



## Quick Links

### PRACTITIONER GROUPS

[North West Equality & Diversity Network for Housing Practitioners](#)

[Yorkshire and East Midlands Diversity Discussion Forum](#)

[North East Equality & Diversity Network](#)

[South & South West Equality & Diversity Forum](#)

[Midlands Equalities Forum](#)

[London Diversity Group](#)

## Message from the Chief Executives

We are still celebrating our success at the CIPD Awards, where we won best Coaching and Mentoring Project. This is a real credit to the strength of our network, and is an award for all our mentors, mentees, steering group and members.

We are now exploring how we build on this success, through expanding the scheme and developing it further for manager level staff. In our Board Mentoring we are offering some one off events to up skill your Board members and sample our wider programme. The event will be an opportunity to hear from the HCA as well as a Chief Exec and Chair who have been through an In Depth Assessment. More details on this and our other events coming up are available [here](#)

Our recent conversations with David Orr, Cym DeSouza of BME National and our network have emphasised the job to do in increasing diversity in our leadership - ensuring we have people with the talent and life experience to respond to the current challenges we face.

We are also supporting the Equality and Human Rights Commission on the upcoming inquiry into Disability and Housing and will be seeking the views of members to inform this.

We are concentrating on ensuring our services really deliver the help you need to attract and support the best people to your business, deliver appropriate and accessible services and support cohesive and inclusive communities.

More information on many of our activities are of course available on our website however do please get in touch if you have any questions and do please keep us informed on any issues that we can support you on or that we should be taking forward.

**Warmest wishes**  
**Sallie & Alison**

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## HDN News

### HDN Training and Consultancy

Firstly, a huge 'Thank You' to everyone who recently completed the HDN annual training needs questionnaire. The HDN team really appreciate the time people have taken to share their thoughts and opinions on not only their own personal development needs but also their views on what should be the focus for training priorities within the organisations in which they work. Your feedback enables HDN to identify how it prioritise the services and support we can offer you over the next year, so your input is essential.

The findings from the questionnaire have given us a valuable insight from both a personal and organisational perspective about the types of learning and development activities that we need to include in our training and consultancy offer.

Inclusive Leadership, Unconscious Bias, Coaching and Mentoring, Mental Health at Work and Change Management, all featured in the top six priority categories. HDN are therefore now working on further developing our range of training approaches to support these needs. They will range from the development of classroom based approaches through to increasing the skills and knowledge toolkit available to our members on our website including a trainer's presentation with notes on Mental Health Awareness. Access these resources [here](#)

At HDN we work with you to improve your organisational effectiveness. We can provide support in a range of areas, from developing an inclusive and resilient culture that can deal successfully with change, to attracting and making the most of all talent to ensure business success.

If you would like any more information on how we can support you either in the areas mentioned above or other topics, please get in touch with Sioux Breeze-Derrigan either by email at [sioux@housingdiversitynetwork.co.uk](mailto:sioux@housingdiversitynetwork.co.uk) or by phone on 07903 792897.

### New Acas Resources - 'Workforce Wellness' and 'Marriage and Civil Partnership Discrimination Guidance'

Acas has published new guidance on preventing and dealing with workplace stress. Stress accounts for around 35% of all work related ill health cases and 43% of all working days lost due to ill health. Preventing and dealing with workplace stress is a key skill for managers and employers. Acas guidance available [here](#)

Preventing discrimination at work is essential. Acas's new guidance provides advice and guidance on marriage and civil partnership rights as part of the Equality Act. Acas guidance available [here](#)

### Recent Discrimination Developments Webinar

DAC Beachcroft's latest webinar on 'Recent Discrimination Developments' is now available [here](#)

**CIPD** | People Management  
Awards 2016

**Winner**

## Homes and Communities Agency Equality Objectives Consultation

The Homes and Communities Agency are consulting on their proposed equality objectives for 2016-2020. They are inviting comments on the proposed objectives with a deadline of 14<sup>th</sup> December 2016.

The document available from the link below sets out the five draft equality objectives along with the reason they have been suggested and the action that will be taken to achieve them.

