



BME & RACE EQUALITY STRATEGY 2005 - 2009

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Introduction

This strategy sets out in detail the Chevin Housing Group's plan for achieving race equality in all aspects of its business.

The first part presents the general context for the development and implementation of the strategy. The second part is divided into themes. Within each theme we have specified targets to be achieved within the life of this Strategy and have set out in broad terms the work that needs to be done to deliver on them.

Altogether, the commitments we have made comprise an extensive work programme and it is therefore essential that we both prioritise and establish milestones. To facilitate this, the Strategy is accompanied by an Action Plan, which sets out a detailed programme of work to be delivered before the end of November 2008. Each item within the Action Plan is related to one or more of the aims highlighted in the Strategy and hence is intended to contribute towards achievement of the targets.

Definitions

"Race equality" means fair and equal treatment for all people regardless of race, colour or creed, and the recognition of cultural and ethnic diversity, which enables people from all ethnic groups to achieve their potential, and not be subject to racial prejudice and discrimination.¹

Black and Minority Ethnic (BME) is considered, for the purposes of Chevin Housing Group's strategy, to be any person classifying themselves as any ethnic group other than White British. This therefore includes persons classifying themselves as White Irish or Other White in addition to those classifying themselves as Asian/Asian British, Black/Black British, Chinese, Other Ethnic Group or of mixed ethnicity.

Why does Chevin need a race equality strategy?

There are 3 primary reasons why Chevin Housing Group has made a commitment to developing and implementing a Race Equality Strategy:

- (1) To make a wider contribution to the achievement of equality and diversity in the communities of which it is a part.
- (2) Because it makes good business sense.
- (3) To meet regulatory requirements.

¹ *Race Equality Code of Practice for Housing Associations, Race and Housing Inquiry, 2002*

Making a wider contribution

In 2001, the Race & Housing Inquiry took place. This was a joint initiative by the Commission for Racial Equality, the National Housing Federation, the Federation of Black Housing Organisations and the Housing Corporation. The Inquiry drew attention to a number of shortcomings within the sector as a whole and subsequently published a Challenge Report and the Race Equality Code of Practice for Housing Associations.

Both reports set out to identify the actions required by each and every association to produce positive measurable outcomes within the sector as a whole. Chevin Housing Group is committed to playing its part in achieving the vision set out in these documents.

In a broader sense, Chevin Housing Group recognises that it is an integral part of the communities it serves and is therefore concerned that an active contribution is made towards the community cohesion agenda.

Above all, Chevin Housing Group is committed to identifying what part it can play in ensuring the people from diverse backgrounds can live side-by-side, respecting one another and appreciating rather than fearing the differences between them.

Good Business Sense

Chevin recognises the business need to recruit and train the best staff and Board team possible and to be able to draw on a range of diverse experiences and knowledge in order to deliver quality services to the widest possible customer base.

Regulatory Requirements

The Housing Corporation's Regulatory Code Section 2.7 states that "Housing Associations must demonstrate, when carrying out their functions, their commitment to equal opportunity. They must work towards the elimination of discrimination and demonstrate an equitable approach to the rights and responsibilities of individuals. They must promote good relations between people of different racial groups."²

In addition, the associated guidance sets out a number of expectations of Associations. These include the adoption of an equalities and diversity policy that covers race and the establishment by each association of targets for key operational areas. [Appendix 1]

² *The Way Forward: Our Approach to Regulation*, The Housing Corporation, January 2002

The Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 (RR(A)A 2000) gives public bodies a general duty to promote race equality. The RR(A)A 2000 was introduced as a result of the Stephen Lawrence Inquiry.

The Act aims to ensure that public organisations take a more positive approach to addressing race equality in all aspects of their functions, from addressing the work environment, to dealing with the public and delivering services.

The general duty means that we have a responsibility to:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity; and
- Promote good race relations between people of different racial groups.

Commitment Statement

- *Chevin Housing Group is committed to providing high quality services to everyone living in the regions in which we operate.*
- *Fair treatment for all is a vital part of our service delivery and we are totally committed to genuine equality of opportunity and the elimination of unlawful discrimination.*
- *The BME and Race Equality Strategy aims to ensure that all our tenants and other people, who may need to use our services in the future, can get full benefit from, and have equal access to our services, regardless of their colour, race, nationality, religion, culture or ethnic background.*
- *We fully support the Race Relations Act that requires services and employment practices to be provided in a way that is fair and accessible to all, irrespective of race, ethnicity, nationality, religion or colour.*

Organisational Context

The Chevin Housing Group was formed in 2001 between Chevin Housing Association, Chantry Housing Association and Harewood Housing Society. Following a restructure in 2003 the Group now consists of Chevin Housing Association and Harewood Housing Society.

