

HDN News **P.1**E&D News and Publications **P.3**

HDN News

[Dementia Friendly Housing Charter: A guidance toolkit for a dementia-friendly approach to housing](#)

This Dementia-Friendly Housing Charter is aimed at the full range of housing sector professionals across all tenures, ranging from planners and architects to landlords and developers, housing managers and handypersons. It aims to help professionals in their support of people living with dementia in their homes and facilitate consistency and good practice.

In particular, the Dementia-Friendly Housing Charter aims to:

- Equip housing sector professionals with information and additional resources aimed at improving knowledge and understanding of dementia so that they work in a way that minimises risks and enhances wellbeing for people living with dementia.
- Explain how and why housing and housing related services can improve the lives of those living with dementia, and their families and carers; and
- Encourage organisations to make or improve existing action plans in order to future proof their organisations and services, and sign up to deliver a number of the Commitment Statements within the Charter.

HDN Website - Careers Page

Check out our website for the latest jobs with Orbit Group, London & Quadrant Housing Trust, Riverside Group, Karbon Homes and many more.

<http://www.housingdiversitynetwork.co.uk/jobs>

CIPD | People Management
Awards 2016

Winner

Upcoming Notable Dates:



May is Mental Health Awareness Month

8th May World Ovarian Cancer Day

10th May Vesak (Buddha Day) –Buddhism

The most important day in the Buddhist calendar celebrated on the full moon in May, Buddha's birthday and some believe the day of his enlightenment and death.

11th May Lailatal Bara'ah–Islam

14th May Lag B'Omer–Judaism

17th May International Day against Homophobia, Biphobia and Transphobia (IDAHOBIT day)

21st May World Cultural Diversity Day

The Day will provide us with an opportunity to deepen understanding of the values of Cultural Diversity and to learn to live together better.

23rd May Declaration of the Báb-Baha'i

25th May Ascension Day –Christian/Orthodox

27th May Ramadan begins –Islam

Starts the most significant month of the year for Muslims. A time of fasting from dawn to sunset and greater devotion to Allah. **Start date may vary as it is determined by the sighting of the crescent moon.**

28th May Ascension of Baha'u'llah -Baha'i

29th May Bank Holiday

31st - 1st June Shavuot (Pentecost) -Judaism

Best wishes

The HDN Team

Equality & Diversity News and Publications



Please note, to access articles from Inside Housing you will need a valid subscription.

Brexit and Equality and Human Rights Legislation

[New EHRC Business Plan for 2017/18](#)

The Commission's business plan sets out our aims and the projects we will work on for 2017 to 2018.

Highlights include:

- funding more Access to Justice cases
- working to make sure our equality and human rights protections are not weakened by Brexit
- continuing our inquiry into housing for disabled people
- analysis of social security reform
- continuing to improve equality in the workplace
- continuing to use our legal powers to support people and challenge discrimination
- state of the nation review: our follow up to Is Britain Fairer?

[WEC Report and EDF Response – Ensuring Strong Equalities Legislation After Brexit](#)

28th February, Equality, and Diversity Forum

The Women and Equalities Select Committee have published their report on ensuring strong equalities legislation after Brexit in February 2017.

The report recommended that the Government should:

- introduce an amendment to the Equality Act 2010 to empower Parliament and the Courts to declare whether legislation is compatible with UK principles of equality, comparable to similar provisions in the Human Rights Act;
- include a clause in the Great Repeal Bill that explicitly commits to maintaining the current levels of equality protection when EU law is transposed into UK law;
- develop a cross-government equality strategy;
- map the extent of research and other equality projects currently receiving EU funds and to replace and ring-fence these funds to allow research on equalities to continue uninterrupted.

[EHRC briefing – Healing the divisions: a positive vision for equality and human rights in Britain](#)

20th March 2017

The Equality and Human Rights Commission (EHRC) published a five-point plan for equality and human rights after Brexit in March 2017:

- Protecting Parliament's role in scrutinising the UK's equality and human rights legal framework;
- Retaining the UK's equality and human rights legal framework as we leave the European Union;
- Ensuring the UK is a global leader on equality and human rights;
- Protecting the UK's equality and human rights infrastructure; and
- Promoting the UK as an open and fair place to live and do business.