<https://www.gov.uk/government/consultations/homes-and-communities-equality-objectives-2016-to-2020-consultation>

The five draft Equality Objectives are:

Objective 1: Work with staff to develop and incorporate best diversity practice into our employment policies and practices

Objective 2: Ensure that equality and diversity issues are identified and addressed effectively through enquiries and activities of the Consumer Regulation Panel

Objective 3: Improve the profile and representation of disabled people at the HCA

Objective 4: Support the capacity of staff and stakeholders to deliver housing options that meet the needs of people with protected characteristics

Objective 5: Promote investment in housing that meets the needs of people with protected characteristics – including older people

## Valuing people through diversity and inclusion—Code of practice

The CIPD are developing a Code of practice for organisations around diversity and inclusion. HDN attended a consultation event in Manchester recently on the proposed standards and we would encourage people who are interested to take a look at the draft standards and make comments. The draft standards are available to review [here](#) and for comments to be submitted.

## New Quick Guide: Health and Housing

This new Health & Housing quick guide by Housing LIN provides practical resources and information on how housing and health can work together to prevent and reduce hospital admissions, length of stay, delayed discharge, readmission rates and ultimately improve outcomes; in particular, signposting to examples of joint working that have prevented a hospital admission or reduced health inequalities. New guide available [here](#)

**Best wishes**

**The HDN Team**

**CIPD** | People Management  
Awards 2016

**Winner**

# Equality & Diversity News and Publications

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

## Equality, Diversity & Inclusion

### [Women and Equalities Committee inquiry on ensuring strong equalities legislation after EU exit and EDF response](#)

23<sup>rd</sup> November

The Women and Equalities Select Committee launched an inquiry into ensuring strong equalities legislation following EU exit in October 2016. Following on from a one-off session on the possible impact of Brexit on the equalities agenda, the Committee launched the inquiry to examine further the implications of leaving the EU on equalities legislation and policy in the UK.

### [CBI — The business case for inclusive workplaces](#)

There's been a sea-change in employers' attitudes towards diversity and inclusion in the workplace over the last decade. Not just with regards to gender diversity, but an increasing focus on making workplaces inclusive of people from a diverse range of backgrounds. This is the right direction of travel, not just because it's the right thing to do. But because it makes business sense to realise the potential of the widest pool of people in a society where diversity is on the up.

### [EHRC report into recruitment in Britain](#)

28<sup>th</sup> October

The Equality and Human Rights Commission published a report into recruitment in Britain in October 2016.

The report said that workplaces and recruitment agencies should increase their understanding of the law in relation to recruitment so that they are not at risk of discriminating against candidates on the basis of their nationality.



## Gender

### [2016 annual survey: No country for young women](#)

15<sup>th</sup> October – Young Women's Trust

Drawing on findings from a major poll of 4,000 18-30 year olds, carried out by Populus Data Solutions, our 2016 Annual Survey, No Country for Young Women, reveals a generation of young people despairing and anxious, many of whose lives are on hold because of serious financial, work and housing problems - with young women hit hardest.

### [Women and Equalities Committee inquiry into UN Sustainable Development Goal 5](#)

27<sup>th</sup> October

The Women and Equalities Select Committee launched an inquiry into the Government's plans for achieving the UN Sustainable Development Goal 5

## Pregnancy & Maternity

### [Cost of pregnancy and maternity discrimination revealed](#)

British businesses are losing nearly £280 million a year due to women being forced out of their jobs through pregnancy and maternity discrimination.

New research shows that this is largely down to recruitment and training costs and lost productivity. Women who kept their jobs were also likely to be out of pocket due to discrimination, by failing to get a promotion, having their salary reduced, being demoted and receiving a lower pay rise or bonus than they would have otherwise.

This report estimates the financial costs to women, employers and the State from negative or discriminatory experiences during pregnancy, maternity leave or on return to work.

## Age

### [The Good Childhood Report 2016](#)

2<sup>nd</sup> October – The Children's Society

The Good Childhood Report 2016 is the fifth in a series of annual reports published by The Children's Society about how children in the UK feel about their lives. Key findings from this year's report are there is a growing gap in happiness between girls and boys, girls are less happy than they used to be, we have seen more 10 to 15-year-old girls unhappy with their lives over a five-year period, and children's direct experiences affect their well-being more than factors further removed from them.

