

**To:** The Management Committee  
**From:** Housing Services Manager  
**Subject:** Equalities Strategy Update

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## **1. Introduction / Purpose**

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

## **2. Background**

- 2.1 The previous Housing Services Manager had produced a draft version of the Equalities Strategy prior to leaving Rosehill. As Committee will be aware this is a key piece of work that was initially due to be completed by the end of March 2022 however this has recently been extended to June 2022.
- 2.2 Since taking up the post of Housing Services Manager on Monday 10<sup>th</sup> January 2022 I have been familiarising myself with both the content of the Strategy and the key issues to be addressed/updated. I have produced an action plan ensuring that realistic targets are being set for achieving the specific tasks required as well as liaising with our Data Protection Officer in relation to our data collection form.

## **3. Updates**

- 3.1 Earlier in March, the SHR recognised the scope for flexibility, in that it's not necessarily the case that data has to be collected for all nine protected characteristics and all five groups. As a result of this we have reviewed our data collection form to reflect this.
- 3.2 Guidance in relation to Part 8: The Chartered Institute of Housing (CIH) has recently published their guidance on housing as a human right. It sets out the seven dimensions of adequate housing and forms the basis of housing as a human right. These dimensions have been incorporated into our Equalities Strategy.
- 3.3 The Equalities Strategy has now been completed along with our recommendations for the Data Equality Collection Forms for each group

identified. The Strategy is ready to be implemented from June 2022 once committee have considered the information provided.

#### **4. Risks**

- 4.1 Failure to have regard to human rights and equalities will mean that the regulatory requirements for the ARC will not have been met.
- 4.2 By not having robust policies in place or having adequate information on equalities could leave Rosehill open to claims that they are discriminating against anyone who falls within any of the nine protected characteristics.

#### **5.0 Summary**

- 5.1 Committee are invited to note this report and approve both the Equalities Strategy and Data Collection Forms for implementation from June 2022.