

# Peabody Group Priorities

Mission

Helping people make the most of their lives

Values

Ambitious | Caring | Collaborative | Empowering | Trusted

Priorities

**Great customer experience**

**Great social impact**

**Great homes and places**

**Great place to work**

Strategic vision

Co-creating thriving communities through local focus

Preventing homelessness and creating resilience

Invest and take care for the long-term

Diverse, engaged, creative teams and people

Objectives

- Local planning and partnerships
- Customer involvement and influence
- Empathetic and effortless experience

- Affordable homes
- Influencing and partnerships
- Social value
- Early intervention

- Safety and security
- Sustainability
- Planning and design

- Equality, diversity and inclusion
- People offer
- Ways of working – technology, place and process

Foundations

Information Management | Finance and Risk Management | Value For Money

Priority

# Great place to work

Vision

**Diverse, engaged, creative teams and people**

Objectives

## Equality, diversity and inclusion

Our leadership team will be more diverse, and we will be an inclusive organisation where everyone has the opportunity to thrive.

We will embed ED&I into our policies and culture, making it relevant to everyone through training and raising awareness about important movements such as Black Lives Matter.

We will understand our performance as an employer, and use our data to identify and address areas for improvement.

We will provide more opportunities for all employees to be heard and will support and promote our ED&I Networks to have more impact.

Outcomes

- Increase the diversity of employees, with a focus on diverse leadership
- Improve awareness of ED&I
- Increase opportunities for employees to influence ED&I policy and practice
- Improve our understanding of ED&I performance (e.g. pay gap reviews)
- Improve employees' views on how ED&I is embedded at Peabody

## People

We will attract and retain the best talent by reviewing and improving our processes. We will develop our people to be ambitious, creative, and business focused.

Employees will be able to take ownership of their career progression, and we will foster recognition of talented people. Leadership development will be a key focus for us as we move into new ways of working.

We will embed a tailored approach to learning and development, supported by more opportunities for growth. We will also create a more flexible approach to performance management.

We will empower our colleagues to take ownership of their wellbeing, providing them with the right tools and resources. Colleagues will feel able to talk openly about their mental health. We will regularly listen to our employees, and act on their feedback.

- Employees feel they are able to grow and develop
- Improved staff retention
- New starters report having a great experience
- Improved processes
- Improved staff wellbeing
- Increase number of people solutions co-designed with teams

## Ways of working

We will make flexible and agile working 'the norm' and create a culture and working environment which actively supports innovation and creativity.

We will provide the right tools, technology and support for our people to do a good job and stay connected regardless of their location. Wherever employees are based, we will create an environment which facilitates collaboration. This includes ensuring our places of work are exciting and engaging places to be.

We will develop working practices that trust employees to use their judgement and allow them to be dynamic, while protecting Peabody. We will remove unnecessary bureaucracy and re-engineer our processes, automating those where a human-touch isn't needed so employees will be able to focus their time on adding value to customers.

- More efficient and effective processes
- Employees feel they have the right tools and technology to do their job
- Greater collaboration
- Employees feel empowered and trusted