### [Still not ready for ageing](#)

13<sup>th</sup> October- The Ready for Ageing alliance

This update from the 2013 report, 'ready for ageing' argues that Government action on tackling the challenges and maximising the opportunities of ageing has stalled. In relation to housing, it states that there is a huge undersupply of retirement housing. New mainstream housing is, in the main, not being built to Lifetime Homes Standards, and older people are not being adequately supported to adapt their own homes. Significant numbers of older people live in housing officially classified as 'unfit'.

### [Personalisation and growing old well with dementia](#)

Launched this week to coincide with Self Care Week 2016, this paper includes two short sections on carers and self-funders, followed by a section on specific issues concerning growing old with dementia. The paper concludes with a summary of the writer's thoughts, focusing particularly on the community context, and a 10 point strategy for going forward.

### [Age UK report: Hidden in Plain Sight – the unmet mental health needs of older people](#)

28<sup>th</sup> October

Age UK published their report, 'Hidden in Plain Sight – the unmet mental health needs of older people', in October 2016.

Using data from 55 mental health trusts as well as 130 clinical commissioning groups in England, this

report shows that current provision of support is insufficient for both the needs at present and in the face of a rapidly ageing society. It also puts forward key recommendations for NHS commissioners and providers to improve outcomes for older people living with mental health problems.

## Low Income

### [General needs tenants would 'face income shortfalls'](#)

10<sup>th</sup> October – Inside Housing

Up to 26,000 new general needs tenants a year would be hit by a proposed welfare cut if current allocations trend continue, according to research from the National Housing Federation. These households would be affected by the government's decision to cap housing benefit in line with the Local Housing Allowance (LHA). The figures suggest that 18.2% of new housing association and council tenants in a year could be hit and face average shortfalls of £18.28 a week. Some renters would face shortfalls of £30 per week.

### [Troubled Families Programme 'Had no significant impact'](#)

18<sup>th</sup> October – Inside Housing

The Troubled Families programme, which was launched with £448 million of government funding and was then extended to 2020 with £920 million, aims to change the lives of the most disadvantaged families in England. However, a report by the national Institute of Economic and Social Research measured no consistent evidence that the programme had improved the families' lives.



## **Flagship: third of tenants at risk of unaffordable rents**

*21<sup>st</sup> October- Inside Housing*

Research commissioned by the Flagship Group found that 32% of its 20,000 tenants risk not being able to afford their rent if they are hit by further welfare reform or other unexpected changes to their circumstances. The report recommended that the housing association review its lettings policy to ensure it is renting to a 'sufficient' proportion of people with higher incomes and retired households that are not in pension credit.

## **Homelessness**

### **Homelessness acceptances surge 10%**

*28th September – Inside Housing*

Councils accepted 15,170 households as homeless between April and June this year, which is up from 13,840 for the same period in 2015/16. There has been a significant increase in households living in temporary accommodation, up 9% in April to June when compared with the same period last year. Despite the increased pressure on homelessness services, councils prevented 50,990 households from becoming homeless, a 4% increase from the previous year.

### **Khan launches rough sleeping taskforce**

*6<sup>th</sup> October – Inside Housing*

The new No Nights Sleeping Rough taskforce will bring together government officials, homelessness charities and representatives from Westminster, Camden, Lambeth, Tower Hamlets and the City of London councils, who have the highest number of rough sleepers. It will work with the Metropolitan Police, NHS bodies and Transport for London to identify required interventions and will lobby the government for support where necessary. It will replace Boris Johnson's Rough Sleeping Group.

### **Temporary accommodation numbers rise despite fund**

*7<sup>th</sup> October – Inside Housing*

A government fund of £5 million which was shared between some 25 councils last December has failed to halt a rise the numbers living in temporary accommodation. Indeed 19 of these councils have seen numbers rise, with Birmingham seeing a 50%

increase, to around 1,330. Homeless statistics published in early October shows that the total number of households living in temporary accommodation across the 25 local authorities rose by 6%, to 51,552 between June 2015 and June 2016.