[HRCS report – Rights at Risk: a collection of Scottish civil society perspectives on the potential impact of Brexit](#)

27th March, Equality, and Diversity Forum

The Human Rights Consortium Scotland (HRCS) published a collection of Scottish civil society perspectives on the potential impact of Brexit in March 2017. Each chapter was written in early 2017 and outlined the organisation's key concerns around the ways in which Brexit may affect the everyday, essential rights of those that they work with. Contributors included Amnesty International, Disability Agenda Scotland, Engender, the Equality Network, and the SCVO.

Inclusive Leadership and Recruitment

[More blind recruitment needed to eradicate hiring biases](#)

A recent BBC report concluded that biases in hiring are still rife, with applicants with English-sounding names three times more likely to gain an interview, than a candidate with a Muslim name.

[Diversity Doesn't Stick Without Inclusion](#)

Harvard Business Review article highlighting the impact and importance of inclusive leadership in addition to diverse leadership. As noted diversity advocate Vernā Myers puts it, “Diversity is being invited to the party. Inclusion is being asked to dance.”

[New resource for inclusive and forces-friendly employers](#)

22nd March 2017

The Poppy Factory – the nation’s leading employment charity for ex-service men and women with health conditions – has just released a toolkit to help organisations employ and better manage disabled veterans in the workplace.

[Clean up your act on diversity, government tells FTSE companies](#)

The government has written to the chief executives of the biggest UK-listed companies urging them to improve diversity and echoing a call to publish a breakdown of their workforce by race and pay band. The business minister Margot James said all FTSE-350 companies should take up key recommendations from a recent government-backed review into race in the workplace by the businesswoman Ruby McGregor-Smith. It concluded that helping black and minority ethnic people to progress in their careers at the same rate as their white counterparts could add £24bn a year to the British economy.

[‘No excuses for businesses’ in driving diversity agenda](#)

8th March 2017

Government initiatives are focusing minds on more representative workforces. Yet hard-won gains are at risk. Relocate Global caught up with Ann Pickering, O2’s HR director and diversity champion, to explore where we are now – and what we need to do.

[Business diversity breeds success](#)

11th April 2017

Miranda Brawn discusses supporting the next generation of business leaders (it focuses on promising 14 to 21-year-olds, from BAME backgrounds) and the challenges facing the financial industry.

[Workforce diversity risks ‘going backwards’, says CBI director-general](#)

25th April 2017

CBI director-general Carolyn Fairbairn has warned workplace diversity could go backwards if urgent action is not taken. Fairbairn said the UK was heading towards a “perfect storm” of changes in demographics and technology and noted that diversity was one of the most “defining issues” of our age, with talent being the “number one worry” for UK firms.

Gender

[Why does Snapchat's female Board member earn less than male members?](#)

7th February 2017

Snapchat’s recent IPO revealed that the social media giant employed only one female Board member and she was paid ten times less than her male colleagues.

[Gender pay gap will remain due to Government inertia, MPs say](#)

21st February 2017

Women currently earn 18% less than men, according to research by the Institute for Fiscal Studies (IFS), and the Government aren’t helping matters with their stagnating strategy, the cross-party Women and Equalities Committee has said. The Committee made 17 recommendations to the Government last March, but most of these were rejected last month.

[This Is The State of Gender Diversity On Boards Around The World](#)

Update on the low level gender diversity on Boards internationally despite evidence that companies with strong female representation on boards generated a Return on Equity of 10.1% per year versus 7.4% for those without. Also highlighting the value of quotas and the role of the Chairperson in achieving greater diversity.

[The rise of the midlife 'returnship': How adult internships are propelling women back to work](#)

Initiative to help women return to senior level employment after time off – to have children, care for elderly parents or live abroad.

[90% believe new leadership is necessary for gender equality](#)

8th March 2017

Ahead of International Women's Day, Omnicom – the world's second largest marketing group – has released research results from Toluna that challenge traditional ideas of leadership.

[Best practice in smart working and advancing women in the workplace](#)

A new report highlights best practice in flexible working and family friendly working and shows how the most progressive organisations achieve the best results for both employee and employer.

[Women are better leaders than men, study of 3,000 managers concludes](#)

30th March 2017

There are twice as many men called John as there are women leading FTSE100 companies.

