**The Ongo Board EDI Road Map**

| **Theme** | **Where we are @ June 2021** | **Where we want to be** | **Progress @ 27/03/23** |
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| Accountability | Currently we report on diversity profile and EDI data, which is shared with the Leadership Team, and our equality, diversity and inclusion (EDI) steering group | Profiling data is provided to the Governance & Remuneration Committee annually, with agreed recommendations going forward to boardEDI profiling is shared annually on our website | Annual profiling considered at Governance & Remuneration Committee, with summary also included in annual EDI report to Group Common BoardDiversity profile report published on the website* Gender pay gap report
* Race pay gap report

Internal job candidates now complete their profiling information as part of the job application processNew piece of work identifying tenant profiles from main tenant group structures completed. Awaiting updated Census information to compare against and then identify gaps to target |
| Accountability | We share a gender pay gap report on our website each year | We report on the race pay gap and share it annually | Gender pay gap published on the websiteOngo’s first Race Pay Gap report published on the websiteWork carried out on Ongo’s first Disability Pay Gap report which is due to be presented to the EDI Steering group in April. It will be published on the website after that  |
| Accountability | We have an EDI steering group in place who champion FREDIE throughout the organisation |  | The EDI steering group continues to meet on a quarterly basis with excellent attendance from across the organisation Ongo was successful in being re-awarded the Leaders in Diversity accreditation from the National Centre for Diversity (a 2-year accreditation that runs from August 2022 to July 2024) |
| Accountability | Our board set EDI objectives for the organisation |  | Progress against the Board’s roadmap objectives is monitored regularly with a six monthly monitoring report published on the websiteProgress against the board objectives (road map) is included in the annual EDI report to Group Common Board |
| Accountability | A detailed organisational action plan is in place to ensure continual improvement |  | The organisational EDI action plan is updated and presented to the EDI Steering Group quarterly for monitoring, discussion and challenge. This comprehensive action plan helps to ensure that the EDI Steering Group continues to have clear purpose and moves forward in championing FREDIE across the organisation at all levels |
| Accountability |  | We have reliable insight in respect of FREDIE through surveying of colleagues and tenants | Feedback from the surveys completed by tenants and colleagues internally as part of the Leaders in Diversity reaccreditation show that almost 90% of respondents agree that Ongo encourages them to consider FREDIE in their daily routine. This is an increase on the previous survey back in 2020 of 86.5%Surveys completed as part of the accreditation are completely centred around FREDIE and, as are externally sourced and verified, are a sound, reliable insight into how Ongo embeds FREDIE internally and externally. Ongo achieved every element of the accreditation with the exception of one theme which was partially achieved. This was around people experiencing or witnessing less favourable treatment in respect of age, religion, gender and disability. This is an area of focus for Ongo going forward. Any recommendations arising from the feedback have been incorporated within the EDI action plan |
| Leadership & Culture | The profiles of our leadership team (Board and Exec teams) in respect of age, gender and race are significantly lower when compared to the general colleagues base and our tenant base | Working with the Housing Diversity Network board diversity programme so that people from under-represented groups are provided with training to become future board membersImproved diversity of our board to better reflect our communities in respect of race age and disabilityBoard and leadership vacancies will be advertised to under-represented groups by targeting and sharing information with local and national minority group networks | Board succession plan and recruitment policy reviewed to cater for diverse membershipRecruitment adverts revised to specify encouragement from under-represented groups and commitment to Disability Confident (each advert adjusted to reflect any under-representation in that role or level at that time)Recruitment adverts for board vacancies and for board trainee vacancies shared via website, social media posts, HDN, DOST, North Lincolnshire EDI forum, Ongo refugee programme, Humber Outreach programme and articles in tenant magazine (Key News). Note - with the option of Agile working, vacancies now have a greater reach and generate interest from a wider and more diverse range of peopleHDN (housing diversity network) board trainee programme implemented. Three individuals recruited onto the programme, all identifying as being from ethnically diverse communities (one who also has lived experience as an Ongo tenant)Four new board members recruited, one from the ethnically diverse communities and one who identifies as having a disability. Two of which also have lived experience as an Ongo tenantGreater diversity at board level achieved |
| Leadership & Culture | We hold a Leaders in Diversity accreditation, a Disability Confident accreditation, and are signed up to the Armed Forces Covenant |  | We were successfully awarded accreditation for Leaders in Diversity once again in August 2022, still hold Disability Confident accreditation and remain signed up to the Armed Forces Covenant |
| Raise Awareness to Educate | All of our board members and colleagues take part in EDI training | Raised awareness of equality across all of the diversity profiles, specifically in respect of race, gender and disability | Externally facilitated unconscious bias training was delivered during 2021 with this training provided to board members, members of the EDI steering group and to tenant volunteersEDI refresher training agreed and rolled outEDI awareness session held in August 2022 for the EDI Steering Group. This training was facilitated via an EDI Associate through the Housing Quality Network; topic being on organisational culture and EDI  |