### **Government opens bids for £40 million homeless funding**

*17th October – Inside Housing*

The Department for Communities and Local Government announced a £20 million Homelessness Prevention Trailblazers scheme, under which grant funding is given to local authorities trying 'new, innovative' approaches to prevent people becoming homeless before they lose their home. The government has also published the prospectus for a £10 million rough sleeping grant fund for early intervention, and a £10 million Social Impact Bond to turn around the lives of entrenched rough sleepers.

## **Immigration**

### **Harsher penalties for landlords renting to illegal immigrants**

*4<sup>th</sup> October – Inside Housing*

The home secretary has announced that landlords that knowingly let homes to illegal immigrants could be sent to prison. This comes on the back of 'Right to Rent' checks that were introduced in February, which forces landlords to check new tenants' identification documents to ensure that they have a right to live in the UK.

## **Health & Housing**

### **LGA chair hits out at supported housing duty proposal**

*3<sup>rd</sup> October – Inside Housing*

The chair of the Local Government Association has pledged to oppose proposals for a new duty on councils to provide supported housing. Ministers are currently considering imposing new duties on councils which would require them to build certain types of housing. However, Lord Gary Porter has criticised the theory of imposing duties, and would favour more freedoms within a framework.

## [Shelter launches 'Living Home Standard'](#)

*17<sup>th</sup> October – Inside Housing*

Shelter has published a standard which will measure the acceptability of housing across all tenures. There are 39 tests to meet the standard, across five areas: affordability, decent conditions, space, stability, and neighbourhood. Research on behalf of Shelter of 1,961 properties across Britain found that 43% of those polled lived in homes which failed to meet the standard. Private renters fared the worst, with 69% failing the standard; however, 66% of housing association homes also fail the standard.

## [Wagons Roll! My blog on inclusive design, sustainability and a user-led approach](#)

For those who don't know, George is an architect with a penchant for the quirky. According to the blurb, he explores the extraordinary world of small builds, where people turn tiny spaces into the most incredible places to live, work and play. This programme featured Sam Mildon, a young disabled guy who uses a big powered wheelchair. Sam wanted to go to festivals, explore the world, do stuff he wanted to do – like most people in his age group. He didn't like or want, and couldn't afford, an unwieldy production-built accessible mobile home. And as a dedicated conservationist, he wanted to have a vehicle that was as sustainable as possible. So he decided to build his own mobile, off-grid home on wheels.

## **Race, ethnicity and nationality**

### [Report finds housing race inequalities](#)

*21<sup>st</sup> October- Inside Housing*

A report commissioned by BME national has found that stark racial disadvantages and discrimination still exist in housing. The report 'Forty Years of Struggle', found that 46% of BME groups won their own home, compared to 64.4% from white backgrounds. Further data showed that 37% of households accepted as homeless were BME households, up from 18% in 1998.

## [Darwin Bernardo: 'Give BME communities a chance'](#)

*18<sup>th</sup> October - 24 Housing*

With the BME National conference later this week, 24housing are publishing a series of pieces to mark the occasion. We spoke to Darwin Bernardo, last year's 24housing Young Leader runner up, to see how he has influenced his community.

## [All FTSE 100 boards 'must have BAME representation by 2021'](#)

Think tank calls for end to lack of diversity in top management; HR urged to take the lead by increasing ethnic minority representation at senior levels.

Britain's biggest listed companies should be encouraged to include at least one non-white person on their boards within five years, according to a think tank.

## [BME chief calls for government equality policy](#)

*21<sup>st</sup> October - 24 Housing*

The government need to make good on their promises for equality in the country. That is the verdict from Ali Akbor, who is also Treasurer at BME National.

He said: "Firstly, I'd say the noises coming out of government about tackling inequality are most welcome, especially those from new Prime Minister Theresa May.

## [BME communities 'disproportionately impacted' by Universal Credit](#)

*19<sup>th</sup> October - 24 Housing*

Recent research by the Race Equality Foundation has found Universal Credit will badly affect BME communities. The research makes a damning assessment of the government's flagship benefits scheme, which it says will leave black and minority ethnic families worse off due to more receiving benefits and tax credits.

## [Our Journey](#)

*19<sup>th</sup> October - Inside Housing*

BME housing organisations are needed because there is still housing disadvantages and discrimination, says Cym D'Souza, Chief Executive of Arawak Walton Housing Association.

