

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4



STRATEGY DOCUMENT

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Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Contents

Page

Introduction	3
Aims of the strategy	3
Where are we now?	5
What do we need to do to achieve our aims?	5
Group Strategic Plan is available on the website	

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Introduction

Statement on Equality, Diversity & Inclusion

Progress Housing is a social housing provider created to develop and provide good quality rented accommodation for people in housing need. Our vision is to have a positive impact on people and communities by providing high quality homes, supporting independence and creating opportunities. Our continued dedication to equality of opportunity and tackling inequalities in our society is embodied in our vision and values, and as such equality and diversity are at the heart of everything we do.

The Group is committed to promoting equality and diversity and a culture that actively values difference and recognises that people from diverse backgrounds and experiences can bring valuable insights to the Group and enhance the way we work.

The Group aims to be an inclusive organisation, where diversity is valued, respected and built upon, with an ability to recruit and retain a diverse workforce and board of management that reflects the communities we serve. Within this framework the Group specifically refers to measures it has in place to provide equality of opportunity and the facilities that it can provide to its diverse workforce, tenant and customer base.

The Group is also committed to compliance with relevant equality legislation, the Equality Act 2010, Codes of Practice and relevant best practice guidance. This policy pursues and builds on the statutory position to ensure effective policies and practice of promoting equality.

The Group aims to pro-actively tackle discrimination and promote diversity. We aim to ensure that no individual or group is directly or indirectly discriminated against for any reason with regard to employment or access to our services.

Aims of the strategy

Our equality, diversity & inclusion principles

The Group will ensure:-

1. Individuals are treated fairly with dignity and respect regardless of their age; disability; gender reassignment, marriage and civil partnership; pregnancy and maternity; race (includes colour, nationality and ethnic origins); religion and or belief; sex; sexual orientation; social or economic background, or any other inappropriate distinction.

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

2. All individuals, tenants, customers and employees have the opportunity to fulfil their potential through services which meet their needs and support their aspirations.
3. We offer an inclusive and supportive environment, which promotes equality, and values diversity for all people we are in contact with.
4. We respect the dignity and worth of each individual and promote mutual respect based on understanding and valuing diversity.

Key objectives to deliver Equality, Diversity & Inclusion

- 1) Board will approve the Group's Equality, Diversity & Inclusion strategy and monitor progress towards it.
- 2) All employees will be trained on Equality, Diversity & Inclusion and understand our Equality, Diversity and Inclusion commitments.
- 3) We will consider the impact of our work on different people and complete Equality Impact Assessments.
- 4) We will seek to better understand the composition of our tenants, employees and board for each of the protected characteristics, and aim to reflect the communities we serve, provide accessible services and consider the needs of future customers.
- 5) We will take positive action to assist under-represented groups to access services, opportunities and employment.
- 6) We will promote Equality, Diversity & Inclusion in our community engagement activities and learn from people who have experienced inequality or discrimination.
- 7) We will raise awareness and understanding for employees and tenants to help deliver our commitment to equality and fairness. This will include learning from those who have experienced discrimination and sharing of good practice. Successes and progression will be communicated and celebrated.
- 8) We will ensure our employment workspaces are accessible and our processes are fair to encourage applications from under-represented groups.
- 9) We will challenge the stereotyping of social housing tenants, including lobbying for and challenging perceptions of people with learning difficulties, mental health issues and other misrepresented groups.
- 10) We will use our procurement practices and purchasing power to help deliver our Equality,

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Diversity & Inclusion objectives.

- 11) We will participate in good practice networks and events to continue to learn and contribute to the promotion of Equality, Diversity & Inclusion.
- 12) We will ensure diversity requirements from our annual Gender Pay Gap reporting are reflected in the Group's actions.

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Where are we now?

We undertake periodic reviews of our Equality, Diversity & Inclusion strategy and objectives to ensure they remain fit for purpose and assist us to deliver our Equality, Diversity & Inclusion commitments. This includes external review of our work, accreditations and internal input to develop our thinking and deliver good practice. Each year we update and publicise our key Equality, Diversity & Inclusion statistical information to track our progress and share our intent for continuous improvement. We recognise this requires commitment from everyone in the organisation and ensure all colleagues and partners are clear on our expectations to address inequality and create a fairer world.

