



Chapter Homes and Places

Some evidence

Black, Asian and Minority Ethnicity is linked with a greater likelihood of relative income poverty. For the period between 2015-2016 and 2019-2020 (an average of 5 financial years) there was a 29% likelihood of people whose head of household comes from a non-white ethnic group living in relative income poverty. This compares to a 24% likelihood for those whose head of household comes from a white ethnic group. However, because the vast majority of households in Wales have a head who is from a white ethnic group, most people (97%) who were living in relative income poverty were from such households (the Welsh Government, 2021c).

In 2011 in Wales, 28.7% of Gypsy or Irish Travellers and 27% of Bangladeshi people lived in overcrowded housing (that is, they had fewer bedrooms than they needed to avoid undesirable sharing), whilst 19.4% of Black people and 18.5% of Arabs did so compared to 4.9% of White British people (the Welsh Government, 2020b).

The 2021 census indicates all minority-ethnic groups continue to have higher levels of overcrowding than the White British group across all types of location. Overcrowding is most likely in England and Wales in households where all residents identify as 'Black, Black British, Black Welsh, Caribbean or African'; 16.1 per cent of this group were living in overcrowded housing compared to 2.5 per cent of the White ethnic group. The Census also recorded high levels of overcrowding in households where all residents identify as 'Asian, Asian British or Asian Welsh' (14.6 per cent). More fine-grained analysis of the 2021 Census reveals wide variations in levels of overcrowding between specific ethnic groups, with the highest levels of overcrowding in the Bangladeshi (39 per cent), Pakistani (31 per cent) and African (32 per cent) groups.

People from the Black, Asian and Minority Ethnic Communities continue to be overrepresented in homelessness statistics. In Wales, the ten per cent of applicants assessed as homeless or threatened with homelessness in 2022/23 were from a non-White ethnic group, despite representing only six per cent of the population.

TPAS Cymru published the results of its third All Tenants Survey in January 2024. Of the tenants responding in the survey, 4.6% identified as having a Black Asian Minority Ethnic (BAME) background, with 2.6% of tenants in social housing and 6.8% of tenants in private rental housing identified as having a Black Asian Minority Ethnic (BAME) background. This reflects previous evidence that Black, Asian and Minority Ethnic families are most likely to live in homes in the Private Rented Sector where rents are higher, and quality is lower when compared to social housing.

In relation to training, since its introduction in March 2023, [Rent Smart Wales](#) reports 1,207 hate crime awareness sessions have been completed. Since summer 2019, more than 4,500 equality and diversity training sessions have been delivered.



Introduction

The Welsh Government is committed to delivering 20,000 social homes for affordable rent in the current Senedd term. Providing decent homes in which people can live is one of the most powerful tools in alleviating poverty, and creating the environment where people are able to build better and more secure futures. Improving the availability of good quality affordable housing will tackle increasing levels of homelessness, whilst reducing the harmful carbon emissions that are damaging our environment for generations to come. Our actions will benefit all people in Wales, but specifically people who are disadvantaged by the lack of affordable housing and who continue to experience discrimination in all its forms.

Since the launch of the Anti-Racist Wales Action Plan in 2022, some progress in the advancement of equality of opportunity and elimination of discrimination has been made.

- The proportion of Black, Asian, and Ethnic Minority Registered Social Landlord (RSL) board members (9%)¹ is higher than the general population (about 5%) and has steadily increased by 4% since 2014.
- Staff Diversity: Housing Sector Staff is representative at customer facing level (6.4% of staff are from ethnic minority communities), although management levels remain low (source: [Anti-racist Wales Social Housing survey report](#))
- The Pathway to Board Project² continues to offer a continuous professional development opportunity designed to better equip individuals from minority ethnic communities who want to contribute to the leadership of an organisation.
- The Get into Housing Project³ offers paid work placements to long-term unemployed individuals from minority ethnic communities in Cardiff, aligning with the Anti-racist Wales Action Plan goals.
- A workforce recruitment campaign to encourage a diverse range of people to join the homelessness and housing support sector launched in February 2023. As of March 2023, the number of users to the jobs site in March 2023 was 19,101 compared with 574 prior to the campaign. Initial feedback has included an increase in the diversity, number and quality of applicants.
- Rent Smart Wales, with support from Tai Pawb and Victim Support Cymru, published training for all landlords and managing agents to raise awareness of racism and hate crime.
- Additional funding to Tai Pawb has made it possible to provide further support to the housing sector to consider the impact of their work on Black, Asian and Ethnic Minority communities and publish revised guidance on equality impact assessments and culturally sensitive design.
- The regulatory standards for housing associations have been revised. RSLs are required to have effective strategic leadership and governance arrangements in place, which enable it to achieve its purpose and objectives. Social landlords are expected to have measurable,

