Anti-Racist Wales:

A baseline survey of the social housing sector

Background

In June 2022 Welsh Government published its [Anti-racist Wales Action Plan (ARWAP)](#), setting out the actions it will take to make Wales an Anti-racist nation. The plan's vision is to make meaningful and measurable changes to the lives of Black, Asian and Minority Ethnic people by tackling racism.

The plan sets out a number of commitments across a wide variety of policy areas, including housing. Actions related to housing include:

- Increasing staff and board diversity
- Anti-racism training
- Production of anti-racism delivery plans
- Improvements in data collection, analysis, usage and publication
- Improvements in how racism, including hate crime is reported and tackled
- Improvements to communication and engagement with ethnic minority people
- Meeting information, advice and advocacy needs
- Ensuring anti-racism is an integral part of transformation of homelessness services
- Other actions

More information on actions specific to the housing sector can be found in [Tai Pawb's Anti-racism Toolkit.](#)

The survey sought to gather data from registered social landlords, local authorities, and third sector housing support organisations to provide baseline view of selected areas within ARWAP where data was scarce, namely:

- Diversity of staff
- The extent to which organisations have developed anti-racism delivery plans and whether these are published
- The extent to which staff and board have been trained on racism
- The ability of social housing providers to analyse housing conditions data according to household characteristics (including race and ethnicity)

In addition to the above the survey also sought to explore barriers to implementation of ARWAP experienced by the housing sector and views on further support needed.

Methodology

The key research question which the survey set out to answer was:

What is the baseline starting position of the housing sector in Wales, in relation to ARWAP commitments related to diversity, anti-racism plans, training and ability to analyse housing conditions data.

The survey was administered by Tai Pawb between May 2023 – July 2023 via Survey Monkey. Survey was selected as the most appropriate way of data collection due to the quantitative nature of questions and ease of analysis.

The survey was sent via email to a key contact in each of the 36 housing associations, 22 local authorities and 47 third sector housing support organisations in Wales. This was followed up by two reminder emails. 41 responses were received from a cross-section of all three types of organisations, representing a response rate of 43%.

The survey was completed by one representative per organisation who provided all responses based on organisational data available. In order to help organisational representative with data collection in their organisations, invitation to participate included both: link to a Survey Monkey survey page as well as a Word version of the survey (to be used internally to collect data from colleagues in other departments if needed, before completing the survey online).

Data submitted by organisations was downloaded in Excel Format, accessed and analysed by Tai Pawb Anti-racism Manager with quality assurance from Chief Executive. Data will be retained for two years, after which it will be destroyed in compliance with Tai Pawb GDPR policy. Cross tabs analysis of the survey data was carried out, with comparison to Census 2021 data in some questions.

While survey results are indicative of diversity/other issues in the sector, they provide a snapshot and should not be generalised to the sector which comprises of more than 95 organisations.
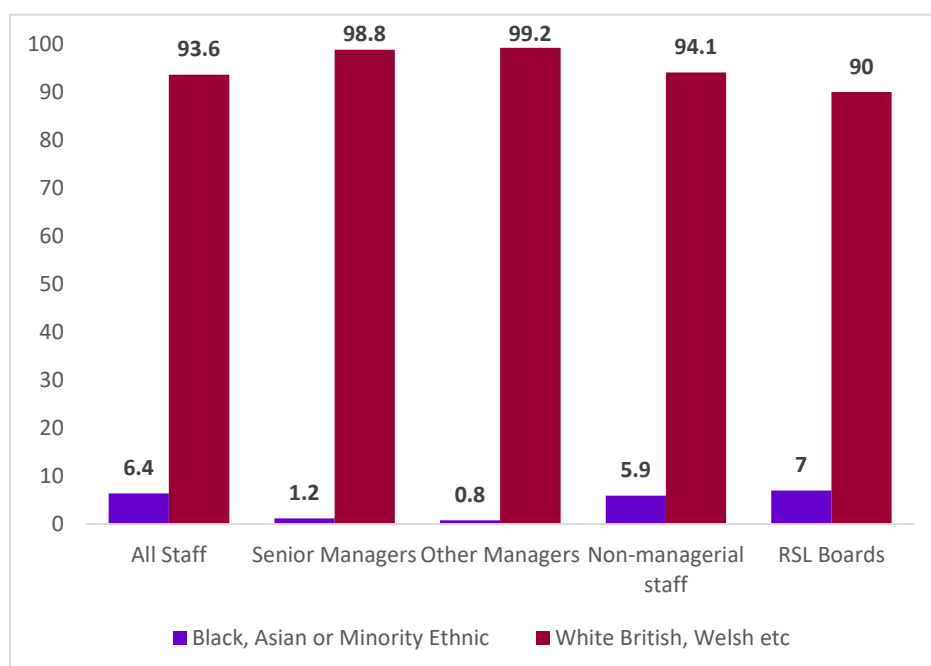
Key Findings

