਕਲ ਦਾ ਅਨੁਵਾਦ ਜਾਂ ਇਸਨੂੰ ਕਿਸੇ ਹੋਰ ਫਾਰਮੈਟ ਜਿਵੇਂ ਕਿ ਮੋਟੀ ਛਪਾਈ, ਬ੍ਰੇਲ, ਆਡੀਓ ਕੈਸੇਟ ਜਾਂ ਸੀਡੀ ਵਿੱਚ ਬਦਲਵਾਂ ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ 020 3207 2600 'ਤੇ ਕਾਲ ਕਰੋ

## Spanish

Política de Inclusión y Diversidad

Si necesita copia de este documento traducida o en otro formato, tal como impreso en letra grande, Braille, casete de audio o CD, llame al 020 3207 2600.

## Urdu

تنوع اور شمولیت سے متعلق پالیسی

اگر آپ اس دستاویز کا کوئی ترجمہ شدہ نسخہ حاصل کرنا چاہتے ہیں یا اسے کسی دیگر شکل جیسے بڑے حروف میں طبعات، پر کال کریں۔ 020 3207 2600 میں چاہتے ہیں تو براہ کرم CD بریل، آڈیو کیسٹ یا

## Arabic

Arabic

سياسة التنوع والاحتواء

إذا أردت نسخة من هذه الوثيقة مترجمة أو بصيغة أخرى مثل حروف طباعة كبيرة أو بطريقة بريل للمكفوفين أو على شريط صوتي أو على قرص مدمج (سي دي) يرجى الاتصال على رقم 020 3207 2600

## Cantonese

多元化和包容性政策

倘若您需要本檔的翻譯件或以另一種格式提供，如大字體、盲文、錄音帶或CD，請致電：020 3207 2600

## French

Stratégie sur la diversité et l'intégration

Si vous souhaitez obtenir un exemplaire de ce document traduit, ou bien dans un autre format tel qu'en gros caractères, en braille, sur cassette audio ou sur CD, veuillez composer le 020 3207 2600

## Hindi

विविधता और समावेशन नीति

यदि आप इस दस्तावेज के अनुवाद की प्रति या यह दस्तावेज बड़े प्रिंट, ब्रेल, ऑडियो कॅसेट या सीडी के रूप में चाहें तो कृपया 020 3207 2600 पर कॉल करें

## Portuguese

Política de Diversidade e Inclusão

Caso deseje uma cópia deste documento traduzido ou noutra formato, por exemplo um formato ampliado, Braille, casete áudio ou CD, deverá ligar para o 020 3207 2600

## Somali

Siyaasadda Kaladuwanaanta iyo Dhexgelinta (Diversity and Inclusion Policy)

Haddii aad rabto nuqulka dukumeentigan ee turjuman ama ku qoran nuskhad kale sida far waaweyn, farta Braille ee dadka indhaha la'a, cajalad dhegeysi ama cajal fadlan haddaba soo wac 020 3207 2600

## Turkish

Çeşitlilik ve Dahil Etme Politikası

Bu dökümanın tercüme edilmiş veya iri harfler, Braille (görme engelliler için), ses kaseti ya da CD gibi başka bir formatta bir nüshasını almak isterseniz, lütfen telefon edin: 020 3207 2600

## Vietnamese

Tính Đa dạng và Chính sách Tổng thể

Nếu quý vị muốn tài liệu này được dịch hoặc chuyển sang một định dạng khác như là in khổ lớn, chữ nổi, băng cát sét hoặc đĩa CD, hãy gọi theo số 020 3207 2600.