

TOGETHER

# #LSH TOGETHER

EQUITY, DIVERSITY & INCLUSION  
BUILDING BELONGING ACROSS THE UK

DONNA SMITH

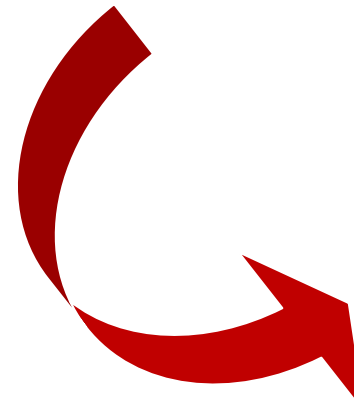
MARCH 2026

Lambert  
Smith  
Hampton

PEOPLE  
+PROPERTY  
=PROGRESS

# AGENDA

- **12:05–12:10** - Welcome
- **12:10–12:12** – What does it all mean?
- **12:12–12:20** - #LSH TOGETHER
- **12:20–12:25** – Strategy 2026
- **12:25–12:30** – Network Spotlight
- **12:30–12:40** - Quiz
- **12:40–12:45** – Call to Action
- **12:45–13:00** – Q&A

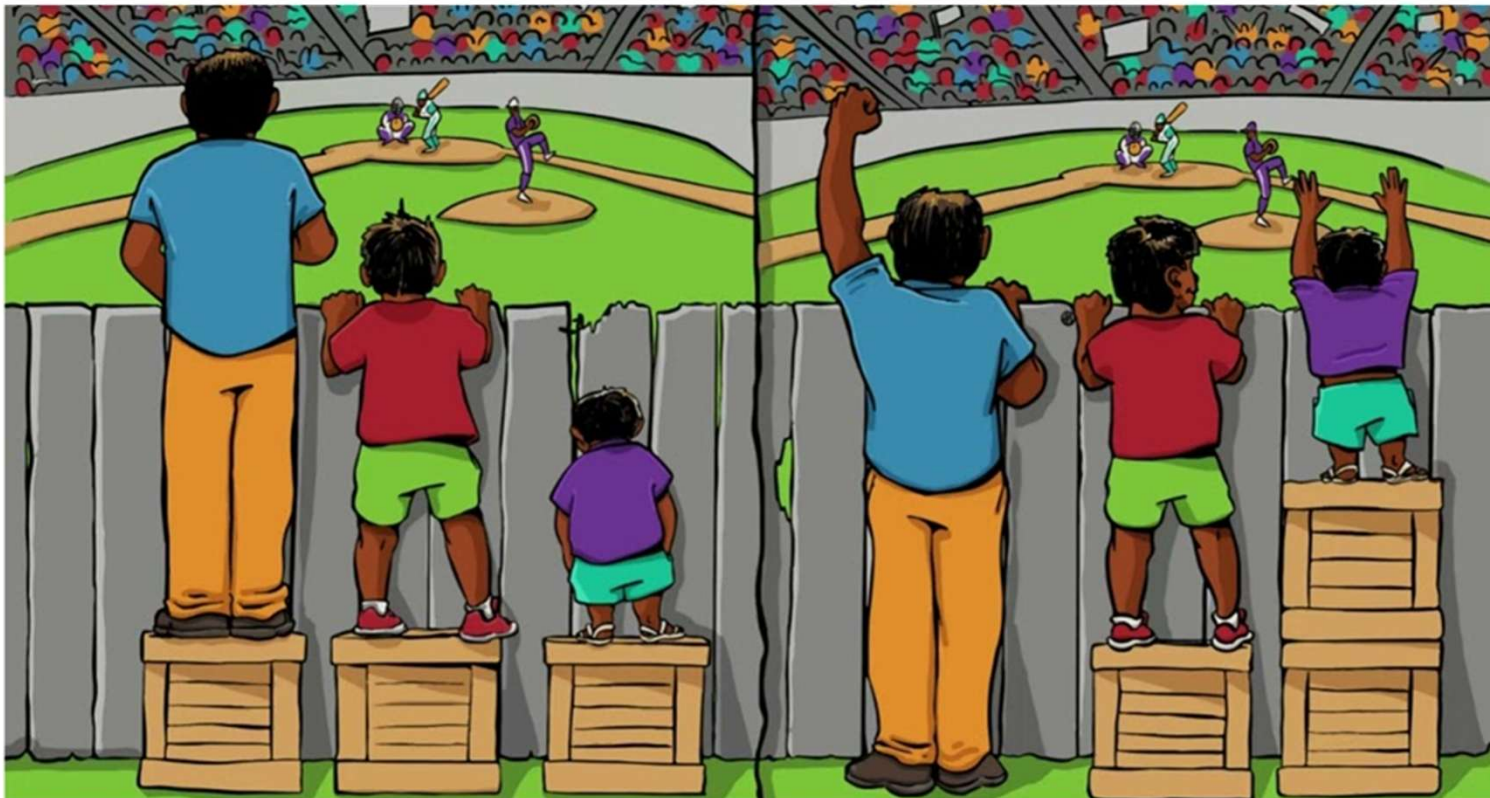


- **13:00–13:30**

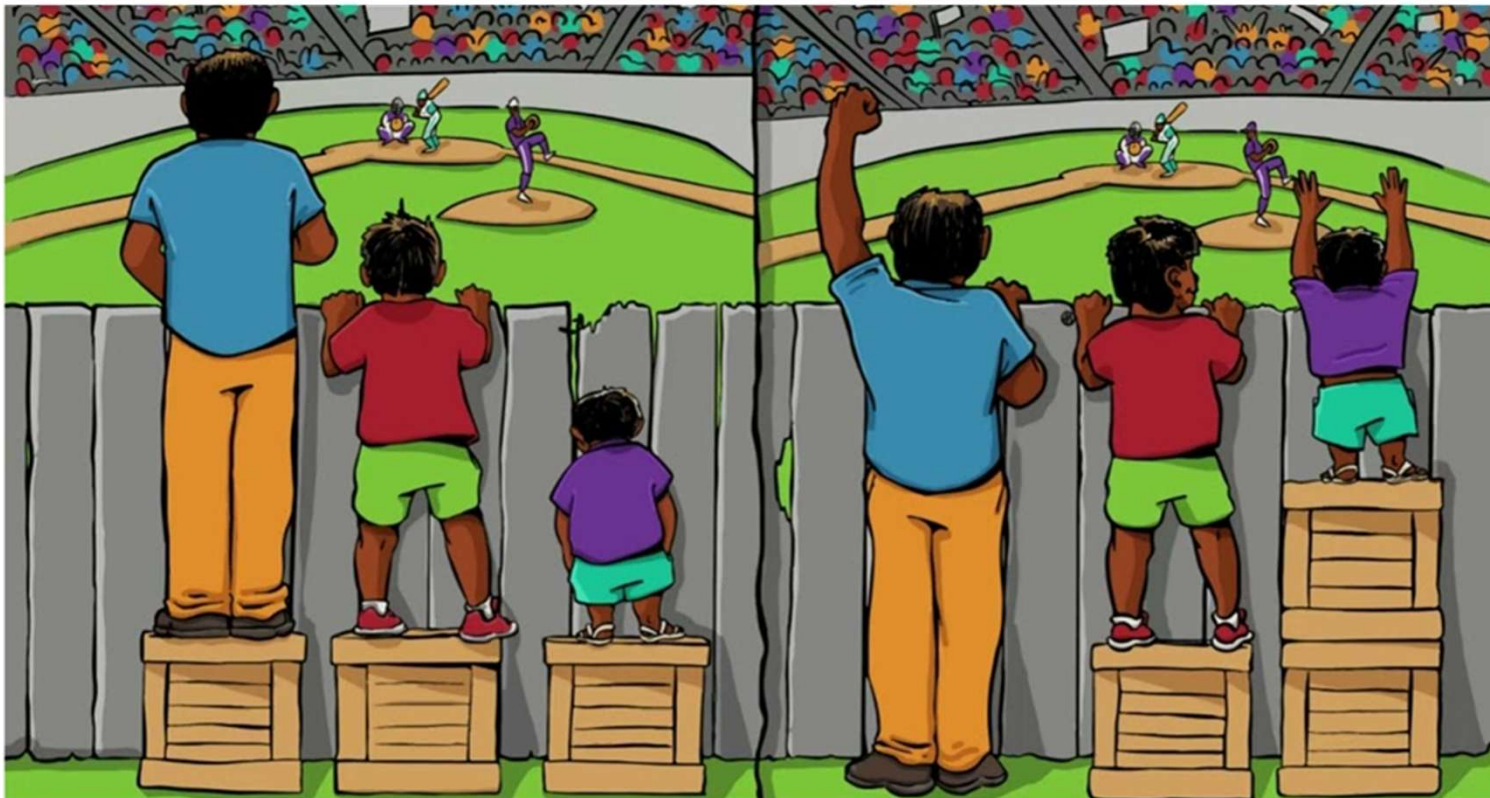


# EQUALITY VS EQUITY

**EQUALITY**



**EQUITY**



# WHAT DOES THIS ALL MEAN?

- Equality
- Diversity
- Equity
- Inclusion
- Belonging

It's a little like planning a party ....



