

23
24

AUDLEY
GROUP



Committed to
being a
**menopause
friendly**
employer

AUDLEY GROUP DE&I STEERING COMMITTEE

Welcome to our Steering Group, proudly caring for and enriching exceptional people from every walk of life.

PROUD

CARING

ENRICHING

EXCEPTIONAL

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MESSAGE FROM OUR CEO & FOUNDER

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Nick Sanderson
CEO & Founder of Audley Group

To achieve a truly inclusive and diverse workforce, organisations need to start by reflecting on themselves from the top-down. Audley Group will be following this thought process and exploring ways that we can continue to develop and embed a diverse workforce and a culture that underpins our commitment.

I believe that if we look, act, and think in similar ways there will be an on-going authentic success within Audley Group. The mission is to achieve a successful culture that ensures that we do not miss out or exclude experiences that all individuals bring and contribute to on-going success and future growth.



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MESSAGE FROM OUR ACADEMY PARTNER- DE&I, CULTURE & ESG

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Charlie Osei

Academy Partner- DE&I, Culture & ESG

Over the last 2 years we have been on a journey. The learning opportunities have been vast and we are proud of how far we have come.

We have seen many changes in our work environment, the biggest being a culture shift whereby we consider DE&I in everything we do.

I have seen team members take an active role in supporting our DE&I initiatives and offer their time and care when doing so.

In the 9 years i have worked at Audley Group I have never felt so proud and excited for what we are building: A culture where all our team members feel as though they belong.



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ABOUT US

Our Steering Group had its first meeting on the 27th November 2020. In this time we have established strong foundations on which we need to focus.

Over the last 2 years we have worked on various initiatives that have changed the way our team members understand and think about DE&I.

We have delivered training, from on-boarding to senior level and have brought our work to the forefront of the Audley Group agenda.

Along the way we have seen our headcount increase and taken on champions that support us to ensure our team members have support whilst at work. We spend on average 1,795 hours per year at work, so its imperative our team members are able to feel supported, encouraged and empowered during that time so they can be their best and ultimately achieve Audley Groups vision: to help people live better for longer.



Our goal is to ensure our team members feel as though they belong at work. Since our work began in 2020 we have seen team members share their gratitude regarding the work that has been done so far. below are some comments made following various initiatives:

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- I really enjoyed the space we were given to chat and learn more with each other.
- This is so good to know - thank you
- Life is much better for me since my menopause training!
- Great article, Thank you!
- This is amazing, my daughter has ADHD and it so important that people are made aware of all the symptoms, the perception is you are a naughty child but there is so much more involved.
- Just wanted to drop you a line to say how good your presentation was on Wednesday, genuinely really engaging and pitched just right, the video was also really powerful and got people talking throughout the evening too. I hope that the points captured in the breakout sessions can help support the growth of this subject, and I would be keen to have some involvement too.
- Spaces have been created that have allowed many across our company to come together.
- The impact you are having is not going unnoticed.

OUR GOAL

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MEET THE TEAM

The Committee's members are drawn from across Audley Group to ensure its efforts are supported by senior figures and represent the needs of everyone, including those in customer-facing roles.



Phillip Rolfe

Development Director



Charlie Osei

Academy Partner- DE&I, Culture & ESG



Gary Langford

Regional Director of Sales



Susan McClean

Operations Director



Lynn Vellin

HR Director



Tanya Ashby

General Manager

MEET THE TEAM



Sadie Malim

Moorfield Head of Special Projects and Legal



Daren Little

IT Director



Shaun Swanepoel

Group Finance Director



Percival Chari

Group Director of Health and Well-being



Elena Cremin

Head of Risk and Assurance



Nikisha Patel & Orhan Gozutok

Mayfield Watford
Care Branch Manager & Operations Manager

OUR VALUES

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Proud

Work in a company that's best in class whether it's the food we serve, the care we provide or the benefits we offer.

Proudly Diverse and Inclusive

To be the best in class in terms of benefits, we must understand what our team members want. To do this we need to invest in understanding our multi-cultural workforce. We recognise that there is no one size fits all.

Caring

We create warm, friendly environments to live and work in, where empathy and respect abound. We take the time to understand each other and have an open and healthy culture.

