

EQUALITY, DIVERSITY AND INCLUSION STATEMENT OF INTENT

Uniqueness is powerful.

ELHT is striving for Equality, Fairness and Sense of Belonging. We want this for everyone.

When we say everyone, we mean **all** employees. To do that well, we need a workforce that's more representative of the communities we serve. That's why we've embraced a refreshed and accelerated approach to inclusion.

Many of the greatest ideas, innovation and discoveries come from a diverse mix of minds, backgrounds and experiences we are committed to cultivating a thriving, inclusive work environment.

So we're building a culture where differences in race, gender, age, neurodiversity, disability status, religion & belief, sexual orientation, identity, national origin or any other protected characteristics, are valued and celebrated.

We want diversity, equality, fairness and inclusion practices in everything we do. We want all of our processes, systems and policies to promote equality of opportunity without bias and discrimination.

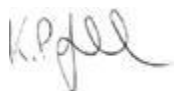
We want all employees to feel included, welcomed, respected, supported, developed, appreciated and recognised. We want an inclusive workplace where everyone feels empowered and comfortable to bring their full, authentic selves to work. We respect the visible and invisible qualities that make you who you are.

We strive to build and nurture a culture where inclusiveness is a default, not an initiative; where there is a deep sense of pride, passion and belonging that transcends any role.

We know through experience that diversity of ideas, perspectives and backgrounds creates a stronger and more creative work environment that delivers better results. To support an environment where employees feel empowered to share their experiences, ideas and influence change, we've encouraged the creation of Employee Network Groups including Black Asian Minority Ethnic (BAME), LGTBQ+, and Disability & Mental Health for staff.

There is more to do, but with the help of our entire ELHT family - employees, volunteers, service users, partners, and community- we're greater when we're Equal and, Together, we can achieve Equality for All.

Signed



Kevin McGee
Chief Executive