

NEWSLETTER



What do the latest ethnicity facts and figures for social housing lettings say about the UK?

Britain as we see it today is a nation that has threads of inequality woven deeply into its fabric, and racial inequality in particular can be observed across multiple facets of our society- be it in [health](#), [employment](#), or housing. In fact, the [recent figures](#) released by the Department for Levelling Up, Housing and Communities only serve to further highlight the upsetting reality that minoritised ethnic groups continue to face disproportionate challenges and disparities. These numbers feed into a troubling narrative that demands our attention, reflection, and action.

According to the published statistics, in the year ending in March 2022 households with a black lead tenant accounted for 6.9% of new social housing lettings- despite the fact that black people comprised only 4% of the population of England and Wales in 2021. When coupled with the additional data which shows that for most ethnic groups (including black people) homelessness was the most common reason for being given housing priority, this disparity serves to further illustrate the [already established fact](#) that ethnic minorities are at significantly greater risk of becoming homeless.

So what should we do with this information? For one, it's clear that addressing the root causes of homelessness (among minoritised ethnic groups or otherwise) must continue to be prioritised. Another imperative in the meantime should be ensuring inclusivity and equity when it comes to accessing housing services- be it for existing tenants, who as the figures show come from a vast array of different backgrounds and experiences, or for prospective tenants who may belong to marginalised groups. A few examples of actions could include:

- **Data-driven Interventions:** Utilising data to identify and address the specific needs of different communities, including tailored support for those at the greatest risk of marginalisation.
- **Community Engagement:** Empowering minority ethnic communities to participate in decision-making processes regarding policies, services and allocations, ensuring their voices are heard and their concerns addressed.
- **Cross-sector Collaboration:** Collaborating across government, housing providers, community organisations, and advocacy groups to develop comprehensive strategies for tackling ethnic inequalities in housing.

Overall, tackling race inequalities in housing and homelessness will require a multifaceted, holistic approach that addresses both immediate needs and underlying systemic issues- not to mention recognising the complex intersecting factors contributing to homelessness.

Only then can we begin to mitigate its disproportionate impact on marginalised communities.

Little By Little, A Little Becomes A Lot

April marks Stress Awareness Month, a time dedicated to shedding light on the impacts of stress and the importance of managing it effectively. In today's fast-paced world, stress has become an increasingly common part of daily life, affecting individuals of all ages and backgrounds. However, understanding stress and its effects is the first step towards finding healthy coping mechanisms.



Unchecked stress can take a toll on both our physical and mental health. It weakens the immune system, making us more susceptible to illnesses, and contributes to the development of chronic conditions such as heart disease, diabetes, and obesity. Additionally, stress can exacerbate mental health issues, leading to conditions like depression and anxiety disorders. In the workplace, stress can impair productivity, creativity, and job satisfaction, affecting both employees and employers alike.

Stress Awareness Month serves as a reminder to prioritise our mental health and well-being.

HDN run a Wellbeing Network for members. If you are interested in being part of this network, please email Josh Neary-Pegler at Josh@housingdiversitynetwork.co.uk

Additionally, if you're interested in having a Health and Wellbeing workshop in-house, we offer this service.

For more information, please email us at info@housingdiversitynetwork.co.uk. Below is some feedback from one of our recent workshops.

"One of, if not the best mental health and well-being courses that I have been on. So informative and detailed - really enjoyed the session and how comfortable I felt during it. If ten stars was an option, I would have given it."

SMP 24-25 Summer Cohort!



HDN's Staff Mentoring Programme is preparing to start recruitment for the 24-25 summer cohort. It is an exciting time as we welcome up to 200 new mentees to the programme and begin their journey, growing their confidence, self awareness and ambition, so they know what they want in their career and can plan their way there.

The programme has been running for almost as long as HDN has existed, resulting in hundreds, perhaps thousands of alumni of the programme working in housing and beyond, and it continually evolves to reflect the changes in the sector and in the world.

The programme is currently a blend of a mentor match with a mentor outside of their organisation, a Strengthscope report, 4 online workshops and one in person workshop. There are additional workshops, networking events and, of course, access to our amazing webinars that help guide the mentee over the year to be their best.

We are always recruiting new mentors to the programme, an essential partnership that drives the programme. Mentors get the opportunity to develop their own skills, as well as training, networking and the feeling that you are supporting the development of the next generation of the sector.

Mentee places come with Plus membership to HDN, and can also be purchased. If you would like any further information on the programme, as a mentor, mentee or organisation, please contact us on mentoring@housingdiversitynetwork.co.uk.

EVENTS

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| <p>Board Masterclass - Regulation in the so...</p> <p>Apr 8, 2024 (5:30 PM - 7:00 PM) (GMT+1)</p> | <p>HDN x DIN Webinar: Diverse by Design- 5</p> <p>Apr 16, 2024 (10:00 AM - 11:30 AM) (GMT+1)</p> |
| <p>HDN Board Diversity Conference 2024</p> <p>Driving the EDI Agenda</p> <p>Apr 18, 2024 (10:00 AM - 4:00 PM) (GMT+1)</p> <p>Royal Armouries Museum Leeds, England, United Kingdom</p> | <p>HDN Online Workshop: Equity, Diversity and Inclusion 101</p> <p>Jun 12, 2024 (1:00 PM - 4:00 PM) (GMT+1)</p> |

[For details of ALL our events CLICK HERE](#)

NOW HIRING

Board Trainee



Are you inspired by the opportunity to make a positive difference to people and communities? If so, our Board Trainee role may be an exciting and rewarding opportunity.

Karbon Homes have joined up with us to deliver a two-year learning, development and mentoring programme, to support and nurture a more diverse cohort of future Board Members in the housing sector.

[Read More](#)

Chair of Audit & Risk Committee



Saffron Housing Trust Limited are looking for an experienced non-executive, ideally with chairing experience to lead a well-established committee. Sector experience is preferred and regulatory and strategic finance background is highly desired, in particular we are seeking experience in:

- Internal Audit & controls
- Accounting (accounting qualifications not essential) & external audit
- Risk identification and management
- Knowledge and understanding of the communities Saffron serve (desirable)

[Read More](#)

NEW MEMBERS



Safe homes. Transforming lives.

What We Do at HDN Contact us to see if we can help



We work with organisations on a range of equality, diversity and inclusion issues. These include management and leadership training, staff mentoring, board and executive team discussions and reviewing and helping on equality, diversity and inclusion action plans and strategies.

[Contact us](#) for further details