Caring about Diversity, Equality & Inclusion

We have to go beyond a warm welcome and ensure we understand each other's backgrounds to appreciate what our differences mean in the workplace.

Enriching

Grow and develop within an innovative company that's changing the way people view retirement. We know Diversity in our business enriches our offering both to our owners and team members.

Enriched Diversity. Equality and Inclusion

Our innovation and growth as a business hinges on our ability to harness backgrounds and cultures to produce unique ideas and ways of working.

Exceptional

A career where your skills, passion and dedication will deliver the exceptional every day.

Exceptional because of Diversity, Equality and Inclusion

We need to build on our successes and turn the best intentions into undeniable results.

Equality increases innovation, creativity and strategic thinking because teams of people who come from different backgrounds can draw upon their unique experiences and a wider range of knowledge to spark new, innovative ideas, in turn supporting our exceptional value.

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ACCOMPLISHMENTS SO FAR..

- Recruitment and training of 32 supportive Mental Health (MH) first aiders across different areas of the business.
- Creation of the Noteable dates calendar: Available through Spirit, this helps ensure recognition of different cultures and events is consistent and widespread.
- Menopause Friendly Registration: Audley Group is a Menopause Friendly organisation, with an appointed Menopause Champion who has driven such changes as updating our menopause policy, created an an official online Menopause Network, menopause training, and implementation of day-to-day adjustments including temperature-control measures and flexible working.
- Website updates to show our commitment to diversity, using more diverse images and non gender-specific colours.
- Gaining the bronze TIDE award in 2022/23 for the work we have done since our Steering Group Commenced.
- Using Spirit to communicate our DE&I work and regularly blogging on relevant subjects like LGBT History Month or Men's Health.
- Creation of the Champion Network (see page 11)
- Creation of the Count Me In Campaign (see page 11)



OUR KEY PROJECTS



Count Me In

How the data you share, helps us to help you.

Having the right data helps us to ensure that the decisions we are making are in our team members' best interests.

We created the campaign to encourage our team members to share their Diversity Data with us. Since 2022 we have seen a 40% increase in people sharing their Data with us. We continue to endeavour to increase this to ensure our future projects are representative of our workforce.

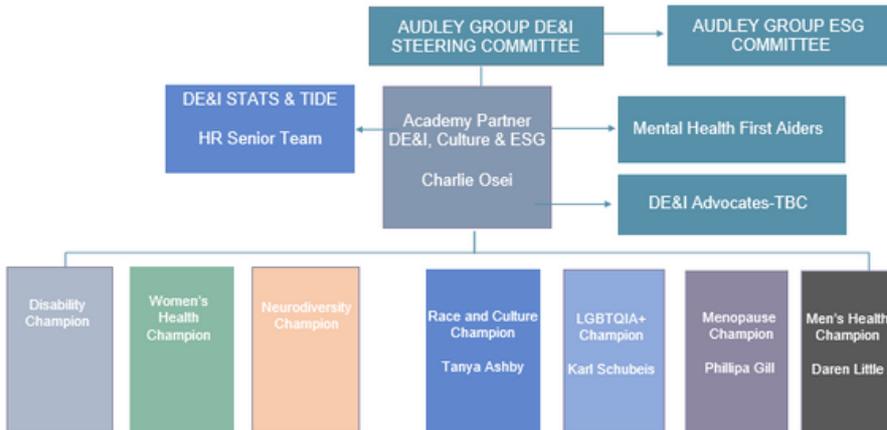
Our Champion Network

Our Champion Network is a network to support our team members. We have a team of dedicated Champions who are specialist in their subject leading networking events, offering 1-1 support and more. In 23/24 we will continue to grow this provision to enable us to reach out to more people within our business who are protected under the equality act and to support those who act as an ally to them.



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OUR DE&I Structure 2023/24



Structure based on April 2023 data. This could be subject to change.

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LET'S WORK TOGETHER

Visit our Website

www.audleyvillages.co.uk

Visit Audley Group Jobs Page

www.audleyjobs.co.uk

Contact Us

audleyspiritde&i@audleygroup.com



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