



Growth and merger opportunity

NLC Scrutiny Panel

22 November 2023

LHP





What are we looking at doing?

We are exploring a **potential** merger with Lincolnshire Housing Partnership (LHP), a housing association based in Grimsby and Boston.



If it went ahead, it would be **equal** between us and LHP. Two Lincolnshire-based organisations joining forces.

We have a lot in common with LHP and makes sense in terms of geography, our vision and values and future ambitions.

What would it look like?

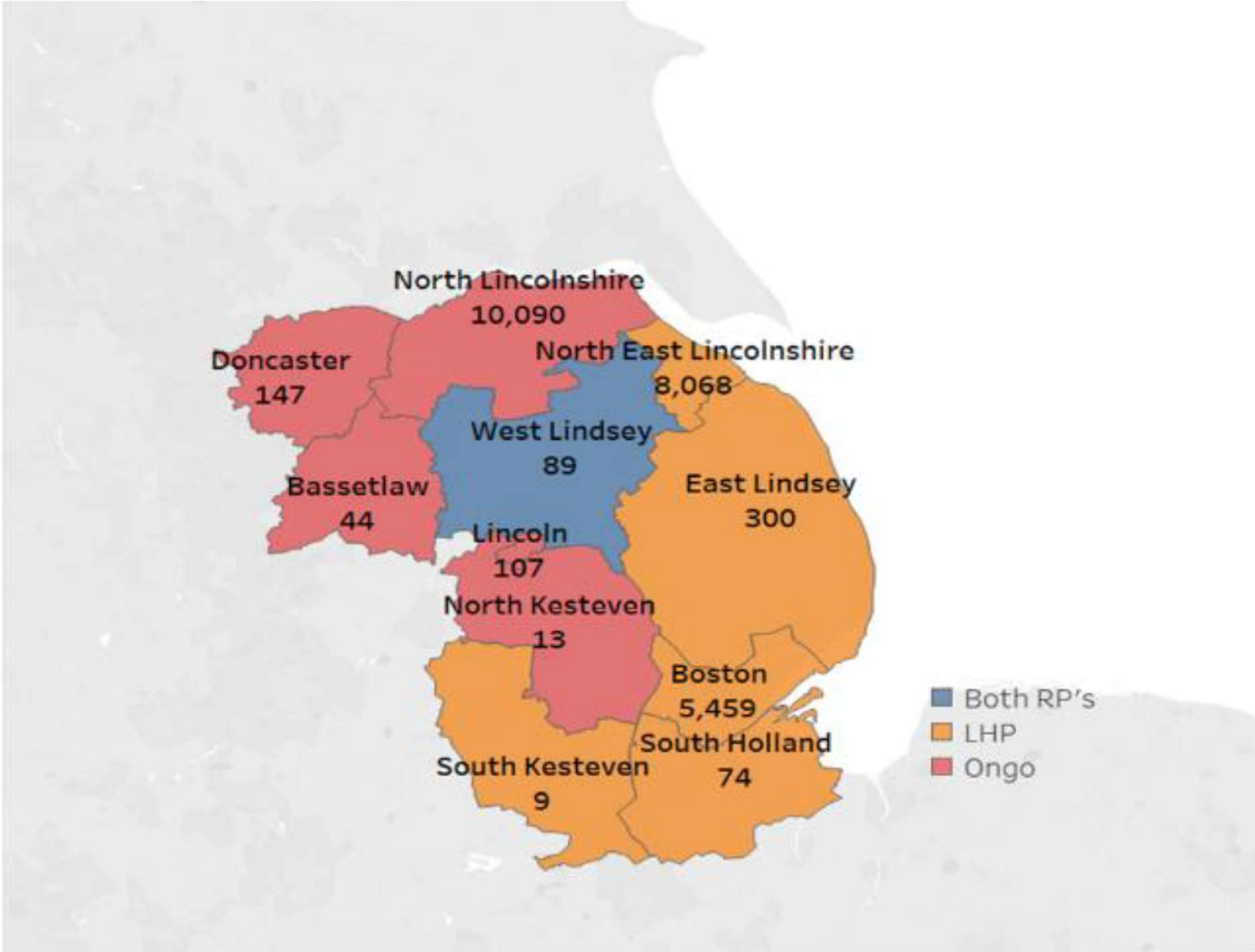
We would manage around 23,000 homes, making us the largest housing association in the region – with approx. 44% of all affordable housing in the area. We would have much wider geographical coverage.

We would be based in Scunthorpe, Grimsby and Boston with main offices in each location.

We would have around 800 colleagues.

We would have one Board, one Chief Exec and one Leadership team made up of colleagues from both organisations.

The logo for LHP, consisting of the letters 'LHP' in a bold, pink, sans-serif font.



