

Achieving Board Diversity

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&
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Introductions

- Tahir Idris
- Adrian Gordon

Pledge



Our Vision
A ground breaking company,
building homes,
communities and futures



As both a provider of homes and a major employer, we recognise we have a moral and legal responsibility to promote equality and diversity in relation to our staff and our customers. We believe that everyone has the right to fair treatment and equality of opportunity, recognising that our customers and employees come from diverse backgrounds and have a diverse range of needs.

Our Pledge

<p style="text-align: center;">Customers</p> <p>We will ensure there is equality of opportunity in terms of access to Together Housing's services by ensuring that particular needs of customers are recognised and accommodated, and embedded into everyday delivery of services appropriate to the needs of the diverse communities within the areas we work.</p>	<p style="text-align: center;">Staff</p> <p>We will ensure that prospective and present employees are afforded fair treatment and equality of opportunity in relation to recruitment, selection, terms and conditions of employment, training, learning and development and career progression; we will treat all staff and customers with fairness and respect, creating an environment such that no-one receives less favourable treatment because of their background.</p>
<p style="text-align: center;">Governance</p> <p>We will produce an annual Equality and Diversity Action Plan. This will be published on our website for our residents and stakeholders to see. It will be promoted to our staff and performance updates will be reported to the Remuneration and Governance Committee. We will also seek external accreditation to benchmark our performance and progress against other housing associations and those outside the sector where appropriate.</p>	<p style="text-align: center;">Other Partners</p> <p>We will work in partnership with others to promote diversity, including when procuring goods and services.</p>


 Dave Procter, Chair


 Steve Close, Chief Executive

This pledge is owned by the Leadership Team and the Board of Together Housing.

www.togetherhousing.group

Historical Challenges

- Together Housing and diversity
- Board and committee composition
- Recent non-executive recruitment experiences



Tweaked Approach

- Advert - Clear intentions, non-discriminatory
- Contact name
- Information pack- clear intentions
- 'Diverse Thinking'
- RESULT: 38 Applications!



Open Day

- Reiterate messages
- Relaxed and inclusive environment
- Open about our failings re diversity
- Benefits of diversity highlighted
- Set a challenge



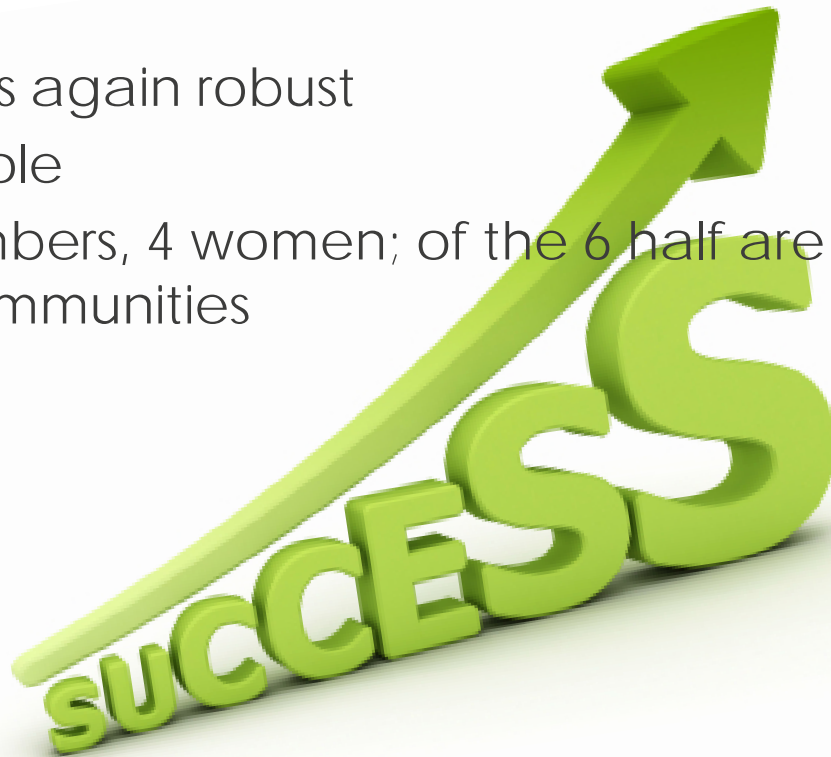
Shortlisting

- 'Below the waterline' measures' greater weighting
- Emotional intelligence focus
- Robust debate with HDN advisor present
- Default position was challenged constantly
- Shortlisted 12



Interviews & Assessments

- Variety of tasks set to expose behaviours
- Formal interviews
- Debate afterwards again robust
- HDN social audit role
- Result: 6 new members, 4 women; of the 6 half are from minority ethnic communities
- Direct cost= £0!

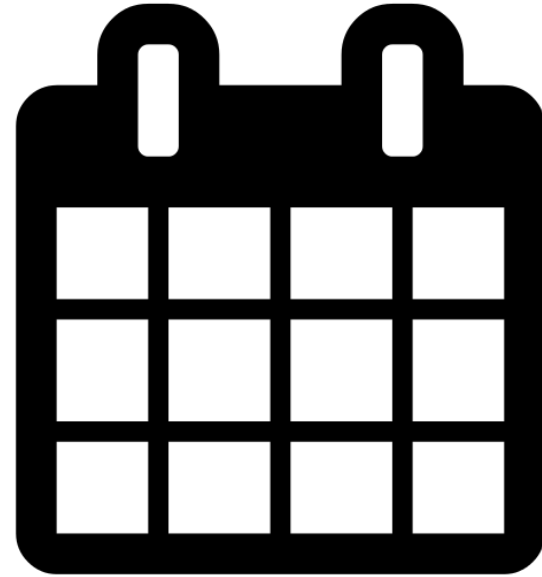


Our Future



The Programme

- The calendar of activity
- Induction
- HDN Excellence Days
- Board/committee observations
- 1-2-1s
- HDN Mentoring
- Imminent vacancies – internally (and externally?)
- Review report from HDN



What Worked

- Dedicated Resource with free hand
- High Level commitment enabled flexible approach
- HDN advice and guidance
- Focus away from 'experience' and more on emotional intelligence

Next Time

- More of the same; change of focus to other characteristics?
- Involve HDN earlier in the process

Thank You for Listening

- Any Questions?

