

# Homes and places

## Evidence: current and future plans

The 2021 census indicates that all minority ethnic groups continue to experience higher levels of overcrowding than the White British group across all types of locations. 16.1% of households where residents identify as 'Black, Black British, Black Welsh, Caribbean or African' are living in overcrowded housing compared to 2.5% of the White ethnic group. High levels of overcrowding (14.6%) were also recorded in households where residents identify as 'Asian, Asian British or Asian Welsh'. More detailed analysis reveals significant variations, with the highest overcrowding levels in the Bangladeshi (39%), Pakistani (31%), and African (32%) households.

People from Black, Asian and Minority Ethnic communities are still overrepresented in homelessness statistics. In Wales, 10% of applicants assessed as homeless or threatened with homelessness in 2022 to 2023 were from an ethnic minority background, despite making up only six percent of the population.

**TPAS Cymru's third All Tenants Survey, released in January 2024**, revealed that 4.6% of respondents identified as being from a Black, Asian and Minority Ethnic background. 2.6% of these tenants were in social housing, while 6.8% were in private rental housing. This data is consistent with previous findings indicating that Black, Asian and Minority Ethnic families are more likely to reside in the Private Rented Sector, where rents tend to be higher, and the quality lower compared to social housing.

To address these disparities, the Welsh Government has implemented several initiatives. Since March 2023, **Rent Smart Wales** reported that 1,207 hate crime awareness sessions have been completed. Additionally, since summer 2019, over 4,500 equality and diversity training sessions have been delivered.

Committed to delivering 20,000 social homes for affordable rent during the current Senedd term, the Welsh Government aims to alleviate poverty and reduce homelessness through improved housing policies. These actions, focusing on providing decent homes and enhancing support, are crucial in alleviating poverty, reducing homelessness, and promoting inclusivity for all people in Wales, especially those from Black, Asian and Minority Ethnic backgrounds who continue to experience discrimination.

## Achievements and future focus

Since the launch of the [Anti-Racist Wales Action Plan in 2022](#), there has been some progress in promoting equality and combating discrimination. For Gypsy, Roma and Traveller people in Wales, funding of £3.44 million will be available through the Cite Capital Grant fund in 2024 to 2025. This funding is intended to support site development, which includes refurbishing existing accommodations, purchasing land for pitches, constructing new pitches, improving site sustainability for residents, and other capital expenditures related to site improvements. It can be used for both residential and transit sites.

The Welsh Government has awarded a new three-year advice and advocacy contract starting from September 2024. This contract aims to provide support to families within the Gypsy, Roma and Traveller communities, offering guidance on their rights and support on issues such as accommodation, sites, planning, and accessing services. Furthermore, a Winter Fuel Support programme for Gypsy, Roma and Traveller people was introduced for 2023 to 2024.

Another achievement is the increase in the proportion of Black, Asian and Minority Ethnic Registered Social Landlord (RSL) board members to **9%**, surpassing the representation in the overall population. Initiatives such as the Pathway to Board Project and Get into Housing Project have offered professional development and work placement opportunities for individuals from ethnic minority backgrounds. A recruitment campaign launched in February

2023 to attract a diverse range of candidates into the homelessness and housing support sector has successfully enhanced the diversity, quantity, and quality of applicants.

## Closing summary

Looking ahead, over the next 2 years, the Welsh Government is committed to several strategic initiatives aimed at fostering inclusivity and equality within the housing sector. These efforts include ensuring that housing policies meet the needs of Black, Asian and Minority Ethnic people, and collaborating with sector partners to enhance support and guidance for inclusive design and impact assessments.

The Welsh Government will work with partners across the Private Rented Sector to improve poor attitudes and behaviours that may persist across the private rented sector. A specific Gypsy, Roma and Traveller Group will be established to inform policy decisions through lived experiences and community engagement. Existing guidance related to managing Gypsy and Traveller sites, unauthorised camping, and accommodation assessments will be updated.

The Welsh Government aims to procure a pilot programme to provide professional advice on planning matters for families purchasing land for private sites. They will also create a national evidence base to recommend suitable locations for transit provision across Wales. In collaboration with Welsh police forces, they will formalise Police Forces Protocols on Managing Unauthorised Encampments.

These initiatives highlight the Welsh Government's commitment to fostering a more equitable and inclusive housing environment for all communities in Wales.

