



Message from the Chief Executives



For many of us, 2016 has been a year of jaw-dropping astonishment and not-inconsiderable challenge. Clearly we can think optimistically about the opportunities that come from adversity and turbulence, but there is probably a period needed for reflection, a recalibration of our incredulity barometers and a bit of a rest. Then back in the fray with renewed vim and a sense of possibility!

The lessons from this year will build our diversity work for 2017, supporting our members to attract and grow the best talent, deliver appropriate, accessible services, and build inclusive communities.

We have seen how quickly those communities lacking cohesion can become more harshly divided when adversity strikes; and we want to ensure that the issues highlighted by developments from the recent increases in hate crime to the findings of the Casey Review (see [HDNs latest blog](#)) inform our programme for the coming year – starting with the **HDN/CIH Conference - on 24 January. *Uncertainty and opportunity - equality, diversity and inclusion in a rapidly changing world*** will highlight practical and thought provoking initiatives to ensure diverse leadership and an inclusive approach to organisational change, support the most vulnerable in our communities and develop dynamic approaches to inclusion.

We will be starting an exciting partnership with Salford University to develop a self assessment tool, which will allow providers to assess the diversity and inclusion work they need to undertake to be competitive and compliant.

We are expanding our training and consultancy offers - contact Sioux Breeze-Derrigan



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sioux@housingdiversitynetwork.co.uk for an informal discussion about how we can help meet your needs.

We're also overhauling our member networking and knowledge-sharing opportunities. **Regional Diversity Network events** will deliver strategic -level content and themes, with input from specialists in policy and practice; to make them as engaging and worthwhile as possible

Thank you so much for your continued support. We have really enjoyed working with you in 2016, and look forward to doing so in the coming year – facing challenges and finding solutions together.

Wishing you a peaceful and happy festive season.

Warmest wishes

Sallie & Alison



HDN News

Uncertainty and opportunity - equality, diversity and inclusion in a rapidly changing world HDN & CIH Conference, 24th January 2017, London

We have a great line-up of speakers for our conference in January, more detail from the link [here](#) but topics include:

- Effective leadership in difficult times, Steve Douglas, Altair
- Governance & the importance of Diversity, Sandra Fawcett, Swan Housing
- Inclusive approach to organisational change, Adele Baumgardt, HDN
- Community Cohesion, Dr Jenny Rouse, CLES
- Hear from the HCA and the EHRC

We hope to see you there!

Diversity Calendar 2017

We will be sending out a link to our 2017 Diversity Calendar early in January 2017. We will also be providing an electronic version of the calendar. We tested this out last year here at HDN and it works very well so hope you will also find it useful.

CIPD | People Management
Awards 2016

Winner



Inquiry into the realisation of disabled people's right to independent living through housing provision and tenancy support



The Equality and Human Rights Commission (the Commission) has launched a formal inquiry which will examine the extent to which disabled people's right to independent living is supported by the provision of accessible and adaptable housing and tenancy support services.

The Commission has a legal power, under section 16 of the Equality Act 2006, to conduct an inquiry into anything relating to its equality, diversity and human rights duties. Conducting an inquiry is a way for the EHRC to gain a clear picture of a particular sector or issue, where they feel there is a benefit to wider society.

The inquiry will examine the lived experience of disabled people and the extent of any shortfall in accessible and adaptable housing and the availability of tenancy support services in England, Scotland and Wales. The inquiry will aim to identify whether disabled people are able to assert and achieve their right to independent living through housing provision and whether or not local authorities are fulfilling their obligations under equality and human rights legislation. Inquiry expected to report in early 2018.

Full details of the inquiry, including the terms of reference, can be found [here](#)

New website reveals Gender Pay Gap by profession

A new online tool that allows the public to find out the [gender pay gap](#) for their occupation has been launched by the Minister for Women and Equalities, Justine Greening .

The [online tool](#), created by the government and the Office for National Statistics, shows construction and building trades, and financial managers and directors have the highest gender pay gaps.

The online tool is launched as [details of how large employers will have to report their gender pay and gender bonus pay gaps from next April](#) have been published.

The regulations, which will affect almost 8,000 employers with around 11 million employees, will shine a light on workplace practices that could be preventing women from reaching the top in their organisations.

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

[Businesses mistake integration for inclusion](#)

Vinay Kapoor, UK head of diversity and inclusion for BNP Paribas, shares his experiences. Many businesses mistake integration for inclusion, according to Vinay Kapoor, UK head of diversity and inclusion for BNP Paribas.