Collation of statistical data helps us to understand our Equality, Diversity & Inclusion profile and track our progress towards our Equality, Diversity & Inclusion objectives. The latest statistical data is shown in appendix A.

What do we need to do to achieve our aims?

We have set ourselves a detailed action plan to move towards our Equality, Diversity & Inclusion objectives. Our plan has been developed with non-executives, colleagues, tenants, customers and partners. This is set out in appendix B.

Responsibilities and Monitoring

Whilst everyone at the Group has a responsibility for delivering this strategy the key inputs are as follows:

- The Board is responsible for determining this strategy and will monitor performance annually.
- The Senior Leadership Team has overall responsibility for overseeing the key actions that flow from this strategy. In addition, the Chief Executive has specific responsibility to guide the work of the Equality, Diversity & Inclusion group.
- Managers and other employees are responsible for actively championing and promoting equality, diversity & inclusion in all areas of their work, and for delivering the action plan.
- The Group's equality, diversity & inclusion working group will:
 - evidence how the key objectives are being met
 - share good practice and promote Equality, Diversity & Inclusion throughout the organisation
 - identify changes in legislation
 - keep up to date with external best practice, and

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

- consider whether the objectives need to be updated or expanded.

Equality Impact Assessments will be undertaken when policies are reviewed and will be published on the website. These will be completed using relevant data and evidence, centrally recorded, actions identified and review dates agreed. Directors and the Executive Board will scrutinise Equality Impact Assessments. The strategy will operate within a three year review timeframe

- Regular progress against the action plan will be provided by the Equality, Diversity and Inclusion Working Group to the Senior Leadership Team.
- A report will be taken to Board annually, providing an update on progress, in addition periodic updates on progress will be provided if required.
- Employees will be regularly updated through bulletins from the Equality, Diversity and Inclusion Working Group.
- Tenants and customers will be updated on our progress against our Equality Diversity and Inclusion objectives via our communication channels.
- Successes will be communicated and celebrated.
- Following the three-year period, a review of the strategy will be undertaken.
- Internal audit will include EDI in the audit universe

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Appendices

Appendix A - Statistics about Progress

Appendix B – Current action plan (separate document)

Appendix C – Terms of reference

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Appendix A - The Group's equality and diversity statistics

Progress Housing Group provides almost 12,000 homes for rent in England, Scotland, Wales and Northern Ireland, making us one of the UK's leading social housing providers. We are the largest provider of supported accommodation for people with learning disabilities in the country. Our focus has always been on creating better housing, supporting independence and creating new opportunities for people. The statistics below provides information regarding our primary tenants, colleagues and board.

Gender

	Female	Male	Trans-gender	No. of primary tenants with known data	Region Female	Region Male
East	36.3%	63.7%	0.0%	331	50.9%	49.1%
East Midlands	41.6%	58.0%	0.4%	1087	50.8%	49.2%
London	51.0%	49.0%	0.0%	149	51.7%	48.3%
North East	36.6%	63.4%	0.0%	227	51.2%	48.8%
North West	60.7%	39.2%	0.1%	8203	51.0%	49.0%
Scotland	42.0%	58.0%	0.0%	69	51.5%	48.5%
South East	34.1%	65.9%	0.0%	311	51.2%	48.8%
South West	38.3%	61.7%	0.0%	107	51.4%	48.6%
West Midlands	30.2%	69.8%	0.0%	43	50.7%	49.3%
Wales	30.0%	70.0%	0.0%	20	51.1%	48.9%
Northern Ireland	100.0%	0.0%	0.0%	4	50.8%	49.2%
Yorkshire & the Humber	42.9%	56.8%	0.3%	776	51.0%	49.0%
April 2023 Total	55.1%	44.8%	0.1%	11,327	51.1%	48.9%
April 2022 Total	54.4%	45.5%	0.1%	11,364	51.0%	49.0%

Actuals correct as at April 2023 (Next update due April 2024)

