

Anti-racist Wales action plan Refresh¹ actions – simplified Homes and Places section – (2024 – 2026)

Actions for all housing sector stakeholders:

- Continue to improve diversity of senior leadership, boards, advisory groups and wider workforce including reviewing recruitment procedures
- Anti-racism delivery plans to be published and reported on regularly (standalone or embedded in EDI plans)
- Further progress on anti-racism board and workforce training: 100% of RSL board members and 50% of staff in housing related organisations, landlords and agents by the end of 2025
- Review standards and guidance to meet the needs of service users and prevent racial discrimination and hate crime (new)
- Ensure information, advice and advocacy in relation to accessing homes meets needs of ethnic minority people (inc. Gypsies and Travellers, ethnic minority women, asylum seekers, refugees)
- Work with Black, Asian and Minority Ethnic communities to improve levels of engagement

Welsh Government (additional actions)

Consider ethnic minority people in the following actions:

- Continue monitoring implementation of revised regulatory standards for RSLs
- Lived experience to be captured and reported on (e.g. over-crowding and homelessness)
- Ensure that arrangements are in place to provide tenants with information on how to report incidents of hate crime
- Campaigns and info materials to be designed to meet needs of intended audience
- Maintain ARWAP stakeholder group for oversight
- Work with Gypsy, Roma Traveller communities: training for LA colleagues, enable better transit provision, pilot programme to provide advice on developing private sites, options for mobile home rental scheme via RSLs, simplify site guidance, engage with community to help inform WG policy and decisions, provision of advocacy and advice services
- Work with partners in the Private Rented Sector (PRS) to tackle racism where it persists.

Registered Social Landlords (RSLs) (additional actions)

- Continue implementing revised regulatory standard on tackling racism and discrimination: 'measurable commitments to equality, diversity and inclusion, and board diversity'
- Provide tenants with information on how to report incidents of hate crime

Local Authorities (additional actions)

- Ensure commissioning of housing support services meets the needs of ethnic minority people
- Provide tenants with info on how to report incidents of hate crime
- Use new LHMA guidance to ensure need is accurately assessed and that housing better meets demand
- Partnership working with stakeholders to enable better/appropriate transit provision for Gypsy and Traveller communities (see WG actions)
- Work to improve attitudes and behaviours towards racism in private rented sector, including on-going delivery of anti-racism, hate crime training (WG) & providing tenants with info on reporting racism and hate crime

Housing Support/ Homelessness providers (additional actions)

- Review housing related standards and guidance to understand how services can be designed to meet the needs of service users
- Ensure housing support services meet the needs of ethnic minority people (to meet new LA commissioning expectations, see LA actions)