



trust

# Vision & Mission

Promoting Equality  
Respecting Diversity  
Embedding Inclusion



Leaders in Diversity

## 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.



## 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.



## Leaders in Diversity

Equality and diversity lies at the heart of our business and we aim to establish Trust as a leader in the promotion of equality and diversity and as an organisation which is fully inclusive in everything we do – we expect our partners to share these values.

We don't believe in the single story or stereotypes and recognise that people and their experiences are made up of many stories. We value diversity and aim to make sure our services are tailored and accessible to different needs.

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