# #LSH TOGETHER



**PEOPLE  
+PROPERTY  
=PROGRESS**

# EDI WORKING GROUP

## EDI LEAD:

Donna Smith

## EXECUTIVE SPONSORS:

Chris McCartney

Adam Ramshaw

## GROUP MEMBERS:

Ben Davies

Bobby Sleightholm

Carla Watson

Edie Cohen

Kathy O'Reilly

Kirsty Wilkojc

Lara Davies

Oliver Leeming

Rebekah Formosa



**ALLYSHIP**

**What is Allyship?**

# STRATEGY

## 1

### FOCUS AREAS

STRATEGY ALIGNMENT	UNDERSTANDING OUR PEOPLE	POLICY & PROCESS
<ul style="list-style-type: none"> <li>Continued alignment of our EDI strategy to the LSH Strategy, Ambition, Vision, Mission and Values</li> <li>Clarity of commercial links to EDI strategy</li> </ul>	<ul style="list-style-type: none"> <li>Maximise our understanding of LSH people diversity through our Count Me In campaign and Values</li> <li>Using Peakon Survey feedback and Listening Circles to gain depths of understanding</li> <li>Sharing insights to encourage engagement and participation across LSH</li> </ul>	<ul style="list-style-type: none"> <li>Reviewing our People focussed Policies and Processes to ensure transparency, fairness and consistency of experience</li> <li>Legislative, regulatory and Company inputs to reviews</li> <li>Future scanning and retrospective reviews focus</li> </ul>
AWARENESS, TRAINING & INCLUSIVITY	TALENT & OPPORTUNITY	ENGAGEMENT
<ul style="list-style-type: none"> <li>EDI Calendar that raises awareness of events, dates and activities that celebrate diversity and promote inclusivity</li> <li>High quality training for colleagues, managers and leaders around key aspects of the EDI agenda</li> <li>Partnerships and knowledge sharing with peer firms</li> </ul>	<ul style="list-style-type: none"> <li>Reviewing our talent attraction, retention and development programmes to ensure a progressive EDI focus is central to considerations</li> <li>Reviewing participation levels from under represented groups within the recruitment, PDR, talent and advancement programmes</li> <li>Early Careers and Experienced hires focussed activities</li> </ul>	<ul style="list-style-type: none"> <li>Impactful communication campaign and articles to raise awareness and encourage participation and discussion around the LSH EDI agenda</li> <li>Foster an open and transparent environment for colleagues to network and discuss EDI topical issues</li> <li>Showcase and promote our EDI focus externally via our website and social media channels</li> </ul>

## 2

### CALENDAR

#### 2026 CALENDAR EVENT & AWARENESS DATES



## 3

### DATA GATHERING



# FOCUS AREAS

## STRATEGY ALIGNMENT

- Continued alignment of our EDI strategy to the LSH strategy, ambition, vision, mission and values
- Clarity of commercial links to EDI strategy

## UNDERSTANDING OUR PEOPLE

- Maximise our understanding of LSH people diversity through our Count Me In campaign
- Using Peakon Survey and Let's Talk EDI focus groups feedback to gain depth of understanding
- Sharing insights to encourage engagement and participation across LSH

## POLICY & PROCESS

- Reviewing our People focussed policies and processes to ensure transparency, fairness and consistency of experience
- Legislative, regulatory and company inputs to reviews
- Future scanning and retrospective reviews focus

## AWARENESS, TRAINING & INCLUSIVITY

- EDI Calendar that raises awareness of events, dates & activities that celebrate diversity & promote inclusivity
- High quality training for colleagues through our MyTraining platform
- Additional training for managers & leaders around key aspects of EDI agenda
- Partnerships and knowledge sharing with peer firms

## TALENT & OPPORTUNITY

- Reviewing our talent attraction, retention & development programmes to ensure progressive EDI focus is central to considerations
- Reviewing participation levels from under-represented groups within recruitment, PDR, talent & advancement programmes
- Early careers & experienced hires focused activities

