**Anti-racist Wales Action Plan: Homes and Places**

**Tai Pawb information and support for local authorities**

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|  ARWAP Action  | Considerations for housing departments & whether potentially corporate or housing specific action |
| Improve **racial diversity** of boards, advisory groups and wider workforce (including senior leadership) | Corporate but important for housing colleagues to consider how it applies to their teams. See our page on [recruitment and diversity.](https://www.taipawb.org/anti-racism/recruitment-diversity/) |
| Anti-racism **delivery plans** – by Dec 2023 | Probably corporate but will involve input from housing colleagues. See our page with examples o[f action plans](https://www.taipawb.org/action-plans/) (these are currently RSL or Housing Support focuses) |
| **Anti-racism training** to workforce – boards and senior leaders by Dec 2023 | Training might be provided through corporate function. If housing colleagues are interested - Tai Pawb provides Anti-racism training specific to housing. [Anti Racism for Staff - Tai Pawb](https://www.taipawb.org/training/anti-racism-training/)[Anti Racism for Board, Senior Management & Governance - Tai Pawb](https://www.taipawb.org/anti-racism-for-board-senior-management-governance/) |
| Improve policies and processes for reporting racism i**ncl hate crime** and harassment & monitor regularly | There may be corporate focus on this. LA’s with housing stock: may want to review or develop their ASB/Hate Crime Policies and Procedures; plan actions aimed at e.g. increasing reporting, improving support, preventing hate crime, improving monitoring, raising awareness amongst tenants etc. LA’s with no stock may want to consider how hate crime features in their homelessness/allocations functions (e.g. rehousing victims or perpetrators; we are reviewing housing specific [hate crime toolkit](https://www.gov.wales/sites/default/files/publications/2019-05/guidance-on-hate-crime-and-housing.pdf) |
| Use new **Local Housing Market Assessment** process and guidance focused on better understanding housing needs of ethnic minority people. | Housing specific. New LHMA guidance requires assessment of housing needs of ethnic minority populations (amongst others). Tai Pawb is developing good practice guide on this as well as a guide to culturally inclusive. We will be engaging with housing colleagues to learn about their experience to feed into this. See our page on [housing conditions and overcrowding](https://www.taipawb.org/anti-racism/engaging-with-diverse-communities/) and [Culturally inclusive housing design](https://www.taipawb.org/anti-racism/culturally-inclusive-housing-design/) |
| Improve **data** collection, analysis, usage and publication (across services) | There may be corporate & housing focus on this. Tai Pawb can provide advice on race related data collection and analysis under ARWAP support. For members of Tai Pawb: there is a lot of other support and advice on collecting and using equality data in housing.  |
| Ensure anti-racism is integral to transformation of **homelessness services** (e.g. rapid rehousing, allocations) | Housing Specific: LA’s can consider e.g.what data is available on race and homelessness (needs etc) how are race issues considered under their Rapid Rehousing Transition Plans; the impact on race of any changes to allocation policies/housing registers; wider needs of ethnic minority people experiencing homelessness; Widening Dispersal and impact on homelessness; implementation of the forthcoming Ending Homelessness Outcomes Framework (race considerations); wider refugee/asylum seeker issues;  |
| **Housing related support commissioning** meets the needs of ethnic minority people | Housing specific: LA’s can consider what they know/what data they have about current need, use and outcomes of commissioned housing support services amongst ethnic minority populations; how this is reflected in commissioned provision; how anti-racism is embedded in the commissioning process, e.g. what do you require from organisations in terms of demonstrating how they meet the needs of ethnic minority communities (e.g. training, policies, monitoring of outcomes by ethnicity etc.) ; in high diversity areas or regionally (in less diverse areas) consider need for specific provisions from expert race organisations like BAWSO or Welsh Refugee Council housing support.  |
| Improve **communication and engagement** with ethnic minority people (& reflect diversity in comms strategies and campaigns) | Probably corporate action but housing departments can consider how they engage with ethnic minority tenants (if have stock) and/or service users (e.g. homelessness/housing support); e.g. are engagement structures representative of population etc. See our page on [Engaging ethnically diverse communities](https://www.taipawb.org/anti-racism/engaging-ethnically-diverse-communities/) |
| Ensure **information, advice and advocacy** needs of ethnic minority people are fully met | Probably corporate action but housing departments can consider what they know about housing advice/advocacy needs of ethnic minority populations and how they meet these needs |
| A number of actions focusing on **Gypsy and Traveller** Accomodation | Housing and corporate: See our page on this topic [Gypsies & Travellers - Tai Pawb](https://www.taipawb.org/anti-racism/gypsies-travellers/). GT Wales, Travelling Ahead etc can probably provide more specialist advice in this area (Tai Pawb are not experts in this). Recent Senedd Inquiry highlighted need for progress on site provision and the need to raise awareness/provide training.  |
| **Tai Pawb has been funded to support to the housing sector with ARWAP implementation via our Anti-racism Manager, Simon Lu. Below is a quick summary of what is available*** **121 housing advice to organisations** on ARWAP implementation (via meetings, team presentations, feedback on race specific plans and strategies etc). (We do not have expertise in GRT issues however. )
* Info sharing: Housing specific **anti-racism newsletter**
* **Events and networking meetings** (quarterly [meetings of Deeds not Words/ARWAP leaders)](https://www.taipawb.org/civicrm/?page=CiviCRM&q=civicrm/event/info&id=327&reset=1), [Deeds not Words Coffee Mornings:peer](https://www.taipawb.org/civicrm/?page=CiviCRM&q=civicrm/event/info&id=324&reset=1) to peer network for ethnic minority housing professionals; other events and networks are members only
* [Anti-racism toolkit for housing](https://www.taipawb.org/anti-racism/)
* Housing needs: preparing **good practice guides**: meeting housing needs of ethnic minority people & culturally inclusive design
* **Equality Impact Assessment** Toolkit and Template
* Homelessness: Rapid Rehousing – EDI focused briefing on Rapid Rehousing (including race) to be published by TP soon
* Hate crime: **review of housing specific** [hate crime toolkit](https://www.gov.wales/sites/default/files/publications/2019-05/guidance-on-hate-crime-and-housing.pdf)
* Helping WG & sector with **evidence:** organisation survey; evidence on presence of delivery plans; ethnic minority tenants survey
* Widening of **asylum dispersal**: information and events; training and e-learning; linking housing providers with refugee orgs (partnerships)
* Engagement: we will be setting up an **Ethnic Minority Tenants Panel** to feed into WG policy and the wider sector

Get in touch: alicja@taipawb.org and simon@taipawb.org Subscribe to our mailing list to receive up to date information: [Mailing List - Tai Pawb](https://www.taipawb.org/about/mailing-list/#:~:text=Sign%20up%20to%20the%20Tai,Tai%20Pawb's%20work%20and%20updates.)Tai Pawb events: [Events & Networks - Tai Pawb](https://www.taipawb.org/events-networks/)Anti-racism mailer (previous copies): [Anti Racism Newsletter - July 2023](https://mailchi.mp/1b22d1c89d41/whqsreminder-8761032), [Anti Racism Newsletter - May 2023](https://mailchi.mp/40081a00dc38/whqsreminder-8752292) |