

# Black, Minority Ethnic Housing Action Plan for Wales



Llywodraeth Cynulliad Cymru  
Welsh Assembly Government





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# **BLACK, MINORITY ETHNIC HOUSING ACTION PLAN FOR WALES**





## **Foreword by Edwina Hart AM, Minister for Finance, Local Government and Communities**

This Action Plan is the culmination of a comprehensive programme of work and consultation with our partners from Black, Minority Ethnic (BME) groups and housing organisations across Wales. It builds on the BME Housing Strategy that we published for

consultation last year. I would like to thank all those who responded. Within this Action Plan you will see evidence of our acting upon your views. Thanks also go to the All Wales Ethnic Minority Association Housing Subject Committee and the newly formed National BME Housing Review Group. Both of these forums have played a vital role in shaping our policy.

The Action Plan is part of our wider mission to promote equality of opportunity and achieve social inclusion for all people in Wales. We are committed to ensuring that all minority and disadvantaged groups are protected and treated fairly. We are working to address the many forms of discrimination that too often can occur in many of our communities; discrimination on the grounds of race, language, religion, disability, age, gender, class, nationality, social status or sexual orientation.

This Action Plan specifically signals the need for the Assembly and its partners to raise their game in promoting race equality in housing. Now is the time for a concerted programme of action to begin. For the Welsh Assembly Government this means designing policies and programmes, and distributing funding in a way that demonstrates our commitment to quality and choice in housing for BME people.

The Assembly Government, however, can only achieve positive change through working in partnership. The organisations that can make the biggest contribution to the delivery of this Plan are social landlords. That is why we want all local authorities and registered social landlords (RSLs) to have a BME Housing Strategy in place by April 2004 and to vigorously promote these strategies to all of their residents. The BME Housing Strategies will be the catalysts for the majority of the actions in this Plan.

At the more operational level we expect social landlords to translate strategy into action. We will expect all local authorities to include clearly defined housing

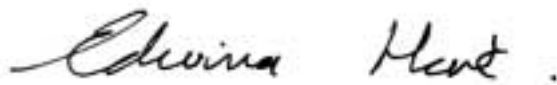
targets in their Race Equality Schemes which should already be in place. For RSLs, we will expect them to have Race Equality Plans in place by April 2004.

While most actions in this Plan focus on the social housing sector, we are aware of the need to look at the situation for BME people that own their own homes or live in the private housing sector. To this end we will ensure that due consideration is given to BME issues when the Assembly Government is developing or reviewing its private sector housing policies.

Looking ahead, I emphasise that this Action Plan is a working document, which will be continually monitored, reviewed and developed. It is important that we are able to measure outcomes from this Plan. That is why we have set a series of target outcomes, which will be developed as new issues and challenges arise.

To conclude, I strongly believe that the implementation of this Plan can make an important contribution to our long-term aspiration for a genuinely multi-cultural Wales. It is a Plan that I believe can benefit all of Wales' communities as good equal opportunities equate to good public services, and vice versa.

I, therefore, commend to you the first Black, Minority Ethnic Housing Action Plan for Wales, a policy that has been developed with our partners for all.

A handwritten signature in black ink, reading "Elinor Hunt". The signature is written in a cursive style with a period at the end.

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# INTRODUCTION

## The Wider Context

### *Promoting Equality in Wales*

This Action Plan is part of our broader agenda to meet our duties under the Race Relations Amendment Act 2000. The Plan ties in with the "Equality of Opportunity" main theme of the Welsh Assembly Government's Plan for Wales.

We are working to promote equality of opportunity for all sections of Welsh society and are committed to ensuring that all minority and disadvantaged groups are protected and treated fairly. Inequality exists in many forms in Wales. Discrimination on the grounds of language, religion, disability, age, gender, class, nationality, race, social status or sexual orientation can occur in any of our communities.



As a corporate body the Assembly is committed to:

- equality testing and annual auditing of policy and guidance;
- working with our partners to promote race equality; for example, through the Wales Public Sector Round Table on Race Relations;
- consulting Black, Minority Ethnic (BME) groups about our work;
- achieving stretching targets on staffing to address under-representation of BME staff in the Assembly; and
- training all our staff on equality issues.

### *Housing Policy, Ethnicity and the Wider Policy Agenda*

This Action Plan is focussed on one particular part of Welsh society i.e. BME communities and people, and their housing requirements. It is the tool for ensuring that race and equality issues are properly mainstreamed across the Assembly Government's housing policies, but in combination with initiatives specifically aimed at BME groups.

We are committed to ensuring good quality housing for **all** of Wales' households. Failure to meet this commitment could undermine BME policy in other areas. For example:

- young people from BME backgrounds living in overcrowded housing, without adequate space to study, are less likely to excel in school; and
- at the other end of the age spectrum, the physical and mental health of elderly BME people can be adversely affected where provision of housing and related support services fails to take account of their cultural needs and preferences.

Given the links between housing and other policy areas, we aim to ensure that this Action Plan is linked with other national policies and programmes. This will help to ensure a service-wide approach that addresses the needs and aspirations of BME communities and people in a holistic way. This will take into account any problems and opportunities for BME communities in the areas of employment, education, health and crime.

This action will be part of the Welsh Assembly Government's wider approach to ensuring that the interests of all excluded groups, including BME communities, are mainstreamed into all policy areas. This is an on-going process and involves many agencies but the Assembly Government has put social inclusion at the top of its agenda by setting up a Social Inclusion and Community Regeneration Policy Board to ensure that its policies in this area are coherent.

### *Communities First*

The Communities First programme is the Assembly Government's major programme for alleviating poverty across Wales. It targets the most deprived communities in Wales and aims to bridge the gap between these and the more affluent ones. Communities First is based on the principle that community renewal should meet the needs determined by the communities themselves. It is designed to operate through local partnerships, focusing on building the capacity and confidence of communities and empowering local people.



Whilst it is for communities themselves to determine their own priorities, the Assembly Government expects to see the needs of BME people reflected within Community Action Plans. Proposals from Cardiff and Newport County Councils to support their BME populations are included within the programme.

## **Development of a National Black, Minority Ethnic Housing Strategy and Action Plan**

### *"From the Margins to the Centre - Assessing the need for a Black, Minority Ethnic (BME) Housing Strategy in Wales"*

Between January and June 2000 the Assembly published:

- the report, "From the Margins to the Centre - Assessing the need for a Black, Minority Ethnic (BME) Housing Strategy in Wales" by Mutale Nyoni; and
- the subsequent BME housing recommendations of the National Housing Strategy Task Groups.

This was followed up in October 2000 by a BME housing conference titled "Breaking Down The Barriers" held to highlight and debate the research findings and the Task Groups' recommendations. This conference was a major step forward, bringing together for the first time leading figures from all key sectors, not only housing but in race equality and in local and national government.

### *National Black, Minority Ethnic Housing Strategy*

In April 2001 the Assembly published and consulted on its BME Housing Strategy. The document provides a strategic framework for the Assembly and social landlords to identify and meet BME housing needs and meet their obligations under race and housing legislation. The key areas the Strategy focuses on are: the development and dissemination of guidance and good practice; identifying BME housing needs; taking account of BME needs in the development of housing; improving service delivery for BME tenants; tackling racial harassment; more fully involving BME people in tenant participation initiatives; and developing a multi-agency approach to BME housing.

## *Black, Minority Ethnic Housing Action Plan for Wales*

In November 2001, the Assembly's Local Government and Housing Committee discussed a report of the consultation responses to the Strategy. The Minister presenting the report, the Minister for Finance, Local Government and Communities, Mrs Edwina Hart AM, explained that the overall response was welcoming of the positive approach being taken by the Assembly to addressing the housing needs of BME communities.

The Committee endorsed the Minister's proposal that the National BME Housing Strategy be taken forward in the form of a BME Housing Action Plan, setting out the specific actions that need to be taken by the Assembly Government, social landlords and other housing organisations in Wales.

In taking forward this proposal, this Action Plan:

- has made use of the many constructive comments put forward during the consultation exercise; and
- been developed in close partnership with All Wales Ethnic Minority Association (AWEMA) Housing Subject Committee.

## **"Better Homes for People in Wales – A National Housing Strategy for Wales"**

"Better Homes for People in Wales" sets out the Assembly Government's long-term vision for housing in Wales. The key themes of the Strategy are "quality", "affordability" and "choice". Consistent with these key themes the Strategy includes a range of measures to ensure equality of opportunity in access to housing in Wales. The implementation of the BME Housing Action Plan is one of these measures and is integral to ensuring that BME issues are mainstreamed in the policies and programmes set out in "Better Homes."



## Legislative and Regulatory Framework

### *Section 120 of the Government of Wales Act 1998*

This requires the Assembly to "make appropriate arrangements with a view to securing that its functions are exercised with due regard to the principle that there should be equality of opportunity for all people."



### *The Race Relations Act 1976*

This Act outlaws racial discrimination in employment and training, the provision of goods, facilities and services, education, housing and certain other specified activities.