## ENGAGEMENT

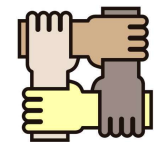
- Impactful communication campaign & articles to raise awareness & encourage participation and discussion around the LSH EDI agenda
- Foster an open & transparent environment for colleagues to network & discuss EDI topical issues
- Showcase & promote EDI focus externally via our website & social media channels



# DATA GATHERING



- < August 2024: 19%
- August 2025: 49%
- March 2026: 62%



# NETWORKS



## GENDER BALANCE



**Carla Watson**  
Head of PMA Ops &  
Clients Monies  
Compliance



**Rebekah Formosa**  
Director – Town  
Centres & Economic  
Regeneration

- Held Motivational Speaking sessions to discuss industry wide challenges
- Organise 2 key events annually for International Women's Day & International Men's Day
- Increase transparency and explanation of the Gender Pay Gap Report
- Offer recommendations to HR on what can be changed across LSH
  - People Policies; Courses; and H&S
- Monitor landscape for changes in Gender Balance, to ensure we are in line/ahead of the curve
- Launched new Parents Community

# NETWORKS



**LGBTQ+**



**Bobby Sleightholm**  
Deputy Regional Head  
– LSH Residential



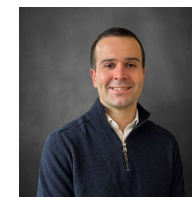
**Kathy O'Reilly**  
Associate Director -  
Valuation

- Collaboration with Freehold and other peer firms
- Aim to build collaboration with client firms
- Social events and networking opportunities with peers and senior leaders' industry-wide
- Allies are highly encouraged
- Aim to host LSH Pride event 2026
- Aim to grow the network across the business

# NETWORKS



## MULTICULTURAL / INTERFAITH



**Ben Davies**  
Senior Associate  
Director – Asset  
Valuation Services

- Partnership with PREACH Inclusion
- Work with Early Careers to widen net for potential recruits, apprenticeships, etc
- Aim is to broaden awareness of the different cultures and faith within the business and encourage inclusivity
- Aim to collaborate with peer firms on awareness events such as Race Equality Week and Black History Month for greater awareness across industry
- Aim to grow the network across the business including a Co-Chair for the Network

# NETWORKS



## SOCIAL MOBILITY



**Oliver Leeming**

Executive Director –  
Head of Operations -  
Valuation



**Edie Cohen**

Graduate Surveyor –  
Office Advisory

- To remove any socioeconomic barriers to employment
- Improve socioeconomic diversity in recruitment and progression
- Engaging with schools and careers fairs to open up pathways into property for people from all backgrounds
- Aim to establish a reverse mentorship program
- Grow a visible, active community of advocates across LSH

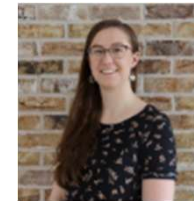
# NETWORKS



## WORKABILITY



**Kirsty Wilkojc**  
Senior HR Business  
Partner - HR



**Lara Davies**  
Marketing Manager

- Raise awareness of all disabilities, visible and invisible
- Support to build an inclusive environment for colleagues with disabilities
- Ensure LSH offices are fit for purpose for physically disabled colleagues
- Establish a new Reasonable Adjustments Policy/Process
- Raise awareness of and support for neurodiversity
- Aim to grow the network across the business

