

we are
aspire



Board

Equality, Diversity & Inclusion Strategy

2022 - 2025

Our vision & values

Building Better Futures by putting People First

Our vision is “Building Better Futures, by putting People First”. We do this by living our values and always striving to work in a smarter, simpler, slicker way.



we are ambitious

Challenging ourselves to test the boundaries of conventional thinking and go the extra mile for our customers and communities for results that exceed expectations.

we are creative

Looking to improve our solutions and create new original versions with even better outcomes for our customers, partners, colleagues, and communities.

we are collaborative

Working together, sharing knowledge, ideas and best practice with a collective passion, energy, and mutual respect – all of which ensures we are Building Better Futures.



Measuring our success

We will measure the success of our EDI Strategy through:

As our key aim is to more accurately reflect the diverse makeup of our local communities in the composition of our boards, whilst ensuring that there is an appropriate mix of skills and experience amongst board members.

Our key overall measure of success will be the comparison of our board demographics to local diversity statistics. We will also measure success through annual board effectiveness surveys and director appraisals and the diversity of future board member applicants.



Our strategy

Our Board Diversity Strategy outlines our commitment to address the current diversity of our Boards and Committees in relation to the local communities we serve. Our aim is that the composition of our boards be reflective of the communities we serve whilst ensuring that there is an appropriate mix of skills and experience amongst board members.

Our Ambition

We will be an exemplar in EDI, recognising, respecting, accepting and celebrating people's differences. Our culture will be welcoming and inclusive, free from discrimination, harassment or victimisation. We will have a board that is diverse in its makeup and that more accurately reflects the local community.

Action Plan

- Provide training to Board and Committee members in EDI and unconscious bias.
- Implement a Future Board Members programme, to prepare under-represented groups for governance roles.
- Provide an annual EDI report to Board that highlights progress towards delivering our EDI strategy, key achievements and areas still to be addressed



Our commitments



We will aim for our Boards and Committees to be more reflective of the diverse communities we serve.



We will recognise, respect and celebrate people's differences.



We will ensure that there is an appropriate mix of skills and experience amongst its Board members to ensure that the Board is in a position to effectively govern the organisation.



We will have a Board renewal strategy which is based on an agreed statement of the skills, qualifications, diversity and other attributes required.



We will create a culture that is positive, focused on the needs of current and future customers, and embeds equality, diversity and inclusion in the organisation.



We will seek regular assurance about how EDI commitments and objectives are being delivered in practice, and track progress against the priorities set by the organisation.



We will value people as individuals.



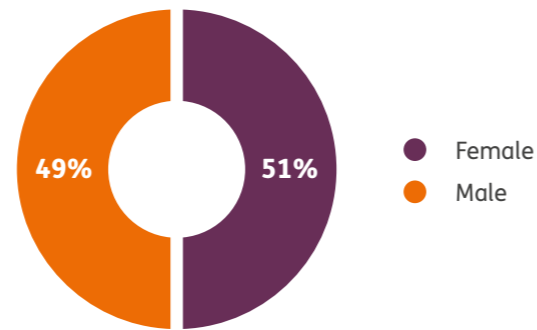
Our diversity data

Our Board composition data is from February 2022.

Our Board composition data has been compared to census information of our local community from July 2021.

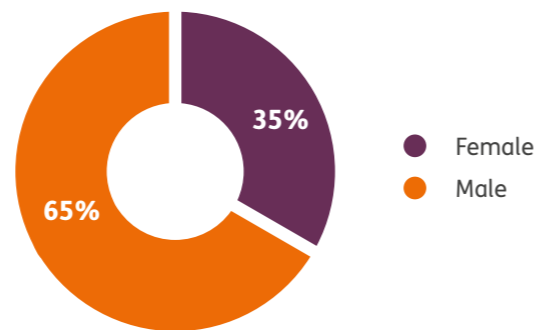
Local Community Composition (%)

Other ethnic group	0.31%
Black/ African/ Caribbean/ Black British	0.67%
Asian/ Asian British	2.63%
Mixed/ multiple ethnic group	0.84%
White	95.5%

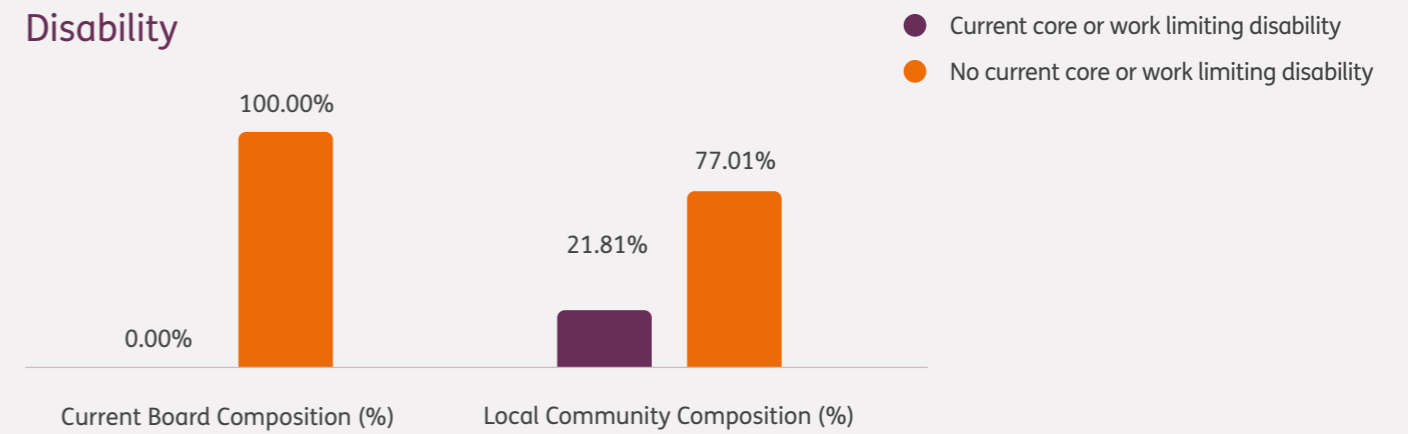


Current Board Composition (%)

