

Progress Housing Group		People and Culture			
Title:	Equality, Diversity and Inclusion Strategy				
Ref No:	GRSTRHR02	Reviewed:	29/07/2024	Version:	5



## STRATEGY DOCUMENT

<b>Service Area:</b>	People and Culture
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Group Strategic Plan is available on the website	

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## **Introduction – The Group’s 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.

The Group’s vision is ‘To ensure everyone has a place to call home and the opportunity to live their best life’ and the Group’s mission statement is ‘Having 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.

We are 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 and enhance the way we work.

We aim 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.

We are 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.

## **Our equality, diversity & inclusion principles**

We will ensure that

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.
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.

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## **Aims of the Equality, Diversity & Inclusion strategy**

- 1) Board will model the way and 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. We will consider the impact of our work on different people and complete Equality Impact Assessments.
- 3) We will seek to constantly improve our understanding and the composition of our tenants, staff 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.
- 4) We will take positive action to assist under-represented groups to access services, opportunities and employment.
- 5) We will promote Equality, Diversity & Inclusion in our community engagement activities and learn from people who have experienced inequality or discrimination.
- 6) 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.
- 7) We will ensure our employment offer and workspaces are accessible and our processes are fair to encourage applications from under-represented groups. We will ensure diversity requirements from our annual Gender Pay Gap reporting are reflected in the Group's actions.
- 8) 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. We will participate in networks and events to promote EDI.
- 9) We will use our procurement practices and purchasing power to help deliver our Equality, Diversity & Inclusion objectives.

We will agree and aim to complete our action plan.

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## 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, delivered through an action plan. 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. The action plan is set out in appendix B. The board has approved a move towards 'equity' rather than 'equality' and adopting the National Centre for Diversity's **F**airness, **R**espect, **E**quality, **D**iversity, **I**nclusion, **E**ngagement (FREDIE) framework.

## 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 Board will consider EDI within each report it receives.
- The Group's Executive Board oversee and monitor delivery of Equality Impact Assessments which are undertaken when policies are reviewed. These are completed using relevant data and evidence, centrally recorded, actions identified, and review dates agreed.
- 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 colleagues 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 follow its terms of reference.
- Colleagues are regularly updated through bulletins from the Equality, Diversity and Inclusion Working Group.

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- Tenants and customers are updated on our progress against our Equality Diversity and Inclusion objectives via our communication channels.
- Internal audit will include EDI in the audit universe
- An Annual Report on EDI achievements will be published each year

This strategy operates within a three year review timeframe and reviewed annually.

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## Appendices

Appendix A – Progress EDI Statistics

Appendix B – Current action plan (separate document)

Appendix C – EDI Working Group Terms of Reference

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## 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	39.2%	60.8%	0.0%	329	50.9%	49.1%
East Midlands	44.4%	55.4%	0.2%	1135	50.8%	49.2%
London	49.3%	50.7%	0.0%	136	51.7%	48.3%
North East	36.2%	63.8%	0.0%	218	51.2%	48.8%
North West	60.9%	39.1%	0.1%	8291	51.0%	49.0%
Scotland	43.2%	56.8%	0.0%	74	51.5%	48.5%
South East	34.0%	66.0%	0.0%	309	51.2%	48.8%
South West	38.0%	62.0%	0.0%	100	51.4%	48.6%
West Midlands	26.8%	73.2%	0.0%	41	50.7%	49.3%
Wales	27.3%	72.7%	0.0%	22	51.1%	48.9%
Northern Ireland	100.0%	0.0%	0.0%	4	50.8%	49.2%
Yorkshire & the Humber	41.7%	58.1%	0.1%	775	51.0%	49.0%
<b>April 2024 Total</b>	<b>55.4%</b>	<b>44.5%</b>	<b>0.1%</b>	<b>11,434</b>	<b>51.1%</b>	<b>48.9%</b>
<b>April 2023 Total</b>	<b>55.1%</b>	<b>44.8%</b>	<b>0.1%</b>	<b>11,327</b>	<b>51.1%</b>	<b>48.9%</b>