¹ The Registered Social Housing Diversity Report 2023 was published in July 2024 [Housing associations boards: equality and diversity report 2023 | GOV.WALES](#)

² Taff, CCHA, Linc Cymru, Cadwyn and Hafod housing associations launched in March 2022

³ The Get into Housing project led by CCHA also includes [Cadwyn](#), [Hafod](#), [United Welsh](#), [Linc Cymru](#), [Wales & West Housing](#), and [Taff Housing](#).



evidence-based commitments across all areas of its business in relation to equality, diversity, and inclusion (including anti-racism and tackling hate crime) reflecting the diversity of the communities with which it works.

- The new process for undertaking Local Housing Market Assessments is now in place. It requires Local Authorities to include an analysis of the need for homes of key groups (Black, Asian and minority ethnic people and others sharing the protected characteristics).
- Positive change in presence of Anti-racism plans: 80% of housing organisations surveyed in 2023 have an anti-racism plan compared to only 25% in 2021. Plans are either standalone or embedded in EDI plan although only 30% are published. (Sources: [Tai Pawb Deeds not Words Baseline Survey and 2 years on survey](#) P.44 and [Anti-racist Wales Social Housing survey report](#))

What we will do

In the next two years, we will:

- Ensure the housing policies and practices of the Welsh Government are assessed to ensure the needs of people with a Black, Asian and Minority Ethnic background are met.
- Work with sector partners to improve support and guidance in relation to effective engagement, impact assessments and inclusive design.
- Work with stakeholders and Local Authorities to improve awareness of the plan and its commitments to ensure inclusive service improvements are achieved.
- Work with partners in the Private Rented Sector to tackle racism where it persists.
- Bring forward proposals to improve inclusive tenant participation.



Refreshed Actions	Impact & Indicators	By When	Lead and Partners
<p>Ensure organisations' boards, advisory groups, senior leadership and workforce reflect the diversity of their local populations or service users.</p> <p>To do so, organisations will</p> <ul style="list-style-type: none"> • Review their recruitment procedures to ensure they are open and transparent. • Demonstrate that steps have been taken to encourage applications from Black, Asian and Minority Ethnic Communities • Ensure representation to administrative advisory groups, including but not limited to the Ending Homelessness National Advisory Board, reflect the diversity of service users. • Prepare and publish and report on plans that set out how diversity and anti-racism is being advanced in their organisation 	<p>Increased diversity across the workforce. Improved access to better job roles, and development opportunities for ethnic minority people.</p> <p>Increased engagement with ethnic minority communities and ensure policy is informed by people's lived experience.</p>	<p>By June 2025 and ongoing</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords • Community Housing Cymru • Third Sector Organisations
<p>Housing organisations to work with partner organisations to provide anti-racism and zero tolerance training for Boards and all staff groups on understanding and challenging racism on an ongoing basis.</p>	<p>Continued delivery on anti-racism training will result in better organisational outcomes and improved understanding to better challenge racism on an ongoing basis.</p>	<p>Deliver training to 100% of RSL board members and 50% of staff in housing related organisations, landlords and agents by the end of 2025</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords • Community Housing Cymru • Third Sector Organisations