# QUIZ TIME



**THAT LITTLE VOICE**

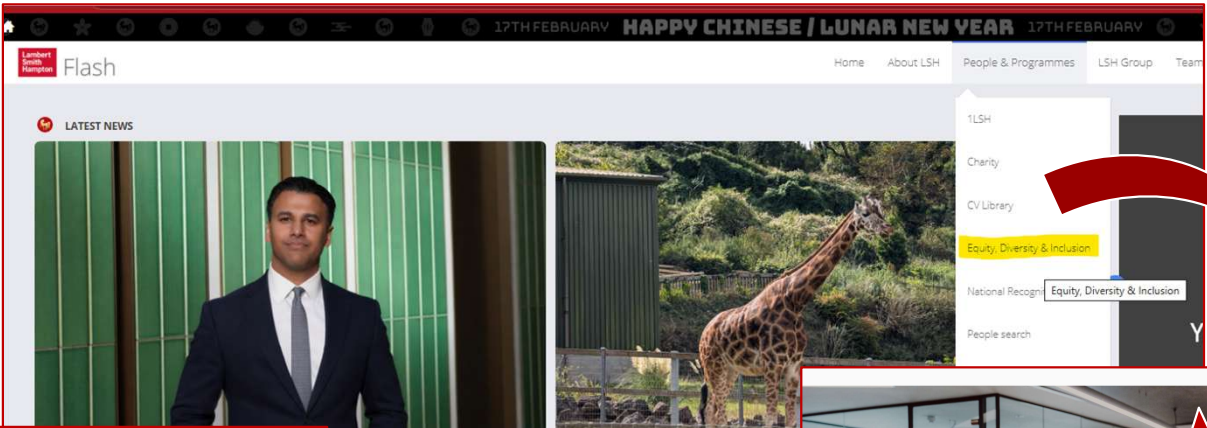
Lambert  
Smith  
Hampton

That little voice....

Updated version

# TOGETHER

# CALL TO ACTION



Working Group Members

Donna Smith	Chelmsford	HR	DSmith@lsh.co.uk	Chair/Mental Health/Wellness
Adam Ramshaw	Birmingham	Head of Consult	Aramshaw@lsh.co.uk	
Ben Davies	London	Valuations	BDavies@lsh.co.uk	Multicultural
Chris McCartney	London	HR Director	CMcCartney@lsh.co.uk	Interfaith
Carla Nettlesham		CPM		Gender Balance

Events

**National Inclusion Week 2025**

15<sup>th</sup> - 21<sup>st</sup> September was National Inclusion Week and this year's theme is #NowIsTheTime. Over the past year, ED&I (Equity, Diversity & Inclusion) has faced growing criticism in public discourse - particularly in the United States - with some questioning its relevance and impact. At LSH, we continue to stand firmly behind our commitment to inclusion. We believe that diverse perspectives make us stronger and inclusive environments help everyone thrive. That's why, despite the noise, we will keep moving forward.

On Tuesday we had some engaging discussion points on the 'Real Talk on Inclusion' Panel and heard about how support from Allies can translate to an overall feeling of inclusion and recognition of the positive steps being taken within LSH. It was agreed by all that LSH is making strides in the work that we do in terms of creating social value externally by working with clients on community-led projects, as well as within the business by employing apprentices and growing participation in the Together network groups.

- 2025
- Multicultural & Interfaith Newsletter
  - National Inclusion Week 2025
  - Update from our LGBTQ+ Network
  - Pride Month
  - Gender Balance: Showcasing Our Women Part 4
  - Count Me In: Diversity Data Campaign
  - Gender Balance: Showcasing Our Women Part 3
  - Gender Balance: Showcasing Our Women Part 2
  - Neurodiversity Celebration Week 2025
  - Gender Balance: Showcasing Our Women Part 1
  - International Women's Day 2025
  - Ramadan 2025
  - National Apprenticeship Week 2025
  - Race Equality Week 2025
- 2024

The screenshot shows a section of the 'TOGETHER' website. At the top, there's a navigation bar with 'ABOUT', 'SUPPORTING CHANGE', and 'ACTIONS'. Below it is a large image of a group of people. The main content area features an article titled 'BETTER, TOGETHER' with a sub-headline 'As a people business, we recognise that much of our value lies in your unique experiences, backgrounds and insights and how we can bring these to the table when we are providing our clients with the right advice and services evidence that they need from us.' Below the article is a search bar and a list of links: EDI Working Group, Our Networks, EDI Policy, Strategy 2025, Events, and Newsletter. At the bottom, there are four icons representing 'COUNT ME IN: DIVERSITY DATA MONITORING', 'EXTERNAL PARTNERS, CHARITIES & APPRENTICESHIPS', 'LEARNING RESOURCES', and 'EARLY CAREERS'.

The screenshot shows a Microsoft Teams interface. The left sidebar contains navigation icons for Activity, Chat, Teams, Calendar, Calls, OneDrive, and Copilot. The main area shows the 'Teams' view with a list of channels. The 'Together EDI Networks' channel is selected and highlighted in yellow. Below it, a list of channels is shown with their last update dates: General (15/01), Gender Balance (15/01), Multicultural - Interfaith (09/12/2025), Social Mobility (07/11/2025), Wellbeing (20/01), and WorkAbility (18/11/2025).

Email: [together@lsh.co.uk](mailto:together@lsh.co.uk)

# ANY QUESTIONS?

Lambert  
Smith  
Hampton