What's more, the proportion of women declines at each stage of an executive career path.

But a new study has concluded that women are better suited to leadership than men.

[Housing is a women's issue: the facts](#)

6th March – *The Guardian*

This article explores the ways in which the housing crisis disproportionately disadvantages women across the UK. The article identifies the 5 key factors below:

- Women earn less, so they pay more, proportionally, in rent
- Domestic violence services are being cut
- Housing benefit is the lifeblood of women's refuges – and it's under threat
- Homeless women don't get the services they need-Many women who become homeless have multiple, complex needs and higher levels of mental health conditions
- The bedroom tax hits women harder

[A modern utopia: Inside the UK's first women-only housing community](#)

8th March – *International Business Times*

This article explores the development of co-housing for women. A new co-housing development near High Barnet station, called New Ground has been developed and run by Older Women's Co-Housing (OWCH).

The group is made up of women over 50 who created their own community as an alternative to living alone.

[Gender pay reporting must look beyond the numbers, urges the CIPD](#)

27th March – *CIPD*

New regulatory requirements coming into force this month mean that HR teams across the UK should be taking a snapshot of their payroll data to identify differences in male and female earnings, according to six different measures. The CIPD has published detailed guidance to help employers in the UK comply with the new reporting requirements, but is also calling on organisations all over the world to go over and above what's required by publishing a transparent narrative about the factors contributing to their gender pay gap and what they're doing to address it.

[Are employers biased against fathers seeking part-time work?](#)

Research conducted by the University of Plymouth found that whilst female employees seeking part-time work are often lauded for their commitment to work-life balance, the opposite is the case for men. When fathers seek part-time roles in order to improve their work-life balance, they are often met with questions over their dedication to their careers.

Disability and Health

[Passport to equality: Making the civil service more disabled-friendly](#)

Civil Service People Surveys have shown a consistent 8-10% of disabled respondents cite discrimination over the past five years. The civil service has set its sights on being the UK's most inclusive employer. Mark Smulian reports on efforts to make that vision a reality for disabled staff, and hears personal stories about the barriers they face.

[Call to end workplace disability discrimination by employers](#)

Too many people with disabilities are being prevented from working because employers are unwilling to make reasonable adjustments, a charity has said. Citizens Advice Cymru found people with long-term health conditions had also faced bad practice and discrimination.

[Tories finally make legal changes to the Bedroom Tax after humiliating court defeat](#)

3rd March – Daily Mirror

The government will change its bedroom tax regulations five months after the Supreme Court ruled the policy was discriminatory for some households with a disabled person. It will mean households with a disabled child or a disabled non-dependent adult who have an overnight carer, or couples who cannot share a bedroom because of a disability, will not be penalised for having an extra bedroom.

[WEC inquiry and report: Building for Equality – Disability and the Built Environment](#)

The Women and Equalities Committee report on disability and the built environment highlights the challenges disabled people face in accessing homes, buildings and public spaces. Many workplaces are inaccessible, there is very little choice of where to live and the public spaces through which people need to move can be prohibitively excluding. The Committee argues that these factors constitute an unacceptable diminution of quality of life and equality.

[Fewer than 1 in 10 UK employees would discuss mental health with a manager](#)

Less than 10 per cent of employees who have experienced mental health issues feel able to talk to their manager or supervisor about it, according to research released today by Legal and General. The survey of 2,000 full-time employees and 200 managing directors or HR managers found that 40 per cent of employees had experienced depression, while 22 per cent were dealing with anger and 25 per cent with unacceptably high levels of pressure.

[Dementia-friendly housing charter](#)

This dementia-friendly housing charter seeks to make the housing sector including housing organisations, corporate bodies and sector professionals aware of the challenges of living with dementia so that it can improve home environments for people with the condition.

It aims to:

- Equip housing sector professionals with information and additional resources aimed at improving knowledge and understanding of dementia so that they work in a way that minimises risks and enhances wellbeing for people living with dementia.

- Explain how and why housing and housing related services can improve the lives of those living with dementia, and their families and carers; and
- Encourage organisations to make or improve existing action plans in order to future proof their organisations and services, and sign up to deliver a number of the Commitment Statements within the Charter.