Chevin Housing Association, the charitable parent body of the Group owns, manages and maintains all of the general needs and supported social rented housing stock. Harewood manages all leasehold and low cost home ownership stock and also provides management services to private sector leaseholders, being one of the country's few co-ownership managing agents.

In 2004 Hallam Housing Society merged into the Group adding around 1200 rented homes.

Chevin Housing Group manages around 6,400 rented homes and 1,300 leasehold homes across Yorkshire, the Humber and North Derbyshire, across 19 Local Authority areas.

The proportion of BME people living within the Group's areas of operations varies significantly from one local authority area to another. Data from the 2001 Census indicates the following Local Authority profiles:

Local Authority Area	Total BME Population (No.)	BME Population (%)
Barnsley	4,109	1.9%
Bassetlaw	2,955	2.7%
Chesterfield	3,267	3.3%
Craven	1,618	3.0%
Doncaster	10,038	3.5%
East Riding	7,596	2.4%
Hambleton	1,685	2.0%
Harrogate	7,864	5.2%
Hull	8,873	3.6%
Kirklees	63,219	16.2%
Leeds	77,530	10.8%
Mansfield	3,022	3.1%
Richmondshire	1,534	3.3%
Rotherham	10,080	4.1%
Ryedale	1,098	2.2%
Scarborough	2,468	2.3%
Selby	1,351	1.8%
Sheffield	55,506	10.8%
Wakefield	10,438	3.3%
York	8,857	4.9%

The largest BME group that we are aware of within Chevin's operational areas is the Pakistani community of 26,536 people living in Kirklees. However, it is worth remembering that figures for Irish communities may not be representative, as some Irish people may have included themselves in the 'White British' category. In addition, many Gypsy and Traveller communities remain 'hidden' due to the transience of their communities.

Assessment of Current Performance

The Chevin Housing Group and Hallam Housing Society were organisations involved with the Housing Corporation's pathfinder programme of inspections in 2001. The inspection highlighted both a number of areas of effective practice and several areas for improvement. This strategy seeks both to build on areas of good performance and to address the areas of weakness.

Amongst the good practice commended by the Housing Corporation were:

- Participation in a Mystery Shopping Project (focusing on BME related issues) in March 2001
- the introduction of a Language Line service to facilitate improved communication

- involvement in strategic partnerships seeking to address equality and diversity issues.
- working with BME led associations to review policies and contracting with the Consortium of Black Contractors
- cluster lettings for asylum seekers
- disability and ethnicity survey to capture baseline data started in 2004.

More recently, the Housing Corporation undertook a desktop Equality and Diversity Review (May 2004) of Chevin's performance as measured against the expectations of section 2.7 of the Regulatory Code. Areas of good practice highlighted included:

- meeting the 2003/04 target with regard to BME Board membership
- meeting targets for BME staffing representation within managerial grades.

However, the Housing Corporation also identified areas of weakness that needed to be addressed, including:

- A lack of clear targets in the areas of tenant representation and dealing with racial harassment.
- An insufficiently robust Racial Harassment Policy for tenants and residents.

In order to tackle these issues, Chevin has been working on a detailed programme aimed at empowering and involving tenants and residents in the management of their homes, including establishing formal Residents' Panels across the Group's area of operation. Challenging and robust targets for resident and community involvement have also been set out in the Race Equality action plan.

In 2004 Chevin produced a revised ASB Policy which outlines in detail how the organisation deals with cases of racial harassment, along with detailed HR policies outlining Chevin's zero tolerance stance of racial harassment in the workplace. For a copy of Chevin's ASB Policy and associated racial harassment literature, please ring our Customer Service Department on 0845 2701088.

The Audit Commission recognised during its October 2006 inspection of Chevin that we have a strong focus on diversity, and in their inspection report stated:

"There is a strong focus on diversity, with a corporate commitment and effective leadership supporting the promotion of diversity and equal opportunities."

