

## 7. Homes and Places



### Some evidence

- Non-white ethnicity is linked with a greater likelihood of relative income poverty. For the period between 2015-2016 and 2019-2020 (an average of 5 financial years) there was a 29% likelihood of people whose head of household comes from a non-white ethnic group living in relative income poverty. This compares to a 24% likelihood for those whose head of household comes from a white ethnic group. However, because the vast majority of households in Wales have a head who is from a white ethnic group, most people (97%) who were living in relative income poverty were from such households (the Welsh Government, 2021c).
- In 2011 in Wales, 28.7% of Gypsy or Irish Travellers and 27% of Bangladeshis lived in overcrowded housing (that is, they had fewer bedrooms than they needed to avoid undesirable sharing), whilst 19.4% of Black people and 18.5% of Arabs did so compared to 4.9% of White British people (the Welsh Government, 2020b).

### Introduction

Secure homes of all types, are fundamental to people's well-being and to every aspect of their lives, including their mental and physical health and well-being, their educational opportunity and achievement, their employment outcomes and their social and cultural well-being. Our overall aim is that ethnic minority people are able to live in decent, secure and affordable homes which meet the diversity of their needs.

COVID-19 has brought into sharp focus the importance of appropriate and affordable home for everyone's mental and physical well-being. It has also highlighted the deep inequalities that exist for some people in accessing such homes.

## What we know

We know there are issues with overcrowding in housing, which disproportionately affects some Black, Asian and Minority Ethnic people. A disproportionate number of ethnic minority people may also face inequalities in relation to poor housing and air quality as well as affordability and availability of social housing which meets the diversity of people's needs.

## In developing this work

We have heard very clearly, including from many ethnic minority people and organisations, that:

- active anti-racism needs to underpin all the actions we take, through cultural change and strong and focused leadership, to make race equality a reality;
- accountability and transparency have to be central to what we do;
- there needs to be much better engagement with ethnic minority people in developing our policy;
- there is a strong link between poverty and socio-economic disadvantage and inequalities faced in accessing decent homes by some ethnic minority people;
- we must take into account how different aspects of a person's identity combine to create different experiences and multiple barriers which compound race inequality. This includes women, disabled people, young people, older people, LGBTQ+ people, religious and non-religious groups and those from lower socio-economic groups.

We know that in relation to homes, there is a need for much better data and evidence, as well as meaningful engagement with the full diversity of ethnic minority people. These will be 'givens' that underpin our approach going forward as will the accountability provided by equalities and human rights legislation and the Well-being of Future Generations Act.

It is important to talk not just about 'housing' but about 'homes', including Gypsy and Traveller mobile homes and sites. We heard very powerful evidence of the particular discrimination, racism and inequality that Gypsies and Travellers face and it is really important that this is reflected in our plan. Consultation responses were supportive of our proposals and have helped refine our actions to increase the number and quality of local authority permanent and transit pitches, as well as explore options for rental of trailers. In addition, responses suggesting that advice and advocacy services should be provided in the specific area of private planning applications will be taken forward.

Asylum seekers, refugees and migrants face particular inequalities and whilst the Welsh Government is not responsible for providing housing for asylum seekers (this rests with the Home Office), we have a responsibility to support them from 'day one' of their arrival in Wales in line with our vision of being a nation of sanctuary.

## What we will do

We will significantly increase representation of ethnic minority people in senior leadership and at all levels to create a workforce within the homes sector to reflect the diversity of the population in which they operate.

We will ensure that standards provision and services around the provision of homes advance race equality, embed anti-racism, equality and human rights, and meet the diverse needs of ethnic minority people.

We will ensure that Private Rented Sector (PRS) housing and accommodation, and service provision advances equality, embeds anti-racism and meets the diverse needs of ethnic minority people.

We will ensure ethnic minority people across the country have a voice and influence in ensuring the Welsh Government policies around the provision of homes reflect the diversity of ethnic minority people's needs and priorities.

In recognition that safe, culturally appropriate accommodation is necessary in order for individuals to flourish in other parts of their lives, we will address the lack of site provision and poor quality of Gypsy and Traveller accommodation in Wales.