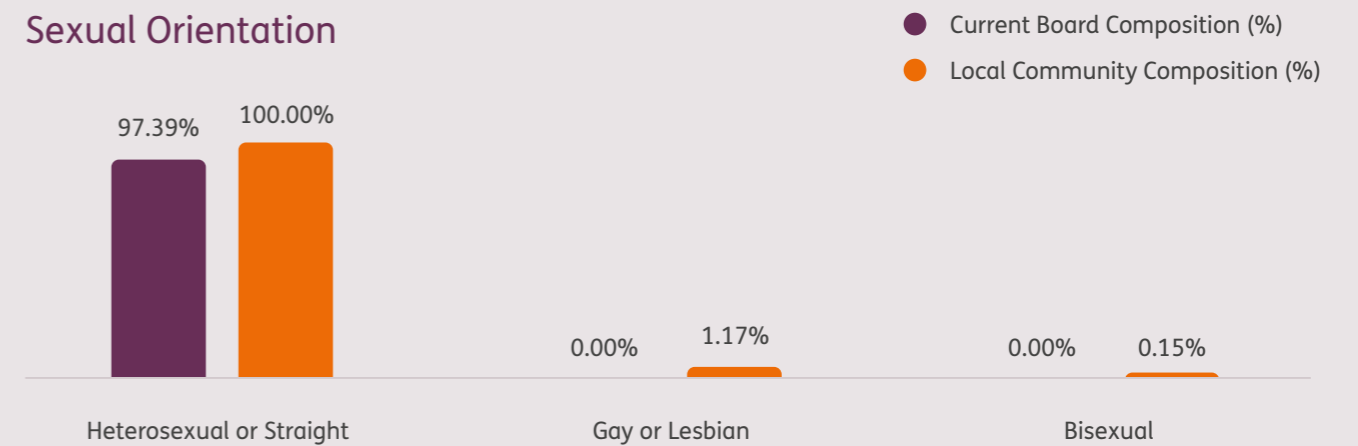
Other ethnic group	0.00%
Black/ African/ Caribbean/ Black British	0.00%
Asian/ Asian British	17.65%
Mixed/ multiple ethnic group	5.88%
White	76.47%



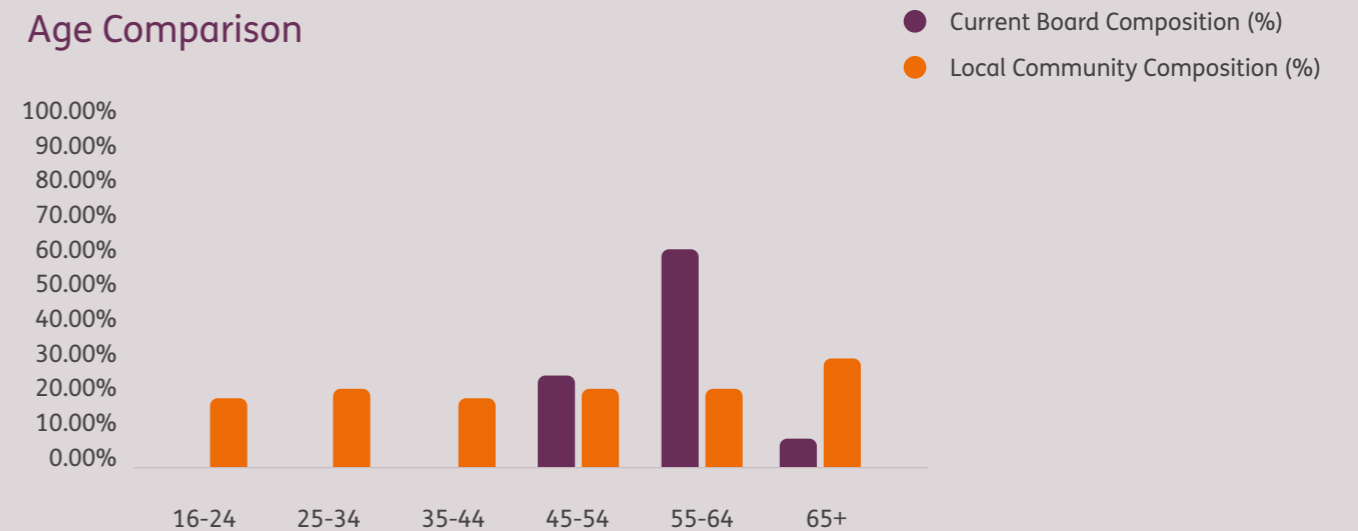
Disability



Sexual Orientation



Age Comparison



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