Disability

	% of primary tenants with a disability	% of primary tenants without a disability	Total Number of primary tenants with known data	Region
East	100.0%	0.0%	331	18.3%
East Midlands	100.0%	0.0%	661	19.2%
London	100.0%	0.0%	149	13.7%
North East	100.0%	0.0%	227	21.9%
North West	81.0%	19.0%	2686	19.3%
Scotland	100.0%	0.0%	70	19.6%
South East	100.0%	0.0%	311	16.8%
South West	100.0%	0.0%	104	20.5%
West Midlands	100.0%	0.0%	42	18.5%
Wales	100.0%	0.0%	20	21.6%
Northern Ireland	100.0%	0.0%	4	24.3%
Yorkshire & the	100.0%	0.0%	703	17.8%

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Humber				
April 2023 Total	90.4%	9.6%	5,308	19.0%
April 2022 Total	90.5%	9.5%	5,511	19.4%

Actuals correct as at April 2023 (Next update due April 2024)

Ethnic Minorities

	% of ethnic minorities primary tenants	% of non-ethnic minorities primary tenants	Total Number of primary tenants with known data	Region
East	2.3%	97.7%	171	8.8%
East Midlands	29.8%	70.2%	873	9.0%
London	13.5%	86.5%	37	35.6%
North East	8.0%	92.0%	50	4.8%
North West	2.4%	97.6%	6247	6.1%
Scotland	1.5%	98.5%	68	4.0%
South East	10.3%	89.7%	68	11.7%
South West	1.4%	98.6%	72	4.4%
West Midlands	33.3%	66.7%	9	8.6%
Wales	0.0%	100.0%	2	6.2%
Northern Ireland	-	No Data Held	0	3.2%
Yorkshire & the Humber	6.3%	93.7%	653	15.1%
April 2023 Total	5.8%	94.2%	8,250	7.8%
April 2022 Total	6.0%	94.0%	8,386	5.4%

Actuals correct as at April 2023 (Next update due April 2024)

Nationality

	UK	European	None European Country	Total Number of primary tenants with known data	Region		
					UK	Euro	Non Euro
East	100.0%	0.0%	0.0%	100	87.9%	8.1%	4.0%
East Midlands	99.5%	0.3%	0.3%	379	82.4%	13.1%	4.5%
London	100.0%	0.0%	0.0%	14	77.9%	13.4%	8.6%
North East	100.0%	0.0%	0.0%	30	95.7%	2.3%	2.0%
North West	96.6%	2.9%	0.5%	4282	94.1%	3.8%	2.1%
Scotland	100.0%	0.0%	0.0%	30	93.3%	4.3%	2.4%
South East	100.0%	0.0%	0.0%	49	89.4%	6.6%	4.0%
South West	100.0%	0.0%	0.0%	36	92.6%	5.2%	2.2%
West Midlands	100.0%	0.0%	0.0%	4	91.0%	5.3%	3.7%
Wales	100.0%	0.0%	0.0%	2	49.4%	36.7%	13.9%
Northern Ireland	No Data Held			0	31.9%	3.9%	64.3%

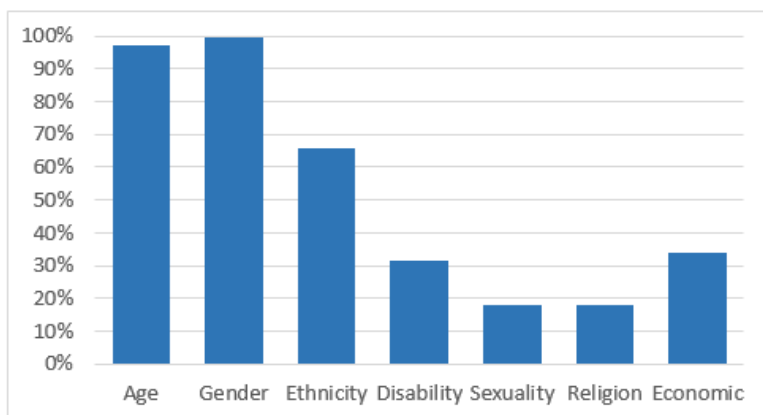
Progress Housing Group			People and Culture			
Title:	Equality, Diversity and Inclusion Strategy					
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4	

Yorkshire and the Humber	99.8%	0.0%	0.2%	480	87.3%	7.1%	5.5%
April 2023 Total	97.3%	2.3%	0.4%	5,406	92.4%	6.0%	1.6%
April 2022 Total	97.3%	2.3%	0.4%	5,377	94.2%	4.6%	1.2%

Actuals correct as at April 2023 (Next update due April 2024)

Resident profiling

As at April 2023 the Group held 52% of characteristic information about our residents. This % of known characteristic data varies across categories.



