



To: [REDACTED] Office of the Mayor of London

7<sup>th</sup> June 2018

By e mail

[REDACTED]

## Leadership 2025

Further to the Deputy's Mayor's letter dated 9<sup>th</sup> May, I am writing to confirm Riverside's position with respect to Leadership 2025.

As an organisation we very much support the objectives of Leadership 2025, although we have not signed up to the challenge. This is because Riverside has only recently chosen to commit itself to the CIH's "Leading Diversity by 2020", as a broader based charter which requires action across the Equality Act's nine protected characteristics [link](#). It has many similarities to Leadership 2025.

We are making steady progress in achieving the CIH challenges, although we acknowledge that we have some way to go. To enable comparison against other providers, the progress reported below relates to the Leadership 2025 pledges:

- **Report annually on key diversity statistics:** Through our Best Practice Group we report regularly against a comprehensive set of diversity measures with an emphasis on recruitment and selection, workforce composition and the profile of leavers. Our Group Board receives a comprehensive annual report setting out progress against an annual Equality and Diversity Action Plan, and considers two measures (relating to the completeness of diversity data held for staff and customers) as part of their bi-monthly Integrated Strategic Performance Report. This year we will be publishing data on the composition of our Board and Committees (by key protected characteristic), senior team and wider staff, as part of our Financial Statements. We still have a number of gaps in our staff profiling data, but are taking active steps to fill them, with a recent campaign resulting in further improvements.
- **Set aspirational targets for their board and committee recruitment from under-represented groups:** whilst we have not set specific targets for Board and Committee recruitment, our Group Board has recently adopted a Board Diversity Protocol (for all of the Group's Boards and Committees) which includes the following:
  - *We will use our knowledge of diversity gaps to advertise and promote vacancies to ensure that under-represented groups are aware, and suitable applicants are encouraged to apply;*
  - *We will ensure that all short-lists include appropriate candidates drawn from applicants belonging to under-represented groups, however we will always appoint on merit;*
  - *We will support and develop new Board and Committee members - in particular those appointed from under-represented groups - through appropriate training and mentoring opportunities;*

- *We will work with relevant organisations such as the Riverside Tenants and Residents Federation, which nominate to a number of Board and Committee roles, to ensure that Equality, Diversity and Inclusion is embedded in their constitution and practices.*

We hold comprehensive data (by locality) on the demographic composition of the areas in which we operate.

- **Interview more diverse pools of candidates:** see above
- **Develop the leadership pipeline of junior and middle-management BME individuals in their organisation:** As a member of Housing Diversity Network, Riverside makes full use of its Mentoring Programmes (for both staff and Board/Committee members). Specifically, six members of staff participate in the programme each year, and we give priority to staff applying from minority groups, encouraging applications through our staff groups, including Origin, our BAME staff group. Of the six mentees currently going through the programme, two are from a BAME background. Riverside also provides mentors to enable the programme to run effectively, with 17 members of staff currently engaged.
- **Lead by example by Chief Executives and boards taking a pro-active and visible role in promoting, monitoring and endorsing the recommendations from the research:** Carol Matthews, our Chief Executive, is a passionate and visible advocate of E and D within Riverside, and uses her weekly blog to promote the benefits of an inclusive and diverse culture. She was interviewed as part of the research leading up to the launch of Leadership 2025, and is acting as a mentor on the programme. In addition, Riverside's Group Board and Committees have been improving their commitment to E and D through three recent training and workshop events undertaken over the last 12 months, as well as considering regular updates as part of their formal meetings. Each of our three staff groups (Origin – BAME, Spectrum – LGBT, Enable – Disability) has an active Executive Director 'Champion', and four of our Executive Directors have been mentors on the HDN Staff Mentoring Programme over the past few years.

I hope this is of assistance and can confirm that we are happy for you to upload this to your website.

Yours sincerely



Hugh Owen

**DIRECTOR OF STRATEGY AND PUBLIC AFFAIRS**