

Equality & Diversity

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Manager

About A2Dominion

- Formed in 2008 – Merger between A2 Housing & Dominion Housing
- Over 36,000 homes in London and South East
- Tenures include affordable and social rented homes, student, key worker and temporary accommodation, as well as supported and sheltered housing.
- We also offer high quality sustainable homes for sale, shared ownership and private rent, with many available through our FABRICA by A2Dominion brand.
- £2.8bn asset base
- A+ Fitch credit rating
- Group generated its highest ever surplus of £114.5m, a £41.3m increase on the previous year(15/16)
- Top G1 and V1 status, the highest possible rating from HCA (IDA).
- Retail Bond 2013 - £150m
- Retail Bond 2014 - £150m
- Wholesale Bond 2016 - £250m

Awards

Awards & accreditations



UK Housing Awards 2016 >
Finalist (Highly Commended)
Outstanding Landlord of the Year and
Outstanding Approach to Income
Management



RESI Awards 2016 >
Finalist (Highly Commended)
Small Developer of the Year and
Landlord of the Year (Registered
Social)



New Homes Awards 2016 >
Silver (Highly Commended) &
Bronze (Special Commendation)
Best Apartment over 100 (The
Chroma Buildings) and Best Eco
Living (Elmsbrook)



Equality & Diversity

- Only me!
- E&D Policy – 2016-2019
- E&D strategy 2015-2020 (six objectives)
- Disability Confident Committed employer (HR)
- Published slavery statement
- 11 KPI's – reported every 6mths to G&R Committee:
 - Board and staff profile
 - Access to CSC
 - Make up of involved residents
 - Lettings to BME
 - Resident satisfaction
 - Satisfaction with Aids and Adaptations service
 - Number of incidents of ASB, hate crime and domestic violence

Good Practice

- Three year EIA programme 2015-2018 (flexible)
- 1-2-1 EIA training offered (by me)
- Mandatory E&D training (online) for new starters:
other training: mental health, dyslexia, autism awareness, child protection
- Board member training (under review)
- Publish an annual E&D report
- Annual E&D self assessment – CIH charter



Good Practice cont.

- Data collection across all PC's – shaped tenancy sustainment and welfare reform work
- Alerts on our CRM i.e. disability, learning difficulties help staff deliver FirstPOC
- Delivered E&D training to involved residents as part of an accredited training programme.
- Human Resources team introduced a free online dyslexia test for all staff.
- Donated £12,500 to the Albert Kennedy Trust (LGBT organisation).
- Donated £2,500 to Oxford Against Cutting (OAC), a charity fighting against FGM.

Good practice cont..

- Held dementia awareness week – Dementia strategy
- National Inclusion week
- Memorial day for victims of 'honour based' violence
- £100k awarded to A2D by BBC Children in Need to work with children affected by domestic violence
- Regeneration scheme – Green Man Lane included 20 homes for wheel chair users
- 2016 Charity of the year awarded to REWRITE - works with young people who are newly arrived in the UK including refugees and asylum seekers, with an aim to fight prejudice and injustice.

Good practice cont...

- **Be Inspired** – project covering:
- Advice plus and financial inclusion
- Youth projects (radio, safeguarding)
- Promoted Health and Wellbeing (Beethoven Centre)
- Employment support – apprenticeships, work placements (40 in 40) – £600k net social value
- Enterprise – Dragons Den
- Bursary awards - £300 towards education and training
- Digital deal – silver surfers, online access
- **Mentoring** - An online/face-to-face mentoring programme, providing wellbeing support, information, advice and guidance

Going forward

- Disability Project – increase staff representation across the disability strand
- HR reviewing recruitment strategy – including where we advertise and general inclusion of E&D
- Looking at gender pay gap – April 2017

Questions