

November 2017



# eBriefing

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## HDN News



We are delighted to announce the appointment of Raj Patel as HDN's new CEO. Raj co-founded Ashram Housing in Birmingham, and has worked in equality and diversity for more than a quarter of a century, leading organisations and consultancies in UK, Asia, Africa and Latin America. He brings a wealth of experience and expertise in equality, diversity and inclusion, and in leadership.

### **Raj Patel new CEO said:**

'We find ourselves in a time when the need for equality, diversity and inclusion is critical for the housing sector and the nation. The role HDN plays with and through its members is vital as we increasingly strengthen delivery through diversity and make our contribution in community. I am proud to lead HDN at this time'

### **HDN Chair Debansu Das said:**

'We would like to thank interim joint CEOs Alison and Sallie, for their contribution over the last 18 months. They have supported the Board through this transition period, to determine the direction of the organisation, developing new resources for our members and partners, and ensuring the organisation rests on a solid financial and strategic foundation'

These are exciting times for HDN. Look out for further announcements as we launch our new branding, as well as our and online tool developed with Salford University, enabling organisations to rapidly assess their performance on EDI, and plan for improvement. We will also be continuing our partnership to promote diversity in leadership, through our award winning mentoring development model.

### **Race Disparity website launched**

The Government has launched its Race Disparity website. This provides data and information on race equality in the UK, drawing on public data to reveal some of the key inequalities. The Government has pledge action on some of the key inequalities highlighted.

<https://www.ethnicity-facts-figures.service.gov.uk/>

## What can housing associations do to tackle race disparities?

As government figures show race inequalities in housing, Sallie Bridgen, reflected on what housing providers can do to tackle the problem. The recent [blog](#) set out some of the things associations can do to play their part.



## HDN Website - Careers Page

Check out our website [here](#) for the latest jobs with Orbit Group, London & Quadrant Housing Trust, Riverside Group, Karbon Homes, Leeds & Yorkshire Housing Association and many more.

## Upcoming Events



### [Train the EDI Trainer](#)

Venue: One Manchester  
Date: 7<sup>th</sup> December 2017  
Time: 10.30 - 16.00

HDN members are entitled to one place at one session during the year @ £20+VAT as part of membership, thereafter a member rate of £195 + VAT applies.

For further information about this event or to book place, please email [carla@housingdiversitynetwork.co.uk](mailto:carla@housingdiversitynetwork.co.uk)

## Upcoming Notable Dates:

- 20<sup>th</sup> Universal Children Day
- 25<sup>th</sup> Day of the Covenant - Baha'i
- 25<sup>th</sup> International Day for the Elimination of Violence against the Women
- 27<sup>th</sup> Accession of Abdul'I - Baha - Baha'i
- 30<sup>th</sup> Saint Andrew's Day - Christian

Best wishes

The HDN Team

**CIPD** | People Management Awards 2016



# Equality & Diversity News and Publications

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

## Equality, Diversity & Inclusion

[Affordable housing key for development and social equality, UN says on World Habitat Day](#)

2<sup>nd</sup> October, UN News Centre

1.6 billion people live in inadequate housing, one billion of whom reside in slums and informal settlements. An analysis of housing affordability over the last 20 years reveals that despite increasing demand, housing – including rentals – has been largely unaffordable for the majority of the world population – ‘Handing over housing to the market has proved a failure in providing affordable and adequate housing for all’. Addressing the housing needs of the poorest and most vulnerable, especially women, youth and those who live in slums, must be a priority in the development agendas.

[Boardroom diversity still failing](#)

Nearly six in ten Boardrooms still don't have an ethnic minority presence despite the ethnic makeup up of leadership talent pipelines improving for the first time in four years. These figures, compiled by Executive Search and Interim Management provider Green Park, highlight the paucity of ethnic minority candidates in top-level leadership roles. Speaking to CityAM, James Jarvis, Corporate Governance Analyst at the Institute of Directors, said: “While it is encouraging to see that ethnic diversity has increased in the leadership pipeline, it is a worry that this does not appear to be translating into executive and board positions.

[Deloitte's Radical Attempt to Reframe Diversity](#)

Deloitte has started a major debate in diversity circles by turning its approach upside down. The firm is ending its women's network and other affinity groups and starting to focus on...men. The central idea: It'll offer all managers - including the white guys who still dominate leadership the skills to become more inclusive, then hold them accountable for building more-balanced businesses. “A lot of our leaders are still older white men, and they need to be part of the



conversation and advocate for women,” is how Deepa Purushothaman, national director of Deloitte's soon-to-be-disbanded women's employee resource group (ERG), puts it.

