



## Message from the Chief Executives

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The latest pronouncements from the White House do nothing to allay our fears about negative global impacts on equality, diversity and inclusion (ED&I). So it was heartening to work with providers at our recent HDN/CIH conference – *Uncertainty & Opportunity - ED&I in a rapidly changing world*. Attended by range of providers from all corners – and the middle! – of the country. We were able to learn and share theory and practice to support us all in harnessing the power of diversity and inclusion to drive our businesses, support the strategic changes we face and develop resilient and inclusive communities. We'd like to thank everyone for the terrific contributions - from speakers and delegates alike!

### Key points from the conference sessions:

- ⇒ Despite progress in ED&I, the problems of discrimination and exclusion have never gone away - it is by no means “job done”. Steve Douglas (Partner - Altair Consultancy) reminded us of the need to keep agitating for progress in the face of complacency.
- ⇒ Although there are fewer regulatory “sticks” to motivate work on inclusion, we discussed the tools we can exploit include:
  - The very strong business case for ED&I and looking at all we do through an ED&I lens.
  - Our shared commitment as a network of leaders and practitioners to share and disseminate practical ways of embracing the value and embedding the implementation of ED&I.
  - Our organisations’ ongoing legal obligations.
  - The role of organisations such as the EHRC providing a spotlight challenges to ED&I and point the way for positive change.
- ⇒ Strong leadership is vital to position ED&I within organisations’ strategic frameworks – creating a strong shared vision for ED&I that is actively developed and robustly implemented. Sandra Fawcett (ED Operations at Swan Housing) and Jerome Williams (Head of D&I) & Jon Prashar (Group Head of Diversity & Inclusion, Places for People) – both representing the HCA – each gave us great

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Winner

insights into delivering organisational goals through an ED&I focus, developing effective priorities to make a lasting difference; and ensuring the right structural approaches to drive innovation and change.

⇒ We face a “perfect storm” of service cuts, financial hardship and political action, threatening organisational stability and community cohesion. Adele Baumgardt (HDN Consultant and equalities guru), highlighted the need for support in delivering inclusive change management and ensuring that we are assessing the equalities implications of major changes such as merger and restructure. Dr Jenny Rouse (AD Centre for Local Economic Strategies (CLES)) led a discussion on the current state of community cohesion and the options we have to tackle division within our communities in the context of Brexit, Trump and a range of other divisive issues.

## News & updates at the Conference

### EHRC Inquiry into Housing for Disabled People -



Christina Barnes (EHRC Deputy Director of Inquiries and Investigations) informed us about the status and scope of the inquiry which will examine the impact of having or not having accessible housing or tenancy support has in enabling disabled people to fulfil their right to independent living; the extent of any shortfall in appropriate provision; providers’ assessment and allocations systems, their use of planning and building regs and their legal compliance with PSED and human rights duties; performance of current grants for facilities and adaptations; and the current/potential impacts of recent and proposed changes in housing policy and law.

They are about to issue a formal call for evidence. There will be opportunities for your organisation to provide evidence to the Inquiry and to support the EHRC in collecting evidence from customers. **For more details please follow [this link](#)**

**The HCA are currently seeking new members for their Equality & Diversity Board Advisory Group – for more details about the group please see [this link](#) for more information.**

We are very grateful to our partners at CIH for coordinating and hosting the event.

Please get in touch for further details about sessions or speakers.

We will be developing a range of events to ensure the sharing and learning continues – including our forthcoming Regional Diversity Network Events focussing on developing our understanding and practice in relation to ED&I topics relevant to our different regional contexts. Look out for more information soon.

We look forward to meeting some of you at the NHF Board Members’ conference on Friday 3<sup>rd</sup> February, where Sallie will be speaking about avoiding the dangers of hubris at the top of our organisations, by focusing on ED&I to ensure effective leadership to define and achieve our goals.

