

Update on Equality Diversity and Inclusion

June 2023



Reflections

Newlon Housing Trust's Equality, Diversity, and Inclusion Framework
2023 to 2026



Reflections

- Our Equality, Diversity and Inclusion (EDI) framework, **Reflections**, reaffirms our deep commitment to equality, diversity, and inclusion, sets out our core principles and priorities for development, and links with our overarching goal to provide high quality affordable homes in London.

Reflections

In order to achieve this goal we will need to:

- Maintain and improve on Newlon's culture, that reflects and values the diversity of our residents, Board members, employees, and other organisations we work with.
- Provide services and communications that reflect individual needs and preferences, taking intersectionality into account.
- Ensure that our customers and residents know about, can easily access, and are happy with their experience of services provided by Newlon, and our systems and procedures for doing so reflect their requirements.
- Ensure a diverse, talented and motivated governing body and workforce that understands and reflects the needs of the communities we serve, and is recruited, developed and retained in line with Equality, Diversity and Inclusion principles.

Reflections

Our EDI framework, **Reflections**, aims to ensure Newlon's policies, procedures and practices relating to our workforce, residents, and contractors and suppliers, reflect and promote good practice throughout.

To do so everyone in our organisation has a responsibility to consider EDI implications in their work, and to reflect this duty in everything they do.

Reflections

Our commitment is to make sure that no individual or group experiences unfair treatment in recruitment, pay, promotions or housing and any other services we provide, such as lettings, housing advice, repairs and rent collection.

Reflections

As an Organisation that values our staff

Newlon will foster inclusive working practices and aim to reflect the community in which we operate, so that we can achieve the organisation's vision.

As a Provider of Services

We are committed to ensuring that our services to residents take into account how people's characteristics combine to affect their experiences, so we can provide the same level of service from us whatever their ethnic background, or level of support and care needs.

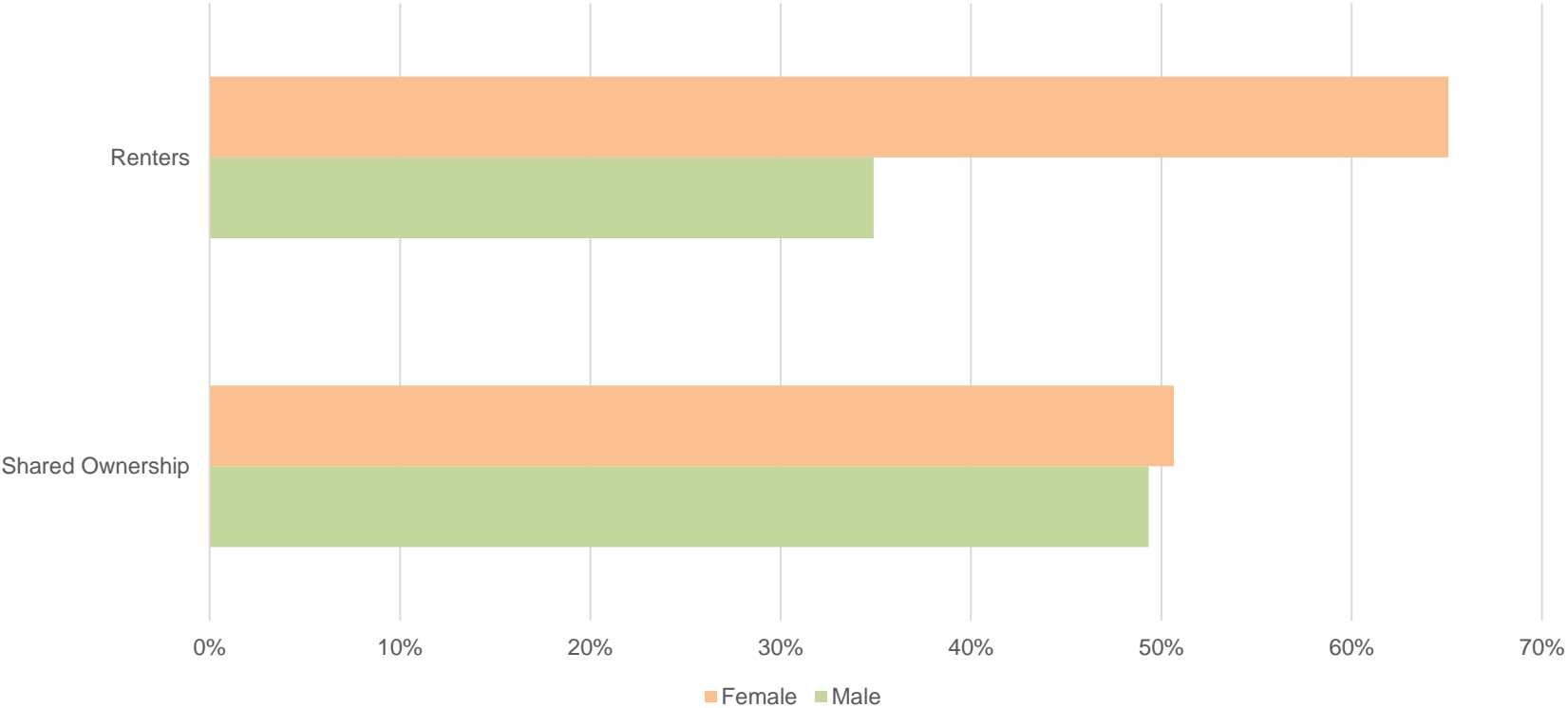
We will work with the communities to advance equality of opportunity and foster good relations between the different communities we serve.