*Actuals correct as at April 2024 (Next update due April 2025)*



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## 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%	329	18.4%
East Midlands	100.0%	0.0%	663	19.2%
London	100.0%	0.0%	136	13.7%
North East	100.0%	0.0%	218	21.9%
North West	81.1%	18.9%	2606	19.3%
Scotland	100.0%	0.0%	75	19.6%
South East	100.0%	0.0%	309	16.8%
South West	100.0%	0.0%	97	20.6%
West Midlands	100.0%	0.0%	40	18.5%
Wales	100.0%	0.0%	22	21.6%
Northern Ireland	100.0%	0.0%	4	24.3%
Yorkshire & the Humber	100.0%	0.0%	699	17.8%
<b>April 2024 Total</b>	<b>90.5%</b>	<b>9.5%</b>	<b>5,198</b>	<b>19.0%</b>
<b>April 2023 Total</b>	<b>90.4%</b>	<b>9.6%</b>	<b>5,308</b>	<b>19.0%</b>

*Actuals correct as at April 2024 (Next update due April 2025)*

## Ethnic Minorities

	% of ethnic minorities primary tenants	% of non-ethnic minorities primary tenants	Total Number of primary tenants with known data	Region
East	3.2%	96.8%	187	8.5%
East Midlands	16.1%	83.9%	700	8.8%
London	21.7%	78.3%	46	35.9%
North East	6.8%	93.2%	59	4.8%
North West	2.5%	97.5%	6353	6.1%
Scotland	1.4%	98.6%	70	4.0%
South East	10.7%	89.3%	84	11.6%
South West	1.4%	98.6%	73	4.4%
West Midlands	33.3%	66.7%	12	8.1%
Wales	0.0%	100.0%	4	6.2%
Northern Ireland	-	No Data Held	0	3.2%
Yorkshire & the Humber	7.3%	92.7%	648	15.1%
<b>April 2024 Total</b>	<b>4.3%</b>	<b>95.7%</b>	<b>8,236</b>	<b>7.7%</b>
<b>April 2023 Total</b>	<b>5.8%</b>	<b>94.2%</b>	<b>8,250</b>	<b>7.8%</b>

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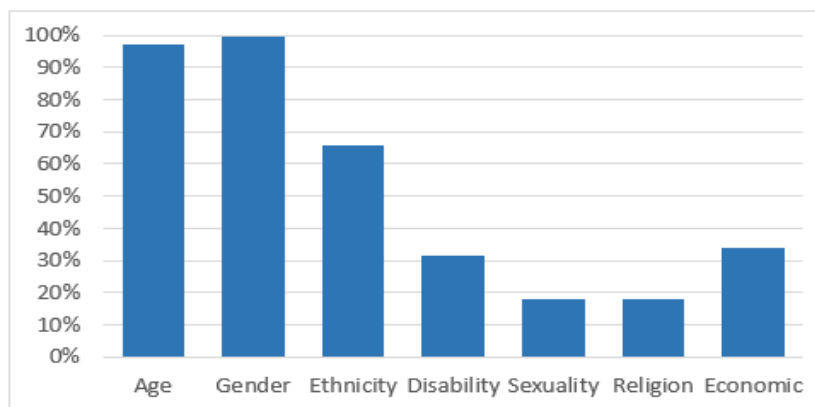
## Nationality

	UK	European	None European Country	Total Number of primary tenants with known data	Region		
					UK	Euro	Non Euro
East	96.7%	2.5%	0.8%	122	88.0%	8.0%	4.0%
East Midlands	99.5%	0.3%	0.3%	395	82.6%	13.0%	4.3%
London	100.0%	0.0%	0.0%	25	77.7%	13.6%	8.7%
North East	97.4%	0.0%	2.6%	38	95.7%	2.3%	2.0%
North West	96.5%	2.9%	0.6%	4450	94.0%	3.9%	2.1%
Scotland	97.1%	2.9%	0.0%	34	93.3%	4.3%	2.4%
South East	100.0%	0.0%	0.0%	70	89.5%	6.5%	4.0%
South West	100.0%	0.0%	0.0%	42	92.5%	5.3%	2.2%
West Midlands	100.0%	0.0%	0.0%	7	91.2%	5.3%	3.6%
Wales	100.0%	0.0%	0.0%	4	49.4%	36.7%	13.9%
Northern Ireland	No Data Held			0	31.9%	3.9%	64.3%
Yorkshire and the Humber	98.8%	0.6%	0.6%	484	87.4%	7.1%	5.5%
<b>April 2024 Total</b>	<b>97.0%</b>	<b>2.4%</b>	<b>0.6%</b>	<b>5,671</b>	<b>92.5%</b>	<b>5.9%</b>	<b>1.6%</b>
<b>April 2023 Total</b>	<b>97.3%</b>	<b>2.3%</b>	<b>0.4%</b>	<b>5,406</b>	<b>92.4%</b>	<b>6.0%</b>	<b>1.6%</b>

*Actuals correct as at April 2024 (Next update due April 2025)*

## Resident profiling

As at April 2024 the Group held 52% of characteristic information about our residents. This % of known characteristic data varies across categories.



