**Refreshed Anti-racist Wales Action Plan: Homes and Places**

**Tai Pawb information and support for Local Authorities**

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| **Refreshed ARWAP Action** | **Considerations for housing departments & whether potentially corporate or housing specific action** |
| *Continue to improve diversity of senior leadership, advisory groups and wider workforce including reviewing recruitment procedures.* | A corporate action overall, but important for all housing colleagues to consider how it applies to their teams. See our page on [recruitment and diversity.](https://www.taipawb.org/anti-racism/recruitment-diversity/) |
| *Anti-racism delivery plans to be published and reported on regularly (standalone or embedded in EDI plans) on an ongoing basis.* | Corporate, but will involve reuglar input from housing colleagues. See our page with examples o[f action plans](https://www.taipawb.org/action-plans/) (these are currently RSL or Housing Support focuses) |
| *Further progress on Anti-racism training to workforce – staff, boards and senior leaders on an ongoing basis.* | Training might be provided through corporate function.  Tai Pawb provides Anti-racism training, both specific to housing and generalised. We also off e-learning as an entry point.  [Anti Racism for Staff - Tai Pawb](https://www.taipawb.org/training/anti-racism-training/)  [Anti Racism for Board, Senior Management & Governance - Tai Pawb](https://www.taipawb.org/anti-racism-for-board-senior-management-governance/) |
| *Review standards and guidance to meet the needs of service users and prevent racial discrimination and hate crime (new)* | This is for all housing-related stakeholders, with a view to looking at existing and any new standards or guidance through an anti-discriminatory lens. |
| *Improve policies and processes for reporting racism incl. hate crime and harassment & monitor regularly* | There may be corporate focus on this. LAs with housing stock: may want to review or develop their ASB/Hate Crime Policies and Procedures; plan actions aimed at e.g. increasing reporting, improving support, preventing hate crime, improving monitoring, raising awareness amongst tenants etc. LA’s with no stock may want to consider how hate crime features in their homelessness/allocations functions (e.g. rehousing victims or perpetrators; we are reviewing housing specific [hate crime toolkit](https://www.gov.wales/sites/default/files/publications/2019-05/guidance-on-hate-crime-and-housing.pdf) |
| *Use new**LHMA guidance to ensure need is accurately assessed and that housing better meets demand.* | LA housing specific. New LHMA guidance requires assessment of housing needs of ethnic minority populations (amongst others). See Tai Pawb’s good practice guide on this as well as a guide to culturally inclusive housing. We will keep engaging with housing colleagues to learn about their experience to feed into this and update. See our page on [housing conditions and overcrowding](https://www.taipawb.org/anti-racism/engaging-with-diverse-communities/) and [Culturally inclusive housing design](https://www.taipawb.org/anti-racism/culturally-inclusive-housing-design/) |
| *Work with Black, Asian and Minority Ethnic communities to improve levels of engagement* | Corporate and housing departments can consider how they engage with ethnic minority tenants (if have stock) and/or service users (e.g. homelessness/housing support); e.g. are engagement structures representative of population etc. See our page on [Engaging ethnically diverse communities](https://www.taipawb.org/anti-racism/engaging-ethnically-diverse-communities/) |
| *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).* | Housing and corporate: can consider what is known about housing advice/advocacy needs of ethnic minority populations and how they meet these needs.  Partner with stakeholders to enable better/appropriate transit provision for Gypsy and Traveller communities (see WG actions on pilot programme to provide advice on developing private sites, options for mobile home rental scheme via RSLs for e.g.)  See our page on this topic [Gypsies & Travellers - Tai Pawb](https://www.taipawb.org/anti-racism/gypsies-travellers/). |
| **Direct support from Tai Pawb for local authorities**  *Tai Pawb has been funded to support housing providers with general ARWAP implementation. Below is a quick summary of what is available*   * **121 housing advice to organisations** on refreshed ARWAP implementation (via meetings, team presentations, feedback on race specific plans and strategies etc.) * Info sharing: Housing specific **anti-racism newsletter** * **Events and networking meetings** (quarterly [Anti-Racist Wales Leaders meetings](https://www.taipawb.org/events-networks/), Deeds not Words Coffee Mornings: peer to peer network for ethnic minority housing professionals; other events and networks are members only * [Anti-racism toolkit for housing](https://www.taipawb.org/anti-racism/) * **Equality Impact Assessment** Toolkit and Template * Hate crime: **review of housing specific** [hate crime toolkit](https://www.gov.wales/sites/default/files/publications/2019-05/guidance-on-hate-crime-and-housing.pdf) * Widening of **asylum dispersal**: information and events; training and e-learning; linking housing providers with refugee orgs (partnerships) * Engagement: we will be setting up an **Ethnic Minority Tenants Panel** to feed into WG policy and the wider sector   **Get in touch:** [**evelyn@taipawb.org**](mailto:evelyn@taipawb.org) **and** [**ross@taipawb.org**](mailto:ross@taipawb.org)  Subscribe to our mailing list to receive up to date information: [Mailing List - Tai Pawb](https://www.taipawb.org/about/mailing-list/#:~:text=Sign%20up%20to%20the%20Tai,Tai%20Pawb's%20work%20and%20updates.)  Tai Pawb events: [Events & Networks - Tai Pawb](https://www.taipawb.org/events-networks/) | |