## Who we work with

We will work with Housing Associations, local authorities, third sector support organisations, ethnic minority led organisations, community organisations and other partners, to embed anti-racism, including:

- Rent Smart Wales (RSW)
- Tai Pawb
- TPAS Cymru
- Chartered Institute of Housing (CIH)
- Community Housing Cymru (CHC)
- Cymorth Cymru Cymru
- Welsh Local Government Association (WLGA)
- Shelter Cymru
- Citizens Advice Cymru.

We will also work collaboratively with other key Welsh Government policy areas to achieve those actions that are cross-cutting.

Actions	Outputs	Impact	By when	Lead and partners
<b>Representation</b>				
<b>Goal: To significantly increase representation of ethnic minority people in senior leadership and at all levels to create a workforce within the homes sector to reflect the diversity of the population in which they operate.</b>				
<p>Ensure organisations' boards, advisory groups, senior leadership and workforce reflect the diversity of ethnic minority people by working with Black, Asian and Minority Ethnic organisations, and partners such as Tai Pawb, Chartered Institute of Housing (CIH), Community Housing Cymru (CHC), Welsh Local Government Association (WLGA) and Cymorth Cymru to:</p> <ul style="list-style-type: none"> <li>• implement Reflecting Wales in Running Wales: the diversity and inclusion strategy for Public Appointments, in collaboration with the Public Bodies Unit, specifically in relation to the following goals: <ul style="list-style-type: none"> <li>- demonstrate open and transparent recruitment practices</li> <li>- demonstrate diversity within Boards</li> <li>- demonstrate that they are building a community of individuals (in particular ethnic minority women) who are interested, aware and nearly ready for Board membership (i.e. to build a robust pipeline).</li> </ul> </li> </ul>	<p>Increased numbers of Black, Asian and Minority Ethnic, (ethnic minority) people with a place on organisational boards, advisory groups, in senior leadership roles and across the workforces associated with Homes and Places.</p> <p>Open and transparent recruitment practices which are published.</p>	<p>Increased diversity across the workforce.</p> <p>Improved access to better job roles, and development opportunities for ethnic minority people.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• Tai Pawb.</li> <li>• CIH.</li> <li>• CHC.</li> <li>• WLGA.</li> <li>• Cymorth Cymru and ethnic minority-led organisations.</li> </ul>
<p>Housing Associations, local authority housing departments and third sector support organisations to demonstrate how they will ensure anti-racism and race equality are to be embedded within their organisations both as employers and service providers, including initiatives such as the Tai Pawb's Deeds not Words pledge; this work should be informed by involvement of third sector organisations and community groups.</p>	<p>Delivery Plans with clear and achievable timelines and actions.</p>	<p>Anti-racist thinking and practice becomes the norm in all activity related to the workforce.</p> <p>An inclusive culture in the workplace is created and nurtured.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• Housing Associations.</li> <li>• Local authorities.</li> <li>• Third sector support organisations.</li> </ul>

Actions	Outputs	Impact	By when	Lead and partners
Partner organisations to provide anti-racism and zero tolerance training for Boards and all staff groups on understanding and challenging racism on an ongoing basis.	Senior members of the workforce including board members to complete training within 18 months, as part of any Continuing Professional Development programme. New employees should complete as part of their induction training.	Anti-racist thinking and practice becomes the norm in all activity related to the workforce.  Creating self-awareness amongst work force, encouraging learning about equality, diversity and inclusion.	December 2023 and ongoing/ longer-term.	<ul style="list-style-type: none"> <li>• Housing Associations.</li> <li>• Local authorities.</li> <li>• Third sector support organisations.</li> </ul>
Revise the current regulatory standards to ensure the expectations placed on Housing Associations with regards to representation on Equality, Diversity and Inclusion, including anti-racism, are clear.	<p>The regulatory standards for housing associations have been revised.</p> <p>Under Regulatory Standard 1: The organisation has effective strategic leadership and governance arrangements which enable it to achieve its purpose and objectives, the expectations are the social landlord:</p> <p>c) Sets and delivers measurable, evidence-based commitments across all areas of its business in relation to equality, diversity and inclusion (including anti-racism and tackling hate crime) reflecting the diversity of the communities it works in and with</p> <p>d) Has a diverse Board, reflecting the communities the Registered Social Landlord before (RSL) works in and with, and has the skills and knowledge required to be effective</p> <p>Compliance with standard will be monitored.</p>	Equality, Diversity and Inclusion, including anti-racism, becomes the norm in all activity related to the workforce.	Complete and implementation will be monitored.	<ul style="list-style-type: none"> <li>• The Welsh Government Regulation team.</li> <li>• CHC.</li> <li>• Housing Associations.</li> </ul>
Ensure The Welsh Government housing Boards and advisory groups, including the National Housing Support Advisory Group, reflect ethnic minority people's voice and representation in the transformation of homelessness services.	Increased numbers of ethnic minority people represented on the Welsh Government Boards.	Increased engagement with ethnic minority communities and ensure policy is informed by people's lived experience.	Already ongoing/ longer-term.	<ul style="list-style-type: none"> <li>• The Welsh Government partner organisations, including ethnic minority-led organisations.</li> </ul>