[Equality in the Workplace Means Moving Beyond the Headlines](#)

The way we work is out of step with the way we live. Without change, inequalities in pay may never close and our economy risks losing out on vital skills and talent. It's time to get granular in our understanding of what drives inequality and to re-think the workplace.

New research from the EHRC highlights inequalities in pay. Despite government commitments to close the gender pay gap in a generation, women still earn only 82 pence for every pound a man earns. Importantly though, this new report goes beyond the headline figures and draws attention to the diversity of experiences, too often masked by that headline figure.

[Almost two thirds of UK workers hide an aspect of their lives at work](#)

New research reveals nearly two thirds (61%) of UK workers feel they keep an aspect of their lives hidden at work. The research from Inclusive Employers found family difficulties (46%) was the most likely hidden issue at work, followed by mental health (31%). One in five also admitted they would hide their sexual orientation while at work. It also found a generational divide, with 67% of employees aged between 18 -24 years old keeping something secret compared to 55% of those over aged 55 years or over.

[Report highlights how organisations can advance BAME talent in the workplace](#)

‘The Middle Research: Progressing BAME talent in the workplace through collaborative action’ led by the School of Business and Management's Dr Doyin Atewologun explores the barriers faced by ethnic minority managers in the workplace and the ways organisations can overcome this and advance BAME talent.

## [Diversity: Are top firms boasting and not doing?](#)

Whilst big companies proudly declare their intention to diversify the makeup of Boardrooms, less than half are willing to disclose how they're actually doing – The Street reports. The study, which found that only about 45% of the largest US companies disclose the composition of their Board by gender. An even smaller number, 40%, disclose the ethnicity of their directors. Yet, according to the study, about 60% of firms says they consider gender and ethnicity when assessing director candidates.

## Gender

### [Preventing A Diversity Backslide: Re-examining Initiatives To Keep Women Moving Forwards](#)

According to the news headlines of late, the working world has not been great for women. It seems that issues around unconscious bias are still rife - and they have certainly captured the attention of the media. Currently Google is facing a class action lawsuit from roughly sixty women, all of whom are involved in the same row around issues of sexism at the tech giant.

### [Austerity is hitting black and Asian women hardest](#)

Today, Runnymede and the Women's Budget Group released new research on how austerity measures are disproportionately affecting black and Asian women. The poorest black and Asian families will suffer a massive 20% drop in living standards by 2020 if current policies are maintained, according to figures from the report.

## LGBTIQ

### [There is more landlords can learn about the needs of LGBT residents](#)

24<sup>th</sup> October, 24Housing

HouseProud, the nationwide network for LGBT+ people working in social housing is spearheading the first sector-wide study to explore resident interactions with housing providers. The research will be launched during LGBT History Month in February 2018 when the findings will be made available to the sector.

The study is exploring LGBT+ resident interactions with housing providers across a range of issues, including whether residents modify their behaviours or hide their sexuality when visited by their housing officer or a repairs operative and whether older residents feel the

need to go back into the closet when they receive care and support. The findings of the study will help the sector to understand how LGBT+ residents experience housing differently, enabling providers to understand the value of monitoring sexual orientation and any practical steps that they could take to secure the wellbeing of LGBT+ residents. So far, over 30 housing providers have helped to promote the research, reflecting the appetite of the sector to understand the issues faced by LGBT+ residents.



### [Trans employees still lacking workplace support](#)

Acas Head of Equality, Julie Dennis, said: “Trans people are better supported in UK workplaces now compared to 20 years ago but we still have a long way to go to create a positive environment for those who identify as the ‘T’ in LGBT. “Nine out of ten trans people have suffered from depression so employers should ensure that managers are properly trained to support them. We have published new guidance today to help employers, small businesses and managers understand the basics around equality law and ensure trans people are treated fairly at work.”

## Age

### [UK housing crisis is hitting older people too, not just the young](#)

24<sup>th</sup> October 2017, The Guardian

Older homeowners stuck in unsuitable properties are often overlooked in dialogue around Britain's housing shortage. Less sheltered housing is being built and with a blanket housing benefit cap proposed under Universal Credit, those already living in supported housing are at further risk. There is also little recognition of the need for older people's housing in

local planning rules as higher build costs make it difficult for developers to bid against mainstream house builders for plots of land.