| Raise Awareness to Educate | Our EDI steering group meets on a quarterly basis to monitor progress against our EDI action plan and to plan diversity awareness activities |  | The EDI steering group continues to meet quarterly where it receives an updated action plan report for discussion and challenge and plans diversity awareness activitiesA time limited disability sub-group was set up to raise awareness and educate around all aspects of disability following interest from colleagues through a survey completed at the end of 2021. The sub group was successful in raising the profile of disability and it tackled areas that they identified as requiring improvement, e.g. influenced an accessibility audit to be carried out at Ongo House. The sub group has since been disbanded but members of the group have instead joined, or feed into the Disability Confident group instead |
| Raise Awareness to Educate | We utilise an events calendar to prompt us to promote and celebrate a different aspect of diversity each month throughout the year | Topic specific project groups are in place that focus on current issues that impact on particular groups of people or communities | The EDI steering group utilises its agenda to focus in on specific areas, e.g. One for the Lads presentation focussing on men’s mental health to reduce the increasing number of suicidesMembers of the EDI steering group nominate themselves to champion/lead on different awareness months, e.g. Pride. This helps to ensure ongoing awareness events facilitated throughout the year |
| Raise Awareness to Educate | Each edition of our tenant newsletter (Key News) contains at least one article linked to EDI |  | The publications group keeps us on track in ensuring there is always a minimum of one article in each edition that relates to one of the diversity profile themes |
| Raise Awareness to Educate | Each year we produce a dedicated EDI staff magazine (known as Staff Bubble) |  | The EDI Staff Bubble was launched in April 2022. The 2023 edition is currently being worked on  |
| Raise Awareness to Educate |  | Learning from the experts; working with colleagues and professionals from different backgrounds with lived experience of discrimination | August 2022, Lead Associate from the Housing Quality Network delivered training / awareness session to the EDI Steering Group members around organisational culture and EDI The Strategy & Policy Manager is part way through a CMI Level 7 qualification in Strategic Approach to EDI Ongo chairs the North Lincolnshire wide Equality & Inclusion Forum which brings together colleagues from across the locality, all with responsibility for EDI in their workplaces. Remit being to share best practice and work together to deliver positive outcomes in respect of EDI across North LincolnshireLots of networks in place to ensure learning from experience is captured |
| Our Services | Equality impact assessments are carried out on all of our policies | All projects for the organisation will be equality impact assessed – from policy reviews to full service reviews, and everything in-between | Responsibility for impact assessments now sits with the Strategy & Policy team. Impact assessments have been included in the new Change Management Framework that is currently being developed. This will ensure impact assessments are embedded throughout the business at all levels |
| Our Services | Specialist housing is available, including retirement living schemes, dementia friendly homes, specialist bungalows for wheelchair users | Minority communities have a greater awareness of Ongo housing opportunities available to them | Our housing is advertised to all via the local authority Choice Based Lettings systems, and via Rightmove and the Ongo website. Where there is a need to cater for any specific groups, appropriate advertisement and promotion takes placeOur Dementia extra care scheme - Myos House, is proving to be extremely successful |
| Our Services | Accessible communication formats available to all | Our online services are accessible to all and are as easy to use as possible | Our website uses Recite which helps us to improve our accessibility, readability and reach of our website content. It offers a choice of translations, colour contrast and font options along with the ability to read the website aloud, enlarges text and simplifies the web pages to make them accessible for allOngo has been ranked within the top 5 for UK Housing Authority website accessibility through SilkTide with a score of 90/100, which is above average and a huge success for us as a business |
| Our Services | Our public buildings are accessible for all |  | Entry doors into Ongo public buildings are accessible in terms of wheelchair access. They also have wheelchair friendly WC areas, hearing loops etc.An accessibility audit has recently been carried out at Ongo House. Any recommendations from this audit will influence improvements to be madeLarger meeting rooms within Ongo House and the Arc now have the ‘Teams’ facility which enables those who don’t want to attend meetings in person to instead join the meeting digitallyFindings from a recent Ongo House Accessibility Audit will be taken to the internal Disability Confident Group who will recommend to ELT any recommendations they feel should be progressed |
| Partners & Suppliers | We ensure partners have their own EDI policy, or they sign up to ours | 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 | Procurement tenders and contractor selection include EDI questions that are scoredContract management training has been rolled out to all those who manage contracts. This training included the conversations and expectations to be delivered to contractors in relation to EDI as part of their standard contract monitoring meetings  |
| Partners & Suppliers | We work with partner agencies locally, regionally and nationally to champion and share best practice on EDI | Best practice will be shared with partners and suppliers to achieve their EDI commitmentsOur partners and suppliers will be able to ensure they are considering EDI in all they do | Lots of best practice shared with partners and suppliers, e.g. at the North Lincolnshire E&I Forum, Ongo EDI Steering Group, HQN EDI Best Practice Network, HDN Northern Diversity Group, Hull EDI Group Equality & Diversity Practitioners Network etc. |