"Exclusion happens when there is an in group and an out group, whereas separation occurs when there is a barrier between groups, such as regional offices," Kapoor said at the Radius Employee Network Leadership programme launch event. "Integration means that there is diversity among your employees, but there is still a core nucleus of decision makers that is not diverse. True inclusion happens when everybody is treated as a valued part of the organisation."

[Getting diversity right in the workplace](#)

You know things are truly ridiculous when you hear that the rate of promotion of women to board level being equated to the pace of a snail travelling around the M25, or when you read that ethnic minority representation on Boards is stuck at the same level female directorships had reached almost 20 years ago.

[Inclusive workplaces key to improving UK productivity, say CBI](#)

If you focus on inclusive workplaces you will engage more with employees and increase productivity, a new report urges UK's industry leaders.

Of the world's 12 largest economies, the UK ranks ninth on employee engagement, say the Confederation of British Industry (CBI).

Leaders must focus on making workplaces more inclusive by adopting good practices such as offering flexible working from job advert stage onwards and "blinding" names on job applications to remove recruitment bias.

[Microsoft may tie executive bonuses to diversity goal achievements](#)

With modest increases in the number of African-American and Hispanic/Latino hires and a drop in female employees from the previous year, Microsoft might connect senior managers' bonuses to the company's diversity recruitment goals, says Bloomberg Technology. The company attributed the decline in women to its separation from Nokia's handset operation, which hired a sizable number of women.

[Largest charities 'have less diverse boards than FTSE 100 firms', says report](#)

29th November

An analysis of trustees by Inclusive Boards shows that 6.3% of the top 500 charities in Wales have BAME trustees, compared with 8% of FTSE 100 companies. The largest charities have a smaller proportion of people from ethnic minorities on their boards than FTSE 100 companies, new research shows.

An analysis of the board members of the 500 largest charities in England and Wales by annual income showed that 6.3 per cent were from black, Asian or minority ethnic backgrounds, compared with 8 per cent among FTSE 100 companies.

Age

[Knight Frank research says not enough homes for retired people are being built in the UK](#)

9th November

Housing policymakers in the UK are too focussed on providing for first time buyers and ignoring the need for more homes for people who are retired, according to a new analysis report from Knight Frank.

Gender

[Gender pay gap reporting extends 'employee' definition to contractors](#)

8th December

The government has published its final gender pay gap reporting regulations, which will take effect on 6 April 2017, confirming many requirements from the draft versions but also introducing a number of changes to the expected requirements.

One of the key changes is to the regulations' definition of 'employee'; it was previously unclear, but has been clarified to mirror the definition in the Equality Act 2010. Law firm Lewis Silkin said this change was "significant" because "it covers many self-employed workers who are engaged directly by employers as consultants, independent contractors and so on".

[Gender diversity at work: using education to tackle the backlash](#)

Conversations about the advancement of women at work are now so commonplace that it can seem like a foregone conclusion that, someday soon, women will have equal opportunities and pay.

But then you start wading through the comments under news articles on gender diversity and you realise there is a very angry, resentful undertow from some (mostly men) who demonstrate a fear that when women win, men and families will lose.

Low Income

[Universal Credit pilot council calls for suspension](#)

21st November – Inside Housing

One of the councils piloting the roll-out of Universal Credit has written to the Department for Work and Pensions calling for the immediate suspension of the housing benefit part of the new system.

In a cross-party letter to work and pensions secretary Damian Green, Great Yarmouth Council said private landlords are not willing to take any new tenants who receive Universal Credit (UC) as a result of delays in payments coming through. The council, which has no overall political control and covers the constituency of the previous housing minister

Brandon Lewis, said it has "deep concerns" about the roll-out of UC and called for an "urgent" investigation.

It also questioned why it had been selected as one of the pilot areas for UC "given that the borough has wards with some of the highest deprivation levels in the country, where some people rely on benefits as their main or sole source of income".

[New benefit cap comes into effect](#)

7th November – Inside Housing

From today the limit on total household benefits across the United Kingdom will be £20,000 per year (£23,000 in London).

The Department for Work and Pensions (DWP) argues lowering the cap will provide an incentive to work, but critics have said it will unfairly hit families. The Chartered Institute of Housing last week released analysis showing the cap will hit 116,000 families, affecting 319,000 children.