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## Resident profiling

### Age

- 15.4% of residents are under 16, 12.3% are in the range 16-25, 16.3% 25-35, 14.5% 35-45, 11.8% 45-55, 13.3% 55-65 and 16.3% over 65.

### Gender and household

- 51.3% of residents are female, 48.6% are male and 0.1% are transgender. Of the 11,340 tenanted homes, 28.8% are households with children and 81.1% are single person households.
- 27.5% of single person households are people aged 60 or over.

### Ethnicity

- 4.2% of residents consider themselves to be from an ethnic minority background.

### Disability

- 82.6% of household occupants within the homes we manage (known response from 30.4% of them) state that they have some form of disability.

### Nationality

- 95.7% have informed us that they are from the UK, with 3.4% from the European Union (or Europe) and 0.9% from the rest of the world.

### Religion

- 0.4% of household occupants informed us that they are Buddhist. 0.1% re Hindu. 0.3% are Jewish. 0.1% are Sikh and 1.3% are Muslim.

### Sexual Orientation

- 2.3% have informed us that they are part of the wider LGBTQ+ community.

### Marital Status

- 16.7% informed us that they are married, 30.9% single, 5.3% divorced and 3.5% are cohabitating.

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## Employee profiling

### Age

- 4% of employees are in the range 16-25, 15% 25-35, 28% 35-45, 27% 45-55, 23% 55-65 and 4% over 65.

### Gender

- 55% of employees are female and 45% are male.

### Ethnicity

- 3.8% of employees consider themselves to be from an ethnic minority background.

### Disability

- 7.5% of employees have informed us that they have some form of disability.

### Nationality

- 97.6% of employees have informed us that they are from the UK, with 1.8% from the European Union (or Europe) and 0.7% from the rest of the world.

### Religion

- 0.2% of employees informed us that they are Buddhist. 0.4% are Sikh and 1.3% are Muslim.

### Sexual Orientation

- 4.7% have informed us that they are part of the wider LGBTQ+ community.

### Marital Status

- 55.2% of employees have informed us that they are married, 22.5% single, 5.4% divorced and 16.9% are cohabitating.

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## Board member profiling

### Age

- 9% of board members are in the range 25- 35, 64% 55-65 and 27% over 65.

### Gender

- 55% of the board members are female.

### Ethnicity

- 9% 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

- 4 board members informed us they are British.
- We do not know for the other board members.

### Religion

- 3 board members are Christian. We do not know for the other board members

### Sexual Orientation

- 1 board member informed us that they are part of the wider LGBTQ+ community

### Marital Status

- 1 board member is married. We do not know for the other board members

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## Senior Leadership Team (SLT) profiling

### Age

- 18% of SLT are in the range 35-45, 47% 45-55, and 35% 55-65.

### Gender

- 47% of the SLT members are males.

### Ethnicity

- None of the SLT members who disclosed this information, consider themselves to be from an ethnic minority background

### Disability

- None of the 17 SLT members who have disclosed this information have some form of disability

### Nationality

- 1 member informed us they are Non-European where 5 others disclosed that they are British.

### Religion

- 9 SLT members are Christian.

### Sexual Orientation

- 10% of the SLT members informed us that they are part of the wider LGBTQ+ community

### Marital Status

- 45% of the SLT members are married or living in a civil partnership, 27% single, and 10% are cohabitating and 18% are divorced.

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## Appendix B – EDI action plan

Available internally as a separate document

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## 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.

Responsible for the development of strategic goals, monitoring progress and coordinating action related to equality, diversity and inclusion for colleagues and tenants.

### Expected Outcomes

- Recommend amendments to the Equality, Diversity & Inclusion Strategy. Devise and recommend policies, procedures and action plans to ensure that equality and diversity legislative requirements are met and best practice adopted.
- 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. Oversee the development, monitoring and implementation of the equality, diversity and inclusion strategy and practice.
- Oversee the publication of equality objectives to demonstrate how the Group will meet the equality duty.
- Ensure publication of annual progress reports detailing progress made against wide equality, diversity and inclusion aims and objectives and key performance indicators.
- Foster an inclusive culture by promoting the involvement and interaction of a diverse range of colleagues and tenants.



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### **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.

### **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.