- **Ethnic diversity of all housing sector staff was representative: 6.4% of staff were from ethnic minority backgrounds compared to 6.3% of Welsh population (Census 2021). However, ethnic diversity amongst managerial staff was low (0.8%), followed by senior management (1.2%). Representation amongst non-managerial staff was the highest (5.9%). Ethnic diversity of boards in 2022 generally reflected population diversity, with 7% of board members from Black, Asian or ethnic minority backgrounds.**

- **By July 2023 39% people working in the housing sector had received training on anti-racism in the preceding two years.**

- **57% of organisations with housing stock said their stock condition data can be broken down by protected characteristics.**

- **Nearly 80% of organisations had some form of anti-racism plan, either standalone or as part of their Equality, Diversity and Inclusion plans. 30% of organisations however published those on their websites.**

- **Key challenges reported by organisations in relation to implementing the Anti Racist Wales Action Plan were:**
  - **Resource and capacity challenges**
  - **Staff engagement**
  - **Integration with wider strategy**
  - **Open dialogue and confidence to implement**

- **Key areas where respondents felt they needed support were:**
  - **Need for accessible and continued learning and training opportunities**
  - **Guidance on implementation**
  - **Help with engagement with community groups**
  - **Aligning all business areas with ARWAP commitments**

Staff diversity

We asked organisations to state the percentage of staff or board/committee members from ethnic minority backgrounds. Since the questionnaire was administered, we received full board diversity data from the housing regulator for RSL's for 2022 therefore: the staff data is from our questionnaire, whereas board data below is sourced from housing regulation returns.

Ethnicity breakdown of staff/boards

Ethnic diversity of all housing sector staff was representative: 6.4% of staff were from ethnic minority backgrounds compared to 6.3% of Welsh population (Census 2021). However, ethnic diversity amongst managerial staff was low (0.8%), followed by senior management (1.2%). Representation amongst non-managerial staff was the highest (5.9%). Ethnic diversity of boards in 2022 generally reflected population diversity, with 7% of board members from Black, Asian or ethnic minority backgrounds.