However, we know that there is still a lot of work to be done, particularly in focusing on the wider diversity agenda. During 2007 Chevin has produced an Equality and Diversity Framework which brings together all of our Equalities documents and outlines challenging commitments for the next three years.

Implementing & Monitoring the Strategy

Ultimate responsibility for the implementation of this strategy lies with the Chevin Parent Board.

The Group recognises the importance of having a senior figure within the organisation as a champion for race equality issues whose visible

commitment can be central to driving the diversity agenda forward. The Chief Executive is responsible for the Strategy at operational level.

The Group Chief Executive chairs the Equality and Diversity Steering Group, comprising Board members, staff and resident representatives. The Group has met quarterly since March 2005 to review progress against the Race Equality Strategy and action plan, and more recently to monitor Chevin's progress in addressing the wider equality agenda.

Developing the Strategy

Each member of the Equality and Diversity Steering Group has taken responsibility for a specific section of the Action Plan to monitor its progress against our Targets. Consultation with tenants, wider communities and local organisations, e.g. Racial Equality Councils has been ongoing.

Integrating the Strategy

It is Chevin's aspiration that race equality issues will eventually become mainstreamed into all the Group's activities and into the workload of each individual staff member.

We aim to achieve this in several ways:

- By ensuring that race equality issues are considered in our business planning process and that our Business Plan and other key corporate documents reflect the key objectives set out in this strategy.
- By widely publicising and circulating the Strategy and its associated action plan, ensuring that staff have the opportunity to understand the strategic objective behind the actions they have been asked to take.
- By ensuring that annual Departmental action plans incorporate relevant items extracted from this Strategy and action plan.
- By providing regular updates to staff via the intranet, staff newsletter and Team meetings.

Reviewing the Strategy

This is a 4 year Strategy and will be due for full review in May 2009. However, as the Strategy is a 'live' document, it will be updated as and when items are discussed and agreed at the Equality and Diversity Steering Group meetings, or as a result of Chevin's ongoing consultation with our communities. This will also ensure that the Strategy remains responsive to organisational, regulatory and legislative developments. Recommendations for amendments to the Strategy will be presented to the Equality and Diversity Steering Group.

Equality Impact Assessments (EIA)

Chevin Housing will be implementing a system of Equality Impact Assessments (EIA) as part of our mainstream monitoring process. We will assess the likely impact of new and existing policies and procedures, or new projects that we are involved in, on different groups of people. Initial assessment or 'screening' of policies, procedures and projects will determine whether a full EIA is required. If a potential adverse impact is identified at this initial 'screening' stage, the policy, procedure, service or project will undergo a full and wide ranging EIA. By undertaking a system of EIA, Chevin will ensure that opportunities for ensuring equality are mainstreamed. Training for Managers in implementing the EIA system is planned for January 2008.

Comments and Feedback

The Chevin Housing Group believes that in order to be effective, this Strategy must reflect the priorities and concerns of the communities it serves. We therefore welcome all comments and suggestions, which should be directed to Steve Close, the Chief Executive, The Chevin Housing Group, Harrison Street, Wakefield, WF1 1PS.

Our Approach

The following sections of the Strategy address our aspirations and approach to achieving continuous improvement towards race equality in the following areas:

- (1) Governance
- (2) Employment
- (3) Services
- (4) Racist Incidents
- (5) Resident & Community Involvement
- (6) Contractors & Consultants
- (7) Development Process

(1) Governance

Commitment

To have Parent and Subsidiary Boards that fairly reflect the communities we serve, which can demonstrate an understanding of and commitment to ethnic and cultural diversity in all areas of our business and which are able to provide leadership and direction on race equality issues.

Targets to be achieved by November 2008

- BME Board Membership for both Chevin Housing Association and Harewood Housing Society to be no less than 10% based on an average of BME populations across the Local Authority areas covered by Chevin (Parent and Subsidiary Boards).
- Average length of service of BME Board members is equal to that of White British Board members (Parent and Subsidiary Boards).

Commentary

The proportion of people from BME communities varies widely across Chevin Housing Group's area of operation. The target for membership has been set at this level in recognition of the fact that although not especially high in percentage terms, the BME communities we work with are extremely diverse and we would wish to see that diversity reflected on our Board.

Current Performance

As at March 2007, 16% of the Parent Board and 12% of Harewood's Board were BME members.