### *The Race Relations (Amendment) Act 2000*

This Act amends the 1976 Act in a number of ways. Most importantly, for present purposes, is the new duty it introduces for a large number of public authorities to be proactive in promoting race equality. This requires the Assembly, local authorities and a wide range of other public bodies to have due regard, in carrying out their functions, to the need to eliminate unlawful discrimination, promote equality of opportunity and good relations between persons of different racial groups. This general duty strengthens the Race Relations Act 1976 and complements the Crime and Disorder Act 1998 which created specific offences of racist violence and racist harassment.

In addition, the Assembly and local authorities are bound by specific duties under the 2000 Act:

- to prepare and publish a Race Equality Scheme by 31st May 2002; and
- to meet certain employment responsibilities.

### *Guidance*

The Commission for Racial Equality (CRE) has provided guidance to the Assembly, local authorities and a wide range of public bodies on how to fulfil their duties under the Race Relations (Amendment) Act 2000<sup>1</sup>.

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<sup>1</sup> Statutory Code of Practice on the Duty to Promote Race Equality – A Guide for Public Authorities (2001)  
Ethnic Monitoring – A Guide for Public Authorities (2001)

Further, the "Code of Practice in Rented Housing for the Elimination of Racial Discrimination and Promotion of Equal Opportunities" (1991) and the "Code of Practice in Non-Rented Housing (Owner-Occupied)" remain in force.

### *Registered Social Landlords*

Registered social landlords (RSLs) are not classed as main public authorities under the Race Relations (Amendment) Act 2000. However, the Assembly Government aims to ensure that the aims of the new legislation are passed on to RSLs through this Action Plan and subsequent changes to the Regulatory Framework for RSLs and the promotion of good practice.

### *Proportionate approach*

In practice, the importance that social landlords attach to race equality will vary across their functions. Greater consideration and resources will be devoted to those functions that have most effect on the public, and which could affect racial groups in different ways.

However, it is important to stress that while the weight that is given to race equality can vary by function it should not vary on the grounds of population size. Race equality should not be seen as less important in parts of Wales where the Black, Minority Ethnic population is small.

## **Implementing the Action Plan - Prioritisation**

This Plan is not time-limited. It will be continually updated to ensure that access to, and quality of, housing for BME communities continually improves. Given the scale of work set out in this Plan it is important that each action is prioritised. That is why each individual action point has a target date for implementation. However, it is useful to set out in broad terms the sequence of main priorities at local and national level:



### *Local*

- By April 2004, all local authorities and RSLs should have an individual BME Housing Strategy; or be a partner to a regional and/or multi-agency BME Housing Strategy. These strategies will be the catalysts for the majority of the actions in this Action Plan.



- Race Equality Plans for RSLs should be in place by no later than April 2004.
- All social housing landlord staff, board members and tenants groups should have received appropriate levels of race equality training by the end of 2003.

## *National*

The Assembly Government will:

- Amend the RSL Regulatory Framework (for consultation by end 2002) and issue best practice guidance on BME housing to RSLs (by spring 2003).
- Revise Local Authority performance indicators against this Action Plan (by the end of 2002).
- Issue good practice on BME issues in private sector housing (2004).

## **Working in Partnership**

Meeting the objectives in this Plan requires action on the part of national government and **all** local authorities, and other policy makers and service providers. It requires all stakeholders working in partnership on policy-making and service delivery and actively engaging local communities in a dialogue that enables them to identify community problems and opportunities.



Through the actions set out in this Plan we will be able to identify weaknesses in the delivery of housing and support services to BME tenants and residents at the local level. Where problems are identified, we will liaise with individual landlords to plan action to bring about improvements. Where landlords fail to achieve required standards we will take appropriate action to obtain compliance.

## *Local Government and the Equality Standard*

For many parts of the Action Plan, the Assembly Government recognises that local authority action on housing services will be part of a comprehensive,

corporate approach across all of its functions. Such areas are likely to include "staffing", "training" and some aspects of "ethnic monitoring".

In conjunction with this Action Plan, the generic "Equality Standard" provides a valuable tool to allow local authorities to identify and remove discriminatory barriers that prevent equal access to services and employment for BME people, including housing. The Standard provides a framework through which local government can address its legal obligations under anti-discrimination law, including the Race Relations (Amendment) Act 2000.

The "Equality Standard" is now the responsibility of the Welsh Local Government Association's Equality Policy Unit.

### *Other stakeholders*

Regional and national organisations including Race Equality Councils, the Commission for Racial Equality (CRE), the All Wales Ethnic Minority Association (AWEMA) and the Black Voluntary Sector Network Wales will play an important role in assisting policy makers and service providers to implement the actions in this Plan.

## **Monitoring, Evaluation and Enforcement**

Each action has targets and monitoring/review mechanisms. In the main:

- RSL policies and service delivery for BME people will be monitored and reviewed through inspection against the regulatory framework and Best Value requirements.
- Local authority performance will be monitored through Programme for Improvement (Housing) performance indicators and inspections by the Audit Commission.



The Assembly Government will ensure that the Audit Commission is fully briefed on the actions in this Plan and the requirements placed on local authorities under the Race Relations (Amendment) Act 2000. The Commission will be inspecting performance in respect of race equality across all local authority functions. This Action Plan clearly indicates where Audit Commission inspection will be key to the monitoring and review of the Plan. The Assembly Government will be kept informed of Audit Commission housing inspections that raise significant concerns



about the treatment of BME issues or failure to comply with race relations legislation. In such cases Ministers will write to authorities seeking improvements.

### *Enforcement*

The CRE has the power to enforce the specific duties imposed under the Race Relations (Amendment) Act 2000 through a Compliance Notice and if necessary, through the county court. If a public authority does not meet its general duty, its actions can be challenged by an application to the high court for a judicial review. An application for judicial review can be made by an individual, a group of people or the CRE.

### *Evaluating outcomes*

Most of the Plan's objectives have target outcomes and we are working towards devising outcomes for those objectives that don't. Alongside this we are developing methods for measuring progress against the targets.

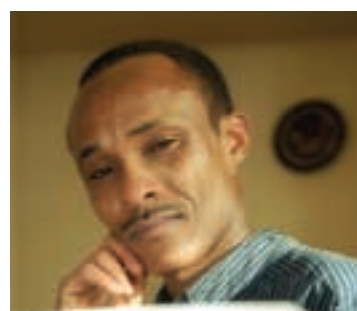
### *National Black, Minority Ethnic Housing Review Group*

The task of monitoring and evaluating the overall delivery of this Action Plan (including progress on implementation of actions that fall to the Assembly Government) will be given to the recently established National BME Housing Review Group. The Group has representatives from the main sectors of Welsh housing and Wales' BME communities. It will meet at least every six months and will be supported by a secretariat from the Assembly Government's Housing Directorate. A list of the Group's members is at Appendix E.

As the Action Plan is reviewed and updated, details will be provided on the Assembly's Housing web pages.

### **Research Evidence**

At present there are limited data on the housing and other circumstances of people from BME backgrounds in Wales. At Appendix D is a snapshot of some of the information currently available. Without a good evidence base it is difficult for the Assembly Government and social landlords to understand the nature and intensity of the problems faced by BME communities, how they are changing or what impact our policies and practices are having.



To begin to address this problem we are commissioning a review of the existing research evidence on the housing, social and economic circumstances of BME people in Wales. The Review will be based on an exhaustive analysis of available statistical sources, notably the 1991 Census. Additional tables will be commissioned where necessary and the key outputs mapped to Electoral Division level. The review will include a thorough appraisal of recent research studies on BME people in Wales.

This work will be supplemented by qualitative research on the experience of BME communities and people in Wales' social housing sector. The project will gather information through focus groups of BME tenants, in different parts of Wales.

By the end of 2002 we anticipate that we should be able to identify gaps in Wales' BME housing evidence base, and be placed to commission further research including studies on BME issues in the owner-occupied and private rented sectors.

During 2003 we will also analyse BME housing data from the 2001 Census and compare this with the 1991 Census data, and make the findings available to social landlords and other housing organisations in Wales. This should provide valuable additional information in its own right and usefully inform future housing surveys.

## **Resource Implications**

We recognise that there are resource implications for many of the actions in this Plan. However, these should not be overstated. Most of the actions are not necessarily new responsibilities for social landlords, but are just more effective ways of doing what is already being done. Landlords should draw on the work they already do, and build on it, using their administrative systems and processes and adjusting their plans and priorities, where necessary.



The Assembly Government will provide support through BME housing guidance and funding for innovative projects that can deliver best practice that can be copied across different parts of Wales.

## Promoting the Action Plan

All opportunities to publicly endorse the objectives and actions in this Plan will be taken. These will include national and regional events, including conferences and training. In addition, we will keep housing and BME organisations and the wider public informed about new guidance, information and progress towards implementing the Action Plan.



