

Our commitment to Equality, Diversity and Inclusion



At Riverside, our people are our greatest asset and diversity is at the heart of everything we do.

We want our workforce to reflect the diversity of the communities where we serve our customers and we're committed to being a truly inclusive employer, a place where people thrive and your voice is always heard.

With almost 56,000 homes over 160 local authorities, we're proud to be one of the leading providers of social and affordable housing and care and support services in England and Scotland.

So if you're the kind of person that wants to do a really great job and make a difference to our customers, we think you'll love it here.

A place to be proud of...

An amazing experience, Our Riverside Way guides all we do. We'll listen, act and be clear on who we are and what's important. We'll reward you fairly for the part you play.

A place to be the best you...

We value difference and want you to be yourself. We'll support you to grow and develop so you can give your best every day for our customers.

A place to be part of the future...

We'll provide you with a **safe, sustainable environment** and simple, modern tools so you can work in a smart way that suits you and our customers.

Equality, diversity and inclusion

We believe everyone deserves to be treated with respect and dignity and this commitment to our colleagues and customers is cemented right through our organisation, from our board and senior leadership team down to our front line workers and office-based staff.

To ensure we keep EDI in mind at all times, we work hand in hand with our three staff network groups:

- Origin for our BAME (Black, Asian and Minority Ethnic) colleagues
- Spectrum for those who identify as LGBTQIA+ (lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual and other non-heterosexual people)
- Enable for anyone with a physical disability or experiencing poor mental health.

Supported by these groups, we have been named as a Stonewall Top 100 Employer for the last seven years and have been awarded Disability Confident Employer status.

We are committed to improving BAME representation at manager and senior leadership levels and have implemented a BAME guaranteed interview initiative to support this.

And we have worked closely with Time to Talk and MIND to stamp out the stigma surrounding mental health in the workplace.