Aims

To achieve these targets by November 2008 Chevin Housing Group aims to:

- Ensure that all Board members are aware of the standards expected of them in relation to race equality and that Board demonstrates full commitment to race equality performance monitoring.
- Encourage and facilitate BME membership on the Parent and subsidiary Boards and ensure that the Boards are representative of the communities that Chevin serves.
- Support and encourage the personal development of BME Board members and prospective Board members.

(2) Employment

Commitment

To recruit and retain a workforce that reflects at all levels, the ethnic diversity of the communities we serve and to create an environment in which all staff members can achieve their potential.

Targets to be achieved by November 2008

- Targets for BME staff profile correspond with the Local Authority BME population in which the main office is located (Guiselley 4.86%, Selby 2.87%, Sheffield 4.20%, Wakefield 9.75%).
- Targets for new appointments correspond with the Local Authority BME population in which the main office is located. (Guiselley 4.86%, Selby 2.87%, Sheffield 4.20%, Wakefield 9.75%).
- Promotions achieve the same level of BME staff profile as within the organisation overall (5.11% as at March 2006).
- Satisfaction of BME staff with Chevin Housing Group as an employer to be equal to that of White British staff.
- Average length of service for BME staff to be equal to that of White British staff.
- 100% of new staff to have received training on Equality & Diversity within 24 months of starting their employment.

Commentary

The BME population varies across Chevin's stock. The type of job that staff do and the contact they have with our customers, varies. We have therefore aimed to keep the targets simple but meaningful. We have four area offices across the region. The first 2 targets above are set by using baseline ethnicity

statistics for LA areas covered by Chevin (Census 2001) and taking an average BME population against each area office.

Chevin Housing Group recognises that a more diverse workforce brings a range of benefits and is therefore committed to working towards this objective.

Current Performance – BME staff profile

	Target	Curr. BME staff profile (at 31/03/07)
Guiseley	4.86%	9.38%
Selby	2.87%	0%
Sheffield	4.20%	5.56%
Wakefield	9.75%	7.02%

Aims

To achieve these targets by November 2008 Chevin Housing Group aims to:

- Work towards a corporate culture that values the differences between people and the unique contribution of each individual.
- Promote job vacancies widely in ways that are likely to reach people from diverse BME communities and support once in post.
- Develop a training programme for staff to increase the awareness of differences in individual communities.
- Eliminate allegations of discrimination and racial harassment by staff members.
- Ensure that monitoring information can be recorded and measured.
- Improve employee satisfaction across all ethnic groups.

(3) Services

Commitment

To attract and retain a diverse range of tenants, reflecting the ethnic composition of the communities we serve. To ensure that all our services are accessible and responsive to the needs and aspirations of different communities.

Targets to be achieved by November 2008

- % of new BME tenants to reflect the average BME population in that Local Authority.
- Average length of tenancy for BME tenants to be comparable with that of White British tenants.
- 7% of housing sales in urban areas (Sheffield, Leeds and Kirklees) to be to BME customers.
- To achieve the same level of satisfaction amongst BME tenants and residents as amongst the ethnic majority across the whole range of services.

Commentary

The target for new lettings and relets has been set to ensure that certain groups are not being excluded and that we are addressing local circumstances in our work on equality. The target will be challenging and will require detailed monitoring but is designed to encourage us to be more proactive about reaching out to specific communities.

Current Performance

Progress – 1st January 2006 to 31st March 2007 - % of new BME tenants

Target exceeded in the 3 main areas of Kirklees, Sheffield and Leeds

Kirklees - target 16% Outcome 39%

Leeds - target 11% Outcome 40%

Sheffield - target 11% Outcome 24%

Aims

To achieve these targets by November 2008 Chevin Housing Group aims to:

- Collect and maintain accurate records about the ethnicity of tenants and housing applicants.
- Identify gaps in service provision to specific communities and work to increase level of services within BME communities.
- Ensure that our allocation processes are transparent, accountable and consistent.
- Monitor length of tenancy and reason for departure, demand for housing by ethnicity and take action in response to the findings.
- Monitor satisfaction in key service areas, analysing the results by ethnicity and taking action to respond to issues raised by the results.
- To collect and maintain accurate records about the ethnicity of tenants who exercise the Right to Buy and of customers who purchase property from us.
- To market all schemes for sale to attract BME customers.
- Ensure all information and communication systems – telephone, written, web based or face-to-face – reach people from all racial groups.

