

Southern Housing EDI Action Plan September 2024

Item no from Action Plan	Objective	Baseline Q1 2023	Action or task	Measures of success	Progress as at June 2024
GLA THEME 1: ORGANISATIONAL EQUALITY, DIVERSITY & FAIRNESS					
1.4	We will create and develop a <b>diverse, representative workforce</b> at all levels, which reflects the Organisation's geography and customer base, including our Board and Committee structures. This will also allow us to reap the benefits of diversity of thought, perspectives and experience. Board and leaders actively champion and demonstrate equality, diversity and inclusion.	Implementation of a reverse mentoring programme to be explored	Introduce Reverse Mentoring Plan (LT/ET)	<ul style="list-style-type: none"><li>Implementation of reverse mentoring programme (Leadership)</li><li>Leadership and Executive Sponsor for each Diversity Network in place</li><li>EDI learning in place for Leadership team</li><li>EDI learning in place for Board</li></ul>	Proposal for Reverse Mentoring Programme discussed and agreed with Executive Team. Launch Date - Oct-24
		All Diversity Networks have Executive Team sponsors	Introduce Diversity Networks and ensure that all networks have Executive Team sponsors		We have 6 active diversity networks. All have ET sponsors and will continue to be reviewed following any turnover.
		EDI learning for LT to be delivered in Nov 2024	Deliver EDI learning to the Executive Team		'Leading our Culture' Programme for LT, agreed with CEO, for launch in Nov-24
		22.7% LT ethnically diverse		Measure: % diversity in Leadership Team Target: 30% Diverse representation by April 2026	16.22% LT ethnically diverse (24.32% unknown)
		14% Board ethnically diverse		Measure: % diversity on Board Target: 30% Diverse representation by April 2026	16% Board ethnically diverse
1.5	We will continue to offer and support <b>EDI learning</b> and development opportunities for colleagues at all levels.	EDI Learning Programme in place	Deliver EDI learning to all colleagues	Measure: Delivery of EDI Learning Programme (blended approach) with resources and workshops in place and accessible to all. Target: Implementation of a reverse mentoring programme (Non Leadership colleagues) by Sep 2024	Blended EDI learning in place, accessible via Learn, our Learning platform Reverse Mentoring to be launched in Oct-24
		Reverse Mentoring Programme: gathering expressions of interest	Introduce reverse mentoring programme (non leadership colleagues)		
		E-learning completed (legacy systems): SHG (since launch 2022): 1515 Optivo (since launch 2021): 1333 Combined Q1: 137	Introduce integrated learning platform with EDI training for all colleagues	Measure: % of colleagues undertaking EDI learning Target: Reach 70% of colleagues with some form of EDI learning and/or EDI awareness building in 2023-24, increasing to 95% in 2024-25	New integrated learning platform introduced. EDI online module completion %: 90.6% all colleagues completion
			Ensure all LT and ET complete EDI learning programme	Measure: % Leadership team trained in EDI Target: 100% by 1 December 24	EDI online module completion %: 100% ET completion 87.7% combined ET/LT completion
				Measure: % Board trained in EDI Target: 100% by 1 December 24	EDI Board training scheduled to take place on 25 Sep-24
1.17	We will analyse, monitor and report on our diversity data to inform <b>decision making</b> .	Data snapshots for each legacy organisation were taken and reported to People Committee in Mar-23 (this is the 2022 report).	Introduce integrated measurement system for gender pay gap	Measure: Gender pay gap Target: Year on year reduction in our Gender Pay Gap by 2025	Gender Pay Gap report for SH was published in April 2024. There has been an improvement as the gap has reduced in comparison to previous reports from legacy organisations.
		One legacy organisation reported its pay gap based on ethnicity, as best practice	Introduce integrated measurement system for ethnicity pay gap	Measure: Ethnicity pay gap Target: Year on year reduction in our Gender Pay Gap by 2025	Ethnicity Pay Gap analysed for Southern Housing in April 24 and published as part of our commitment to transparency, improvement and change.
GLA THEME 2: SUSTAINABLE AND DIVERSE SUPPLY CHAINS					
2.1	We will review our <b>procurement processes</b> to ensure that existing and potential suppliers align with our commitment to Equality, Diversity & Inclusion and to ensure that social value opportunities are considered in all procurement activity	Initial integrated social Value Strategy in place.	Social Value Strategy in place and delivery of SV fully integrated into our Procurement Framework.  Introduce a Social Impact statement with support from residents  Social Value team in place to support delivery of SV strategy	We will review our Social Value Procurement Framework in April 2024. Our Social Value team engage with contractors and support them in delivering our social value objectives. Social Value outcomes are monitored and reported to our Board on a monthly basis.	We're working to our merged and interim Social Value Procurement Framework. Work is underway on adopting a new business-wide Social Impact Statement via our Residents' Strategy Group. The statement will set a basis for a longer-term Social Value Procurement Framework. The Change Managment for Social Impact Team and forward plans are expected to complete by June 2024. We're currently working to an agreed interim Social Value Framework until a longer-term plan can be established. Our current Social Value terms run until December 2024 so we will be reviewing Social Value for contracts in Autumn 2024 to ensure that our guidance reflects the new Social Impact Statement and to reflect Procurement Act 2023 guidance.
