

Vision & Mission

Promoting Equality, Respecting
Diversity & Embedding Inclusion

Our Vision

- To establish Trust Housing Association as a leader in the promotion of Equality and Diversity and as an organisation which is fully inclusive in everything we do from delivering customer services to recruiting and training staff.
- To progress from Investors in Diversity (IiD) to full Investors in Diversity (IiD) and subsequently to become Leaders in Diversity.

Our Mission

- To recognise and uphold the equal rights of all individuals with whom we engage, and to ensure that we afford them equality of opportunity at all times.
- To put in place policies and procedures that ensure Trust complies fully with Equality, Diversity and Inclusiveness legislation and best practice for the delivery of quality service and employment opportunities.
- To embed a culture throughout Trust that embraces inclusiveness, fosters respect for diversity, and upholds the principle of equality at all times.
- To ensure that the workforce is aware of the importance of adhering to Trust's Equality Diversity & Inclusion Strategy and understand their individual and collective roles and responsibilities.

Key Aims

Care

Ensure that every individual's right to respect and equality will be at the heart of our processes, systems, procedures and training programmes.

Consult

Take an inclusive partnership approach to equality and diversity issues and seek to strengthen and augment partnerships with diverse stakeholder groups.

Challenge

There is no room for complacency in EDI and we challenge prevailing attitudes, preconceptions and misconceptions within our Trust.

Compare

Assess our own EDI performance and actively seek out and learn from best practice examples in order to achieve continuous improvement.

Compete

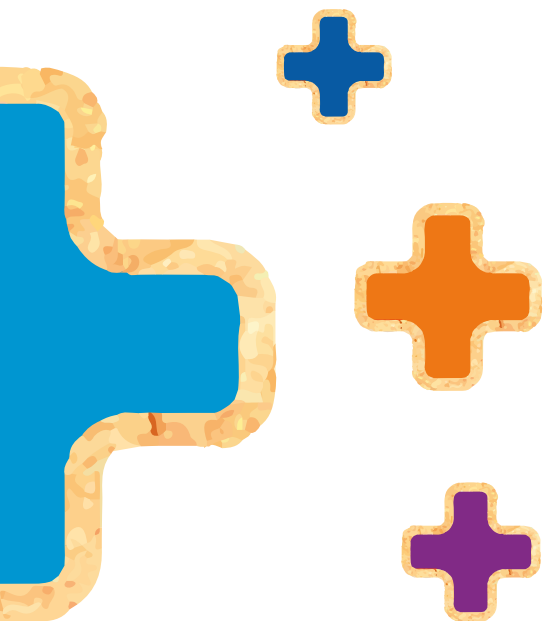
Continuously strive for excellence in EDI and to be recognised as a leader both in our sector and more generally within Scotland and the UK.

Champion

Continue to publicly support the EDI agenda and to seek positive engagement with opinion formers and legislators.

Confidentiality

Ensure confidentiality of information and record according to legal and organisational requirements.





The Investors in Diversity Award is recognised as much more than just a highly prized and prestigious quality mark. It provides an all-encompassing methodology for improving Equality, Diversity and Inclusion (EDI) practices in the workplace. Those that achieve the Investors in Diversity Award have been enabled to take a structured and planned approach to embedding EDI at the heart of what they do. It also provides an excellent framework to bring together all of an organisation's work around EDI.



Version: 07/15 WD

Trust Housing Association Limited is a Registered Scottish Charity No. SC009086
Registered by The Scottish Housing Regulator HEP 143
Registered under the Co-operative and Community Benefit Societies Act 2014, No. 1778R(S)



0131 444 1200
www.trustha.org.uk