# AIM AND OBJECTIVES

The overall aim of this Action Plan is:

*"To ensure that clear directives and targets are set for social landlords and other providers of housing, to ensure that discrimination and disadvantage is eliminated across Black, Minority Ethnic communities living in Wales."*

In pursuit of this aim the objectives of this Plan are:

1. All social landlords to understand and articulate local BME housing requirements.
2. All social landlords to be committed to race equality and to preventing unlawful discrimination.
3. Race equality and discrimination objectives to be central to the work of all social landlords and the Welsh Assembly Government.
4. All social landlords to recognise and address the needs of BME individuals and families in the development and adaptation of accommodation, learning from the successful projects that have been completed in the UK to date.
5. All social landlords to provide quality services that are fair, accessible and offer choice to BME communities.
6. To ensure that the needs and aspirations of BME communities are addressed in stock transfer schemes.
7. All social landlords to maximise opportunities for involving BME people in tenant participation, community development and regeneration initiatives.
8. All social landlords to take prompt responsive action to racist incidents and be widely recognised as doing so.
9. To empower BME social housing organisations and Assembly Government members and employees.
10. To increase the role of BME contractors and consultants in providing services to the social landlord sector and to raise commitment to race

equality among all contractors and consultants, including through training and advice.

11. To promote race equality and the tackling of unlawful discrimination in the owner occupied housing sector, and to promote the provision of good quality housing which is accessible and offers choice to BME communities.
12. To promote a private rented sector which is committed to race equality and to tackling unlawful discrimination, and which seeks to provide good quality housing which is accessible and offers choice to BME communities.
13. All of Wales' landlords to follow good practice in providing their services to BME communities.
14. To ensure that gypsy and traveller communities have access to good quality sites.
15. To help refugees and asylum seekers from BME backgrounds access sustainable housing and appropriate support.
16. To consider the feasibility of establishing a BME-led housing organisation for Wales.







## **SECTION 1: ASSESSING BLACK, MINORITY ETHNIC HOUSING REQUIREMENTS**

**Objective:** All social landlords to understand and articulate local BME housing requirements.

*Target outcome: Evidence that local housing requirements assessments have measured the housing requirements of BME households.*



Action	By whom?	By when?	Monitoring/review method
1.1 Updated Assembly Government guidance on assessing housing requirements to contain brief advice on assessing BME requirements and to clearly signpost more specialist guidance.	Assembly Government	June 2002	National BME Housing Review Group (2002)
1.2 Local authorities to assess BME housing requirements as part of their overall assessments of local housing requirements for Local Housing Strategies.	Local Authorities	July 2003	Assembly Government analysis of first five-year, 2004-2009, Local Housing Strategies (April 2004)
1.3 Awards of Assembly Government grant aid for housing requirement assessments to be conditional upon assessment proposals containing a commitment and method for measuring BME housing requirements.	Assembly Government	Ongoing	National BME Housing Review Group (ongoing)
1.4 To make available quantitative and qualitative research findings on BME housing in Wales, to help inform local assessments of BME housing requirements (see "Introduction – Research Evidence").	Assembly Government	End 2002	National BME Housing Review Group (2002-2003)



## SECTION 2: LOCAL AND REGIONAL BLACK, MINORITY ETHNIC HOUSING STRATEGIES


**Objective:** All social landlords to be committed to race equality and to preventing unlawful discrimination.

Target outcomes:

- Evidence of race equality commitment in the social housing sector.

- The racial diversity of local communities reflected in the membership of BME Housing Strategy and Local Housing Strategy “partnerships”.



Action	By whom?	By when?	Monitoring/review method
2.1 Social landlords to: <ul style="list-style-type: none"> <li>have an individual BME Housing Strategy linked to the overarching Local Housing Strategy for the local authority area; or</li> <li>be a partner to a regional and/or multi-agency BME Housing Strategy linked to the overarching Local Housing Strategy/ies.</li> </ul>	Local Authorities and RSLs	April 2004	 Assembly Government review of Local / Regional BME Housing Strategies and Plans (2004)
2.2 BME communities and individuals to be involved at an early stage in the development, monitoring and evaluation of Local/Regional/Multi-agency BME Housing Strategies.	Local Authorities and RSLs	Ongoing	
2.3 Local authorities to put in place arrangements to ensure that local BME representatives (including tenants) have the opportunity to contribute to the development of the overarching Local Housing Strategy.	Local Authorities	End 2002	Assembly Government review of draft 2004-2009 Local Housing Strategies (Summer 2003)
2.4 Local authorities to consult BME communities on the draft overarching Local Housing Strategy.	Local Housing Strategy partnerships	April 2004	Assembly Government analysis of first 5-year, 2004-2009, Local Housing Strategies (Spring 2004)

## SECTION 3: RACE EQUALITY PLANS/SCHEMES

**Objective:** Race equality and discrimination strategy objectives to be central to the work of all social landlords and the Welsh Assembly Government.

*Target outcome: Evidence of race equality commitment in the social housing sector and the Assembly Government.*





Action	By whom?	By when?	Monitoring/review method
3.3 Local authorities and the Assembly Government to prepare and publish a Race Equality Scheme setting out the arrangements to meet race equality duties in policy, service delivery and employment. <i>(This is a corporate duty for local authorities under the Race Relations Amendment Act 2000).</i>	Local Authorities and Assembly Government	31 May 2002	Consultation is currently ongoing on the best method to use here

**Note: distinguishing between BME Housing Strategies, and Local Authority Race Equality Schemes / RSL Race Equality Plans**

A BME Housing Strategy should be an agreed, long-term "housing vision" for local BME people and a statement of strategic BME housing-related objectives and target outcomes, for a single social landlord or a group of social landlords working in partnership. It should:

- demonstrate how local BME housing issues, and opportunities to promote race equality in housing, have been identified; and
- show how these issues and opportunities will be responded to strategically.

The specific actions required to implement BME Housing Strategy objectives and target outcomes should be:

- clearly set out in social landlords' Race Equality Schemes/Plans; and
- mainstreamed in local authority and RSL operational/business plans.




## **SECTION 4: DEVELOPING AND IMPROVING HOUSING FOR BLACK, MINORITY ETHNIC PEOPLE**

### **Objective:**

All social landlords to recognise and address the needs of BME individuals and families in the development and adaptation of accommodation, learning from the successful projects that have been completed in the UK to date.



Action	By whom?	By when?	Monitoring/review method
4.1 New and improved social housing to take account of the particular requirements of BME households, through local consultation with BME people. Requirements fall under three main headings: <ul style="list-style-type: none"> <li>▪ design of individual dwellings;</li> <li>▪ site layout and dwelling mix; and</li> <li>▪ location.</li> </ul>	Local Authorities and RSLs	Ongoing	Assembly Government monitoring of social housing development scheme appraisal documentation (ongoing)
4.2 To take full regard of BME housing needs in the development of the Welsh Housing Quality Standard.	Assembly Government	Spring 2002	 National BME Housing Review Group (2002)
4.3 The Assembly Government's Development Quality Requirements for RSL housing to take account of BME housing needs.	Assembly Government	June 2002	
4.4 To liaise with the Black Voluntary Sector Network Wales about the possible inclusion of a housing award for innovative BME housing design in the "Diversity Award Scheme".	Assembly Government	June 2002	
4.5 The Royal Society of Architects in Wales Housing Design Award (bi-annual) to include a category for BME housing.	Assembly Government	Ongoing (from 2002)	National BME Housing Review Group (2002-2003)

## SECTION 5: HOUSING SERVICES


**Objective:** All social landlords to provide quality services that are fair, accessible and offer choice to Black, Minority Ethnic communities.

- Target outcomes:*
- Greater awareness among BME people of social landlords.
  - Higher levels of satisfaction on all aspects of social landlord service delivery from members of BME communities.
  - An increase in social housing lettings to BME households in areas where there is an identified backlog of BME housing need.







## *Involving and communicating with BME tenants and residents*

Action	By whom?	By when?	Monitoring/review method
5.1 BME people in housing need to be made aware of social landlord accommodation and services via an appropriately wide range of information formats and channels of communication. These should be reviewed at least annually.	Local Authorities and RSLs	Ongoing (initial reviews by no later than 2003)	 <p>Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)</p> <p>Audit Commission Programme for Improvement (Housing) inspections (ongoing)</p>
5.2 Social landlord websites to have dedicated pages on equality issues, including references to race equality.	Local Authorities and RSLs	April 2004	
5.3 Service planning, delivery and performance review of social housing services to: <ul style="list-style-type: none"> <li>• appraise the BME dimension; and</li> <li>• involve BME tenants and residents.</li> </ul>	Local Authorities and RSLs	2003	
5.4 Introduce ethnic monitoring of outcomes across all social landlord service areas.	Local Authorities and RSLs	2003	

## Lettings and Homelessness

Action	By whom?	By when?	Monitoring/review method
5.5 Annual partnership meetings to be held between local authorities and RSLs to strategically monitor local lettings policies against the aim of ensuring fairness and equality of access for BME people.	Local Authorities and RSLs	Ongoing (initial meetings by 2003)	 <p>Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)</p> <p>Audit Commission Programme for improvement (Housing) inspections (ongoing)</p>
5.6 To set, and periodically review, appropriate local targets for social housing lettings to BME households.	Local Authorities and RSL	Ongoing (initial reviews by 2003)	
5.7 Local Authority Housing Pls and RSL Regulatory Framework to be reviewed to ensure that social landlords monitor the percentage of BME households on waiting lists and the percentage of lettings to BME households.	Assembly Government	2002	National BME Housing Review Group (2002-2003)
5.8 Future Assembly Government policy and guidance on social housing lettings and homelessness to give full consideration to race equality issues.	Assembly Government	Ongoing	National BME Housing Review Group (ongoing)

## Supported Accommodation

Action	By whom?	By when?	Monitoring/review method
5.9 Invite comments from the National BME Housing Review Group and other relevant equality and BME representative organisations in all Supporting People consultation exercises, especially on local authority guidance and detailed Supporting People guidance.	Assembly Government	April 2003	 National BME Housing Review Group (2003)
5.10 Ensure guidance on Supporting People needs assessment and planning of provision includes specific guidance on BME issues.	Assembly Government	April 2003	
5.11 Consider need for further steps to address any concerns raised by National BME Housing Review Group and other organisations.	Assembly Government	April 2003	

## SECTION 6: STOCK TRANSFER

**Objective:** To ensure that the needs and aspirations of BME communities are addressed in stock transfer schemes.



Action	By whom?	By when?	Monitoring/review method
<p>6.1 Local authorities preparing for transfers of council stock to an RSL should demonstrate that their consultation methods take account of levels of BME populations (statistically supported) and BME needs in the transfer area. This should include producing consultation material in languages which reflect the BME populations of the transfer area.</p>	Local Authorities	Ongoing	Assembly Government - as part of stock transfer approvals process (ongoing)



## SECTION 7: TENANT PARTICIPATION


**Objective:** All social landlords to maximise opportunities for involving BME people in tenant participation, community development and regeneration initiatives.

