



## 2024/25 Update

### Equality, Diversity, Inclusion and Belonging

As many organisations begin the process of retreat from their Diversity, Equity and Inclusion programmes as a response to the rapidly changing political environment in the USA, Alpha restates its commitment to EDI&B. An integral part of Alpha's purpose is to help ensure everyone can be the best possible version of themselves, we believe that through our equality, diversity, inclusion and belonging strategy Alpha demonstrates its clear and active commitment to achieve equality of opportunity, and embrace diversity, inclusion and belonging in all of Alpha Living's activities. Differences in our colleagues and our residents are recognised and appreciated, and we strive to take value from them.

We published our EDI&B Strategy and Action Plan in advance of the 2024/25 financial year, following a long journey supported by consultants, residents and a Board Task and Finish Group. This sets out our aspirations and ambitions for the coming three years.

Over the course of the year we signed up to the Social Housing Anti-Racism Pledge (SHARP) which provides a collective framework for Housing Organisations to commit to taking the necessary action, set the necessary targets, communicate and engage with their stakeholders to develop an inclusive culture, whilst working with others within the social housing sector, to identify best practice to actively combat racism and to promote an inclusive operational culture where people are comfortable talking about race.

We also signed up to the Houseproud pledge which helps us demonstrate Alpha's commitment to LGBTQ+ resident, and staff, equality and support and helps ensure that Alpha is a place where people can freely express their sexual orientation and/or gender identity without fear or prejudice.

We attended Liverpool Pride, a regular feature on Alpha's corporate calendar. In 2024, we had the biggest contingent we have ever had, with almost 60 staff and residents in attendance.

We also designed and worked towards the introduction of a blind recruitment system, to help further reduce the risk of any unconscious bias in our recruitment processes.