



Equality, Diversity and Inclusion

Statement from our Board

Here at Ongo we are fully committed to fairness, respect, equality, diversity, inclusion and engagement (FREDIE).

It is so important to us that everyone has the right to fair and equal treatment, and that we recognise that people using our services and those working for us, come from diverse backgrounds.

The words we have used here are taken from our EDI Policy - but we want to do much more than just have a set of words that you can read. We want to show you that we're truly committed to equality. After all, it's our actions that count and not our words.

As an organisation, our Board has considered, debated and agreed a set of objectives and priorities that will help us to deliver our aims of equality and address inequalities.

So that we can make sure we're always improving, with FREDIE in the forefront of everything we do, we've put together a roadmap of where we are at the moment, and where we want to get to



Accountability

Where we are

We report on diversity profile and EDI data, which is shared with the Leadership Team and our EDI steering group

We have an EDI steering group in place who champion FREDIE throughout the organisation

Our Board set EDI objectives for the organisation

We share a gender pay gap report on our website each year

A detailed organisational action plan is in place to ensure continual improvement

Where we want to be

We report on the race pay gap and share it annually

Profiling data is provided to the Governance and Remuneration Committee annually, with agreed recommendations going forward to Board

EDI profiling is shared annually on our website

We have reliable insight in respect of FREDIE through surveying of colleagues and tenants



Leadership and culture

Where we are

The profiles of our leadership team (Board and Exec team) in respect of age, gender and race are significantly lower when compared to the general colleagues base and our tenant base

We hold a Leaders in Diversity accreditation, a Disability Confident accreditation, and are signed up to the Armed Forces Covenant

Where we want to be

Improved diversity of our Board to better reflect our communities in respect of race, age and disability

Board and leadership vacancies will be advertised to underrepresented groups by targeting and sharing information with local and national minority group networks

Working with the Housing Diversity Network board diversity programme so that people from under represented groups are provided with training to become future board members



Raise awareness to educate

Where we are

All of our Board members and colleagues take part in EDI training

Our EDI Steering Group meets on a quarterly basis to monitor progress against our EDI action plan and to plan diversity awareness activities

We utilise an events calendar to prompt us to promote and celebrate a different aspect of diversity each month throughout the year

Each edition of our tenant newsletter (Key News) contains at least one article linked to EDI

Each year we produce a dedicated EDI staff magazine (known as Staff Bubble)

Where we want to be

Learning from the experts; working with colleagues and professionals from different backgrounds with lived experience of discrimination

Raised awareness of equality across all of the diversity profiles, specifically in respect of race, gender and disability

Topic-specific project groups are in place that focus on current issues that impact on particular groups of people or communities



Our services

Where we are

Equality impact assessments are carried out on all of our policies

Accessible communication formats are available to all

Specialist housing is available, including retirement living schemes, dementia friendly homes, specialist bungalows for wheelchair users

Our public buildings are accessible for all

Where we want to be

Minority communities have a greater awareness of Ongo housing opportunities available to them

Our online services are accessible to all and are as easy to use as possible

All projects for the organisation will be equality impact assessed – from policy reviews to full service reviews, and everything in-between



Partners and suppliers

Where we are

We ensure partners have their own EDI policy, or they sign up to ours

We work with partner agencies locally, regionally and nationally to champion and share best practice on EDI

Where we want to be

Our partners and suppliers will be able to ensure they are considering EDI in all they do

We expect all our partners and suppliers to be able to demonstrate their commitment to EDI by providing examples and case studies of success stories and challenges and how they were overcome

Best practice will be shared with partners and suppliers to achieve their EDI commitments

To find out more please click on this link:
ongo.co.uk