*Target outcome: The diversity of local BME populations to be reflected in membership of tenants' groups and initiatives.*





Action	By whom?	By when?	Monitoring/review method
7.1 To review Tenant Participation Compacts and strategies to ensure they include positive steps to ensure the involvement of BME tenants and residents in all aspects of social landlord business.	Local Authorities and RSLs	2003	 <p>Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)          Audit Commission Programme for Improvement (Housing) Inspections (ongoing)</p>
7.2 To review the extent to which tenants' and residents' groups are representative.	Local Authorities and RSLs	Ongoing (from no later than 2003)	
7.3 To ensure that all types of tenants' and residents' groups and schemes operate according to a code of conduct on race equality.	Local Authorities and RSLs	Ongoing (from no later than 2003)	
7.4 To develop and disseminate guidance and good practice on the participation and empowerment of BME tenants.	Assembly Government	2003	 <p>National BME Housing Review Group (2002-2003)</p>
7.5 To fund specific good practice tenant participation and capacity building initiatives that empower BME tenants.	Assembly Government	Spring 2002	

Action		By whom?	By when?	Monitoring/review method
7.6	To ensure that guidance on recognition criteria for tenants' and residents' groups/schemes takes account of race equality issues.	Assembly Government, TPAS Cymru and Welsh Tenants' Federation	Winter 2002	 National BME Housing Review Group (2002-2003)
7.7	To explore with BME organisations how we can ensure that BME people in "Communities First" areas are fully engaged with the programme and how this can best be measured.	Assembly Government	2002	

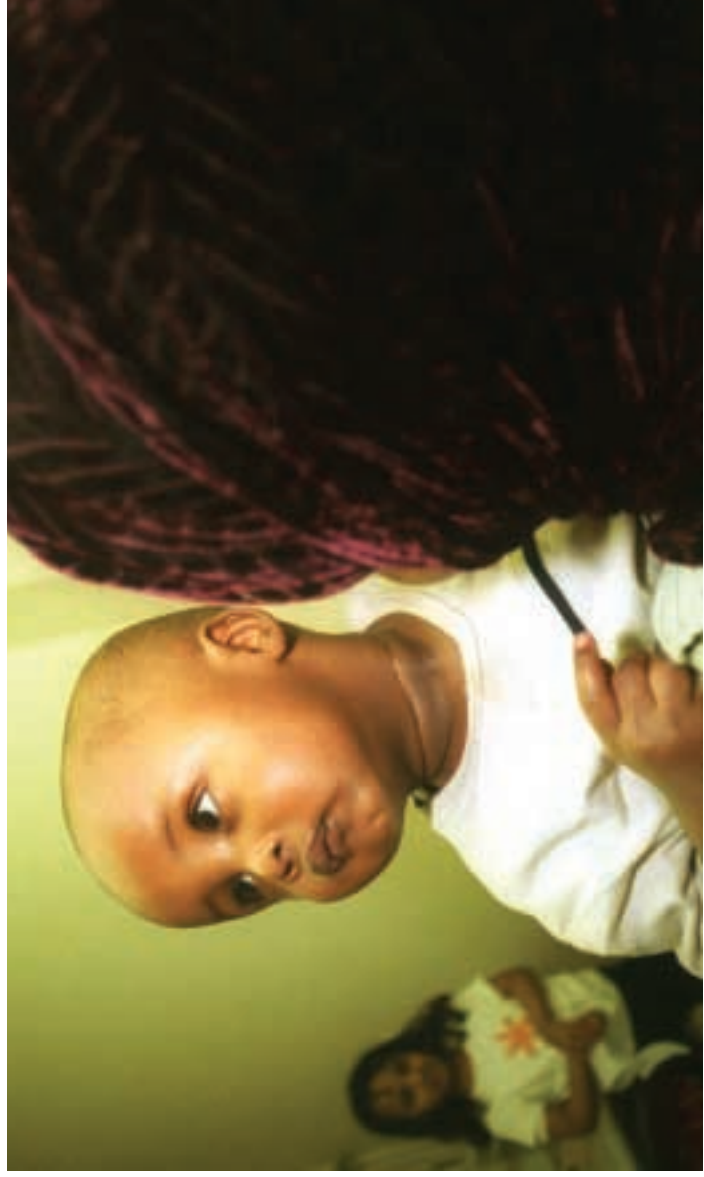
## SECTION 8: TACKLING RACIAL HARASSMENT


**Objective:** All social landlords to take prompt responsive action to racist incidents and be widely recognised as doing so.


*Long-term target outcome: A decrease in the number of racist incidents*

*Short to medium-term target outcomes:*

- Increased reporting of racist incidents and action against perpetrators.
- Improved satisfaction levels among BME tenants and residents on their landlords' response to racist incidents.
- Improved awareness of, and attention to, problems in relation to housing in strategic approaches to racial harassment and race-hate crime.



Action	By whom?	By when?	Monitoring/review method
8.1 To have in place robust and effective anti-racist harassment policies, procedures and working protocols that should: <ul style="list-style-type: none"> <li>▪ encourage reporting of incidents;</li> <li>▪ support victims;</li> <li>▪ deal with perpetrators;</li> <li>▪ have monitoring mechanisms that produce reports for councillors/board members; and</li> <li>▪ seek to prevent racial harassment in the future.</li> </ul> Policies should adopt the Stephen Lawrence Inquiry definition of a racist incident.	Local Authorities and RSLs	2003	 <p>Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)</p> <p>Audit Commission Programme for Improvement (Housing) Inspections (ongoing)</p>
8.2 Social landlord anti-racist harassment policies to: <ul style="list-style-type: none"> <li>▪ be widely publicised; and</li> <li>▪ regularly reviewed.</li> </ul>	Local Authorities and RSLs	Ongoing (initial reviews by 2003)	
8.3 Relevant community organisations to be: <ul style="list-style-type: none"> <li>▪ encouraged to participate; and</li> <li>▪ consulted</li> </ul> on the drawing up, implementation and review of social landlord racial harassment policies.	Local Authorities and RSLs	Ongoing	

Action		By whom?	By when?	Monitoring/review method
8.4	The housing dimension to be considered in multi-agency initiatives (such as local "Crime and Disorder Reduction Partnerships" and "Multi-Agency Forums on Racial Harassment") to tackle racial harassment and crime and disorder reduction, particularly race-hate crime.	Local Authorities, Police and other Crime and Disorder Partnership agencies including RSLs	Ongoing	Audit Commission Programme for Improvement (Housing) Inspections (ongoing)  Her Majesty's Inspectorate of Constabulary (ongoing)
8.5	Social landlord tenancy agreements to be reviewed to ensure that they have clear clauses on prohibiting and dealing with racial harassment.	Local Authorities and RSLs	2003	 Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)  Audit Commission Programme for Improvement (Housing) Inspections (ongoing)
8.6	Social landlord staff with responsibility for handling racist incident cases to receive appropriate training.	Local Authorities and RSLs	Ongoing (from 2003)	
8.7	Local Authority Housing PIs and RSL Regulatory Framework to be reviewed to ensure that they adhere to the Code of Practice for Social Landlords on Tackling Racial Harassment.	Assembly Government and Audit Commission	2002	National BME Housing Review Group (2002-2003)

## SECTION 9: EMPOWERING BLACK, MINORITY ETHNIC SOCIAL HOUSING ORGANISATIONS AND ASSEMBLY GOVERNMENT MEMBERS AND EMPLOYEES

**Objective:** To empower BME social housing organisations and Assembly Government members and employees.


*Target outcomes*

- Wales' RSL board membership to more closely reflect the BME composition of the communities they serve.
- BME staff at all levels in the social housing sector to more closely reflect the ethnic composition of the communities they serve.
- A higher proportion of BME staff in the Assembly Government.
- Continuous improvement in BME staff satisfaction with social landlords as employers.