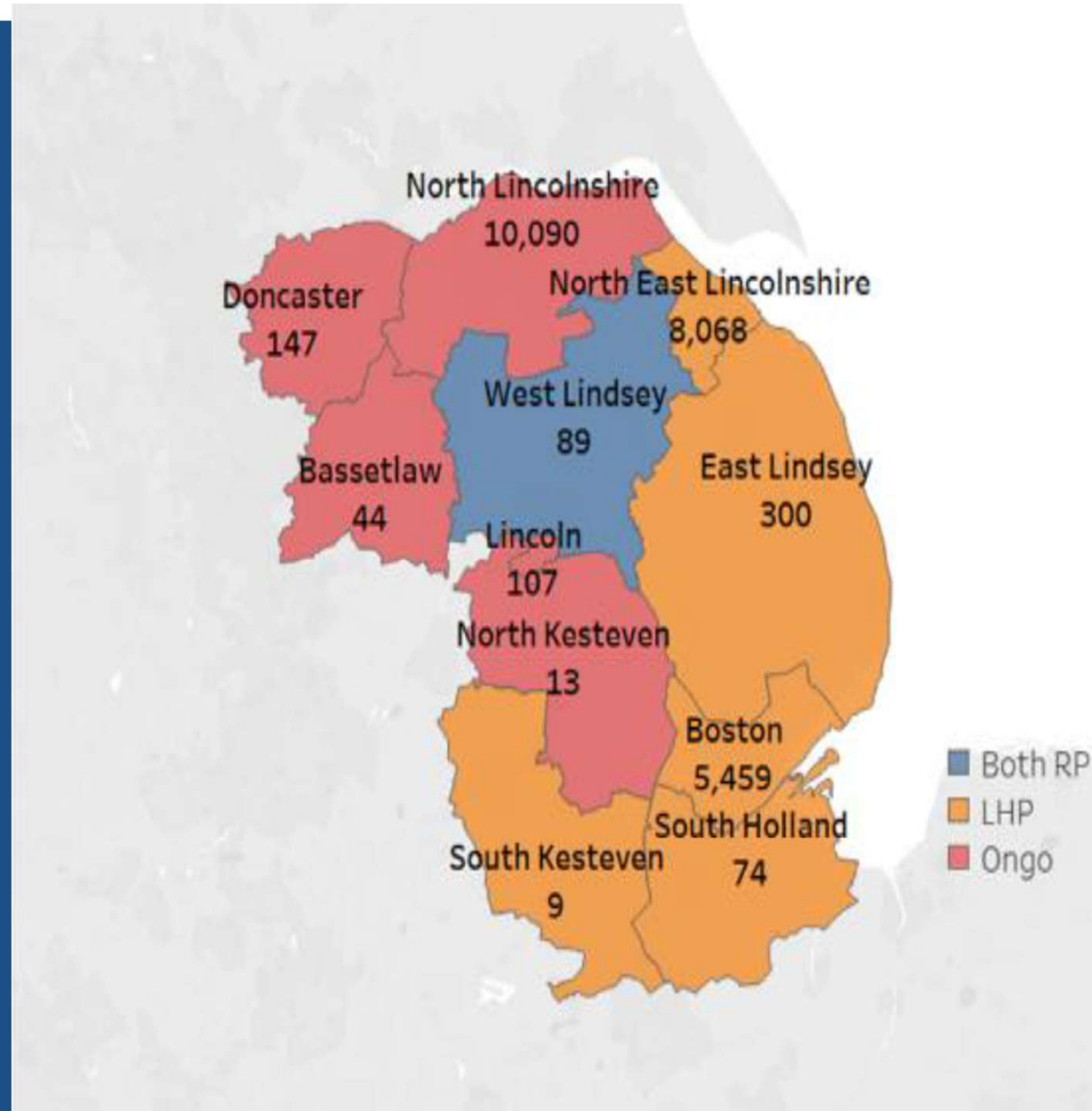
Greater Lincolnshire's 10-point plan for devolution

Deliver infrastructure for:

1. Strategic growth and jobs in key sectors
2. Green recovery and a low carbon Lincolnshire
3. Transport that connects people to jobs and places
4. Unlocking housing and sustainable growth
5. Managing our unique rural environment

Develop skills and opportunity by:

6. Skills culture that promotes aspiration across Lincolnshire
7. Growing skills needed for future jobs in key sectors
8. Creating pathways and apprenticeships into new jobs
9. Increasing employment opportunities and productivity
10. Accelerating innovation, research and technology



Why do we want to merge?

We could deliver better services for our customers and tenants and give us the ability to build more homes and improve local places.

We would combine strengths to deliver better outcomes for our customers and tenants and be able to invest in and improve more communities.

A merged organisation would be able to do more and be more resilient for the future. Both organisations understand their markets and could make the most of shared resources across the whole region.

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Why is this a good thing?

- We would be more responsive to our customers and tenants – by having larger frontline teams, supported by more specialists
- Bigger development pipeline and more opportunities to invest in local places
- Greater resilience to deal with different economic cycles and current challenges around income, inflation and interest rates
- Stronger local partnerships and bigger voice for social housing in the region
- Bigger organisation offers better career growth and colleague retention & development

LHP



What happens now?

- Established joint executive team with LHP / Ongo to oversee due diligence and support respective Board
- Respective Boards will make a decision on moving forward or not with the merger once the due diligence has been completed
- Directors already thinking about priorities and will discuss with teams leading into the new organisation so we can start planning improvements as early as possible
- Important we continue to deliver core services to customers and deal with any issues speedily

LHP



Timeline



September – colleagues, customers and unions updated on potential merger plans

September – October – follow up meetings and information to be shared with colleagues

October - November –due diligence is expected to conclude

November – Formal tenant consultation begins

December 2023/January 2024– Joint decision by both Boards to be made on whether to proceed with merger

January 2024 – New Chief Exec and Group Chair of Board of joint organisation appointed

January – March 2023 – New board and leadership team of joint organisation created

TBC in 2024 – Merger takes place and LHP Ongo is officially formed



For more information...

We will be sharing regular communications and keeping tenants updated along the way – all tenants will have the opportunity to comment on the proposals before boards make decisions

Our websites will be regularly updated with the latest information, so please keep checking there.

Ongo Key News will have an article in each publication outlining the latest position

Please feel free to contact us directly with any questions

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Any questions?