2.3	Annual <b>SHIFT, SECR submissions</b> containing our overall carbon emissions which include supplier overview	SECR submitted	Annual SHIFT SECR submission- target Gold status.	As part of our annual SHIFT submission, we carry out sustainability audits with our top 100 suppliers to measure and monitor carbon emissions in our supply chain. By measuring our Scope 3 emissions, alongside Scope 1 and 2, we can target actions to influence the reduction of carbon emissions. We submit a yearly SECR (streamlined energy and carbon report) which includes our suppliers' emissions – this allows us to monitor movement across years. Target: SHIFT Gold status achieved	SHIFT Gold status received We have set up a new 'climate champions' network to support and raise the profile of our sustainability strategy.
		100% of our procurement activities consider sustainability.	Ensure that sustainabilityis considered in all procurement activity	Target: Sustainability is considered in 100% of new procurement projects	Procurement plans are currently with the Sustainability team for review and input. Sustainable procurement principles being reviewed and updated
GLA THEME 3: WORKING TOGETHER WITH LONDONERS					
3.1	Residents are at the heart of <b>our governance structure</b> . Our resident governance structure is designed to strengthen resident voices and increase accountability.	Governance Structure in place from December 2022.  Around 80-90 residents are formally engaged  'Supporting your involvement' 2023-24 training programme published	Introduce a robust governance structure for SH. Ensure we have representation from all regional & diversity groups and that membership is representative of our reident bosity.  Ensure that we deliver a comprehensive training pogramme to engaged residents.	Our Resident Governance Handbook outlines our approach to resident involvement in our governance structure. <ul style="list-style-type: none"><li>We have 4 residents on our Board</li><li>We have six regional residents' panels, feeding into a Resident Strategy Group which in turn feeds into Resident Services Committee &amp; Board.</li><li>Our resident recruitment policy ensures that representation is diverse across protected characteristics as well as other categories such as tenure, stock/service type, region etc</li><li>We offer a full training programme, including EDI training to all resident representatives</li><li>We are actively involved with the G15 residents group, of which one of our resident board members is currently the Chair.</li></ul> Measure: No of residents formally engaged in governance Measure: Published resident training programme (annual)	We currently have 75 residents formally engaged. We identified low levels of involvement in our Midlands area, so we carried out a targetted recruitment campaign in the Midlands. We will have a further 10 residents joining us as a result of our recent recruitment campaigns, bringing our total to 85. We are introducing Equality Impact Assessments for all governance projects, policies and strategies. Our resident training programme is updated annually and published on our website, in a discreet 'Governance Hub'. All resident involvement inductions include mandatory EDI training, including uncoscious bias. We gather & review detailed diversity data on all involved residents. This is reported to ET & used to help us to target recruitment gaps. Currently 27% of engaged residents identify as BME.
3.2	We will actively seek opportunities for residents to influence <b>service delivery</b>	Resident Involvement Team in place.  Both legacy organisations had RI toolkits, which were used while developing a new one.	Deliver a range of strategies & resources to support resident engagement, including:  Resident Involvement Strategy  Resident Group Toolkit	We will co-create a resident involvement strategy outlining opportunities for engagement with residents. Measure: Southern Housing Resident Involvement Strategy published  Our sheltered schemes have 'Independent Living Steering Groups' to support service delivery. We have a procedure & toolkit for working with resident groups and we actively support residents in setting up their own groups. Measure: Resident Group Toolkit published.	Our new Resident Involvement Strategy will be presented to our Board in September 2024. It is currently in consultation phase.  Resident Group Toolkit is completed and is currently with our communications team for design. We will publish this alongside our new Strategy by the end of September 2024.
3.3	We will ensure that we reach residents from a broad demographic in all our Resident Involvement activities.	Legacy Optivo Co-creation framework in place & in use	Develop a clear & comprehensive Resident Involvement Procedure to ensure that colleagues are enabled to involve residents in new projects.	We will write a formal resident involvement procedure for new projects. This will outline our approach for ensuring that we reach a diverse demographic. This will build upon our existing co-creation framework. Measure: RI Procedure in place	The Procedure will flow from the RI Strategy. We aim to Publish our RI procedure Q3, by November 2024, following the development of the RI strategy. The Annual Review on our website shows what has been achieved this past year.