Actions	Outputs	Impact	By when	Lead and partners
<b>Standards, provisions and services</b>				
<b>Goal: To ensure that standards provision and services around the provision of homes advance race equality, embed anti-racism, equality and human rights, and meet the diverse needs of ethnic minority people.</b>				
<p>Work with ethnic minority-led organisations, Tai Pawb, Chartered Institute of Housing (CIH), TPAS Cymru, CHC, Cymorth Cymru and WLGA to:</p> <ul style="list-style-type: none"> <li>• provide ongoing anti-racism and cultural competence training to the workforce involved in service provision for tenants and customers (and as part of Continued Professional Development)</li> <li>• review guidance for the above organisations to support staff and tenants to understand how to report racism and hate crime, and provide support to those reporting (actively ensuring tenants are aware of their rights and the support available)</li> <li>• ensure all landlords demonstrate that they are responding quickly to complaints of racism, harassment and hate crime and offer appropriate support.</li> </ul>	<p>Senior members of the workforce including board members to complete training within 18 months, and as part of any Continuing Professional Development programme. New employees should complete as part of their induction training.</p> <p>Process for reporting discrimination is improved and is culturally considered as having appropriate strength.</p> <p>Staff feel empowered to report cases.</p>	<p>Anti-racist thinking and practice becomes the norm in all activity related to the workforce.</p> <p>Quantifiably improved service user satisfaction with processes for dealing with discrimination, coupled with a significant reduction in complaints of racism.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government.</li> <li>• Tai Pawb.</li> <li>• CHC.</li> <li>• Cymorth Cymru.</li> <li>• WLGA.</li> <li>• TPAS Cymru.</li> <li>• Ethnic minority-led organisations.</li> </ul>
<p>Building on the literature review undertaken on overcrowding amongst ethnic minority people and communities, undertake further research and/ or analysis to better understand the link between overcrowding in homes and the increased risk of catching COVID-19 amongst ethnic minority people.</p>	<p>New research paper.</p>	<p>Better understanding of issues and mitigating action put in place.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government and partner organisations.</li> </ul>
<p>Work with ethnic minority-led organisations, local authorities, Housing Associations, Shelter Cymru and Citizens Advice Cymru to demonstrate the information, advice and advocacy needs of ethnic minority people are met in relation to accessing appropriate homes, including Gypsies and Travellers, ethnic minority women and asylum seekers and refugees.</p>	<p>Services, including advice services demonstrate how they have become more accessible; data and case studies.</p>	<p>Services, including advice services become fully accessible to the full diversity of ethnic minority people.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government.</li> <li>• Ethnic minority-led organisations.</li> <li>• Shelter Cymru.</li> <li>• Citizens Advice Cymru.</li> </ul>

