

## NOTTINGHAM CITY HOMES

REPORT OF THE DIRECTOR OF STRATEGY &  
PARTNERSHIP

THE BOARD  
18 SEPTEMBER 2008

### REVIEW OF NCH EQUALITY, DIVERSITY & COMMUNITY COHESION AGENDA

#### 1 SUMMARY

- 1.1 The report provides an overview of the achievements to date and a plan of action for the future

#### 2 RECOMMENDATIONS

- 2.1 The Board are asked to note the report and progress on Equality and Diversity.

#### 3 REPORT

- 3.1 We at NCH have a strong commitment to developing our work on Equalities, Diversity & Community Cohesion and have already achieved a great deal. There is a lot more to be done and our aim is to be a beacon of excellence in this area not only because it makes good business sense, but also because the communities we work with deserve it.

There have been a number of changes in the Equalities and Diversity team, which gives the company an opportunity to review and further strengthen its work in this business critical area. It provides us with an opportunity to embed this cross cutting work across the organisation with responsibilities spread throughout the company. Key to this is that the role of the Equality and Diversity team move beyond being the focus for all activities relating to Equality and Diversity but are able to enable and advice the whole organisation.

In addition any learning from our work needs to clearly and identifiably feed into business improvement, with clear measures for monitoring progress and success.

- 3.2 The attached appendix provides details of the programme of work that has been identified for the current financial year, subject to discussion at the board.
- i. Confirmation of current Equalities & Diversity champions on the board
  - ii. Gather diversity data on current make-up of the board and set

- iii. targets for under-represented groups
- iii. Review current NCH strategy on Equalities and Diversity to incorporate Community Cohesion
- iv. Develop further the training opportunities for all board, employees and tenants & leaseholders involved in the companies business
- v. Development of an internal staff champions group

There are a number of other important areas that need to be developed and progressed. These are highlighted in the appendix attached.

#### **4 OTHER OPTIONS**

- 4.1 None.

#### **5 FINANCIAL AND RISK IMPLICATIONS**

- 5.1 Any lack of progress on Equality and Diversity is key risk in NCH achieving its overall vision of delivering excellent services

#### **6 IMPLICATIONS FOR NOTTINGHAM CITY HOMES OBJECTIVES**

- 6.1 Our key objective for 2008/09 Delivery Plan is to value the diversity of our customers and ensure services are accessible to all

#### **7 VALUE FOR MONEY AND EFFICIENCY ISSUES**

- 7.1 N/A

#### **8 EQUALITY AND DIVERSITY IMPLICATIONS**

- 8.1 This work relates directly to the work of Equalities and Diversity

#### **9 BACKGROUND MATERIAL AND PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT**

- 9.1 NCH Equality & Diversity Strategy 2006/7

**Contact officers:** Arvinda Gohil  
Head of Equality & Diversity  
14 Hounds Gate  
Nottingham  
NG1 7BA  
Tel: 0115 915 7015  
E-mail: [arvinda.gohil@nottinghamcityhomes.org.uk](mailto:arvinda.gohil@nottinghamcityhomes.org.uk)

**Date: 12 SEPTEMBER 2008**