## Registered Social Landlord Board Membership


Action		By whom?	By when?	Monitoring/review method
9.1	To review BME representation on RSL boards.	RSLs	End 2002	Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)
9.2	RSLs to agree action plans with targets for the recruitment and retention of BME board members.	RSLs	2003	
9.3	To: <ul style="list-style-type: none"> <li>identify best practice which encourages and supports BME representation; and</li> <li>issue good practice guidance.</li> </ul>	Assembly Government	Spring 2003	 National BME Housing Review Group (2003)
9.4	To establish and widely promote a BME board member network for Wales for current and potential BME board members.	Welsh Federation of Housing Associations	2003	
9.5	RSL Regulatory Framework to be reviewed to ensure that RSLs monitor the percentage of board member appointments that are BME.	RSLs	Consult (End 2002)	

## Staffing

Action	By whom?	By when?	Monitoring/review method
9.6 To set organisational targets that reflect the communities they work in for the employment of BME staff at all levels.	Local Authorities, RSLs and Assembly Government	Ongoing (initial targets by 2003)	 <p>Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)</p> <p>Audit Commission Programme for Improvement (Housing) Inspections (ongoing)</p>
9.7 To review employment policies, procedures and practices to ensure that they do not discriminate against BME people.	Local Authorities, RSLs and Assembly Government	2003	
9.8 To ensure that all senior staff roles and objectives take account of race equality responsibilities and for this approach to be cascaded to staff at all levels. (Landlords should monitor and report on their implementation of this action).	Local Authorities, RSLs and Assembly Government	2003	
9.9 To identify key competencies to manage diversity for people who are managers within their organisations.	Local Authorities, RSLs and Assembly Government	2003	

Action		By whom?	By when?	Monitoring/review method
9.10	To have clear procedures to tackle racial harassment in the workplace.	Local Authorities, RSLs and Assembly Government	2003	 <p>Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)</p> <p>Audit Commission Programme for Improvement (Housing) Inspections (ongoing)</p>
9.11	To review the skills of current BME staff and work with them to identify career progression opportunities.	Local Authorities, RSLs and Assembly Government	Ongoing (from 2003)	
9.12	To positively promote training and development opportunities to BME staff including secondment and mentoring opportunities.	Local Authorities, RSLs and Assembly Government	Ongoing (from 2003)	


## Training

Action	By whom?	By when?	Monitoring/review method
9.13 To review training and development policies, procedures and practices to ensure that they: <ul style="list-style-type: none"> <li>do not discriminate against BME people; and</li> <li>provide opportunities for BME staff to progress to senior levels.</li> </ul>	Local Authorities, RSLs and Assembly Government	2003	 Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004) Audit Commission Programme for Improvement (Housing) Inspections (ongoing)
9.14 To arrange appropriate race equality training for all: <ul style="list-style-type: none"> <li>staff;</li> <li>councillors/board members; and</li> <li>tenants' and residents' groups.</li> </ul>	Local Authorities, RSLs and Assembly Government	Ongoing (End 2003)	

### **Note: race equality training**

This training should cover:

- relevant legal duties, including those under the Race Relations (Amendment) Act 2000;
- information on the background (e.g. needs, culture and perceptions) of local BME people;
- organisational objectives and policies on race equality and anti-discrimination;
- how individual actions in the workplace can disadvantage BME people; and
- institutionalised discrimination.

Action		By whom?	By when?	Monitoring/review method
9.15	To support a range of training opportunities to enable social landlords to implement Action 9.14.	Assembly Government and CRE	Ongoing (from 2002)	 National BMIE Housing Review Group (2003)
9.16	To review the effectiveness, applicability and ways of supporting and funding positive action programmes such as Positive Action Training in Housing (PATH).	Assembly Government	2003	
9.17	To consider signing up to the Commission for Racial Equality Leadership Challenge.	Local Authorities and RSLs	2003	Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004) Audit Commission Programme for Improvement Inspections (ongoing)


### Ethnic Monitoring

Action	By whom?	By when?	Monitoring/review method
<p>9.18 To monitor and annually publish, by reference to the racial groups<sup>2</sup> to which they belong numbers/amount of:</p> <ul style="list-style-type: none"> <li>▪ staff in post;</li> <li>▪ applicants for employment, training and promotion;</li> <li>▪ training received;</li> <li>▪ staff that benefit or suffer detriment as a result of existing performance assessment procedures;</li> <li>▪ staff involved in grievance procedures;</li> <li>▪ staff that are the subject of disciplinary procedures; and</li> <li>▪ numbers of staff that leave (and reasons for doing so).</li> </ul>	Local Authorities, RSLs and Assembly Government	Ongoing (from 2003)	<p>Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)</p> <p>Audit Commission Programme for Improvement Inspections (ongoing)</p>

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<sup>2</sup> Landlords should use the same ethnic classification system as the one in the 2001 Census



Action		By whom?	By when?	Monitoring/review method
9.19	To ensure that ethnic monitoring reports are: <ul style="list-style-type: none"> <li>discussed by politicians/board members; and</li> <li>widely disseminated.</li> </ul>	Local Authorities, RSLs and Assembly Government	Ongoing (from 2003)	 <p>Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)</p> <p>Audit Commission Programme for Improvement (Housing) Inspections (ongoing)</p>
9.20	To take necessary steps where monitoring shows that employment policies, procedures and practice are: <ul style="list-style-type: none"> <li>leading to unlawful discrimination; or</li> <li>having an adverse impact on equality of opportunity or good race relations<sup>3</sup>.</li> </ul>	Local Authorities, RSLs and Assembly Government	Ongoing (from 2003)	
9.21	To consider using "positive action" <sup>4</sup> where monitoring reveals that some racial groups are under-represented in the workforce.	Local Authorities, RSLs and Assembly Government	Ongoing (from 2003)	

<sup>3</sup> The reasons for any inequalities shown up by monitoring can be very wide ranging. Chapter 9 of the CRE publication, "Ethnic Monitoring – A Guide for Local Authorities" provides advice on how monitoring data can be used to decide future action plans.

<sup>4</sup> Positive action means action permitted by the Race Relations Act 1976 that allows a person to:

- provide facilities to meet the special needs of people from particular racial groups in relation to their training, education or welfare (Section 35); and
- target job training at people from racial groups that are under-represented in a particular area of work, or encourage them to apply for such work.


## SECTION 10: CONTRACTORS AND CONSULTANTS


### Objective:

**To increase the role of BME contractors and consultants in providing services to the social landlord sector and to raise commitment to race equality among all contractors and consultants, including through training and advice.**

- Target outcomes*
- *Contractors and consultants employed by Wales' social landlords to more closely reflect the BME composition of the communities they work in.*
  - *A higher proportion of contracts awarded to BME contractors and consultants.*



Action		By whom?	By when?	Monitoring/review method
10.1	To review contracting procedures to ensure that they set out: <ul style="list-style-type: none"> <li>▪ expectations and requirements on race equality; and</li> <li>▪ arrangements for working with BME-led contractors.</li> </ul>	Local Authorities and RSLs	2003	 <p>Assembly Government review of RSL policies, processes, practices and performance in relation to race equality (2004)</p> <p>Audit Commission Programme for Improvement (Housing) Inspections (ongoing)</p>
10.2	To require contractors and sub-contractors to comply with basic race equality standards in their employment practices (making compliance a precondition of contract).	Local Authorities and RSLs	Ongoing (from no later than 2003)	
10.3	To monitor, review and report contractor performance on race equality and to take immediate action where race equality standards are not being met.	Local Authorities and RSLs	Ongoing (from no later than 2003)	

Action	By whom?	By when?	Monitoring/review method
10.4 To identify and promote good practice for the employment of BME contractors.	BME Housing Project	End 2002	 National BME Housing Review Group (2003)
10.5 To consider supporting initiatives to identify BME contractors to ensure that information and awareness of them is widely available.	Assembly Government	2003	
10.6 To consider whether the "Respect for People" toolkit should be incorporated into forthcoming procurement guidance for RSLs.	Assembly Government	2003	

## **SECTION 11: HOME OWNERSHIP**

### **Objective:**

To promote race equality and the tackling of unlawful discrimination in the owner occupied housing sector, and to promote the provision of good quality housing which is accessible and offers choice to BME communities.



Action		By whom?	By when?	Monitoring/review method
11.1	To make available "Right to Buy" and "Right to Acquire" information in ethnic minority languages.	Assembly Government	Mid 2002	National BME Housing Review Group (2002)
11.2	Under the new Private Housing Sector Renewal arrangements: <ul style="list-style-type: none"> <li>enable authorities to tailor renewal policies to meet the needs of specific ethnic groups ;</li> <li>cover BME issues in all guidance; and</li> <li>guide local authorities to monitor the impact of their policies on BME groups.</li> </ul>	Assembly Government	2002  Ongoing  2002	National BME Housing Review Group (2002)  National BME Housing Review Group (ongoing) National BME Housing Review Group (2002)



## **SECTION 12: PRIVATE RENTED SECTOR**

### **Objective:**

To promote a private rented sector which is committed to race equality and to tackling unlawful discrimination, and which seeks to provide good quality housing which is accessible and offers choice to BME communities.