(4) Racist Incidents

Commitment

To ensure that all our residents can enjoy their homes without fear of racial harassment and that incidents when they do occur are dealt with efficiently and to the satisfaction of the victim.

Targets to be achieved by November 2008

- 95% of residents reporting a racist incident are satisfied with the way we dealt with the problem.
- 95% of residents reporting an incident are contacted within one working day.
- 100% of racist graffiti to be removed within one working day of Chevin receiving a first report (where the report is about a Chevin property.)
- 80% of residents reporting a racist incident are satisfied with the outcome.
- Continue to assess methods for increasing the number of reported incidents.

Commentary

Chevin Housing Group has not yet set targets in relation to the number of incidents reported, but has made a commitment to continually assess methods for increasing the number of reported incidents. For the first 4 targets, Chevin Housing Group has no current benchmarks and the targets for responding to racist incidents have therefore been set at levels estimated to be challenging but achievable.

Aims

To achieve these targets by November 2008 Chevin Housing Group aims to:

- Assess methods for monitoring the targets set for reporting incidents of racial harassment, supporting victims and witnesses, adhering to response times, assessing victim satisfaction and dealing with perpetrators.
- Encourage reporting of racist incidents and ensure that the Group conveys a consistent message that racial harassment is not acceptable.
- Equip and enable staff to deal effectively with reports of racist incidents.
- Provide a 'victim centred' approach to dealing with racist incidents.
- Keep up-to-date with good practice and learn from the experiences of others / work in partnership with other organisations and take part in multi-agency initiatives aimed at tackling harassment.

(5) Resident & Community Involvement

Commitment

To ensure that our BME tenants are fairly represented in participation, communication and decision-making structures and that we are active in seeking the views of BME communities more generally. Also to ensure that all our tenant groups recognise the need for and actively promote race equality in their work.

Targets to be achieved by November 2008

- To achieve proportionate BME representation on the four Area Residents' Panels to reflect the ethnic profile of the geographic area.
- The proportion of BME tenants satisfied that their views are being taken into account to be comparable to the figure for White British tenants.
- The proportion of BME tenants satisfied with how they are kept informed about things affecting them as a tenant to be comparable to the figure for White British tenants.

Commentary

The Housing Corporation's regulatory code expects that representation in tenants/residents associations reflect the mix of the association's tenants in the relevant area. We are committed to providing as many opportunities for tenants to participate in the management of their homes as possible and to ensure that our practices are sensitive the cultural needs of BME groups thus enabling them to take part.

Current Position

A tenants' satisfaction survey is being carried out by the NHF now and this will give some indication of satisfaction levels by ethnicity across the Group. Considerable work has been undertaken to develop structured formal tenant panels across the group. We hold information about ethnicity for 100% of our resident panel members. As at December 2006, 7% of members were BME.

Aims

To achieve these targets by November 2008 Chevin Housing Group aims to:

- Understand our customer profile so that we can continually develop our services to suit the different needs of BME tenants and the communities in which we operate.

- Develop a wide variety of options to maximise involvement of, consultation with and feedback from BME tenants.
- Achieve BME representation on our four Residents' Panels and in activities proportionate to the BME population in that area.

(6) Contractors & Consultants

Commitment

To ensure that we actively promote race equality in the way we procure goods and services.

Targets

- 100% of contractors to have their own Equal Opportunities Policy, which they can demonstrate is workable in relation to the guidelines set out by our Contract and Code of Conduct document.
- Maximise opportunities for BME contractors and consultants to apply for maintenance and development contracts and to ensure that this can be demonstrated.
- Target of 95% Tenant / resident satisfaction relating to reactive repairs work and comparable satisfaction rates between ethnic groups and White British tenants / residents.

Commentary

The Housing Corporation's regulatory guidance states that "as a criterion for award of work or contracts and a condition of doing business, associations should pass on requirements in respect of staffing, customer satisfaction and dealing with racial harassment to their consultants, contractors and suppliers".³ We believe that the most effective way to enforce this is to require all contractors to develop their own Equal Opportunities Policy which complies with a series of standards we will establish. Each contractor will then be asked annually to provide monitoring information relating to the standards set out in The Chevin Housing Group's Contract and Code of Conduct. Contractors are also provided with copies of the Group's own strategy and policies relating to race equality in order to demonstrate our commitments and the actions we are taking.

