

Equality & Human Rights

Developing Rosehill's plans



Recent Equalities work

We have been working with Stuart Eglinton to review our policy, update our action plan, develop plans to use equality data and embed Equality Impact Assessments.



What have we done so far

- 1 - Training for staff of overview regulation / legislation and help inform the Equality Action plan
- 2 - Ran a working group to develop Rosehill's action plan and discuss using Rosehill's Equality Data
- 3 - Reviewing our Equality & Diversity policy (approved in January)

Reasons for this project

- To meet the regulator's expectations in relation to Equality and Human Rights, and collecting and using data collection

Regulator's expectations

“Have assurance and evidence that it considers **equality** and **human rights** issues properly when making all of its decisions, in the design and review of internal and external policies, and in its day-to-day service delivery.

To comply with these duties, landlords must collect data relating to **each of the protected characteristics** for their existing tenants, new tenants, people on waiting lists, governing body members and staff.”

Equalities & Human Rights - Key updates to the policy

- An additional section relating to Human Rights
- Additional information related to data collection and monitoring
- Complaints section of the policy updated to reflect the SPSO review of complaints handling
- Legislation and regulation updated
 - SHR data collection guidance, Human Rights Act, etc.

Key changes to the action plan

- A new template was developed
- Quarterly reporting of action plan delivery to committee agreed
- Feedback on the delivery of action points added including progress and comments
- Timescale of action plan changed to Annually

What's next

- 1 - To finalise the action plan
- 2 - To analyse the equality data we have collected and start to use it to inform services and policy
- 3 – To review the use of Equality Impact Assessments including senior staff training

Any last questions?