[One in four employees with mental health issues say work is the cause](#)

28th March 2017

More than one in four (26 per cent) of employees who describe their mental health as poor say work is the primary cause, according to a wide-ranging survey from mental health charity Mind. Only 54 per cent of respondents felt that their line manager supported their mental health, but almost three-quarters (73 per cent) of managers said they would feel confident supporting an employee experiencing a mental health problem.

[Health and housing: building the evidence base](#)

Housing and related services can promote integrated care, save the NHS money and improve the patient experience, an evidence review has concluded. Commissioned by Kent Surrey Sussex Academic Health Science Network (KSS AHSN) and undertaken by the Housing LIN, it suggests that closer working between the NHS and the housing sector can help reduce hospital admissions and emergency department visits, speed up the discharge of older patients and maintain the independence of older people.

[Shelter report: the Impact of Housing Problems on Mental Health](#)

Shelter, in partnership with ComRes, published an April 2017 report exploring the relationship between housing and mental health. The report explores common mental health presentations of patients attending GP practices, the types of housing problems mentioned by patients to their GPs, and the possible associations that GPs suggested between housing and mental health.

[An approach to Inclusive Design](#)

Highlighting the need for knowledge for inclusive design in trades.

Supported Housing

[Associations will not build supported housing without LHA cap certainty](#)

10th March – Inside Housing

Housing associations will not spend government funding earmarked for supported housing schemes unless more certainty is given over the Local Housing Allowance cap.

[Supported housing is a vital lifeline for thousands. So why is it being cut?](#)

30th March – The Guardian

The National Housing Federation is calling for a “supported housing allowance”, which would better reflect the costs of supported housing and provide greater certainty for those working in and benefiting from those services. Without this, the NHF warn services that offer people a vital lifeline may be lost.

LGBTIQ

[Male business execs are ‘less likely to hire’ gay employees](#)

A study has found that female business execs are more likely to hire LGB employees than their male counterparts. The finding comes from researchers at the School of Business, Management and Economics, University of Sussex.

[Five strategies for better LGBT workplace inclusion](#)

27th March 2017

Here are some of the best bits of advice from the London conference.

[Opinion: How to improve inclusion of transgender employees](#)

31st March 2017

A huge proportion of transgender employees have experienced some form of transphobic discrimination in the workplace – 60 per cent according to research by Totaljobs last year. So what can employers do to better support transgender colleagues in the workplace?

[LGBT housing advice service given L&Q funding boost](#)

14th March – Inside Housing

Stonewall Housing, the housing advice service for lesbian, gay, bisexual and transgender people, has received a £180,000 boost from the L&Q Foundation to preserve its future after falling local authority funding.

The service said the three-year investment would allow it to continue to help lesbian, gay, bisexual and transgender (LGBT) people across the country.

Age

[Older workers are not only wiser – they’re more productive](#)

An independent survey of workers in the UK, France and Germany, included respondents from five different age brackets, ranging from 18 to 24-year-olds, to Millennials through to those aged 55 and over, found older workers have greater resilience to extra demands and higher levels of productivity than their younger co-workers.

[Over-50s still facing discrimination in jobs market despite equality laws](#)

Employers still discriminate against job applicants over the age of 50 despite legislation intended to level the playing field, a study has found.

[Ageism the most common form of discrimination, say employees](#)

30th March 2017

Employees believe that ageism is the most common form of discrimination in the workplace, whereas HR professionals were most likely to say gender was the most prevalent form of discrimination in their workplace.

[Older jobseekers face significant ageism](#)

Older jobseekers face higher levels of prejudice when it comes to finding work, according to research by Anglia Ruskin University.

[The other end of the housing market: Housing for Older People](#)

This paper from law firm Winckworth Sherwood, supported by the Housing LIN, builds on a survey that sought to better understand what practical measures might be taken to improve later life housing. The resultant findings show housing for older people has been largely ignored by government, is failing to provide the choice of tenures and care options, and is confusing for buyers. However, it also notes a marked rise in the number of private developers moving into this market and fears over high service charges holding back decisions to move.

[Going Digital: The new digital generation](#)

28th March, Housing Lin

This Housing LIN Cymru case study showcases how North Wales Housing have embraced the digital agenda, building on a Digital First Strategy, with the help of tenants in 2014.