Action		By whom?	By when?	Monitoring/review method
12.1	Use legislative powers under the Leasehold Reform, Housing and Urban Development Act 1993 to approve any code of practice designed to promote desirable practices in the management of residential property, to impress on professional bodies the need for their codes of practice to fully address BME issues.	Assembly Government	Ongoing	National BME Housing Review Group (ongoing)
12.2	To examine whether there is a significant under-use of the Rent Assessment Panel by BME groups and if so what action might be taken to redress this.	Assembly Government	2003	National BME Housing Review Group (2003)
12.3	To promote BME membership of the Rent Assessment Panel to BME groups.	Assembly Government	2002	National BME Housing Review Group (2002-2003)

## **SECTION 13: GOOD PRACTICE AND REGULATION**

**Objective:** All of Wales' landlords to follow good practice in providing their services to BME communities.



Action		By whom?	By when?	Monitoring/review method
13.1	RSL Regulatory Framework to be reviewed against this Plan.	Assembly Government	Consultation - December 2002	 <p>The National BME Housing Review Group will monitor and review implementation of these actions</p>
13.2	To amend RSL registration criteria to ensure that each new RSL in Wales is committed to race equality, and puts in place a BME Housing Strategy and Race Equality Plan (in line with the actions and standards set out in this Plan).	Assembly Government	October 2002	
13.3	To produce and disseminate best practice guidance for RSLs, covering the actions that the sector has to take to implement this Plan.	Assembly Government	Spring 2003	
13.4	Programme for Improvement (Housing) guidance and indicators to be reviewed against this Plan.	Assembly Government and Audit Commission	End 2002	
13.5	To fund a "good practice bank" for social landlords on BME housing (through the Social Housing Management Grant Programme).	Assembly Government	Spring 2003	
13.6	To support the development of good practice on BME issues in the private housing sector.	Assembly Government	2004	
13.7	To support an Annual Conference to promote BME housing good practice, innovation and research.	Assembly Government	January 2003	

## **SECTION 14: GYPSIES AND TRAVELLERS**

### **Objective:**

To ensure that gypsy and traveller communities have access to good quality accommodation.



Action	By whom?	By when?	Monitoring/review method
14.1 To consult on, and implement the recommendations of the National Assembly's Equal Opportunities Committee's review of Gypsy-Traveller policy relating to the provision of accommodation for Gypsy-Traveller families. It is intended that the review will report in 2003.	Assembly Government and Local Authorities	End of 2004	National Assembly's Equal Opportunities Committee and National BME Housing Review Group (ongoing from 2003)



## **SECTION 15:**

### **ASYLUM SEEKERS AND REFUGEES**

#### **Objective:**

To help refugees and asylum seekers from BME backgrounds access sustainable housing and appropriate support.



Action	By whom?	By when?	Monitoring/review method
<p>15.1 To issue guidance to RSLs and local authorities on legislation and best practice in helping asylum seekers and refugees to access and maintain suitable housing. This guidance should advocate a strategic approach and focus primarily on the resettlement of refugees.</p>	Assembly Government	November 2002	National BME Housing Review Group (2002-2003)

## **SECTION 16: A BME-LED HOUSING ORGANISATION FOR WALES**

**Objective:** To consider the feasibility of establishing a BME-led housing organisation for Wales.



Action	By whom?	By when?	Monitoring/review method
16.1 To consider a feasibility report setting out options for the establishment of a BME-led housing organisation for Wales.	Assembly Government	End 2002	National BME Housing Review Group (2002)

## Further Information

### Local and regional BME Housing Strategies (Section 2)

Local and regional BME Housing Strategies should:

- be developed in conjunction with neighbouring social landlords, voluntary and statutory organisations;
- link into wider local and regional strategies on regeneration, social exclusion, discrimination and race equality; and
- set out the roles of landlord and partner organisations.

### Race Equality Plans/Schemes (Section 3)

A landlord's Race Equality Plan/Scheme can be part of a more general equality strategy or scheme, as long as it can be easily identified as meeting the relevant actions set out in this Action Plan and:

- RSL Regulatory Framework (in the case of RSLs);
- the statutory requirements for a Race Equality Scheme (in the case of local authorities).

### Developing BME housing (Section 4)

In developing new homes for BME households, social landlords should adopt a partnership approach, working closely with the Assembly Government, other local social landlords, BME communities and support agencies.

Examples of the issues that social landlords and the Assembly Government should consider are:

- accommodation requirements related to culture (for example, in some BME communities the notion of extended families is based on children remaining with their parents. This may require housing providers to develop homes which enable families to remain together. It should be noted, however, that in some communities the extended family concept

is declining. Therefore, consultation with BME communities is essential to ensure that proper consideration is given to trends such as these);

- house design requirements related to household numbers. For example, where there is a need for extended families occupation, housing providers should ensure that amenities such as bathrooms and kitchen facilities complement the possible numbers of residents; and
- the health and safety aspect of dwellings so as to ensure proper and adequate ventilation facilities in catering areas.

## **Involving and communicating with BME tenants and residents (Section 5)**

Consideration should be given to:

- identifying the ethnic origin and language of choice of local BME people;
- information being produced in a variety of minority languages;
- the ways in which the information can be channelled to reach the target audience; and
- employing staff who can speak BME languages.

## **Equality web pages (Section 5)**

These should:

- be used to report on organisations' progress on the implementation of their race equality/BME housing strategies, plans and schemes; and
- signpost other relevant race equality web pages and websites.

## **Ethnic monitoring of housing services (Section 5)**

The following are some of the service delivery areas that social landlords might monitor by ethnic group:

- homelessness applications and acceptances:
  - \* time spent in temporary accommodation



- \* type and quality of housing offered
- general housing applications:-
  - \* waiting list acceptances and rejections
  - \* time spent on housing waiting list
- housing transfer applications:
  - \* housing transfer offers
  - \* housing transfer acceptances
- satisfaction with repairs, estate services, and housing management
- reports of racist incidents and how they have been handled
- complaints by service users

Social landlords should consult their local BME communities on their ethnic monitoring systems.

Results from ethnic monitoring of outcomes across service areas should form part of the monitoring of Race Equality Schemes and Plans which should be regularly reported to councillors/RSL board members.

## **Tenant participation (Section 7)**

Social landlords should have clear procedures for monitoring tenants and residents groups' approaches to race equality.

## **Tackling racial harassment (Section 8)**

Social landlords' anti-racist harassment policies should form both part of their BME Housing Strategy and their wider policies for tackling anti-social behaviour and should clearly spell out the organisation's commitment to their local BME communities and to racist harassment not being tolerated. Tenancy agreements must include clauses stating that racial harassment will be an offence leading to eviction of the tenant.

Working protocols between social landlords, local police services and relevant community organisations should cover:

- reporting;
- response times;
- information sharing;
- confidentiality; and
- safety and victim support.

Racial harassment policies must include a provision for the investigation, recording and monitoring of offences, as well as the eviction of tenants, even where the acts are carried out by family members, relatives or friends.

## **Registered Social Landlord Board Membership (Section 9)**

RSLs should follow several broad principles in their action to ensure that boards reflect the ethnic composition of the communities they serve:

- communities should be clearly defined given the diversity that can exist within communities in terms of faith, racial identity, culture etc;
- members should have, or be given the support to acquire, the skills and knowledge to participate in the work of their board; and
- members should be selected or endorsed by the appropriate elements of the community, for appointments where the intention is for the member to represent a particular group.

Appropriate ways of recruiting BME board members may involve advertising in the BME press and targeted mailings to BME organisations.

## **BME staffing levels (Section 9)**

Comparisons should be made with profiles from the Local Labour Market Area.

Targets might be included, for example, on recruitment levels of under-represented racial groups, or management development courses for racial groups that are under-represented at certain levels.

## **Race awareness training (Section 9)**

The Leadership Challenge invites people within positions of influence in all sectors of society to give a personal commitment to promote race equality.

## **Ethnic monitoring (Section 9)**

Ethnic monitoring is central to providing a clear picture of what is happening during the social landlord's employment cycle – from job application and joining the landlord to leaving it.

Wherever possible, social landlords should combine monitoring data with their existing information systems.

Social landlords may also find it useful to combine and analyse ethnic monitoring data with other data; for example on sex, and disability.

## **A BME-led housing organisation for Wales (Section 16)**

There are currently no BME RSLs in Wales.

In March 2002 the Assembly Government sponsored BME Housing Project produced a progress report which set out three main options for a BME-led housing organisation for Wales:

- a) a stand-alone BME housing organisation operating as a conventional RSL;
- b) a housing organisation that is part of a group structure. This arrangement would work in a local area with a significant BME population but also help groups nationally develop new BME housing or methods of working with BME communities;
- c) a "secondary housing organisation". This would essentially be a derivative of option b) but the focus would be a national one assisting local partnerships across Wales to deliver appropriate housing solutions for BME communities and groups.

The BME Housing Project plans to use the results of recently commissioned research, and draw up criteria, to help appraise the above organisational options. It is possible that through this process a recommendation may emerge that falls outside of the above options.

Final recommendations are due to be submitted to the Assembly Government by the end of 2002.

### Useful Guidance and References

#### Current Guidance

Blackaby B and Chahal K (2000) *Black and Minority Ethnic Housing Strategies – A Good Practice Guide*, Chartered Institute of Housing/Housing Corporation/Federation of Black Housing Organisations.

