

Building Diverse Boards

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Pledge



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

together HOUSING GROUP

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

Customers

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.

Staff

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.

Governance

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.

Other Partners

We will work in partnership with others to promote diversity, including when procuring goods and services.

D. Procter
Dave Procter, Chair

Steve Close
Steve Close, Chief Executive

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

www.togetherhousing.group

together housing

Tweaked Recruitment

- Advert - clear intentions, non-discriminatory
- Contact name
- Information pack- clear intentions
- 'Diverse Thinking'
- Promoted to known community links
- 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 - late in the process



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



What Worked



- Dedicated Resource with free hand
- High Level commitment:
 - Leadership
 - Board Champion
 - Steering Group
- HDN advice and guidance
- Focus away from 'experience' and more on emotional intelligence

Issues to Consider

- Proof of the Pudding?
 - Future appointments
 - Embedding Good Practice
 - Future Performance Improved?
- Shake up your recruitment processes; be brave!
- Make sure you build strong links with specialist groups
- Celebrate Success! Case studies, award nominations, reputation

Thank You for Listening

Happy to take questions