Actions	Outputs	Impact	By when	Lead and partners
<p>Revise the current regulatory standards to ensure the expectations placed Housing Associations with regards to standards, provision and services on equality, diversity and inclusion, including anti-racism, are clear.</p>	<p>The regulatory standards for housing associations have been revised. Under Regulatory Standard 1: The organisation has effective strategic leadership and governance arrangements which enable it to achieve its purpose and objectives, the expectations are the social landlord:</p> <p>c) Sets and delivers measurable, evidence based commitments across all areas of its business in relation to equality, diversity and inclusion (including anti-racism and tackling hate crime) reflecting the diversity of the communities it works in and with</p> <p>d) Has a diverse Board, reflecting the communities the RSL works in and with, and has the skills and knowledge required to be effective.</p> <p>Compliance with standard will be monitored.</p>	<p>Anti-racism and equality embedded within Housing Associations.</p>	<p>Completed. Came into effect January 2022.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government Regulation team.</li> <li>• CHC.</li> <li>• Housing Associations.</li> </ul>
<p>Develop new guidance for Local Housing Market Assessments (LHMAs) with local authorities and housing associations to include:</p> <ul style="list-style-type: none"> <li>• an analysis of the need for homes of key groups (Black, Asian and minority ethnic people, disabled people, homeless people, older people, those with mental health conditions, ethnic minority women, etc.) within each local authority to understand: <ul style="list-style-type: none"> <li>- the availability of appropriate housing;</li> <li>- the estimated future need;</li> <li>- what any shortfall is for each key group.</li> </ul> </li> <li>• The Welsh Government to provide all local authorities with training and ongoing support.</li> </ul>	<p>New LHMA process and documents to ensure Local authorities have detailed understanding of housing need of ethnic minority people and others within their communities, with particular focus on those most in housing need.</p>	<p>Local authorities and Housing Associations can build affordable housing that meets the needs of ethnic minority people and others in their communities.</p>	<p>Summer 2022.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government.</li> <li>• Local authorities.</li> <li>• WLGA.</li> <li>• Housing Associations.</li> <li>• Tai Pawb.</li> </ul>

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<p>Ensure that the LHMA, and their assessment of needs for ethnic minority people and other key groups inform the prospectus as part of the Social Housing Grant programme monitoring.</p>	<p>Funding is awarded based on meeting the needs of ethnic minority people and others within local authority communities.</p>	<p>Access to appropriate and affordable housing is increased.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government.</li> <li>• Local authorities.</li> <li>• WLGA.</li> <li>• Housing Associations.</li> <li>• Tai Pawb.</li> <li>• Ethnic minority-led organisations.</li> </ul>
<p>Ensure the barriers faced by the full diversity of ethnic minority people are specifically addressed to ensure they have equal access to homelessness services and homes. This will include:</p> <ul style="list-style-type: none"> <li>• making race equality an integral and focused part of the transformation of homelessness services (including future consideration of priority need and allocations) and ensuring success in addressing the needs of ethnic minority people is built into the evaluation of the transformation;</li> <li>• ensure the policy and legislative framework supports the commissioning of culturally sensitive housing and accommodation-related support services to meet the needs of diverse ethnic minority people;</li> <li>• ensure that all Welsh Government homes related guidance to local authorities, such as the "Rapid Rehousing guidance or Code of Guidance on Allocations", includes consideration of the full diversity of ethnic minority people.</li> </ul>	<p>Action plan, guidance, and communications make race equality and anti-racism an integral part of ending homelessness services; appropriate housing is provided.</p>	<p>Anti-racism is embedded within approach to ending homelessness at strategic and operational level so that barriers to ethnic minority people and others are removed.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government partner organisations, including ethnic minority-led organisations, Tai Pawb, Cymorth Cymru.</li> </ul>

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<p>Continue the implementation of our work to support those with No Recourse to Public Funds (NRPF) and EU Citizens who have not yet applied for EU Settled Status to access shelter and the services which they are entitled to receive, including:</p> <ul style="list-style-type: none"> <li>the delivery of training to 400 local authority housing and social services officers to ensure they understand the rights of migrants, including those with No Recourse to Public Funds</li> <li>the publication of the Welsh Government guidance for local authorities to ensure they understand the legal routes to support for those with No Recourse to Public Funds</li> <li>funding provided to the Third Sector to help expand and professionalise 'hosting' arrangements for those with a realistic prospect of achieving leave to remain</li> <li>finding innovative ways to support homeless migrants through shared housing schemes with housing providers and the Third Sector.</li> </ul>	<p>Training, funding and guidance provided so that organisations know how best to provide support to those with NRPF.</p> <p>Local authority and third sector staff will be trained to ensure that they are fully up to date with the rights and entitlements of EU Citizens and other migrant groups, including those granted refugee status, those seeking asylum, and those with No Recourse to 'Public Funds.</p> <p>Local authority and Third Sector staff will understand what is meant by 'public funds' and be confident in knowing what support can be legally provided.</p> <p>The Welsh Government has provided funding to strengthen and develop hosting provision. This includes shared housing for refused asylum seekers, as well as mixed housing schemes for people with no recourse to public funds.</p> <p>The funding will increase number of hosts in the four dispersal areas, improved access to legal support for those hosted, all-Wales consistency for safeguarding policies and practices associated with hosting and shared housing accommodation models.</p>	<p>Those with NRPF are given all support possible without compromising their status if appealing negative immigration decision.</p>	<p>Guidance and training: 2022.</p>	<ul style="list-style-type: none"> <li>The Welsh Government.</li> <li>Tai Pawb.</li> <li>Asylum Justice.</li> <li>Ethnic-minority-led organisations.</li> <li>WLGA.</li> <li>Local authorities.</li> <li>Housing Justice Cymru.</li> </ul>
<p><b>Over next 5 years</b> – Ensure the needs of all ethnic minority people are included in the reviews of the provision of homes/housing related legislation and policy in the next Senedd term, including on homelessness and allocations.</p>	<p>Ending homelessness legislation and policy framework which embeds anti-racism and ensures race equality, removing barriers and building trust within ethnic minority people and others in prevention work and/or accessing services.</p>	<p>Ethnic minority people's needs are addressed to ensure they can access appropriate homes and services.</p>	<p>May 2026.</p>	<ul style="list-style-type: none"> <li>The Welsh Government.</li> <li>Ethnic minority-led organisations.</li> <li>WLGA.</li> <li>Local authorities.</li> <li>CHC.</li> <li>Tai Pawb.</li> <li>Third Sector organisations.</li> </ul>