Refreshed Actions	Impact & Indicators	By When	Lead and Partners
<p>Monitor the implementation of revised regulatory standards placed on Registered Social landlords to tackle racism and discrimination.</p>	<p>Registered Social Landlords will become more responsive to the needs of their tenants.</p> <p>Indicators : Positive regulatory judgements</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords
<p>Review housing related standards and guidance to understand how services can be designed to meet the needs of service users, identify race based discrimination and hate crime.</p> <p>Ensure the policy and legislative framework supports the commissioning of culturally sensitive housing and accommodation- related support services to meet the needs of diverse ethnic minority people.</p> <p>Ensure that arrangements are in place to provide tenants with information on how to report incidents of hate crime</p>	<p>Improved service delivery.</p> <p>Publication of data on complaints</p> <p>Assessment reports published in relation to reviews undertaken on policies and practices, to include changes that have been adopted following engagement with Black, Asian and Minority Ethnic communities.</p>	<p>Arrangements in place by June 2025 and ongoing thereafter</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords • Community Housing Cymru • Third Sector Organisations
<p>Research and evaluation commissioned by the Welsh Government, Local Authorities and Third Sector Organisations will be delivered in a way that enables the experiences of people sharing protected characteristics, including race, to be captured and reported on to ensure programmes are aligned to deliver on priorities, such as reducing levels of overcrowding and homelessness.</p>	<p>Better evidence delivers better policies, programmes and initiatives.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords • Community Housing Cymru • Third Sector Organisations
<p>Information, advice and advocacy services in relation to accessing appropriate homes, including Gypsies and Travellers, ethnic minority women and asylum seekers and refugees, are designed to meet the needs of the service user.</p>	<p>Services, including advice services become fully accessible to the full diversity of ethnic minority people.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords • Community Housing Cymru • Third Sector Organisations

Refreshed Actions	Impact & Indicators	By When	Lead and Partners
<p>Working with organisations and people sharing protected characteristics including Race, prepare Local Housing Market Assessments in accordance with revised guidance issued in March 2022, to ensure Local Authorities accurately assess the housing needs of their local population. Once housing need is identified, work with key partners to deliver housing that better meets demand.</p>	<p>Local authorities and Housing Associations can build affordable housing that meets the needs of ethnic minority people and others in their communities.</p>	<p>March 2024 and ongoing</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords • Community Housing Cymru • Third Sector Organisations
<p>Work with partners in the Private Rented Sector (PRS) to tackle racism where it persists.</p> <ul style="list-style-type: none"> • support to those on lower incomes to access affordable and longer term tenancies • continue to deliver anti-racism and hate crime training for landlords and agents. • Provide information to tenants to enable them to report racism and hate crime. • Improve communication and engagement with private sector ethnic minority tenants so that they are aware of their rights and how to enforce them and have confidence in doing so. 	<p>Better understanding of the scale of the issues and barriers within the PRS to prioritise actions to Improve support provided for tenants.</p> <p>Increased support to enable tenants to access the PRS and sustain tenancies.</p> <p>Greater understanding of impact of racism and hate, and confidence for landlords and agents in tackling racism.</p> <p>Greater advice and support for tenants experiencing racism and hate crime so racism reduces.</p> <p>Engagement of ethnic minority tenants and communities to inform private sector policy.</p>	<p>December 2024 and ongoing thereafter</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Rent Smart Wales • Third Sector Organisations
<p>Ensure that campaigns and information materials are designed to meet the needs of the intended audience.</p>	<p>Campaigns and materials designed in collaboration with intended service users will have a greater impact and better support people from Black, Asian and Minority Ethnic communities.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords • Community Housing Cymru • Third Sector Organisations



Refreshed Actions	Impact & Indicators	By When	Lead and Partners
<p>Take steps to engage with Black, Asian and Minority Ethnic Communities to improve levels of engagement.</p>	<p>The views and experiences of Black, Asian and Minority Ethnic Peoples are taken into account when developing policies and practices and setting budgets.</p> <p>Increased participation in surveys, such as tenants' pulse.</p> <p>Published Black, Asian and Minority Ethnic community engagement rates.</p>	<p>June 2025 then ongoing</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords • Community Housing Cymru • Third Sector Organisations
<p>Maintain a Group to continue to oversee the implementation of the Anti-racist Wales Action Plan within the Housing and Regeneration Directorate, including structures for sharing information and effective practice.</p>	<p>Achievement of goals and actions relating to Housing and Regeneration.</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • The Welsh Government. • Local Authorities • Registered Social Landlords • Community Housing Cymru • Third Sector Organisations