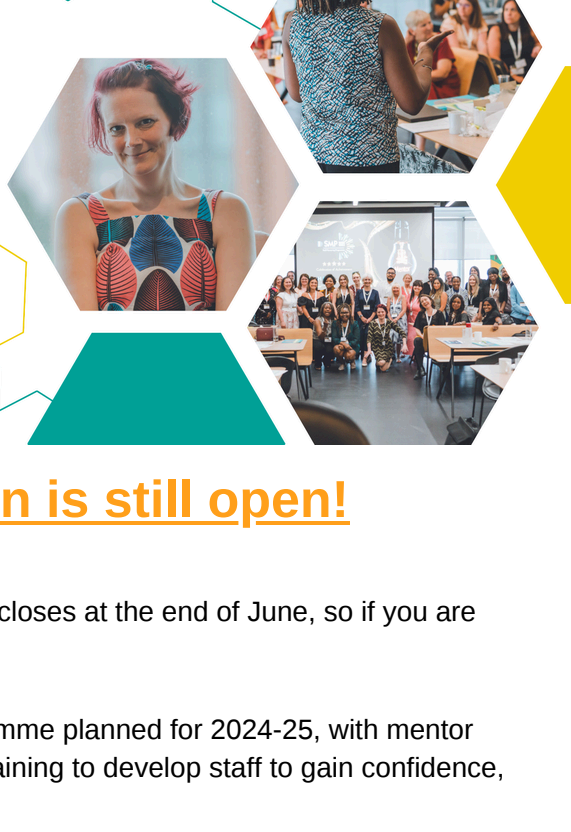


NEWSLETTER



Registration Still Open!

Closes 30.06.24



SMP Registration is still open!

Registration for our staff mentoring programme closes at the end of June, so if you are interested in applying, please do not delay!

Like all other years, we have an exciting programme planned for 2024-25, with mentor matches, a series of webinars, and in-person training to develop staff to gain confidence, network, and maximise their potential.

The workshops travel through the mentee's personal strengths, drivers and values, look at how they react to the world and how the world reacts to them, and then how to deal with the challenge and opportunity of change. Finally, we help them prepare for the next steps in their career, with interview and application tips and tricks.

Throughout the year, they can attend our webinars, deepening their understanding of EDI issues alongside their knowledge of themselves and get a Strengthscope psychometric test to better understand their strengths.

Mentors are an essential part of the programme as well, and we welcome mentors from all our members and partners. We run training and action learning sets for mentors so they can develop their skills alongside giving back to the community and the next generation of leaders in the housing sector.

All participants get access to resources to support them with the programme and the conversations they will have.

If you want to know more about the SMP click the button below, or email mentoring@housingdiversitynetwork.co.uk

[Learn more!](#)

Member Highlight - Maryhill Housing Association

So- where do you start with improving your approach to Equality, Diversity and Inclusion?

Well, to break it down in the simplest possible way:

First, you need to know exactly where you are now- so you can focus your efforts.

Second, you need to find a way of understanding what good actually looks like when it comes to EDI (across service delivery, governance and the workplace).

Finally, you need to work out what actions you're going to take to make it so 'where you are now' and 'what good looks like', become one and the same.

This is exactly why Glasgow-based [Maryhill Housing Association](#) has decided to be among the first organisations- and the very first Scottish member of HDN- to undertake our joint EDI assessment with RSM UK, which combines the [RACE Equality Code with our Diversity Network Accreditation \(DNA\)](#).

Maryhill has said that, as one of their core values is to "embrace people's differences", they are undertaking the assessment with us to verify whether they are "living this value in everything we do — from how our Board leads the organisation to how we adapt our services for our diverse range of customers." We take an in-depth look at EDI across four strands in an organisation (Leadership & strategic focus, Workforce, Customers, and Community) and RSM specialises particularly in governance and racial equality.

As always, it's been a positive and enlightening experience for us throughout the assessment process getting to know Maryhill's inner workings when it comes to their approach to EDI- not only on paper but also from listening to the views of their committed staff and leadership, as well as the perspective of their involved tenants.

By providing Maryhill with a clear picture of which areas they need to improve- as well as areas of strength to continue to build upon- we're confident they will continue to progress well on their EDI journey.



[Read More](#)

Blog - Specialist EDI support is needed for people who have experienced homelessness

In 2023, homelessness specialist Concrete, part of HDN member Honeycomb Group, launched their first specialist LGBTQ+ hub – Phoenix. The service, which includes a dedicated LGBTQ+ Caseworker, provides specialist housing and support to local people who have experienced homelessness, alongside gender and sexuality struggles.



This year, the service expanded to include Phoenix House, a Stoke-based scheme which provides a home for three Phoenix customers, complete with en-suite rooms, communal spaces and on-site support available from an LGBTQ+ Caseworker.

Operations Manager, Dean Marsh, heads up Phoenix. Passionate about improving EDI both internally and externally, he attended the 2024 Stonewall Workplace Conference last month. Held in London, the annual event is an opportunity for professionals to share successes and learn about best practices for LGBTQ+ inclusion in the workplace.

Dean has shared more about his experience at the Stonewall conference, and how it's identified strengths and opportunities across his work with Phoenix, and Honeycomb Group's EDI journey.

"We know from our work that homelessness can happen to absolutely anybody. That's why at Concrete we are so committed to making sure that our services are accessible to absolutely everybody – including those from the LGBTQ+ community."

...

[Click the link below to read the full article.](#)

Article by **Dean Marsh, Senior Operations Manager** at **Concrete**, part of Honeycomb Group.

[Read More](#)

EVENTS

HDN Webinar: Gypsy, Roma and Traveller H...