[Getting Older - A New Experience](#)

29th March, Housing Lin

This report by the West Midlands Later Life Forum examines the impact of ageing on the individual and on the economic & social functioning of society.

Race, ethnicity and nationality

[Government could legislate on BAME diversity if voluntary efforts fail](#)

28th March 2017

Top UK businesses have been warned to do more to improve black, Asian and minority ethnic (BAME) diversity voluntarily – or face the prospect of mandatory diversity requirements.

In a letter to FTSE 350 companies across the UK, business minister Margot James urged employers to act on the recommendations set out in the recently published [McGregor-Smith review](#) into career opportunities for black and ethnic minority groups (see below)

[Black male candidates from London less likely to land job](#)

A recent report from the Office for National Statistics (ONS) has suggested that black male graduates living in London are almost twice as likely to remain unemployed than their white counterparts.

[Sadiq Khan warns BME Londoners 'could be blocked from finding homes due to government policy'](#)

27th March – *The Evening Standard*

Sadiq Khan has criticised the Government's Right to Rent policy. The Mayor warned that the scheme, introduced last year to clamp down on illegal immigrants renting properties, created the "very real risk" that black and minority ethnic (BME) Londoners who had a right to be here could be discriminated against.

[The McGregor-Smith Review and Government Response – Race in the Workplace](#)

1st March, *Equality, and Diversity Forum*

An independent review by Baroness McGregor-Smith on issues affecting black and minority ethnic (BME) groups in the workplace was published in February 2017.

The review identified discrimination and bias at every stage of an individual's career, and even before it began:

- In 2015, 1 in 8 of the working age population were from a BME background, yet BME individuals make up only 10% of the workforce and hold only 6% of top management positions;
- The employment rate for ethnic minorities is only 62.8% compared with an employment rate for White workers of 75.6% – a gap of over 12 percentage points. This gap is even worse for some ethnic groups, for instance the employment rate for those from a Pakistani or Bangladeshi background is only 54.9%;
- People with a BME background have an underemployment rate of 15.3% compared with 11.5% for White workers. These people would like to work more hours than they currently do; and
- All BME groups are more likely to be overqualified than White ethnic groups but White employees are more likely to be promoted than all other groups.

[Runnymede Trust report – Minority Report, Race and Class in post-Brexit Britain](#)

27th March, *Equality, and Diversity Forum*

The Runnymede Trust published a report on race and class in post-Brexit Britain in March 2017, interrogating the persistence and extent of intergenerational inequalities on the grounds of race and class, and examining how those inequalities are then unjustly supported by racist and classist attitudes and behaviours.

[Multiplying Success through Collaboration](#)

30th March 2017

Fourteen BME landlords launch a new report delivered by Altair to provide insights into the success of joint working to deliver enhanced value for money for residents, communities and organisations.

Religion

[Manifesting a religious belief and annual leave](#)

25th April 2017

In *Gareddu v London Underground Ltd*, the Employment Appeal Tribunal (EAT) assessed whether London Underground should have allowed a request made by its employee, Mr Gareddu, for five weeks off during the summer holidays to attend religious festivals.

Low Income

[Lone parent families win permission to challenge reduced benefit cap](#)

1st March – Local Government Lawyer

The High Court has granted permission to four lone parent families to challenge the reduced benefit cap. The claimants argue that the lack of an exemption for lone parents of children aged under two is discriminatory and unlawful since other vulnerable groups were recognised in this way.

[Lower benefit cap pushing people out of private rented sector](#)

9th March – Inside Housing

Housing benefit recipients are being pushed out of the UK private rental market, a survey of Royal Institution of Chartered Surveyors members has revealed. Around a third – 29% – of members responding to the survey said homeless people and those on housing benefits were less able to access private rented homes since the introduction of the lower benefit cap. The cap was lowered from £26,000 to £20,000, and £23,000 in London, at the beginning of this year.

[Warning as rent arrears soar after Universal Credit pilot is rolled out in Scotland](#)

13th March – The Herald

A leading Scots housing body has warned that increasing numbers of people on benefits are at greater risk of homelessness as rent arrears soar under a controversial new benefits pilot scheme being rolled out across Scotland.