[Lower benefit cap will 'hit 116,000 families'](#)

1st November – Housing Lin

The new lower benefit cap will affect 116,000 families, with a significant number of private renters hit by cuts of £100 a week, new analysis by the Chartered Institute of Housing shows.

The Chartered Institute of Housing (CIH) has carried out an in-depth analysis of the lowered cap, which comes into effect next Monday (7 November). The cap is being lowered from its current level of £26,000 a year to £23,000 in London and £20,000 in the rest of England.

[Local Housing Allowance cap U-turn 'creates new bedroom tax'](#)

25th November – Inside Housing

Housing association leaders have compared a shift in the government's Local Housing Allowance cap policy to the controversial bedroom tax because it will hit tenants in their current circumstances.

In a ministerial statement this week Lord Freud, work and pensions minister, announced the Local Housing Allowance (LHA) cap for general needs accommodation will be pushed back a year to 2019.

However, it will now apply to all tenants on Universal Credit, rather than just those who sign new or re-let tenancies, which was the previous policy. Lord Freud said this would “ensure simplicity and a streamlined process”. In a costing document published alongside the Autumn Statement, the Treasury estimated it would save an additional £160m in 2020/21 as a result of the change, and a further £125m in 2021/22.

Homelessness

[Government commits extra £10m to rough sleeping fund](#)

24th November – Inside Housing

The government is to pump an extra £10m into the Rough Sleeping Fund over two years, doubling the money for “innovative approaches”. The announcement was made in yesterday’s Autumn Statement, delivered by chancellor Philip Hammond. The money is to “support and scale up” forward-looking projects that prevent or reduce rough sleeping and will be focused on London, though not exclusively. Jon Sparkes, chief executive of Crisis, said: “With rough sleeping having more than doubled since 2010, investment is needed now more than ever. However, the root causes of rough sleeping cannot be addressed without a change in the law and the funding to make it work. That’s why the Homelessness Reduction Bill, currently making its way through parliament, is so urgently needed.”

[One in three councils took children into care due to homelessness](#)

18th November – Inside Housing

One in three councils took a child into care in 2014/15 where a central reason for the decision was the family’s homelessness, an Inside Housing investigation has revealed. Freedom of Information Act responses from 106 councils reveal families are still being separated because of homelessness 50 years after the film *Cathy Come Home* was first screened. The film sees a mother lose her children after becoming homeless. Inside Housing’s investigation found that 35 of the 106 councils to respond had taken a child into care at least once in 2014/15 (the most recent year for which

figures about looked after children were available) where a central reason was the family becoming homeless. This represented about 200 instances in total. The findings follow a Supreme Court case last year which placed new legal requirements on councils when placing homeless families outside their boundary.

[Town hall executives reveal housing concerns for vulnerable](#)

16th November – Inside Housing

Senior council executives have revealed they are concerned about the ability of vulnerable people to access housing in their areas, on the anniversary of *Cathy Come Home*.

An exclusive survey by Inside Housing and the Society of Local Authority Chief Executives (SOLACE) – sent to chief executives and heads of housing at councils across the United Kingdom – reveals widespread concern among senior town hall figures about the housing crisis. It revealed 88% of the 51 respondents are only somewhat or not at all confident the most vulnerable people in their areas will be able to access housing, in a week when Inside Housing is highlighting the issue of homelessness in its *Cathy at 50* campaign. Homelessness rose by 6% last year and rough sleeping soared by 30%, according to the latest government figures. The Homelessness Reduction Bill, which is currently going through parliament, is set to impose more responsibilities on councils to prevent homelessness.

[Child homelessness this Christmas will hit eight-year high, says Shelter](#)

3rd November – The Guardian

Analysis of official data suggests more than 120,000 children in England, Scotland and Wales will be in temporary accommodation. Shelter said the figure was the highest since 2007 when 133,000 children were in temporary accommodation, and 12% up on a year ago. “Because of the rising cost and shortage of housing, coupled with budget cuts, councils are finding it difficult to find suitable, settled homes for families,” it said in its *Desperate to Escape* report. “Consequently, more and more families are stuck in temporary accommodation, unable to move on.”

The charity added together government data for England, Scotland and Wales for the second quarter of 2016. It said 121,455 children were in temporary

housing across the country, of whom 12,903 were in emergency accommodation, including B&Bs and hostels. The latter figure was more than doubled the 5,731 recorded five years ago. Other types of temporary accommodation include houses and flats offered by councils while they find permanent lodgings for people they have accepted as homeless.