Actuals correct as at April 2023 (Next update due April 2024)

Gender and household

- 51.1% of residents are female, 48.8% are male and 0.1% are transgender. Of the 11,243 tenanted homes, 29.1% are households with children and 81.1% are single person households.
- 27.7% of single person households are people aged 60 or over.

Ethnicity

- 5.8% of residents consider themselves to be from an ethnic minority background.

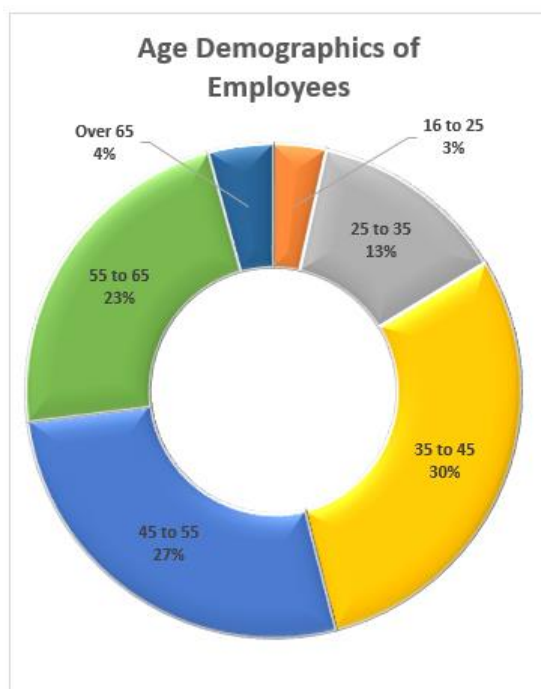
Disability

- 82.5% of household occupants within the homes we manage (known response from 32% of them) state that they have some form of disability.

Nationality

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Employee profiling



Actuals correct as at April 2023 (Next update due April 2024)

Gender

- Approximately 57% of employees are female and 43% are male.

Ethnicity

- 4% of employees consider themselves to be from an ethnic minority background

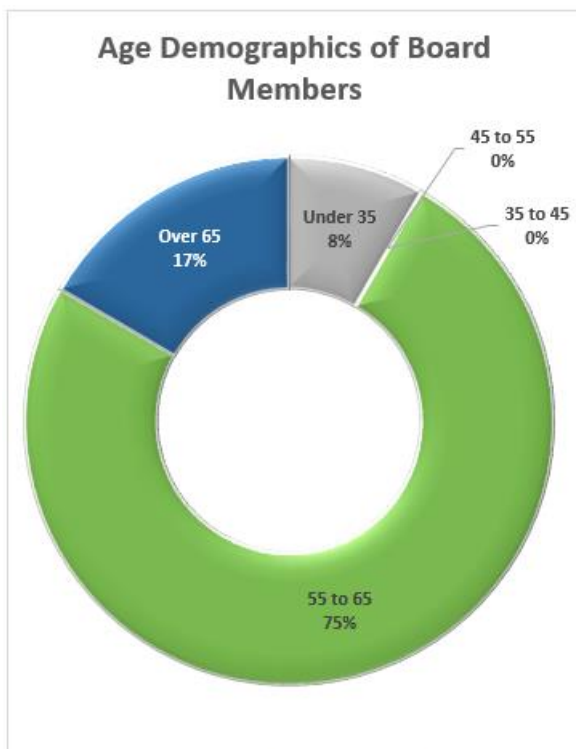
Disability

- 7.3% of employees have informed us that they have some form of disability.

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Board member profiling

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4



Actuals correct as at April 2023 (Next update due April 2024)

Gender

- There is a 50:50 split of female and male board members.

Ethnicity

- 8% of the board members consider themselves to be from an ethnic minority background

Disability

- None of the 11 members of the board who have disclosed this information have some form of disability

Nationality

- 3 board members informed us they are British. This information is unknown for 9 of them

Religion

- 7 board members are Christian, 1 is Muslim.