### [Housing support cuts a key contributing factor to 'crisis' in children's services](#)

31<sup>st</sup> October, 24Housing

Cuts to housing support are cited as a key contributing factor to an increasing crisis in children's services. In a survey of councillors with responsibility for children's services 87% said that demand for these

services has risen over the last two years. Claims of crisis are backed by the findings of the survey published by the National Children's Bureau (NCB), which also show 35% of councillors said their local authority lacked the resources to support 'children in need; 36% had insufficient funding to help children in care; and 30% lacked resources to support children with protection plans. Lead members responsible for children's services said the extra burden on local authorities had come about for a number of reasons: 50% said it was partly due to increased levels of poverty and hardship; 45% said cuts to other services for families, such as housing support, were a contributing factor; and 36% said it was in part due to professionals getting better at spotting the signs of a child in urgent need.

### [Extra-care housing offers older people independence and reassurance](#)

12<sup>th</sup> October 2017, *The Guardian*

This article covers extra-care housing facilities: developments that offer rental or leasehold properties for older people, with personal care and support as an add-on service. The flexibility of this type of housing allows residents to continue living behind their own front door, providing a viable alternative to residential homes. It includes some useful case studies and recommends that the government needs to recognise the importance of encouraging this type of development.

### [Community Building for Old Age: Breaking New Ground the UK's first senior cohousing community, High Barnet.](#)

October 2017, *Housing LIN*

This case study is on the Older Women's Cohousing (OWCH) group experience of active community-

building. A group of older women looked to each other to develop and share their social capital after realising that living alone as they grew old could leave them vulnerable. They built a cohousing community based on shared responsibility and mutual support that provides 25 purpose built homes for 26 women aged from early 50s to late 80s.

## Race, Ethnicity and Nationality

### [We know there's a housing crisis – but why is it so much worse for black families?](#)

3<sup>rd</sup> October, *The Guardian*

In the UK, black households are much less likely to be homeowners than those headed by someone white or Asian and much more likely to be living in social housing. Fewer than a third of black households are headed by owner-occupiers – either owning their home outright or with a mortgage, according to a House of Commons briefing paper published in June, compared with two-thirds of white families and 58% of Asian households. While home ownership across all ethnicities has fallen since the financial crisis, black families have seen the biggest drop: in 2001 the proportion who were owner-occupiers stood at 39%; by 2016 it had fallen to 29%. The same report showed that 48% of black households were living in social housing. There is also evidence that housing conditions are worse for ethnic minorities: they are much more likely to live in overcrowded homes, and, according to research by Prof Danny Dorling, fellow of St Peter's College, Oxford, the majority of children living above the fourth floor in blocks of flats are black or Asian.

But why? There are many reasons including: the average age of the white population is mid-40s, but for most BME populations it is in the early 20s; most ethnic minorities live in cities – the black community is concentrated in London, where house prices are very high; incomes among all groups have failed to keep up with house prices in the country's hottest markets, but white households typically earn more; and black and Asian workers are increasingly finding themselves in precarious work. According to research by the TUC, one in every 13 BAME workers is in temporary employment or on a zero-hours contract, compared with one in 20 white workers.

## [PM's 'race disparity audit' finds work and home ownership divide](#)

3<sup>rd</sup> October 2017, *The Guardian*

Early findings have been released from a 'race disparity audit' commissioned by Theresa May (the full report is due next week). In relation to housing, the audit found inequality in home ownership, showing two in three white British householders own their home compared with two in five householders from any other ethnic group.

## [The shocking state of racism in recruitment revealed](#)

Young Muslims feel that they are being prevented from employment due to islamophobia, racism and discrimination, as applicants with ethnic-sounding names are less likely to gain job interviews.

## **Low Income**

### [How we are using shared tenancies to combat LHA caps](#)

2<sup>nd</sup> October 2017, *Inside Housing*

The Bromsgrove District Housing Trust, a housing association in Worcestershire, is piloting a new scheme to help single people under 35 mitigate the risk of homelessness likely caused by the introduction of the Local Housing Allowance shared room rate.