The above results are based on data from organisations where figures were known with significant number of organisations selecting unknown when asked about ethnic composition of their workforce or boards/committees. Some 12% of organisations for example did not have data on their staff and 15% did not have data on senior management.
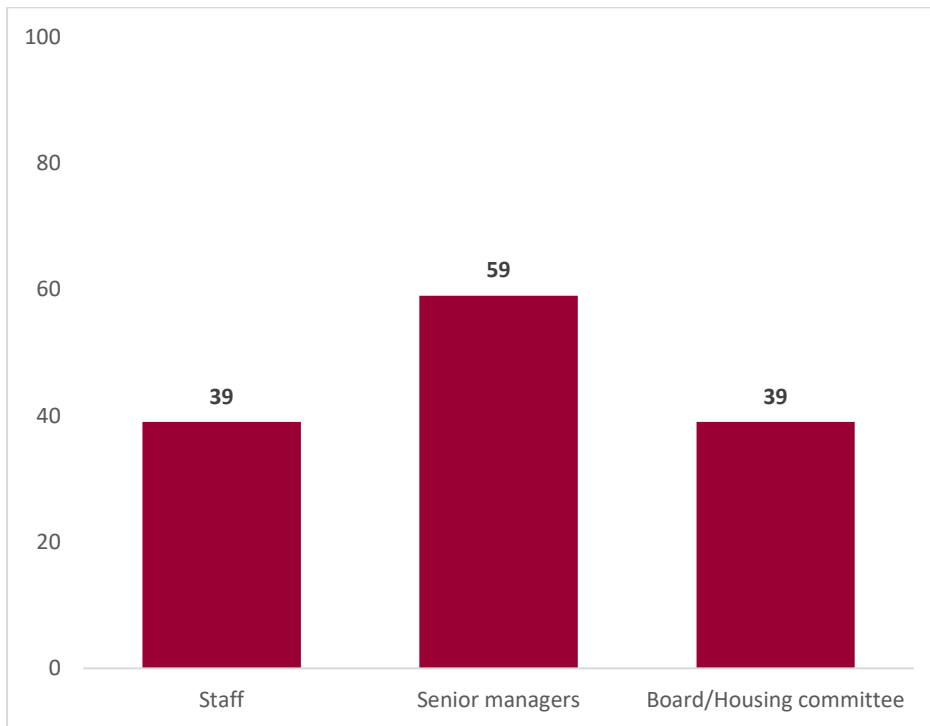
Of the **41** responding organisations:

- **5** said they had no Black, Asian or Minority Ethnic staff
- **29** had no Black, Asian or Minority ethnic senior managers
- **23** had no Black, Asian or Minority ethnic middle-managers

Anti-racism training

We asked organisations about the extent of anti-racism training delivered to staff, boards or committees. ARWAP asks organisations to train all their senior managers and boards by the end of 2023 as a starting point.

**Percentage of people trained in anti-racism in the last two years**

By July 2023, 39% of employees in the organisations that responded had received training on anti-racism in the preceding two years. Some 59% of senior management and 39% of board/committee members had received this training.

The above findings are based on organisations which were able to provide us with data; significant number of organisations did not have, or could not provide us with, figures on the extent of training on anti-racism (nearly half of organisations did not have training data for staff and over two thirds for board/committee figures).

Housing conditions data

We asked those organisations with housing stock, whether their data on housing conditions was able to be broken down by household characteristics.

**Can your stock condition data be broken down by protected characteristics?**
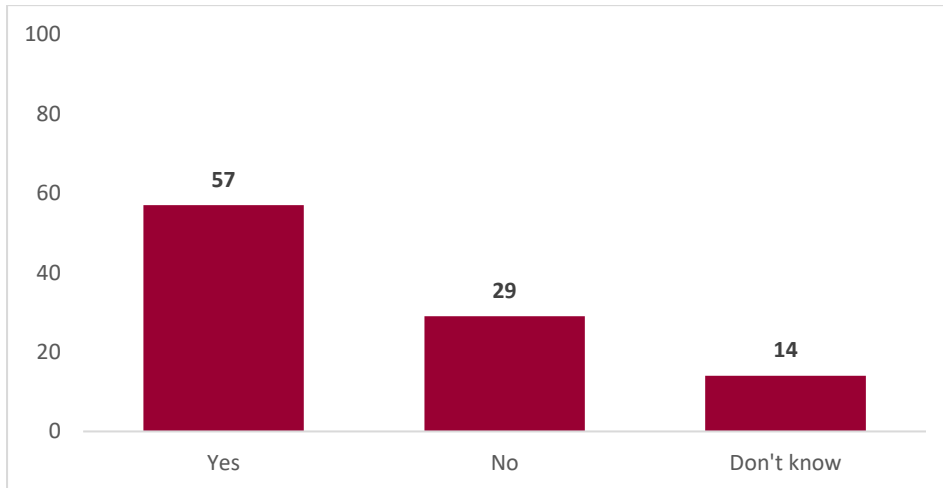
More than half (57%) of respondents with housing stock said their stock condition data can be broken down by protected characteristics.