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<b>Private rented sector</b>				
<b>Goal: To ensure that Private Rented Sector (PRS) housing and accommodation, and service provision advances equality, embeds anti-racism and meets the diverse needs of ethnic minority people.</b>				
<p>Develop a Private Rented Sector (PRS) Action Plan improving the equality of the sector, which has anti-racism at its core. To include:</p> <ul style="list-style-type: none"> <li>• further research into the prevalence of racism and discrimination taking account of intersectionality and socio-economic disadvantage in the PRS and determine options to address this</li> <li>• research and review the evidence base of the support provided to ethnic minority tenants to access and sustain tenancies in the PRS</li> <li>• further research the scale of overcrowding in the PRS, and how the ability of local authorities to enforce standards in the PRS could be strengthened</li> <li>• strengthen the support to those on lower incomes to access affordable and longer term tenancies</li> <li>• work with Rent Smart Wales to develop anti-racism and hate crime training for landlords and agents. Provide information to tenants to encourage them to report racism and hate crime in the PRS</li> <li>• Improve communication and engagement with private sector ethnic minority tenants so that they are aware of their rights and how to enforce them and have confidence in doing so.</li> </ul>	<p>Research and options appraisal.</p> <p>Research to establish what tenancy support is available, and produce options to strengthen it.</p> <p>Research and options appraisal.</p> <p>Review and strengthen policies to support access to the PRS.</p> <p>Rent Smart Wales (RSW) to develop anti-racism and anti-hate crime training for landlords and agents (Programme for Government commitment). Information to signpost to help and support will also be shared with tenants and placed on the RSW website.</p> <p>Develop and deliver communications and engagement strategy.</p>	<p>Better understanding of the scale of the issues and barriers within the PRS in order to prioritise actions to address</p> <p>Improvement in the support provided for tenants.</p> <p>Better understanding of the scale of overcrowding in the PRS and gaps in enforcement; to prioritise key remedial actions.</p> <p>Increased support to enable tenants to access the PRS and sustain tenancies.</p> <p>Greater understanding of impact of racism and hate, and confidence for landlords and agents in tackling racism.</p> <p>Greater advice and support for tenants experiencing racism and hate crime so racism reduces.</p> <p>Engagement of ethnic minority tenants and communities to inform private sector policy.</p>	<p>December 2023 and ongoing/ longer-term.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government.</li> <li>• Ethnic minority-led organisations.</li> <li>• Tai Pawb.</li> <li>• TPAS Cymru.</li> <li>• Shelter Cymru.</li> <li>• Citizens Advice Cymru.</li> <li>• Rent Smart Wales (RSW).</li> <li>• Other partner organisations.</li> </ul>

