

For Decision

Agenda Item 8.4
Date of Meeting: 03/07/24

To: The Management Committee
From: Housing Services Manager
Subject: Equalities Strategy – Draft Action Plan

1. Introduction / Purpose

- 1.1 The purpose of this report is to update Committee with the progress that has been made in the development of the Equalities Strategy.

2. Background

- 2.1 In June 2022, committee approved the Equalities Strategy which included an Action Plan of key tasks to be addressed and how we would approach these to ensure that we meet Regulatory Requirements as well as complying with our Equality duty as a landlord.
- 2.2 I have been working with Stuart Eglinton, Equalities Consultant since July 2023.

3. Update

- 3.1 Recently, we have been reviewing and developing the existing action plan to ensure we are meeting the requirements of the Scottish Housing Regulator, the Scottish Social Housing Charter, Standard 1 and our legal duties as a landlord.
- 3.2 The draft Action Plan 2024 - 2027 has been developed and lays out the actions required by whom and target dates identified.
- 3.3 It was agreed that the Housing Services Manager would have overall responsibility for ensuring the tasks within the Action Plan are carried out within the agreed timescales, however input will be received from Senior Management Team.
- 3.4 An update on the Action Plan will be reported to Committee on a quarterly basis, commencing in August, to tie in with performance reports. The

RAG system will be used when providing updates to Committee (full details can be seen in the attached Draft Action Plan).

4. Risk

4.1 When considering matters of Equalities and Human Rights, we have identified the main risks under the following risk categories and the measures we have taken to mitigate such risks.

Risk Category	Mitigating Measure
Compliance – <ul style="list-style-type: none"> Failure to meet Regulatory Requirements 	We have a robust Equalities and Human Rights Policy and Equality Strategy in place.

5. Delivery of our Strategic Objectives

5.1

Area	Related Strategic Objective(s)
<ul style="list-style-type: none"> Equalities and Human Rights 	2) Engage effectively with our tenants and service users 7) Achieve the highest standards in all that we do

6. Delivery of our Core Values

6.1

Area	Related Core Value(s)
<ul style="list-style-type: none"> Equalities and Human Rights 	<ul style="list-style-type: none"> Accountable and Compliant Excellent and Committed Invest and Support

7. Compliance and Assurance

7.1

Compliance Source	Details
The Scottish Social Housing Charter	1: Equalities

8.0 Summary

- 8.1 Committee approved the Equalities Strategy which included an Action Plan in June 2022.
- 8.2 The Housing Services Manager has been working with Stuart Eglinton, Equalities Consultant since July 2023. Recently we have been developing the Action Plan and have produced a draft for 2024 - 2027.
- 8.3 The Housing Services Manager has overall responsibility for delivery of the Action Plan however input will be received from the Senior Management Team.
- 8.4 Committee will receive progress reports on a quarterly basis, commencing in August. The RAG system will be used when providing updates to Committee
- 8.5 Risk has been considered at Section 4.
- 8.6 Section 5 shows how complying with Scottish Housing Regulator requirements link to the delivery of our Strategic Objectives.
- 8.7 Section 6 shows how complying with Scottish Housing Regulator requirements link to the delivery of our Core Values.
- 8.8 Section 7 shows how we comply with Regulatory requirements.
- 8.9 Committee are asked to consider the contents of this report and approve the Draft Action Plan 2024 - 2027.