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## Stonewall Workplace Equality Index 2017

A great showing for the housing sector again this year in the Stonewall WEI. We know that each year the number of entries increases and the standard gets higher so it is a real achievement to get a place in the top 100. We are delighted that HDN members Gentoo, Your Homes Newcastle, Tower Hamlets Homes, Riverside, Wolverhampton Home and L&Q all did so well.

**Warmest wishes**

**Sallie & Alison**

## HDN News

**Welcome to new members!**



Wolverhampton Homes

A huge welcome to Wolverhampton Homes and Rochdale Boroughwide Housing who have both recently joined us as members.

### Age Audit Tool

Acas provides an Age Audit Tool designed to help organisations assess their employee's attitudes towards age and age related issues in their workplace. It can also help reduce the risk of claims of unfairness and discrimination.

The Equality Act 2010 makes it unlawful for employers to treat their employees worse because of age unless there is a good reason to justify it.

Find out more: [Acas Age Audit tool](#)

### Diversity Calendar 2017

Our 2017 Diversity Calendar is now available which we developed in partnership with Places for People. It is free to our members and great value for non-members. This year, we are also offering an electronic version of the calendar which can be used in Outlook and other electronic calendars. The electronic version includes even more dates and information including links to other sources that can help when planning events, providing information to staff on the dates or determining the impact on services. For more information click [here](#).

**Best wishes**

**The HDN Team**

# Equality & Diversity News and Publications



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

## Equality, Diversity & Inclusion

### [Diversity networks 'help businesses recruit and retain talent'](#)

Report makes direct link between women's or LGBT groups and organisational outcomes, but diversity has to be seen as a 'mainstream' issue, say experts.

Encouraging and supporting networks for specific demographic groups has a direct link with retention and makes individuals feel better connected to their employer, according to the first significant, large-scale UK study into the topic. Most large companies have made official or semi-official networks and networking events a key part of their diversity and inclusion efforts. And the Networks that work report, from the Women Ahead organisation, said it could now prove that businesses with the most active and diverse networks were seeing benefits in both recruitment and retention.

### [Opinion: How to use your diversity networks more effectively](#)

27<sup>th</sup> January

Employee networks are proven to improve BAME diversity. Sandra Kerr explains how to make sure they have an impact. Last week, a new report was published highlighting the benefits of diversity networks for recruitment and talent retention. Women Ahead's Networks that work report found that encouraging and supporting networks for specific demographic groups not only made individuals feel better connected to their employer, but improved productivity, performance and innovation.

## Disability

### [Successful bidders for learning disability housing fund announced](#)

20<sup>th</sup> December – Inside Housing

More than 50 projects across England are set to benefit from the government's learning disability housing fund (a £25 million pot to help people live independently), the Department of Health has announced. The cash will

help fund shared ownership schemes, adapting existing properties with new technology and building new, technologically adapted homes. The projects were chosen for their focus on independence, innovation, value for money and sustainability, officials said. According to government figures, only 15% of adults with learning disabilities have a secure long-term tenancy or their own home.

### [Housing and technology fund for people with learning disabilities](#)

Hot on the heels of last week's announcement of the successful bids to the Department of Health's £25m Housing and Technology Fund, NHS England has produced new housing guidance (in partnership with the Local Government Association and the Association of directors of Adult Social Services) to help commissioners and providers significantly increase housing options for people to enable people with a learning disability access the right home and support at the right time.

### [Weightmans LLP Legal update - The duty to make reasonable adjustments – what you can learn from the case of the wheelchair v the buggy](#)

Following the recent ruling on the 'wheelchair and the buggy' case, Weightmans LLP has produced a briefing on the case and what it might mean for employers.

## Age

### [Older People's Housing - We need a solution](#)

25<sup>th</sup> January – Housing LIN

2016 was a challenging year for the older people's housing sector. There has been much debate, improved strategic partnerships and some quality design and scheme development. Yet the future remains very uncertain and in difficult financial times with increased development risk a new business model is required. The traditional extra care business case focuses on predominantly a care solution. Drawing on the lessons from HAPPI, the author argues that perhaps we need now to look wider and offer a housing solution that provides quality homes for people of all ages.