Sexual Orientation

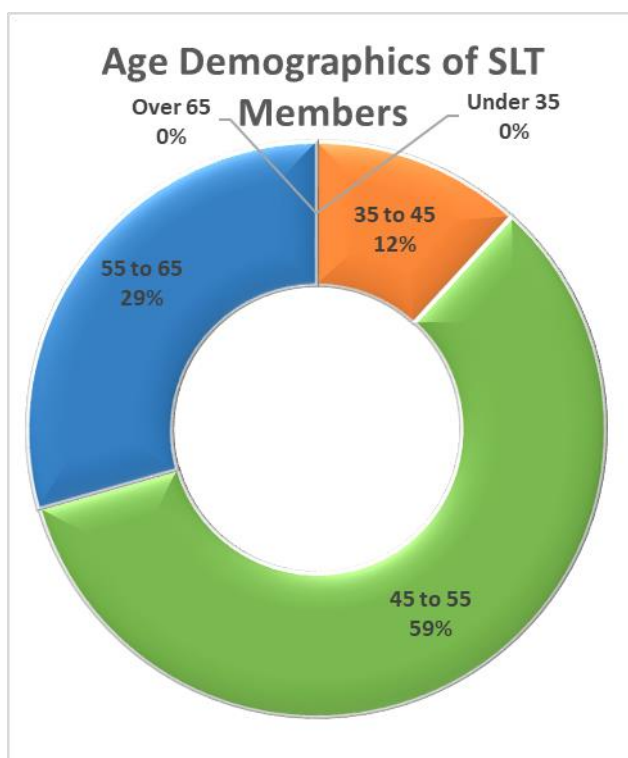
- 8% of the board members informed us that they are part of the wider LGBTQ+ community

Marital Status

- 82% of the board members are married and 18 are cohabitating

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Senior Leadership Team profiling



Gender

- 48% of the SLT members are males.

Ethnicity

- None of the 15 SLT members consider themselves to be from an ethnic minority background

Disability

- None of the 14 SLT members who have disclosed this information have some form of disability

Nationality

- 6 members informed us they are British. This information is unknown for 11 of them

Religion

- 10 SLT members are Christian and 2 have no religion.

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Appendix II

EDI Action Plan within Group resources.

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Appendix C - Working Group Terms of Reference

Group Title Equality, Diversity & Inclusion Working Group

Group Purpose

To lead and advise on the Group's approach to Equality, Diversity & Inclusion and prepare the annual Equality, Diversity & Inclusion report to board.

Expected Outcomes

Successful completion of activities:

- Recommend amendments to the Equality, Diversity & Inclusion Strategy.
- Share good practice.
- Monitor and deliver the agreed Equality, Diversity & Inclusion Action Plan.
- Identify changes in legislation.
- Recommend training on Equality, Diversity & Inclusion matters.
- Deliver cultural awareness sessions.
- Generally oversee the implementation of the Equality, Diversity & Inclusion Strategy.

Working Group Membership

Membership to comprise of up to 12 people from across the organisation, working at a number of levels and representing a diverse set of characteristics, including at least one senior leadership team officer. Representatives from sub groups and networking groups may also periodically be invited to attend EDI meetings.

Chairing Arrangements

The Chair of the working group will be proposed and elected by the group. In the Chair's absence those present will appoint one of the working group to chair the meeting.

Scope of Work

To inform and support delivery of the Group's Equality, Diversity & Inclusion Strategy and ensure it meets legal requirements and the philosophy of the Group to be fair and inclusive. To produce the annual Equality, Diversity & Inclusion report to board and review the Equality, Diversity and Inclusion strategy on a 3 year cycle.

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4

Frequency of Meetings and Expected Completion Date

The Equality, Diversity & Inclusion Working group is a standing working party and will mostly meet on a quarterly basis.

Powers

The Equality, Diversity & Inclusion working group will recommend operational and strategic changes and outputs for the annual action plan and strategy.

Reporting

The Equality, Diversity & Inclusion working group will report at least annually to board and will monitor progress against the action plan and report to Senior Leadership Team quarterly.

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	31/07/2023	Version:	4