The Driving Futures scheme will help people find employment via dedicated jobs coaches who will help them with IT training, CV writing support and interview skills. Each tenant is will also be provided with their own bedroom space in a property with communal kitchen, living and bathroom areas with rent at around £60 a week. Once the resident has gained stable employment and maintained it for six months, they are given the option to move to their own property.

### [The cost of housing for low-income renters](#)

13<sup>th</sup> October, *Institute for Fiscal Studies*

This report documents changes in housing tenure and analyses changes in the cost of renting, it shows that: the cost of private rent has skyrocketed (relative to the general price level, the median private rent paid in the mid 2010s was 53% higher than that in the mid 1990s in London and 29% higher in the rest of Britain); higher costs are not explained by the quality of housing (data on housing characteristics show that, for the most part,

increases in private rents paid since the turn of the century are not explained by improvements in the quality of property in the private rented sector); and Londoners spend more of their income on rent than renters elsewhere (In 2013–2015, the median rent-to-income ratio among private renters was 40% in London and 28% in the rest of Great Britain).

The report also shows that low-income renters: spend a higher portion of their income on rent than higher-income renters, even after considering housing benefit (the median rent-to-income ratio is 35% among private renters in the bottom income quintile, 24% in the middle quintile and 19% in the top quintile); this ratio is rising; and The proportion of low-income renters who do not have all of their rent covered by HB has risen (Looking just at low-income renters in the private sector (those in the bottom 40% of the income distribution in each region), the fraction whose housing benefit does not cover all of their rent has increased steadily, from 74% in the mid 1990s to 90% in the mid 2010s. The biggest change occurred among low-income working-age households with children, where it rose from 63% to 90% over the same period. In the social housing sector, the increase has been concentrated in recent years, jumping from 56% in 2010–2012 to 68% in 2013–2015).

### [Alienating, insecure and unaffordable: Living in Scotland's Private Rented Sector](#)

6<sup>th</sup> October, *Common Space*

This report highlights that THE private rented sector continues to have an appalling record on housing security, affordability and quality. Its findings are based on data in the Scottish Household Survey 2016, published by the Scottish Government at the end of September this year.

The paper argues that the trend towards privatisation must be reversed if endemic housing problems, including insecurity and unaffordability, are to be tackled. Other key points include:

- Private rent is uniquely insecure, with over two-thirds (68%) of people staying less than two years in one flat and 41% staying less than one year. The average PRS stay is 2.8 years, compared to 10.6 years in social housing;

- Tenants in PRS accommodation are considerably more alienated from their community than in social housing. Only one in five (19%) PRS tenants had a very strong connection to their neighbourhood, compared to 33% in social housing;

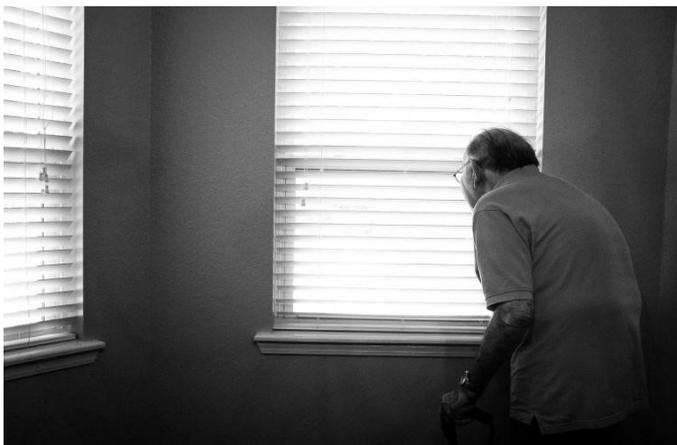
There is significant demand within PRS for moving to social housing. Approximately 40,000 people in PRS (11%) are on a social housing waiting list. Approximately 5,000 (12%) of that number have been on a waiting list for 10+ years. Nearly one-third (31%) of those are on the waiting list because they can't afford their current housing, while 11% are on because they've been threatened with homelessness.

## Homelessness

### [Nation faces older people homelessness 'time bomb' – councils warn](#)

*13<sup>th</sup> October 2017, Local Government Association*

Latest figures show a 130% rise in the number of homeless older people which the Local Government Association says is a growing hidden phenomenon that needs greater understanding. Physical and mental health problems, addiction issues, the death of a loved one, accommodation needing repairs or being sold, or rent arrears are contributory factors to older people's homelessness. Older homeless people also have a range of complex health conditions and are more likely to suffer from mental illness or depression.