Goss S and Blackaby B (1998) *Designing Local Housing Strategies*, Chartered Institute of Housing/Local Government Association.

Commission for Racial Equality (1984) *Code of Practice for the elimination of racial discrimination and the promotion of equality of opportunity in employment*.

Commission for Racial Equality (2002) *Code of Practice on the Duty to Promote Race Equality: A guide for public authorities*.

Commission for Racial Equality (1991) *Code of Practice on Rented Housing for the elimination of racial discrimination and the promotion of equal opportunities*.

Commission for Racial Equality (1992) *Code of Practice in Non Rented (Owner Occupied) Housing for the elimination of racial discrimination and the promotion of equal opportunities*.

Commission for Racial Equality (2001) *Equality Standard for Local Government in England and Wales*.

Commission for Racial Equality (2001) *Ethnic Monitoring: A guide for public authorities*.

Commission for Racial Equality (2001) *Housing Associations and Race Equality*.

Commission for Racial Equality (1990) *Putting your house in order: Estate agents and equality opportunity policies*.

Commission for Racial Equality (1995) *Race Equality and Council Contractors*.

Housing Corporation, London Research Centre, and Lemos & Crane (1998) *Assessing black and minority ethnic housing needs*.

National Assembly for Wales (2000) *Code of Guidance on Homelessness and Allocations*.

National Assembly for Wales/DTLR (2001) *Code of Practice for social landlords on tackling racial harassment*.

National Assembly for Wales (2000) *Guidance on Tenant Participation Compacts*.

National Assembly for Wales (2002) *Local Housing Strategies Guidance*.

National Housing Federation (1998) *Accommodating Diversity: Housing design in a multicultural society*.

National Housing Federation (1998) *Race Equality in Access to Housing Services: A good practice guide*.

Seager R and Jeffery J (1995) *All together now: Involving black tenants in housing management*, TPAS

[www.raceactionnet.co.uk/content/website/public/welcome.asp](http://www.raceactionnet.co.uk/content/website/public/welcome.asp)

[www.dmuracetoolkit.com/index.asp](http://www.dmuracetoolkit.com/index.asp)

## **Forthcoming Assembly Government Guidance**

- Guidance on Local Homelessness Strategies and
- Revised Code of Guidance on Allocations and Homelessness.

*The Assembly Government funds the development of BME housing good practice through its Social Housing Management Grant programme. Good practice is disseminated by the Assembly, including via its Housing web pages and a supplement in the Welsh Housing Quarterly.*

## Useful Contacts

Organisation	Name	Phone Number	Email Address
Welsh Assembly Government Housing Directorate	Alison Clements	029 2080 1018	Alison.Clements@wales.gsi.gov.uk
Welsh Assembly Government Housing Directorate	James Watkins	029 2082 6827	James.Watkins@wales.gsi.gov.uk
Welsh Assembly Government Equalities Unit	Charles Willie	029 2082 6828	Charles.Willie@wales.gsi.gov.uk
All Wales Ethnic Minority Association (AWEMA)	Cynthia Alleyne	01792 460609	Cynthia.alleyne@gwalia.com
Audit Commission	Anne Delaney	029 2026 2550	a-delaney@audit.commission.gov.uk
Black Association of Women Step Out (BAWSO)	Mutale Nyoni	029 2043 7390	info@bawso.org.uk
BME Housing Project	Berrenga Forbes	029 2046 2142	Bme@globalnet.co.uk
BME Taran	Bill Brown	0121 551 2760	Taran@housinguk.com
Chartered Institute for Housing (CIH) Cymru	Keith Edwards	029 2076 5760	Keith.Edwards@cih.org



<b>Organisation</b>	<b>Name</b>	<b>Phone Number</b>	<b>Email Address</b>
Commission for Racial Equality (CRE)	Bailjit Gill	029 2072 9200	BGILL@cre.gov.uk
Federation of Black Housing Organisations (FBHO)	Kushminder Chahal	020 8533 7053	Fbho@teleregion.co.uk
Shelter Cymru	Layla Hoque	01792 469400	Layla@sheltercymru.org.uk
Tenant Participation Advisory Service (TPAS) Cymru	Carol Kay	029 2023 7303	Carol@tpascymru.org.uk
Welsh Federation of Housing Associations (WFHA)	Howard John	029 2030 3150	Howard-john@welshhousing.org.uk
Welsh Local Government Association (WLGA)	Phil Roberts	01792 636000	Phil.roberts@swansea.gov.uk
Welsh Tenants' Federation (WTF)	Malcolm Lynn Thomas	029 2064 5168	Welshtenantsfed@aol.com

## A statistical snapshot of BME communities and housing in Wales

### Sources of data

The most detailed information about BME people and communities in Wales comes from the 1991 Census. This can be partly updated using information from the Labour Force Survey (LFS). The sample size of the LFS in Wales was increased from 2001 onwards. The larger sample will provide better quality information about people from BME backgrounds; figures will become available during the second half of 2002. The next detailed snapshot will be provided by the 2001 Census; figures should become available during 2003.

### 1991 Census: Numbers and location

The 1991 Census counted 2.8 million residents in Wales at April 1991; of these just over 40 thousand, around 1.5%, identified themselves as coming from a BME background. Table 1 below summarises the ethnic groups and country of birth of residents in households, that is excluding people living in communal establishments. Over half of the "other" non-white category were Chinese and East Asians.

**Table 1: Ethnic group by country of birth**  
April 1991: Residents in households: Wales

*Thousands of people and per cent*

	Ethnic Group		Non-white				
	Total	White	All non-white	Black	Indian	Pakistani & Bangladeshi	Other
Total Persons	2,797.2	2,756.6	40.6	9.2	6.3	9.5	15.7
Per cent	100.0	98.6	1.5	0.3	0.2	0.3	0.6
Of which, born in							
United Kingdom	2,723.5	2,703.8	19.7	6.0	2.5	4.3	6.9
Wales	2,163.1	2,148.4	14.8	4.8	1.5	3.4	5.1
England	529.3	524.6	4.7	1.2	0.9	0.9	1.7
Scotland & NI	29.9	29.7	0.2	0.0	0.0	0.0	0.1

*Source: 1991 Census*

Table 2 shows the proportion of people from each ethnic background coming from various countries of birth. In 1991 just over half of people from BME backgrounds were born outside the United Kingdom.

**Table 2: Proportion of ethnic group by country of birth**

April 1991: Residents in households: Wales

*per cent*

Country of Birth	Ethnic Group		Non-white				
	Total	White	All non-white	Black	Indian	Pakistani & Bangladeshi	Other
Total Persons	100.0	100.0	100.0	100.0	100.0	100.0	100.0
United Kingdom	97.4	98.1	48.6	65.4	39.5	45.6	44.1
Wales	77.3	77.9	36.4	52.2	24.1	35.7	32.4
England	18.9	19.0	11.6	12.6	14.8	9.5	1.0
Scotland & NI	1.1	1.1	0.5	0.5	0.5	0.4	0.4
Outside UK	2.6	1.9	51.4	34.6	60.5	54.4	55.9

*Source: 1991 Census*

Table 3 shows how these populations were concentrated in Cardiff, Newport and Swansea. These three areas accounted for around 62 per cent of the BME population in Wales in 1991.

**Table 3: Proportion of total population in each ethnic group by local authority**

April 1991: Residents in households: Wales

*per cent*

Local Authority	Ethnic Group		Non-white				
	Total	White	All non-white	Black	Indian	Pakistani & Bangladeshi	Other
Cardiff	100.0	93.9	6.1	1.8	1.0	1.5	1.8
Newport	100.0	96.5	3.5	0.7	0.3	1.6	0.9
Swansea	100.0	98.5	1.5	0.2	0.2	0.4	0.8
Rest of Wales	100.0	99.3	0.7	0.1	0.1	0.1	0.4
Wales	100.0	98.5	1.5	0.3	0.2	0.3	0.6

*Source: 1991 Census*

Table 4 gives more detail about how the different ethnic groups (residents in households) were split between the different local authority areas across Wales.