Aims

To achieve these targets by November 2008 Chevin Housing Group aims to:

- Work towards a diverse Contractor base.
- Ensure that Chevin Housing Group's contractors and consultants are committed to diversity in service provision.
- Establish clear policies and procedures that set out expectations of contractors/consultants and prospective contractors/consultants in relation to race equality and ensure that policies are clearly outlined in relevant policy documents.
- Increase the % of BME contractors working for Chevin Housing Group.
- Monitor customer satisfaction with the repairs and maintenance service, analysing the results by ethnicity and taking action to respond to issues raised by the results.

³ *The Way Forward: Our Approach to Regulation*, The Housing Corporation, January 2002

(7) Development Process

Commitment

To ensure that we are contributing to meeting BME housing needs in all our areas of operation through the location, size and design of our homes and that all minority ethnic groups have fair and equal access to our homes in the areas they want to live in.

Targets

- First lettings of newly built schemes to reflect or exceed the proportion of BME people living within the LA.
- Satisfaction of BME tenants with their new home to be comparable to that of White British tenants.
- Development of culturally sensitive accommodation in line with output area profiles.

Current position

The Development department are recording tenant satisfaction by ethnicity for refurbishment and design of new properties on an Omega database in order to determine customer satisfaction. This is part of the wider aim to map BME household aspirations at local, neighbourhood and regional levels.

Aims

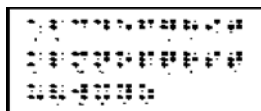
To achieve these targets by November 2008 Chevin Housing Group aims to:

- Establish a clear understanding of local communities in the areas that Chevin operates so that new developments can be tailored to requirements of the whole community.
- Ensure that the provision of properties in areas in which the Group operates corresponds with the specific needs of BME communities in terms of location, size and layout / design.
- Ensure that BME tenants are satisfied with their new home.
- Ensure that customer feedback informs future development standards.

We are committed to a policy of equal access to information. If you would like this document in another language or format, or if you require the services of an interpreter, please contact us on 0845 2701088.



CASSETTE



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OR ANY
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FORMAT

Appendix 1

Regulatory Code

Regulatory Guidance

2	Properly governed	2	Properly governed
2.7	Housing Associations must demonstrate, when carrying out their functions, their commitment to equal opportunity. They must work towards the elimination of discrimination and demonstrate an equitable approach to the rights and responsibilities of all individuals. They must promote good relations between people of different racial groups.	2.7a	The association is fair in its dealings with people, communities and organisations with which it has relationships and takes into account the diverse nature of their cultures and backgrounds.
		2.7b	The governing body has adopted an equalities and diversity policy that covers all aspects of equalities and includes race, religion, gender, marital status, sexual orientation, disability or age.
		2.7c	Specifically in relation to black and minority ethnic (BME) people, the policy incorporates targets associations should set in the following areas: <ol style="list-style-type: none">1. Lettings: are proportionate to BME housing need, or census data where this information is deficient, in the area where the association has homes. An association specialising in particular client groups establishes different targets based on ethnicity data available for such groups.2. Tenant Satisfaction: is at least as high as for non-BME tenants.3. Dealing effectively with racial harassment: the association establishes targets for reporting, victim support and satisfaction, and action taken against perpetrators.4. Governing Body Membership: the proportion of BME new appointments and re-appointments to the governing body is the same as under 'Lettings' above.5. Staffing: new appointments and promotions achieve the same levels of representation, at all levels of the organisation, as under the application of the 'Lettings' criteria.6. Representation in tenants/residents associations: reflects the ethnic mix of the association's tenants in the relevant area.7. Employment performance of suppliers, contactors and consultants: as a criterion for award of work or contracts and a condition of doing business, associations should pass on requirements in respect of staff, customer satisfaction and dealing with racial harassment (set out above) to their consultants, contractors and suppliers.

Extract from 'The Way Forward: Our Approach to Regulation', The Housing Corporation, January 2002

Appendix 2

BASELINE ETHNICITY STATISTICS FOR LOCAL AUTHORITY AREAS COVERED BY THE CHEVIN HOUSING GROUP, INCLUDING A BREAKDOWN OF THE 4 MOST PREDOMINANT ETHNIC GROUPS IN EACH LOCAL AUTHORITY AREA, EXCLUDING WHITE BRITISH (AS A % OF TOTAL POPULATION). DATA EXTRACTED FROM 2001 CENSUS INFORMATION. LIST SORTED BY GEOGRAPHICAL AREA.