## [Social housing drop prevents young buying](#)

22<sup>nd</sup> December – *Inside Housing*

A huge drop in social housing building means homeownership rates among 25-year-olds are less than half what they were 20 years ago, council leaders warned today. The report by the LGA showed that in 1995/6, almost half (46%) of 25-year-olds owned homes. Today that figure stands at just 20%. It also warned difficulties faced by young people trying to get on the housing ladder have been exacerbated by a huge fall in the number of social and affordable rented homes being built. In 2015/16, according to figures from the Department for Communities and Local Government, 6,550 homes were built for social rent. Twenty years ago, in 1995/6, 56,950 were built, meaning there has been an 88% decrease.

## [Pollard Thomas Edwards completes UK's first over 50s co-housing scheme](#)

9<sup>th</sup> December – *Dezeen*

Pollard Thomas Edwards has completed the UK's first co-housing project for older residents in north London, comprising brick mews houses arranged around a communal garden. New Ground Co-housing is a women-only complex set on the site of a former convent in High Barnet. It is the first co-living development for older people in the UK, where newly emerging shared housing schemes are largely being targeted at young professionals. The scheme is two thirds owner-occupied and one third social housing.

## Homelessness

### [Government announces £50 million homelessness fund recipients](#)

21<sup>st</sup> December – *Inside Housing*

In October, the government announced three funds totalling £40m, with an extra £10m announced for the rough sleeping fund in the Autumn Statement. There are 28 areas that will benefit from the £20m trailblazer fund, which is targeted at areas trying “innovative” approaches to prevent people from becoming homelessness before they lose their home. Forty-seven bids were successful in accessing part of the £20m rough sleeping grant fund. The Homelessness Reduction Bill, which has government

backing, is currently going through parliament. Under the bill councils will be expected to intervene at an earlier date to prevent households from becoming homeless and give tailored advice to people seeking housing. This fund is separate from the £50m to help rough sleepers announced recently by Sadiq Khan, mayor of London, which was carved out of his £3.15bn affordable housing funding.

### [Sadiq Khan announces £50 million fund to tackle London's homelessness](#)

20<sup>th</sup> December – *The Independent*

London mayor Sadiq Khan has earmarked £50m to provide move-on accommodation for homeless people and to support women rough sleepers. The money will fund properties for homeless people who are ready to leave hostels and refuges in the capital. It is available to housing providers as part of the mayor's £3.15bn Affordable Homes Programme, agreed with ministers in November's Autumn Statement. The mayor will also contribute to the Female Hidden Homeless Project, a specialist mental health service for women rough sleepers across London.

### [Thousands left homeless by a shortage of legal aid lawyers, say charities](#)

18<sup>th</sup> December – *The Guardian*

Thousands of people are being made homeless every year because they cannot find lawyers to help them resist eviction, charities are warning. Even though legal aid is available to help anyone in danger of losing their home, there has been an 18% decline in the number of challenges brought, at a time of record repossessions in the private rental market. Last year, 42,728 households in rented accommodation were forcibly removed, according to Ministry of Justice figures. That number has risen by 53% since 2010 and now stands at an all-time high.

### [Households in temporary accommodation at eight year high](#)

15<sup>th</sup> December – *Inside Housing*

The homelessness figures published today revealed there were 74,630 households in temporary accommodation at the end of September, a 9% increase on the previous year and a 55% jump since 2010. The vast majority – 72% – of these households were in London. There were 6,680 households living in bed and breakfast



accommodation, a 13% increase on the previous year. Fifty-one per cent were families with children, and 38% of these 3,390 families had been in bed and breakfast accommodation for more than six weeks. Nearly a third of households in temporary accommodation had been housed in a different council to the one they had applied to for assistance. Of these, 91% were placed in a different area by London councils.