Jun 18, 2024 (10:00 - 11:30) (GMT+1)

HDN Webinar - ED&I - What's going to hap...

Jun 20, 2024 (10:00 - 11:30) (GMT+1)

HDN Study Visit Series: Learning From Ou...

The environment, social value and building with inclusivity in mind

Sep 6, 2024 (10:00 - 15:30) (GMT+1)

CLiCs Culham, England, United Kingdom

HDN Autumn Conference 2024

A Spotlight on Equality

Oct 3, 2024 (10:00 - 16:00) (GMT+1)

Unique Venues Birmingham Birmingham, England, United Kingdom

[For details of ALL our events CLICK HERE](#)

NOW HIRING

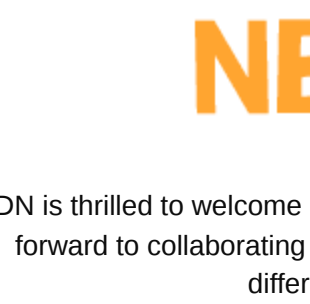
Board Trainees



Ongo homes is recruiting two board trainees. They are seeking people who are passionate about what they do and eager to make a positive impact on their communities.

[Read More](#)

Board Members (Two)



Futures Housing Group are recruiting two new board members. They are seeking people to help drive forward their increased focus on providing excellent services and good quality homes for our customers.

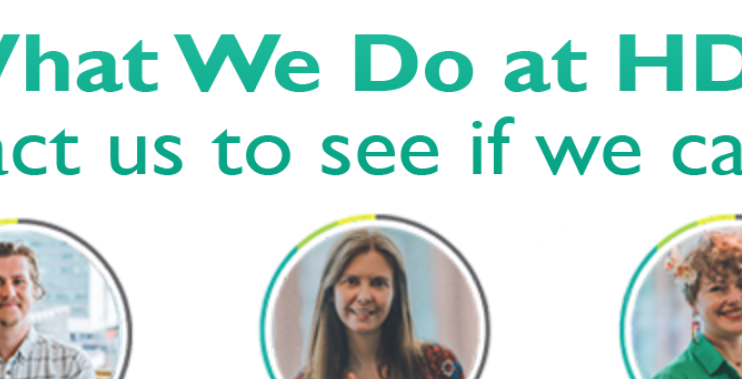
[Read More](#)

We also have other job vacancies listed on our website. You can view them by clicking the button below.

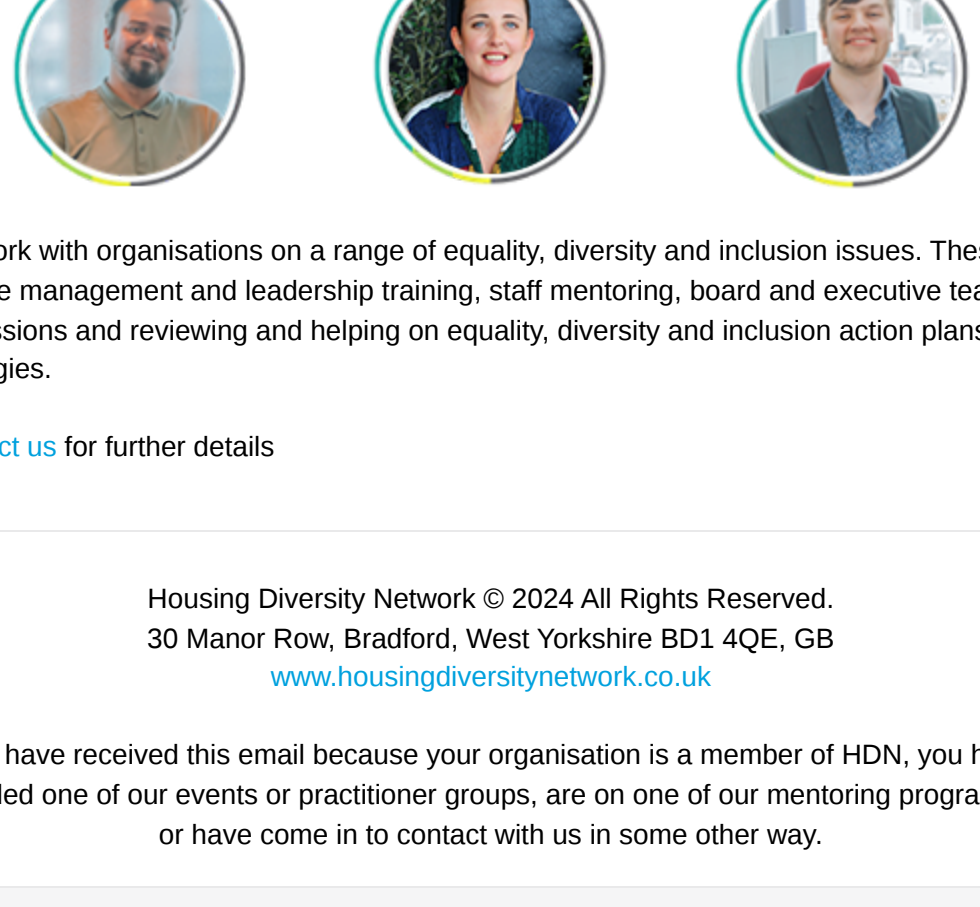
[More Job Vacancies!](#)

NEW MEMBERS

HDN is thrilled to welcome another new organisation to our membership network. We look forward to collaborating with you to achieve our shared goals and making a positive difference within the Housing Sector together!



What We Do at HDN Contact us to see if we can help



We work with organisations on a range of equality, diversity and inclusion issues. These include management and leadership training, equality mentoring, board and executive team discussions and reviewing and helping on staff, diversity and inclusion action plans and strategies.

[Contact us](#) for further details