Actions	Outputs	Impact	By when	Lead and partners
<b>Goal: To ensure ethnic minority people across Wales have a voice and influence in ensuring the Welsh Government policies around the provision of homes reflect the diversity of ethnic minority people's needs and priorities.</b>				
<p>Make the Welsh Government Housing and Regeneration Directorate communications and communication campaigns engaging for ethnic minority people in their design and roll out and ensure ethnic minority-led organisations and ethnic minority people are involved in the development, monitoring and evaluation.</p>	<p>Homes and Places Communications Plan based on engagement with ethnic minority people and communities.</p>	<p>Improved engagement with ethnic minority people and communities so that their needs are reflected within Homes and Places policy and funding.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government.</li> <li>• Tai Pawb.</li> <li>• Ethnic minority led organisations.</li> <li>• CHC.</li> <li>• WLGA.</li> <li>• Other Partner organisations.</li> </ul>
<p>Ethnic minority tenants must have channels to voice concerns, challenge and influence the Welsh Government Housing and Regeneration policy through:</p> <ul style="list-style-type: none"> <li>• working with ethnic minority-led organisations and partners including Tai Pawb, Cymorth Cymru, CIH, CHC, and TPAS Cymru;</li> <li>• work with ethnic minority-led organisations and partners including Tai Pawb, Cymorth Cymru, CIH, CHC, and TPAS Cymru to develop effective practice on engagement and communication in respect of Equality, Diversity and Inclusion, including anti-racism.</li> </ul>	<p>Communications strategy that delivers better engagement with ethnic minority people, organisations and communities.</p>	<p>Voice and influence on the Welsh Government Homes and Places policy and funding.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government</li> <li>• Ethnic minority-led organisations.</li> <li>• Partner organisations including Tai Pawb, Cymorth Cymru, CIH, CHC, and TPAS Cymru.</li> </ul>
<p>To better understand and remove barriers to tenant involvement and ensure closer alignment of accountability for tenant services in both local authorities and Housing Associations; working with ethnic minority-led organisations; CHC, CIH, Tai Pawb, TPAS Cymru and WLGA to ensure landlords collect and publish data on ethnic minority tenant involvement data.</p>	<p>Robust data on which to understand the experiences and barriers of ethnic minority tenants and monitor and evaluate progress.</p>	<p>Organisations can act to remove barriers and provide appropriate housing and services to ethnic minority people and tenants.</p>	<p>December 2023 and ongoing/longer-term.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government.</li> <li>• Ethnic minority-led organisations.</li> <li>• WLGA.</li> <li>• CHC.</li> <li>• CIH.</li> <li>• TPAS Cymru.</li> <li>• Tai Pawb.</li> </ul>

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During the policy evaluation/development phase, the Welsh Government will work with ethnic minority-led organisations; CHC, CIH, Tai Pawb, TPAS Cymru and WLGA and ethnic minority people, to understand how the potential for Domain Regulation (i.e. regulation of local authorities as well as housing associations in respect of landlord services) may impact on outcomes for ethnic minority people and communities.	Evidenced policy development and options on the potential benefits of domain regulation for landlord services on ethnic minority people and communities.	Decision on whether to pursue domain regulation fully considers impacts on ethnic minority people and communities on an informed basis.	Timescales not yet agreed/ longer-term.	<ul style="list-style-type: none"> <li>• The Welsh Government.</li> <li>• Ethnic minority-led organisations.</li> <li>• Local authorities.</li> <li>• WLGA.</li> <li>• Tai Pawb.</li> <li>• CIH.</li> <li>• TPAS Cymru.</li> <li>• CHC.</li> </ul>
Establish a Group to continue to oversee the implementation of the Anti-racist Wales Action Plan within the Housing and Regeneration Directorate, including structures for sharing information and effective practice.	Establish Group. Establish a community of effective practice.	Achievement of goals and actions relating to Homes and Places.	Within 6 months and ongoing.	<ul style="list-style-type: none"> <li>• The Welsh Government.</li> <li>• Ethnic minority-led organisations.</li> <li>• Tai Pawb.</li> <li>• CHC.</li> <li>• Cymorth Cymru.</li> <li>• CIH.</li> <li>• TPAS Cymru.</li> <li>• WLGA, and other partner organisations.</li> </ul>
<b>Gypsy and Traveller accommodation</b>				
<b>Goal: To recognise that safe, culturally appropriate accommodation is necessary in order for individuals to flourish in other parts of their lives and to address the lack of site provision and poor quality of Gypsy and Traveller accommodation in Wales.</b>				
Create a national network of transit provision to facilitate travelling life, with consideration for negotiated stopping, as appropriate.	At least 5 pitches created in both North and South Wales.	Increased number of transit pitches. Days of pitch use as a proxy measure for reduction in unauthorised encampments.	By 2025.	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• The Welsh Government Planning Division.</li> <li>• Gypsy and Traveller groups.</li> <li>• Local authorities.</li> </ul>

