

Press release 30 September 2016



CIPD | People Management
Awards 2016



Housing Diversity Network are proud Winners of 2016 CIPD Award for Best Coaching & Mentoring Initiative.

At its annual Awards ceremony, showcasing excellence in all aspects of people and organisation management, the Chartered Institute of Personnel and Development has honoured Housing Diversity Network's national **Staff Mentoring Programme**.

HDN's Joint Chief Executives, Sallie Bridgen and Alison Burns, said
"We are delighted at the success of the Mentoring Programme. This Award recognised the importance of mentoring in delivering clear and tangible results for organisations and their employees; particularly in sectors facing great challenge. We are proud that our Mentoring Programme has delivered genuine positive change - greatly increasing the confidence, success and sense of possibility for mentees. The Mentoring Programme is at the heart of HDN's work, supporting organisations to capitalise on the full diversity of their employees, and in turn developing greater diversity amongst their future leaders."

The HDN Mentoring Programme offers a unique combination of one to one mentoring, structured group learning, reflective practice, networking opportunities and support across the year. As a result of their experience on the 2015/16 Programme, over half of mentees took on more responsibility, a new role or achieved a promotion.

What the CIPD judges said about the Housing Diversity Network (HDN) Staff Mentoring Programme:

"...The judges... were able to see a wealth of impacts and results... The flexibility of the programme is exceptional...the structure was an excellent one... and likely to deliver impressive behavioural change... the deal for organisations is brilliant and clear that this work is for societal and sector good..."

What participants have said about the Programme:

"...My mentor has been a great source of positive encouragement and has provided so much support – especially during this time of change, she has been a source of stability...."

“...The class sessions helped to reinforce my knowledge increase my circle of networking contacts and broaden my housing knowledge...”

The current Programme is based on a thriving and positive collaboration between HDN and social housing providers, which sees partner organisations providing mentors; session speakers and trainers, along with many practical facilities, and taking part in provider-led regional Programme Steering Groups.

The Programme is run by Kam Urwin, Mentoring Manager at HDN and we are indebted to the rest of the HDN team and our extremely talented Staff Mentoring Programme Associates - Gill Cook, Juliet Hancock, Camilla Veale and Sue Waterall - for their longstanding, dedicated development of the programme, and their high quality coordination and delivery, which has ensured its success.

For more information about the programme contact
mentoring@housingdiversitynetwork.co.uk or visit our [website](#).

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About the HDN Staff Mentoring Programme

The Programme provides the following:

- ✓ Mentee matched with a mentor from another organisation
- ✓ Briefings for all participants
- ✓ Training & support for Mentors
- ✓ 5 one-to-one meetings with a mentor
- ✓ 4 development group sessions for all mentees
- ✓ Mentors can attend to support in group sessions
- ✓ Mentors invited to facilitate group sessions
- ✓ National event to celebrate mentee & mentor achievements at the end

2015-16 Programme Information

- 235 Mentees completed the programme in 2016 during a tough year!
- 270 mentors recruited in 2015 providing over 1250 hours of direct mentoring support
- 12 Briefing & training events held nationally in 2015
- 48 Group sessions delivered nationally in 2015-16
- 180 participants attended 2016 National Mentoring Celebration Conference

About HDN

Housing Diversity Network is a social enterprise that aims to inspire and empower people, promoting equality, diversity and opportunity for all. We work collaboratively to support organisations to improve how they address inequality, get the most from their staff and meet the needs of the communities they work with.

The Vision of HDN is to inspire and empower people, promoting equality, diversity and opportunity for all.

We support organisations, individuals and communities to address inequality and embrace diversity through our Mentoring Programmes – (Staff and Manager Mentoring, Board Mentoring, Tenant Mentoring); Training & Consultancy and a specialist accreditation process called Diversity Network Accreditation (DNA).

We provide up to date, relevant and practical advice and guidance to the sector through a range of online training and support resources and tools, an E-briefing and a member enquiry line.

We aim to be a leading voice for the sector ensuring equality and diversity remains a high priority, developing Practitioner Networks and engaging in partnerships, research and policy work. For more information please contact Kam Urwin, Mentoring Manager on 01484 652606 or email kam@housingdiversitynetwork.co.uk . The HDN website is www.housingdiversitynetwork.co.uk