Disability

[Victory for disability bedroom tax appeals in Supreme Court](#)

14th November – Inside Housing

Two families who claimed that the bedroom tax, which restricts housing subsidies, was unfair have won their appeals against the UK government at the supreme court.

But five other claimants had their challenges dismissed at the country's highest court in a judgment that considered the specific circumstances of each individual applicant.

The seven-justice panel upheld the claims of Jacqueline Carmichael, who is disabled and cannot share a room with her husband, Jayson, as well as that of Paul and Susan Rutherford, who care for their severely disabled grandson, Warren, 17, in a specially adapted three-bedroom bungalow in Pembrokeshire, south Wales. Both had claimed discrimination under the European Convention on Human Rights.

The ruling pointed out that housing benefit regulations allow claimants to have an additional bedroom where children cannot share a bedroom because of a disability and that this exemption should be extended - as in the case of the Carmichaels - to adults.

Race, ethnicity and nationality

[Managing and delivering Gypsy and Traveller sites: negotiating conflict](#)

13th December

Lack of capacity in the provision of Gypsy and Traveller sites contributes to issues of disconnect from the broader community, and poorer education outcomes for children from Gypsy and Traveller communities. While this is a complex problem with no quick solution, it is possible to deliver well-managed Gypsy and Traveller sites which

subsequently leads to a reduction in these issues.

[Tackling inequalities faced by Gypsy, Roma and Traveller communities](#)

28th November

Gypsy, Roma and Traveller (GRT) have poorer health, worse educational outcomes and a high level of infant mortality compared with many other groups. They also face high levels of hostility and discrimination, with GRT children particularly vulnerable to bullying in school.

[Gypsy sites 'should be central part of tackling housing crisis' - new report](#)

13th December

Managing and delivering Gypsy and Traveller sites: negotiating conflict, published today by CIH on behalf of JRF and De Montfort University, argues that more must be done to ensure Gypsies and Travellers have access to sites and that providing attractive sites is cost-effective and should be an essential part of housing provision.

The report, launched at the House of Lords yesterday, was put together by Professor Jo Richardson, director of the centre for comparative housing research at De Montfort University and Janie Codona MBE, a former member of the government taskforce on enforcement and accommodation for Gypsy and Travellers.

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

18th November

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. Policy Exchange's *Bittersweet Success?* report urged the government to set a target for all FTSE 100 boards to include one individual from an ethnic minority by 2021. It also urged the 100 firms listed on the London Stock Exchange to include a non-white individual in final interview processes for board-level roles.

The study noted that this year's Parker Review quoted statistics from Cranfield University's Doyin Atewologun that only 90 of 1,087 FTSE 100 directors were non-white – and just 17 were British-born non-whites.

HOUSING DIVERSITY NETWORK eBRIEFING: DECEMBER 2016

Religion

[Employers 'shouldn't be afraid of offending' religious sensibilities](#)

5th December

EHRC report urges managers to use common sense when navigating issues around religion at work. Organisations must use “common sense” when managing issues relating to religion and belief in the workplace, according to a new set of guidelines from the Equality and Human Rights Commission (EHRC).

In a review of religion and belief law, the EHRC suggested that, while the legislation around religion and belief at work is largely effective, a lack of understanding of the legal situation relating to religion had led to misunderstandings and confusion in UK businesses.

Domestic Violence

[DCLG launches £20m fund for domestic violence victims](#)

3rd November – Inside Housing

The government has launched a £20m fund to increase accommodation for victims of domestic violence. In the Spending Review last year, the government announced that £40m would be given to support services for domestic violence victims. Councils have been invited to bid for part of the £20m pot launched today which will provide funding up to March 2018 to increase refuge spaces and accommodation.

This tranche of funding will only be available for councils that are working with other organisations, such as domestic violence organisations or other councils, the Department for Communities and Local Government said. Councils could receive around £100,000 each, but councils that work together could receive more. However, Sandra Horley, chief executive of domestic violence charity Refuge, said this £20m will not cover refuges for the “severe funding cuts” they have faced.

Upcoming Events

- [HDN & CIH Equality & Diversity Conference](#) - 24th January 2017, London
- [NHF Board Members' Conference](#) - 3rd & 4th February 2017, Hilton London Tower Bridge

For further information on the above events please visit the HDN website or contact carla@housingdiversitynetwork.co.uk

HDN Website - Careers Page

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

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

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, contact Matthew Jackson on 0161 233 1928 or email MatthewJackson@cles.org.uk