Through Partnerships

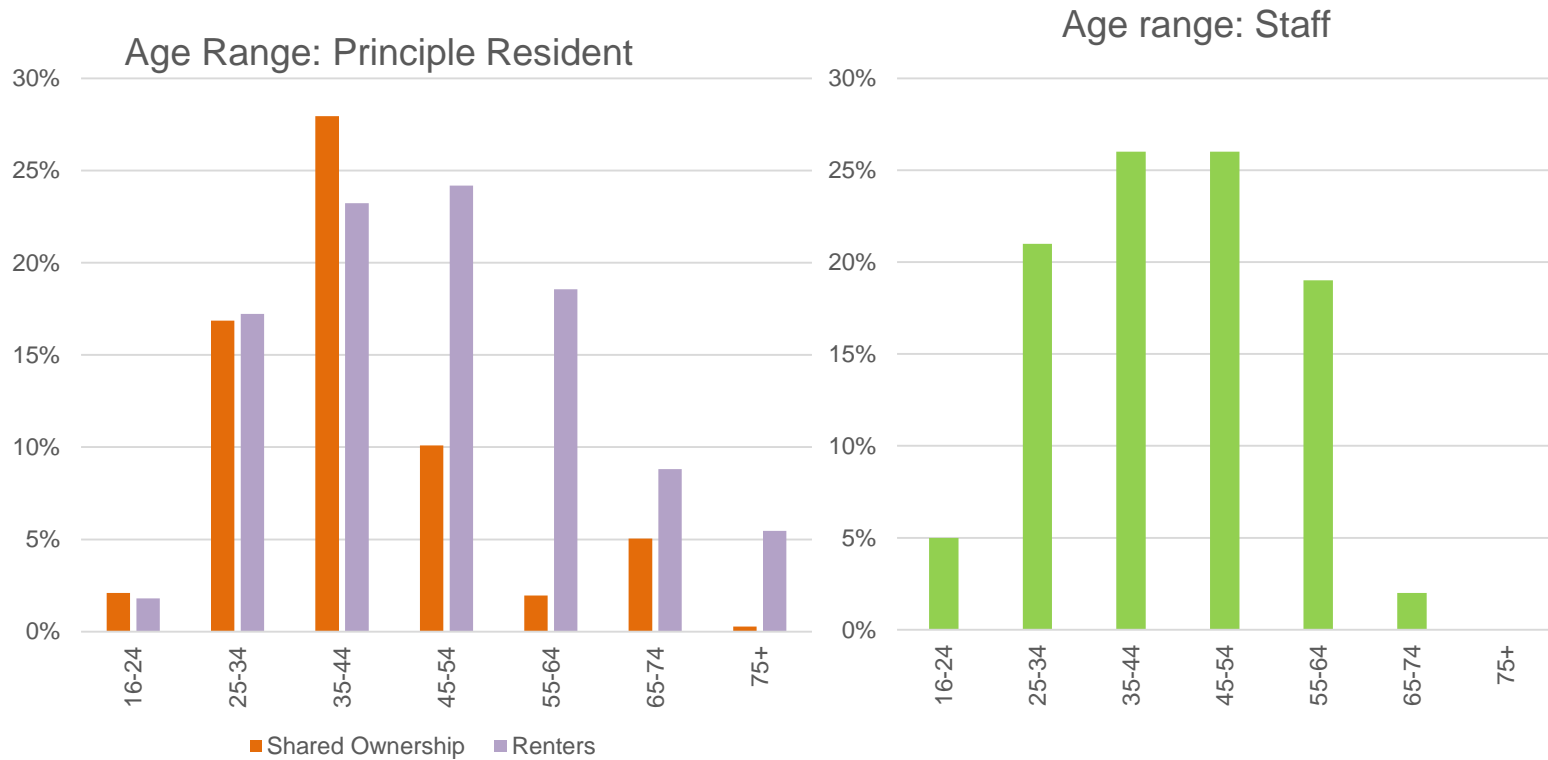
In order to deliver high quality services, it is essential that there is a culture of partnership, participative decision making and collaboration. We will work with our partners to champion equality, diversity, and inclusion best practice for our residents, staff, and wider society.

Reflections

Gender: Principle Resident



Reflections



Reflections

- According to the latest 2021 census, the population in Haringey is predominantly white (57.0%), with non-white minorities representing the remaining 43.0% of the population. Black people were the largest minority group in Haringey accounting for 17.6% of the population. **67% of Newlon staff are from BAME backgrounds.**
- Of the 264,200 people in Haringey: 137,000 were women (51.9% of the population) 127,200 men (48.1%). **58% of Newlon staff are women.**