Anti-racism action plans

ARWAP asks organisations to develop anti-racism delivery plans.

We asked whether organisations had anti-racism action plans, indicating that this could be their Deeds not Words plan/commitments developed under the Tai Pawb pledge, standalone plans or part of wider equality plans.

Percentage of respondents with either a standalone anti-racism action plan, a wider plan or no plan
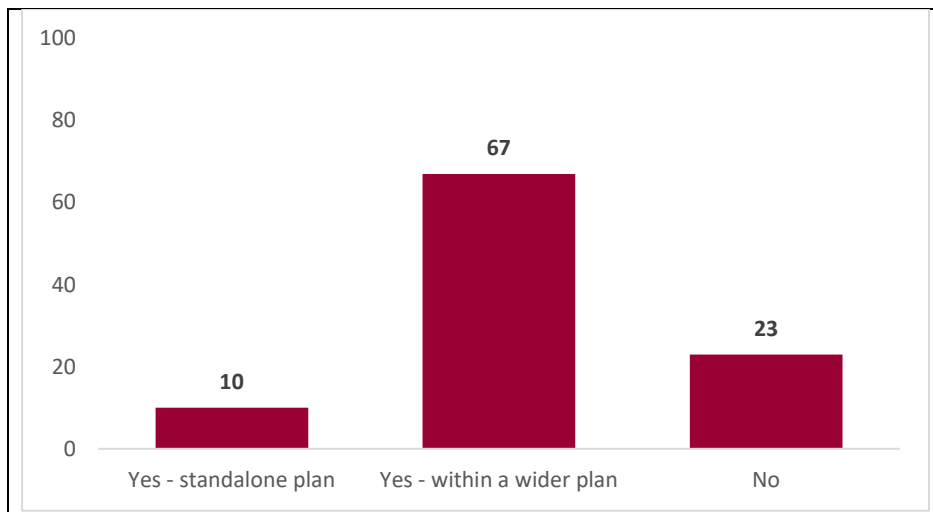
Percentage of anti-racism action plans published
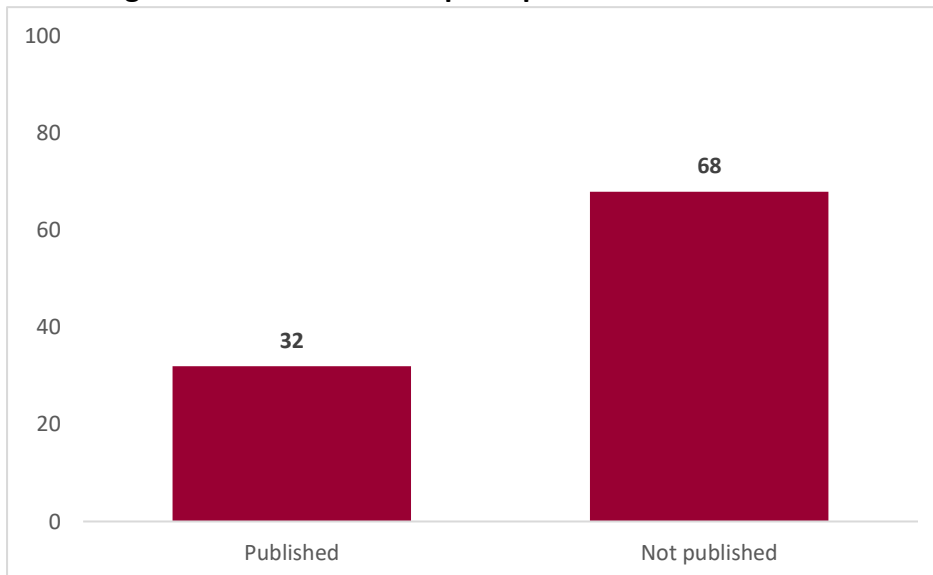
Nearly 80% of organisations had some form of anti-racism plan, either standalone or as part of their EDI plans. Only one third of organisations, however, published those on their websites.