['Rigged' housebuilding system means eight in ten families cannot afford new home, says Shelter](#)

2nd March, Shelter

The report states that the current system of housebuilding in England is failing families by producing high-priced and poor-quality homes. The report highlights how newly built homes are out of reach for eight in ten (83%) working private renting families across the country – even if they used the government's Help to Buy scheme.

Homelessness

[9,000 Youngsters Could Be Made Homeless by Housing Benefit Cuts, Warns Charity](#)

6th March – Huffington post

Up to 9,000 young people could be forced on to the streets if Theresa May pushes ahead with cuts to housing benefits, according to a homelessness charity. The Government confirmed on Friday that housing benefit would be scrapped for new applicants aged under-22, although there would be exemptions for those in special circumstances.

[Councils spend £2m a day on temporary accommodation say town hall chiefs](#)

6th March – LocalGov

A 'chronic shortage' of affordable housing is forcing local authorities to spend £2m a day on temporary accommodation for homeless families, council chiefs warn. The LGA has called on the chancellor to use the Spring Budget to free councils from borrowing limits hampering their ability to build new homes, and to adapt welfare reforms to protect families at risk of homelessness.

[Government refuses to publish housing benefit cut assessment](#)

7th March – Inside Housing

The government has refused to publish its equalities assessment into the removal of housing benefit for 18 to 21-year-olds.

[Crisis and JRF report warns benefit cuts and lack of housing leaves councils struggling to cope with rising homelessness](#)

2nd March – *Housing Excellence*

Councils are struggling to house young homeless people and large families because of benefit cuts and a shortage of genuinely affordable homes, warns a new report, fuelling fears of a rising tide of homelessness.

[What can the UK learn from how Finland solved homelessness?](#)

22nd March – *The Guardian*

A report by EU housing organisation Feantsa has found every country in the EU is in the midst of a crisis of homelessness and housing exclusion – with one exception: Finland.

Finland has adopted a radical approach which involves giving homeless people permanent housing as soon as they become homeless, rather than muddling along with various services that may eventually result in an offer of accommodation.

[Homelessness bill passes final stage as temporary accommodation use soars](#)

23rd March – *Inside Housing*

The Homelessness Reduction Bill has passed its final stage in the House of Lords as the latest government figures reveal the number of households in temporary accommodation has soared by 10% since last year.

The House of Lords the bill's third reading received unanimous support and has now passed. It will receive Royal Assent and then become law. The bill seeks to prevent homelessness by placing extra duties on councils to intervene at an earlier stage with households who are at risk of homelessness, provide more detailed advice on housing options for those at risk of homelessness, and make it easier for applicants to appeal a decision against them.

The government will make £61m of funding available for councils to cover these new duties in the first two years. But critics have said this will not cover the full extra costs councils will face.

[Scottish Government to cover the loss of housing benefit for 18 to 21-year-olds](#)

27th March – *24 Housing*

More young people in Scotland will be at risk of homelessness due to UK Government changes to housing benefit, Scottish government social security secretary Angela Constance has said. The Scottish Welfare Fund will now be extended on an interim basis to ensure those young people who will be excluded from financial support by the UK Government will still be able to receive assistance with housing costs.

[Councils welcome government's Universal Credit U-turn](#)

28th March – *Inside Housing*

Councils have welcomed the government's move to make households that are made homeless exempt from Universal Credit following reports rent arrears bills have started to rack up.

Pregnancy & Maternity

[Recruiting Working Mothers Is A Great Business Opportunity](#)

The loss of female talent through maternity leave and the subsequent demands of family life is the key issue to address in order to achieve boardroom equality, and reap the talent of half the workforce for British companies.

[TUC analysis – Maternity Leave in Europe](#)

24th March 2017

The TUC published an analysis of maternity pay in March 2017. Based on research from the International Network on Leave Policies and Research, the TUC found that British mothers get one of the lowest amounts of decently-paid maternity leave in Europe.

[Quarter of young mums experience maternity discrimination](#)

17th March 2017

Almost four in 10 (39 per cent) young mothers have been questioned in job interviews about how being a mother would affect their ability to work, a new survey has revealed. The research from the Young Women's Trust also found that a quarter (25 per cent) of young mothers – aged between 16 and 24 – have experienced discrimination of some sort when their employer found out they were pregnant.