#### [Labour says it will end rough sleeping](#)

14<sup>th</sup> December – BBC News

Labour has pledged to end the "national shame" of rough sleeping by doubling the number of homes available for use by homeless people across England. A future Labour government would ring-fence 4,000 new flats and homes for rough sleepers in cities such as Bristol, Liverpool and Birmingham. The properties would be let at "genuinely affordable" rents, building on an existing scheme in London.

#### [Government will intervene if councils fail on homelessness prevention](#)

12<sup>th</sup> December – Inside Housing

Marcus Jones, the minister with responsibility for homelessness, has confirmed he will write to all councils about their homelessness duties and ask them to come up with a strategy to tackle the problem. He will work with the Local Government Association to come up with the wording for the advice that councils give to people presenting as homeless, including what counts as a suitable and appropriate location for any property offered to the applicant. The minister will send staff into councils where he is concerned they are not following these requirements, he said during a parliamentary debate on the Homelessness Reduction Bill on Wednesday.

#### [Life on the margins: over a quarter of a million without a home in England today](#)

1<sup>st</sup> December – Shelter

In a report to mark its 50th anniversary, Shelter analysed government statistics, Freedom of Information Act requests and other published data to arrive at what it said was the first accurate total for homelessness. It found the worst affected area was the City of Westminster, where one person in 25 was homeless, followed by the London boroughs of Newham and Haringey – on 1:27 and 1:28

respectively. Outside London, Luton had 1:63 people homeless, Brighton & Hove 1:69 and Birmingham 1:119.

#### [‘It’s no life at all’ – Rough sleepers’ experiences of violence and abuse on the streets of England and Wales](#)

December 2016 – Crisis

A new report by homeless charity Crisis has revealed the shocking level of violence and intimidation homeless people face in England and Wales. Researchers speaking to people sleeping rough found: more than one in three have been deliberately hit, kicked, or experienced some other form of violence while homeless; over one in three (34%) have had things thrown at them; almost one in 10 (9%) have been urinated on while homeless; more than one in 20 (7%) have been the victim of a sexual assault; almost half (48%) have been intimidated or threatened with violence whilst homeless; and six in 10 (59%) have been verbally abused or harassed.

#### [St Basils Psychologically Informed Environments - meeting the emotional and psychological needs of young homeless people](#)

9<sup>th</sup> January 2017

This Housing LIN Case Study no 130 outlines how St Basils, a Midlands based housing service which supports young homeless people, has implemented and evaluated a bespoke psychologically-informed environment (PIE) to meet the emotional and psychological needs of their clients. It focusses on the transformation of St Basils into a psychologically-aware housing service.

#### [The journey home – building a solution to unsupported temporary accommodation](#)

December 2016 – IPPR North

People without a home can spend as long as 36 years living in and out of often dilapidated hostels, B&Bs and refuges while waiting for help to find a permanent residence, a damning report reveals. A system designed to aid the destitute is instead said to be abandoning those seeking stability while offering them unacceptably squalid conditions in which to live, according to a report by the IPPR think tank.

The researchers say failings in the system mean that rather than using temporary accommodation as a stepping stone, users struggle to take sufficient steps towards more permanent housing, such as saving up a deposit.

## Gypsy & Traveller

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

13<sup>th</sup> December – *The Chartered Institute of Housing*  
More sites must be made available to Gypsy and Travellers communities to help alleviate the “poor health, anxiety and disconnect” they suffer as a result of a lack of suitable accommodation. The report also identifies “negotiated stopping” as a more “humane” approach to eviction when sites are not available, and says there should be “parity of service” between Gypsy and Traveller sites and the wider housing stock. The report said managing the issue is possible with the correct “political will and officer management to provide sites where people want to live, which will support health and well-being rather than detract from aspirations and life outcomes”.