Organisations without a plan can get in touch with Tai Pawb Anti racism manager Simon who can support them with the development of their plan: simon@taipawb.org. Examples of developed actions plans and commitments can be accessed on Tai Pawb website here.

Where organisations developed Deeds Not Words Plans, they should check their actions against commitments contained in ARWAP - shortened version of those is available here.

Challenges

In this open-ended question, we asked organisations what they found challenging when implementing the Anti Racist Wales action plan.

Key challenges reported by organisations in relation to implementing the Anti Racist Wales Action Plan were:

- **Resource and capacity challenges**
- **Staff engagement**
- **Integration with wider strategy**
- **Open dialogue and confidence to implement**

Below we quote verbatim the responses provided:

- *"Access to housing issue and race population data would be helpful"*
- *"Working through a series of improvements around ED&I so resource challenges"* N Wales population, working across N Wales and a range of communities
- *"Staff engagement has been low despite encouraging to be part of working group"*
- *"The anti-racism actions are part of our wider EDI plan which is being updated in line with our new strategy. At this point the barriers perceived are mainly cost but also time commitment in line with other priorities and demands and expectations from external stakeholders".*
- *"Capacity for monitoring this is limited"*
- *"increased funding from WG desperately needed for Gypsy Traveller accommodation"*
- *"Increasing costs and significant budget pressures have limited the ability to provide Anti-Racism training to all staff"*
- *"The size of the organisation and the communities in which we work can often mean that this is an area of work where we have limited capacity to develop initiatives in"*
- *"Organisational buy-in. Some areas are more committed than others which is why senior managers need to be fully on board. Changes at a senior level have meant that new interim leaders have had to prioritise other areas"*
- *"Resistance to change and differing perspectives. Lack of confidence discussing race and the effects of racism on certain ethnic minority groups"*

Support needed

We asked organisations, where they thought they needed support from Tai Pawb or otherwise.

Key areas where respondents felt they needed support were:

- **Need for accessible and continued learning opportunities**
- **Training**
- **Guidance on implementation**
- **Help with engagement with community groups**
- **Aligning all business areas with ARWAP commitments**

Below we quote verbatim the responses provided:

- *"Provide cost effective, easy to understand eLearning on anti-racism that suits a wide range of audiences"*
- *"We would be interested in some advice and guidance around best practice and the practical steps we can take to embed it within the organisation fully"*
- *"Continue regular updates/meetings with Simon Lu as its useful to share learning from others"*
- *"Specified training on Anti-Racism within the housing sector or webinars to make sure we are up to date"*
- *"Free online awareness sessions/materials Tai Pawb briefings Linking up with community groups as referenced previously"*
- *"Tai Pawb could help us with understanding our responsibilities under the Anti Racism Wales Action Plan which we can then link to our Deeds Not Words commitments. For example, changes to regulation and quality training"*
- *"Assistance with future training requirements would help us embed anti-racism or presentations at staff briefings"*
- *"A network of people to talk about their lived experience"*

Further information and advice

Tai Pawb provides numerous resources on their website, including:

- [Anti-racism toolkit](#)
- [Anti-racism training](#)
- [Deeds not words resources](#)
- [Deeds not Words Baseline Report (](#)including good practice)
- [Deeds not Words: Two Years On (](#)including good practice)

Need further advice? Tai Pawb has been funded by the Welsh Government to support the sector with embedding anti-racism in their organisations. Contact Simon Lu, Tai Pawb Anti-Racism Manager simon@taipawb.org

The project offers:

- 121 organisational support with embedding anti-racism
- Quarterly ARWAP/Deeds not Words leader's meetings for senior housing leaders responsible for anti-racism.
- Anti-racism Newsletter
- Other support and publications