**The Ongo Board EDI Road Map**

| **Theme** | **Where we are @ June 2021** | **Where we want to be** | **Progress @ 19/10/2022** |
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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 board  EDI profiling is shared annually on our website | Piece in Core Brief asking colleagues to update their profile information August 2021  Internal job candidates now complete their profiling information as part of the job application process  Annual profiling completed at the end of April 2022. This information was reported to the EDI Steering Group in July and to the Governance & Remuneration Committee meeting in August 2022. The profiling will also be displayed on our public website |
| 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 information was presented to the EDI Steering Group and published on our website in July 2022. It was highlighted in our recent Leaders in Diversity reaccreditation feedback that, although our Gender Pay Gap is less than the national average, it has increased year on year so is still an area of focus  We have collated Ongo’s first Race Pay Gap information which was shared with the EDI Steering Group in September 2022. This is a voluntary report and is not required legally to be published, although we will publish it  Work is underway to collate our first Disability Pay Gap report which is due to be presented to the EDI Steering group in December 2022 and will then be published |
| 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 has successfully been re-awarded the Leaders in Diversity accreditation from the National Centre for Diversity. This is 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 website  Progress against the board objectives (road map) will be included in the EDI report to Board in November |
| 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  The action plan for 2021/2022 finished at 87% complete with the outstanding actions being rolled over to the 2022 / 2023 action plan.  Recommendations from the August Leaders in Diversity reaccreditation report have now been added to the action plan. This comprehensive action plan helps to ensure that the EDI Steering Group continues to have a clear purpose and can move 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%  The 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. We have 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 |
| 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 members  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 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 membership  Recruitment 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, our vacancies now have a greater reach and generate interest from a wider and more diverse range of people  HDN (housing diversity network) board trainee programme now 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 tenant  Greater diversity at board level now achieved, including a more diverse age range |
| Leadership & Culture | We hold a Leaders in Diversity accreditation, a Disability Confident accreditation, and are signed up to the Armed Forces Covenant |  | We successfully gained accreditation for Leaders in Diversity once again in August 2022 and 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 volunteers  EDI refresher training agreed and rolled out  EDI 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 activities  A disability sub-group has been set up to raise awareness and educate around all aspects of disability following interest from colleagues in this area through a survey completed at the end of 2021**.** |
| 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 to the July meeting focussing on men’s mental health to reduce the increasing number of suicides  Lots of promotional activities carried out during the period, e.g. Black history month, disability awareness month, gender promotions, reclaim the night, autism awareness, white ribbon etc.  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 |  | Our 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 |
| Raise Awareness to Educate |  | Learning from the experts; working with colleagues and professionals from different backgrounds with lived experience of discrimination | In August 2022, the Lead Associate from the Housing Quality Network delivered a training / awareness session to the EDI Steering Group members around organisational culture and EDI  The Strategy & Policy Manager will complete 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 to share best practice and work together to deliver positive outcomes in respect of EDI across North Lincolnshire  Lots of networks have been maintained or newly established to ensure learning from experience is captured, e.g. September meeting presentation on the audit of faith groups in the area and how these offer support to others (regardless of their faith or belief) |
| 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 and will form part of the Change Management Framework that is currently in its early stages of development. 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 place  Our 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 all  We have 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 |  | All Ongo public buildings are accessible, e.g. wheelchair access, accessible WCs, hearing loops etc.  Larger meeting rooms within Ongo House and the Arc have the ‘Teams’ facility which enables those who don’t want to attend meetings in person to instead join the meeting digitally |
| 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 scored  Contract management training has recently 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 commitments  Our 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. |