## Low Income

### [JRF Report - Monitoring Poverty and Social Exclusion 2016](#)

24<sup>th</sup> December 2016

The Joseph Rowntree Foundation published their annual report on ‘Monitoring Poverty and Social Exclusion’ in December 2016.

The report, written by the New Policy Institute, highlighted that:

- 21% of the UK population live in low-income households – a proportion has barely changed since 2002/03;
  - The number of private renters in poverty has doubled over the last decade;
  - The number of households accepted as homeless and the number of households in temporary accommodation have both increased for five years in a row;
  - The number of people in poverty in a working family is 55% – a record high; and
- Half of people living in poverty are either themselves disabled or are living with a disabled person in their household.

## Human Rights

### [Human rights stocktake shows lack of progress](#)

Our latest report to the UN has outlined worrying developments that could result in Britain losing its standing as a global leader in human rights.

A proposed British Bill of Rights, a recent rise in hate crime and changes to social security all point to an uncertain future for society’s most vulnerable and marginalised. The report was produced as part of the UN’s Universal Periodic Review process and analysed human rights progress over the last five years.

## Immigration

### [Migrant focus for BME housing association](#)

8<sup>th</sup> December – *Inside Housing*

A black and minority ethnic housing association hopes to become the leading provider of services to new migrants in London as it focuses on non-housing services. Arhag Housing Association will retain its official identity as a housing association but plans to focus its business on non-housing services, such as employment support, to refugees and migrants across the capital.

The landlord plans to open two new hostels for homeless migrants as well as a drop-in advice centre. It also intends to offer its employment scheme to a much wider refugee and migrant audience in London.

## Upcoming Events

- [NHF Board Members' Conference](#) - 3rd & 4th February 2017, Hilton London Tower Bridge
- [Strategic Alliance, Mergers, Acquisition and Government Direction—The Role of Board Members](#)  
8th March 2017, York Housing Association

For further information on the above events please visit the HDN website or contact [carla@housingdiversitynetwork.co.uk](mailto:carla@housingdiversitynetwork.co.uk)

## HDN Website - Careers Page

Check out our website for the latest jobs with Orbit Group, London & Quadrant Housing Trust, Knightstone Housing, Isos 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](http://www.cles.org.uk), contact Matthew Jackson on 0161 233 1928 or email [MatthewJackson@cles.org.uk](mailto:MatthewJackson@cles.org.uk)



## Drama-based Learning Specialists - for the Housing sector

# Hello



In Partnership with Housing Diversity Network

As specialists in applying drama and active learning techniques, Enact Solutions training sessions are always highly experiential, memorable, challenging and fun! The drama is enacted by professional actors who present scenarios which are relevant and pertinent to the delegates.

## OUR CLIENTS



We work in many sectors. Here are just some of the Housing clients we work with...



## OUR EXPERIENCE

We are proud to have had the opportunity to support our Housing clients to find creative and effective ways to train and develop their staff, service users and key stakeholders. We've designed and delivered bespoke solutions for them in areas such as;

- Unconscious Bias
- Equality, Diversity and Inclusion (EDI)
- Difficult conversations - performance management
- Customer Service

Our work in other sectors has given us vast experience in delivering training solutions around:

- Change Management
- Leadership & Management
- Behavioural Safety

## OUR EFFECT

**The method of training is an excellent way to engage people. Real life examples are played out in front of you and you have the opportunity to change it. I really enjoy this type of training and value the subject matter within my day to day work.**

Assistant Director of Corporate Services  
Yorkshire Coast Homes

**95%** of delegates voted that the session was worthwhile. The follow up survey carried out weeks after the session showed that **92% still** thought the session had been worthwhile.

*Unconscious Bias session evaluation*

**Style and delivery was 1st class. The course consistently kept me interested and I feel that I will be able to use the learning in my work and personal life.**

*Delegate -  
Your Homes Newcastle*

**Contact us!**

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