Local Authority Area	Total BME Population (No.)	BME Population (%)	1	2	3	4
East Riding	7,596	2.4%	BME – White 'Other' – 0.9%	White : Irish – 0.4%	Asian or Asian British : Indian – 0.3%	Mixed : White & Asian – 0.2%
Hull	8,873	3.6%	BME – White 'Other' – 1%	White : Irish – 0.3%	Chinese – 0.3%	Black or Black British : African – 0.2%
York	8,857	4.9%	BME – White 'Other' – 2%	White : Irish – 0.6%	Chinese – 0.4%	Asian or Asian British : Indian 0.3%
North Yorkshire						
Craven	1,618	3.0%	BME – White 'Other' – 1%	Asian or Asian British : Pakistani 0.5%	White : Irish – 0.4%	Chinese – 0.2%
Hambleton	1,685	2.0%	BME – White 'Other' – 0.9%	White : Irish – 0.4%	Mixed : White & Asian – 0.2%	Mixed : Other Mixed – 0.1%
Harrogate	7,864	5.2%	BME – White 'Other' – 3%	White : Irish – 0.6%	Chinese – 0.27%	Mixed : White & Asian – 0.24%

Richmondshire	1,534	3.3%	BME – White ‘Other’ – 0.9%	Asian or Asian British : Other Asian 0.8%	White : Irish – 0.5%	Mixed – White & Black Caribbean 0.1%
Ryedale	1,098	2.2%	BME – White ‘Other’ – 1%	White : Irish – 0.4%	Mixed : White & Asian – 0.1%	Chinese – 0.1%
Scarborough	2,468	2.3%	BME – White ‘Other’ – 0.9%	White : Irish – 0.4%	Chinese – 0.15%	Mixed : White & Asian – 0.14%
Selby	1,351	1.8%	BME – White ‘Other’ – 0.6%	White : Irish – 0.4%	Chinese – 0.15%	Mixed : White & Asian – 0.11%
West Yorkshire						
Kirklees	63,219	16.2%	Asian or Asian British : Pakistani – 6.8%	Asian or Asian British : Indian – 4%	Black or Black British : Caribbean 1.08%	BME – White ‘Other’ – 1%
Leeds	77,530	10.8%	Asian or Asian British : Pakistani – 2.1%	Asian or Asian British : Indian – 1.7%	BME – White ‘Other’ – 1.48%	White : Irish – 1.19%
Wakefield	10,438	3.3%	Asian or Asian British : Pakistani – 1%	BME – White ‘Other’ – 0.6%	White : Irish – 0.4%	Asian or Asian British : Indian – 0.4%
South Yorkshire						
Barnsley	4,109	1.9%	BME White ‘Other’ – 0.6%	White : Irish – 0.3%	Asian or Asian British : Indian – 0.2%	Mixed – White & Black Caribbean – 0.1%

Doncaster	10,038	3.5%	BME – White 'Other' - 0.7%	Asian or Asian British : Pakistani - 0.5%	White : Irish - 0.5%	Asian or Asian British : Indian - 0.4%
Rotherham	10,080	4.1%	Asian or Asian British : Pakistani - 1.9%	BME – White 'Other' - 0.5%	White – Irish - 0.4%	Asian or Asian British : Indian - 0.2%
Sheffield	55,506	10.8%	Asian or Asian British : Pakistani - 3.1%	BME White 'Other' - 1.4%	Black or Black British : Caribbean - 1%	Mixed : White & Black Caribbean - 0.7%
Derbyshire						
Chesterfield	3,267	3.3%	BME White 'Other' - 0.9%	White : Irish - 0.6%	Mixed : White & Black Caribbean - 0.3%	Asian or Asian British : Pakistani - 0.2%
Nottinghamshire						
Bassetlaw	2,955	2.7%	BME White 'Other' - 0.9%	White : Irish - 0.4%	Mixed : White & Black Caribbean - 0.2%	Black or Black British : Caribbean - 0.2%
Mansfield	3,022	3.1%	BME White 'Other' - 0.9%	White : Irish - 0.6%	Asian or Asian British : Indian - 0.4%	Mixed : White & Black Caribbean - 0.2%