**Table 4: Ethnic group by local authority area**

April 1991: Residents in households: Wales

*Thousands of people*

	Ethnic Group		Non-white				
	Total	White	All non-white	Black	Indian	Pakistani & Bangladeshi	Other
Local authority (Ranked by proportion non-white)							
Cardiff	281.5	264.5	17.0	5.1	2.7	4.3	5.0
Newport	131.9	127.3	4.6	0.9	0.4	2.1	1.2
Swansea	220.2	216.8	3.4	0.4	0.4	1.0	1.7
Vale of Glamorgan	115.7	114.2	1.6	0.4	0.2	0.2	0.7
Ceredigion	62.2	61.5	0.7	0.1	0.1	0.1	0.4
Gwynedd	111.2	110.2	1.0	0.2	0.1	0.2	0.5
Bridgend	126.6	125.5	1.1	0.2	0.2	0.1	0.6
Rhondda, Cynon, Taff	231.3	229.5	1.8	0.2	0.4	0.3	0.9
Merthyr Tydfil	58.8	58.3	0.4	0.0	0.2	0.1	0.2
Wrexham	119.9	119.0	0.9	0.1	0.1	0.1	0.4
Neath Port Talbot	136.9	135.9	1.0	0.3	0.2	0.2	0.4
Conwy	102.7	101.9	0.7	0.1	0.1	0.1	0.5
Torfaen	89.6	88.9	0.6	0.1	0.1	0.1	0.3
Caerphilly	168.5	167.4	1.2	0.2	0.3	0.1	0.5
Monmouthshire	78.7	78.1	0.5	0.1	0.1	0.0	0.3
Denbighshire	88.3	87.7	0.5	0.1	0.1	0.1	0.2
Pembrokeshire	110.4	109.8	0.6	0.1	0.1	0.1	0.3
Carmarthenshire	166.1	165.2	0.9	0.1	0.2	0.1	0.5
Blaenau Gwent	71.6	71.2	0.4	0.1	0.1	0.0	0.2
Isle of Anglesey	68.2	67.9	0.3	0.1	0.0	0.0	0.2
Powys	117.1	116.5	0.6	0.2	0.1	0.0	0.3
Flintshire	140.1	139.4	0.7	0.1	0.1	0.1	0.4
Wales	2,797.2	2,756.6	40.6	9.2	6.3	9.5	15.7

*Source: 1991 Census*

It is possible to look at more local information than that for local authorities as a whole. These more local areas are 1991 Wards. In April 1991 only 20 Wards, out of 907 in Wales as a whole, had more than 5 per cent of their total residents (including those in communal establishments) from BME groups. Ten of these Wards were in Cardiff, three in Newport, two in Swansea and the rest in Gwynedd (in Bangor), Ceredigion (in Aberystwyth) and Rhondda Cynon Taff.

In contrast, 488 Wards, out of 907 in Wales as a whole, had less than half a percent of their total residents from BME groups.

### **1991 Census: Housing issues**

The 1991 Census collected some housing information. This is summarised in Table 5 below. This table shows information for households where the **head of household is from a BME background**. The total number of "residents in households" (at bottom of table) is the same as shown in Tables 1 to 4. However the number of residents in households which were headed by someone from a BME background (in Table 5) is slightly different from the numbers of **people** from BME background (in Tables 1 to 4).

**Table 5: Ethnic group by tenure, housing need and housing amenities and household size**

April 1991: Residents in households: Wales

*Thousands of households and people and per cent*

	Ethnic Group of head of household						
	Total	White	All non-white	Black	Indian	Pakistani & Bangladeshi	Other
All households (= 100%)	1,111.7	1,099.8	11.9	3.2	2.0	2.0	4.7
<b>Tenure</b>							
<i>Per cent of households are:</i>							
Owner occupied	70.8	70.9	59.9	45.9	77.3	75.8	55.2
Rented privately	6.2	6.1	18.0	15.5	9.7	11.8	25.8
Social housing	21.4	21.4	18.4	36.4	7.7	8.2	17.9
<b>Housing need and amenities</b>							
<i>Per cent of households that are:</i>							
Overcrowded ie over 1 person per room	1.6	1.5	9.9	5.0	6.5	23.8	8.6
Lack or share some Basic amenities ie Bath/shower and/or Inside WC	1.7	1.7	3.1	3.1	2.4	2.6	3.6
Without central heating	18.5	18.6	17.0	18.4	11.3	22.1	16.1
<b>Household size</b>							
Residents in household	2,797.2	2,757.7	39.4	8.5	6.8	9.8	14.4
Average household size (number)	2.52	2.51	3.32	2.65	3.43	4.81	3.09

Source: 1991 Census



The table shows that the housing tenure differs between households with BME and white heads, and varies between different ethnic groups within the BME population. When compared with the white-headed households:

- A higher proportion of the households that were headed by black people were in social housing or private renting.
- Ethnic groups from the sub-continent had higher levels of owner occupation and lower levels of social housing.
- "Other ethnic" headed households had high levels of private renting.

The Census gives some summary information that is related to housing need and housing amenities. On housing need:

- There were more "overcrowded" households across all BME groups than for households with white head of households.
- This was particularly marked for the households headed by someone from a Pakistani or Bangladeshi background; this is related to the higher average household size for these groups compared with other BME groups and the white population.

On housing amenities:

- Few households lack exclusive use of a bath/shower and/or inside WC. Levels are, however, higher for BME groups; it is higher for black and other ethnic headed household and this is probably related to the higher levels of private renting in these groups.

## **The Labour Force Survey: Updating the picture from 1991 to 2001**

The Labour Force Survey (LFS) is a quarterly survey covering the United Kingdom. It is mainly intended to monitor development in the labour market. It can, however, be used to track changes in the numbers of the "white" and "non-white" population in Wales over the past ten years. The proportion of people over 16 reporting themselves as white or as non-white is shown in Table 6 below.

**Table 6: White and non-white: all persons over 16: Wales**

*Thousands of people and per cent*

	Total	White	Non-white	Non-white as per cent of total
1991	2,263	2,224	39	1.7
1999	2,304	2,272	33	1.4
2000	2,311	2,278	33	1.4
2001	2,318	2,277	41	1.8

*Source: Labour Force Survey*

There are three causes for the variation in the proportion of non-white people reported by the survey from year to year.

- Real changes in the numbers of people that consider themselves as coming from a BME background.
- Changes to the questions about BME background that affect the way people report themselves.
- Statistical variation arising from the survey size.

The figures above suggest that there has been little change in the proportion of people from a BME background in Wales in the ten years since 1991. The lower figures for 1999 and for 2000 are probably due to changes in the questions about ethnicity between 1991, 1999/2000 and 2001 onwards.

This is in contrast to the rest of the United Kingdom where the LFS shows a higher number of people considering themselves as "non-white" and shows an increase between 1991 and 2001. The **figures for the UK** for "non-white as per cent of total", for all persons over 16, is **4.7% for 1991** rising to **6.2% for 2001**.

## **Registered Social Landlord Board Membership and Ethnicity**

The Assembly Government collects details on the composition of RSL boards. Committee members are asked to declare the racial group and ethnic origin that they consider themselves to belong to. However, there is no obligation to answer these questions.

On an 'all Wales' basis, the analysis of annual returns for 1999, 2000 and 2001 shown in Tables 7 and 8 indicate that very few committee members declared themselves to be other than "White" or "European" and a significant number declined to answer these questions.

**Table 7: Racial group of committee members: All Welsh registered RSLs**

	<i>Number</i>		
	1999	2000	2001
Black	7	7	5
White	876	760	774
Other	1	2	7
Not Declared	182	238	265
Total	1,066	1,007	1,051

*Source: NAW: Registered Social Landlords in Wales - Analysis of annual return*

**Table 8: Ethnic origin of committee members: All Welsh registered RSLs**

	<i>Number</i>		
	1999	2000	2001
African	2	1	1
Asian	4	4	2
Caribbean	2	2	2
European	761	646	620
Other	25	64	42
Not declared	272	290	384
Total	1,066	1,007	1,051

*Source: NAW: Registered Social Landlords in Wales - Analysis of annual return*

Given that there are a total of 1,007 committee members serving 92 RSLs, and 98% of the housing stock is owned by 32 of those RSLs, it is clear that it would not be equitable to examine the BME representation on an 'all Wales' basis.

Unless stated, the remainder of this Appendix is based on annual returns for RSLs with more than 101 dwellings for the years 1998/1999, 1999/2000 and 2000/2001.

Even on the basis of the 32 largest RSLs (Table 9), very few committee members declared themselves to be other than white and a high proportion failed to make a declaration.

**Table 9: Racial group of committee members: Large Welsh registered RSLs**

	<i>Number</i>		
	1999	2000	2001
Black	4	4	3
White	320	275	314
Other	1	5	0
Not Declared	78	114	86
Total	403	398	403

*Source: NAW: Registered Social Landlords in Wales - Analysis of annual return*

## Appendix E

### National BME Housing Review Group for Wales – Membership

Alleyne, Cynthia	All Wales Ethnic Minority Association
Bader, John (Group Chair)	Housing Director, Welsh Assembly Government
Clements, Alison	All Wales Ethnic Minority Association / Housing Directorate, Welsh Assembly Government
Delaney, Anne	Audit Commission
Edwards, Keith	Chartered Institute of Housing (Cymru)
Forbes, Berrenga	BME Housing Project
Franklin, Bridget	Centre of Housing Management and Development, Cardiff University
Gill, Bailjit	Commission for Racial Equality
Hoque, Layla	Shelter Cymru
John, Howard	Welsh Federation of Housing Associations
Nyoni, Mutale	Black Association of Women Step Out
Rabey, Tamlyn	Housing Directorate, Welsh Assembly Government
Roberts, Phil	Welsh Local Government Association
Robinson, Clifton	North Wales Housing Association
Thomas, Malcolm	Welsh Tenants' Federation
Vedi, Sanjiv	Personnel Management, & Business Services Group, Welsh Assembly Government

Watkins, James	Housing Directorate, Welsh Assembly Government
Webber, Michelle	Housing Directorate, Welsh Assembly Government
Willie, Charles	Equality Policy Unit, Welsh Assembly Government

Other Welsh Assembly Government officials may attend meetings, when their input is required for particular items.

*[Note: the Assembly Government is looking to appoint a person to the Group to represent gypsy and traveller groups.]*