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Pilot additional or new ways of funding permanent provision.	10 families with permanent homes delivered using new approaches.	Additional homes provided and new approaches adopted.	By 2025.	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• Gypsy and Traveller groups.</li> <li>• Local authorities.</li> <li>• Housing Associations.</li> </ul>
Explore the potential for a mobile home rental scheme run through social housing in order to improve quality and cost of rental provision in Wales.	Scoping report.	Identify if there is market failure and develop solutions.	By 2025.	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• Gypsy and Traveller groups.</li> <li>• Local authorities.</li> <li>• Housing Associations.</li> </ul>
Capital requirement for mobile home rental pilot.	Pilot rental scheme.	Identify if there is market failure and develop solutions.	By 2025.	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• Gypsy and Traveller groups.</li> <li>• Local authorities.</li> <li>• Housing Associations.</li> </ul>
Provide learning and development support to Local Authority Elected Members on Gypsy and Traveller communities' culture, needs and strengths. The specification for the service will be drawn up to ensure the support will go beyond awareness-raising and will include anti-racism.	Commission provider and deliver training in a target number of local authorities.	<p>Elected members are informed and sensitive to the needs of Gypsies and Travellers.</p> <p>Racist language, sentiment and actions towards the Gypsy Traveller communities are not tolerated and widely condemned.</p>	<p>By 2025.</p> <p>By 2024.</p>	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• Gypsy and Traveller groups.</li> <li>• Local authorities.</li> <li>• Training providers with lived experience.</li> </ul>
Commission a three-year pilot programme to provide independent, trusted advice to those seeking to develop private sites.	Appointment of organisation providing service.	Increased access to appropriate homes. Impact framework will measure number of contacts, the support offered and the results of support.	By 2023.	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• Gypsy and Traveller groups.</li> <li>• Local authorities.</li> <li>• Planning Aid Wales.</li> </ul>

Actions	Outputs	Impact	By when	Lead and partners
Review the current funding policy for Gypsy and Traveller sites and assess its effectiveness, with a view to piloting additional or new ways of funding site provision, including support for private sites.	Commissioned review of the funding approach with recommendations for alternative and additional funding models.	More accessible and flexible ways of accessing culturally appropriate site provision through the implementation of recommendations.	By 2024.	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• Gypsy and Traveller groups.</li> <li>• Local authorities.</li> <li>• Housing Associations.</li> </ul>
Re-draft the Sites Guidance to ensure that the design and location needs of communities are better reflected in this document.	Amended and republished sites guidance.	<p>Improved quality of LA site homes.</p> <p>Increased resident satisfaction at +2 years.</p> <p>Decreased whole lifetime cost per pitch.</p> <p>Pitches with improved energy efficiency.</p>	By 2024.	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• Gypsy and Traveller groups.</li> <li>• Local authorities.</li> <li>• Housing Associations.</li> </ul>
Commission a national training scheme for Welsh local authority housing options teams, and other relevant professionals, to improve the approach taken and support offered to community members seeking help for homelessness and accommodation issues by creating Gypsy and Traveller "champions" or "leads" in each local authority.	<p>Commissioned training developer and provider.</p> <p>Deliver 12 training sessions.</p> <p>Train a minimum of 12 champions.</p>	<p>Proxy impact measures for culturally sensitive service delivery to be developed.</p> <p>Local authority staff who are informed and culturally sensitive to the accommodation needs of Gypsies and Travellers.</p>	By 2024.	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• Gypsy and Traveller groups.</li> <li>• Local authorities.</li> <li>• Training providers with lived experience.</li> </ul>
Ensure existing legal mechanisms are fully utilised to ensure compliance with existing legislation.	<p>Annual review of compliance with Part 3 of the Housing Act (Wales) 2014.</p> <p>Summary data on progress towards meeting duty produced for Accountability Group.</p>	Increased pitch provision.	By 2023.	<ul style="list-style-type: none"> <li>• The Welsh Government Communities Division.</li> <li>• The Welsh Government Planning Division.</li> <li>• Local authorities.</li> </ul>