## [Race Equality Foundation calls for policy that 'works for all'](#)

*20<sup>th</sup> October - 24Housing*

Since the days of 'No blacks, no dogs, no Irish', anti-racism and race equality campaigners and organisations have fought for decent housing for black and minority ethnic people in the UK. The signs have gone from bedsits, and rules that stopped black and minority ethnic people accessing council housing have long since ended, but the inequalities remain.

Work for the Foundation has looked at the impact of racism and disadvantage in housing. Black and minority ethnic people are more likely to live in overcrowded housing, without central heating, and shared with another household.

## [Human Rights](#)

### [Cuts That Hurt: The Impact of legal aid cuts in England on access to justice](#)

*15<sup>th</sup> October – Amnesty International*

The UK government has dramatically reduced access to legal aid for tens of thousands of people in civil cases. In doing so it has stripped away a vital element of support for a fair and just legal system. Those hardest hit by the cuts are some of the most disadvantaged and marginalised people in our society: children and young people, and people with additional vulnerabilities, including those with mental health problems or disabilities. This report turns the spotlight on the damage to human rights – and the lives of thousands of people – brought about by these rushed reforms

## [LGBTIQ](#)

### [European Commission report on the case for LGBT diversity in the workplace](#)

*28<sup>th</sup> October*

The European Commission published a report, 'The Business Case for Diversity in the Workplace: sexual orientation and gender identity – Report on good practices', in October 2016.

The aim of the study is to provide examples of good practices adopted by companies in the EU that actively promote LGBTI inclusion, highlighting the social and economic benefits that this can bring.

### [Acting on Equalities: Are Local Authorities in England Meeting the Duties of the Equality Act 2010 and Addressing Sexual Orientation & Gender Identity?](#)

*15<sup>th</sup> October – Liveable Lives*

In late 2014 and mid-2016, the Liveable Lives project gathered data to help understand exactly what each of the 353 local councils in England is doing to meet their duties under the Equality Act 2010. The key findings of the research include: 42% (150 councils) demonstrated compliance, although around one-third of these had missed a key statutory deadline for publishing information and are therefore not fully compliant; 4% (15 councils) were demonstrating weak compliance (defined as doing the 'bare minimum' in their Equality Objectives); 50% (178 councils) were not demonstrating observance, and 3% (10 councils) were displaying complete lack of awareness of the legislation.





## HDN Website - Careers Page

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

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

## Practitioner Group Updates

If you or any of your colleagues are interested in joining any of the groups, please contact [carla@housingdiversitynetwork.co.uk](mailto:carla@housingdiversitynetwork.co.uk). As a practitioner you are welcome to attend any of the meetings and be added to all six email groups.

Dates for the next meetings are:

### **North West Equality & Diversity Network for Housing Practitioners**

The next Forum meeting is still to be confirmed.

### **Yorkshire and East Midlands Diversity Discussion Forum**

The next Forum meeting is still to be confirmed.

### **North East Equality & Diversity Network for Housing Practitioners**

The next meeting will be held on the **14<sup>th</sup> December 2016**, Cestria Community Housing, Durham.

### **South & South West Equality & Diversity Forum**

The next Forum meeting is still to be confirmed.

### **Midlands Equalities Forum**

The next Forum meeting will be held on the **12<sup>th</sup> December 2016**, Accord Housing Group, West Bromwich.

### **London Diversity Group**

The next meeting will be held on the **5<sup>th</sup> December 2016**, A2Dominion, London.

## Upcoming Events

- [Train The E&D Trainer](#) - 7<sup>th</sup> December 2016, Bolton at Home, Bolton
- [Board Members' Development Opportunity](#) - 9<sup>th</sup> December 2016, York
- HDN & CIH Equality & Diversity Conference - 24th January 2017, London

For further information on the above events please visit the HDN website or contact



The Housing Diversity Network's Equality & Diversity Briefings are produced in association with the Centre for Local Economic Strategies (CLES). For further information on CLES please visit their website at [www.cles.org.uk](http://www.cles.org.uk), contact Matthew Jackson on 0161 233 1928 or email [Matthewjackson@cles.org.uk](mailto:Matthewjackson@cles.org.uk)