### [PM pledges to tackle homelessness in Manchester with £3.2 million fund](#)

*12<sup>th</sup> October 2017, The Big Issue*

A new initiative titled the 'Greater Manchester Homelessness Prevention Trailblazer' will see the

creation of a £3.2 million fund for GM. The scheme aims to link up services and create a more coherent system for helping people get off the streets and will see the combined authority work with the Department for Communities and Local Government.

### [Burnham announces £1.8m bond to help homeless](#) *9<sup>th</sup> October 2017, Place North West*

A £1.8 million social impact bond will provide accommodation and health support for up to 200 people over the next three years. The bond is the largest outside of London and will be used for direct work with people on the streets and in need of immediate help. The Greater Manchester Reform Board also recommended a number of measures including free eye tests for homeless people; a 'good landlords' scheme; regulating private landlords to improve the standard of rented homes and ensuring that no patient be discharged from hospital without a home.

### [Using children's rights in homelessness policy](#)

*October 2017, Children's Rights Alliance for England*

The past decade has seen a huge growth in numbers of children experiencing homelessness and being forced to live in temporary accommodation such as Bed and Breakfasts, often for long periods of time. Living in temporary accommodation can result in breaches of many key children's rights. This publication argues that children's rights approach should be used in homelessness policy.

The key features of such an approach would include:

- It is a human rights based approach specifically for children;
- Children's best interests are always central to the process;
- The child's voice is at the centre y Children's views are taken into account and given due weight; a group that often have no voice;
- It takes a holistic approach which looks at the whole child, e.g. not just their status as a homeless child;

It uses a set of binding international standards for all children and enables the state to be held to account on how it treats children, including by children themselves.

## Health & Housing

### [Mental Health Supported Housing](#)

*October 2017, Rethink Mental Illness*

The role of good housing has been under-emphasised in existing policy on improving mental health services. The future of supported housing is in doubt because of Government proposals to change how it is funded. This report uses case studies and analyses of costs to recommend that the Government should rule out its cap on housing benefit; co-produce an alternative funding mechanism; develop national guidelines on quality; and commit to a wider joint national strategy that looks at housing, support and the care needs of people with mental illness.

## Human Rights

### [‘Substandard’ social housing breaches European human rights](#)

*24<sup>th</sup> October, Irish Legal*

The “substandard quality” of social housing in Ireland breaches human rights, the European Committee of Social Rights (ECSR) has ruled. In its ruling, the ECSR found that the State was failing to take sufficient and timely measures to ensure an adequate standard of housing for families in local authority housing. It also found the presence of sewage, contaminated water, dampness, and persistent mould raised “serious concerns” for habitability.

The case was brought to the ECSR in a class action by tenants of 20 local authority estates in Dublin, Cork and Limerick, submitted by the International Federation for Human Rights. It was taken under article 16 of the European Social Charter, which Ireland ratified in 2000.

## Refugees

### [UK asylum seekers living in ‘squalid, unsafe slum conditions’](#)

*27<sup>th</sup> October, The Guardian*

Asylum seekers arriving in the UK are forced to live in “squalid, unsafe, slum housing conditions” and the public is largely unaware of the conditions into which

“traumatised people are routinely dumped”, charities have said.

Responsibility for housing people seeking asylum in the UK was taken away from local authorities in 2012 and given to the companies Serco, G4S and Clearsprings, through contracts known as Compass. The vast majority of asylum seekers are housed by G4S and Serco in the poorest parts of the country where housing is comparatively cheap. G4S holds Compass contracts for the north-east, Yorkshire and the Humber, the Midlands and the east of England, where 45% of the UK’s asylum seekers live.

## Immigration

### [Government seeks to improve social housing access for domestic abuse victims](#)

*30<sup>th</sup> October, Inside Housing*

The government has launched a consultation on new guidance for councils on how to help victims of domestic abuse access social housing. Under the guidance, local authorities would be told to prioritise domestic abuse victims in refuges for social housing. It also stresses that victims who have fled to other parts of the country to escape abuse should not be disadvantaged by allocations systems, building on advice in the existing guidelines.

Under current legislation, victims of domestic abuse should be prioritised for temporary accommodation without having to prove a local connection. However, councils have been known to turn away domestic abuse victims seeking accommodation on the grounds they do not live locally.