## Goals and actions

The 5 overarching goals in the Homes and Places chapter of ArWAP remain unchanged, but some actions have been revised to improve delivery, impact, and measurability, making it easier to track outcomes and progress. The Homes and Places EAG sub-group will continue to review this process, with the expectation that the actions will be further refined and strengthened to better achieve our shared goal of making a visible and tangible difference in the lived experiences of ethnic minority people.

### Representation

**Goal: to significantly increase representation of ethnic minority people in senior leadership and at all levels to create a workforce within the homes sector to reflect the diversity of the population in which they operate**

#### Actions

- Ensure organisations' boards, advisory groups, senior leadership and workforce reflect the diversity of their local populations or service users. To do so, organisations will:
  - 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

- 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.
- Monitor the implementation of revised regulatory standards placed on Registered Social landlords to tackle racism and discrimination.

## **Standards, provisions and services**

**Goal: to ensure that standards provision and services around the provision of homes advance race equality, embed anti-racism, equality and human rights, and meet the diverse needs of ethnic minority people**

### **Actions**

- 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.
- 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.
- Ensure that arrangements are in place to provide tenants with information on how to report incidents of hate crime
- 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.
- 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.

- 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.

## **Private rented sector**

**Goal: to ensure that Private Rented Sector (PRS) housing and accommodation, and service provision advances equality, embeds anti-racism and meets the diverse needs of ethnic minority people**

### **Actions**

- Work with landlords and agents across the private rented sector to improve poor attitudes and behaviours towards racism that may persist. To include:
  - 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

**Goal: to ensure ethnic minority people across Wales have a voice and influence in ensuring the Welsh Government policies around the provision of homes reflect the diversity of ethnic minority people's needs and priorities**

#### **Actions**

- Ensure that campaigns and information materials are designed to meet the needs of the intended audience.
- Take steps to engage with Black, Asian and Minority Ethnic Communities to improve levels of engagement.
- 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.

## **Gypsy and Traveller accommodation**

**Goal: to recognise that safe, culturally appropriate accommodation is necessary in order for individuals to flourish in other parts of their lives and to address the lack of site provision and poor quality of Gypsy and Traveller accommodation in Wales**

#### **Actions**

- Work with Gypsy, Roma and Traveller community members, local authorities and others to better enable appropriate transit provision. Decisions will be taken based on evidence of where transit is needed.
- Pilot additional or new ways of funding permanent provision.
- Fund a study to look at options for a mobile home rental scheme through social housing.

- Depending on outcome of the mobile home rental scheme study, set up pilot scheme.
- We will procure a framework for an external training company to develop and deliver a training course to upskill all 22 Local Authorities on Gypsy, Roma and Travellers nomadic ways of living. This will be developed with Gypsy, Roma and Traveller community members.
- Commission a 3-year pilot programme to provide advice to those seeking to develop private sites.
- Review the Gypsy and Traveller capital sites guidance. This will include reviewing the piloting of funding for buying land, feedback from the communities and a decision on funding for private sites.
- Re-draft and simplify the Gypsy and Traveller Sites Guidance, involving community members to reflect their needs.
- Welsh Government will actively consider using its powers to ensure local authorities comply with the Housing (Wales) Act 2014.

**Goal: to continuously improve our policy-development processes to create anti-racist approaches to all aspects of policy creation**

#### **Actions**

- Have regular meetings with Gypsy, Roma and Traveller people and stakeholders to inform Welsh Government policy. Ensure people feel included in the meetings.
- Provide advice and advocacy services to Gypsy Roma and Traveller communities.

## **Designated lead and supporting delivery partners**

The Homes and Places portfolio have been working collaboratively with:



- Equality and Human Rights Division
- Planning Division
- Land Division
- Gypsy Roma and Traveller communities and stakeholders
- Local authorities
- Housing associations
- WLGA
- Registered Social Landlords
- Community Housing Cymru
- Third Sector organisations and Rent Smart Wales to review, shape, and refresh the ArWAP goals and actions

The ArWAP subgroup has served as the platform for coordinating and advancing this work.

To request the full technical chapter, email:

[EqualityAndHumanRightsDivision@gov.wales](mailto:EqualityAndHumanRightsDivision@gov.wales).

## Local government

### Evidence: current and future plans

In the survey of candidates for the 2017 local government elections, 2.3% of candidates for county and county borough councils who provided their ethnicity and 1.9% of candidates for town and community councils were Black, Asian and Minority Ethnic people. Of those elected to county and county borough councils, 1.8% and 1.2% in town and community councils were from ethnic minority backgrounds.

In the Local Government Candidate Survey 2022, 96% of candidates reported they were from a White ethnic group, 1% from mixed or multiple ethnic groups,