



## Minutes

**Date:** 15th April 2019

**Time:** 2.00pm

**Venue:** Places for People, 305 Greys Inn road, Kings cross, London

Item	Minutes and actions	Action
1	<b>Apologies &amp; Attendees: see attached list</b>	
2	<p><b>Previous actions and minutes</b></p> <p>Agreed</p> <p>HDN: Thank you to Tara for all her work and for Kam for her continued support</p> <p>All: Thanking Tara for her contributions and fantastic work</p>	
3	<p><b>Trans Policy discussion/ good practice</b></p> <ul style="list-style-type: none"> <li>• MT opened up discussion on Trans Policy. Any ideas/ lessons learnt which can feed into their policy.</li> <li>• KSS circulated Trans policy from Notting Hill Genesis (attached)</li> <li>• MT has looked at different policies and definitions and the practicalities to do with transitioning staff such as getting support from HR and managers; IT - changing names; confidentiality issues</li> <li>• MT is keen to hear about deleting of names and reference to gender. So please do contact him.</li> <li>• Responsibility to other staff – making it clear about responsibilities</li> </ul>	<b>ALL</b>

	<ul style="list-style-type: none"> <li>• Use of pronouns – how well it is working in other organisations – good practice</li> <li>• Gender neutral v gender specific loo’s. There can be hostility to gender neutral loo’s.</li> <li>• Network Homes is focusing on transgender staff and will be looking at residents too.</li> <li>• <b>Question:</b> what kind of work is needed for cultural change v reality to put implement those changes?</li> <li>• <b>Trans-</b> visibility day at Notting Hill Genesis – use of preferred pronouns and raising awareness.</li> <li>• L&amp;Q – transitioning policies in place</li> <li>• Homes England has a policy in place and want to be able to say that they are a transgender employer. Working on this.</li> <li>• Place for people - staff are struggling with trans- neutral language and need to work with contractor on transgender. They are trying to send out a message to staff about inclusivity.</li> <li>• Swan does not have a transgender policy, however do have in place E&amp;D training; putting together e-learning: sexual orientation and gender identity. AW will share this</li> <li>• KSS to look into inviting a speaker for future meetings from Gendered Intelligence.</li> </ul> <p><b>Interesting links:</b></p> <ul style="list-style-type: none"> <li>• Joanne Lockwood – <a href="https://seechangehappen.co.uk/about-us/">https://seechangehappen.co.uk/about-us/</a></li> <li>• <a href="https://www.youtube.com/playlist?list=PLyrNU0yyMQhDHyzuZjoTTcGZDvs4bHXj9">https://www.youtube.com/playlist?list=PLyrNU0yyMQhDHyzuZjoTTcGZDvs4bHXj9</a></li> <li>• <a href="https://www.bing.com/videos/search?q=Transgender+Inclusion+%26+Awar+ness+Workshop&amp;qvpt=Transgender+Inclusion+%26+Awareness+Workshop&amp;FORM=VDRE">https://www.bing.com/videos/search?q=Transgender+Inclusion+%26+Awar+ness+Workshop&amp;qvpt=Transgender+Inclusion+%26+Awareness+Workshop&amp;FORM=VDRE</a></li> <li>• Open University: <a href="http://www.open.ac.uk/equality-diversity/content/transgender">http://www.open.ac.uk/equality-diversity/content/transgender</a></li> <li>• <a href="http://genderedintelligence.co.uk/">http://genderedintelligence.co.uk/</a></li> <li>• Stonewall resources information: <a href="https://www.stonewall.org.uk/best-practice-toolkits-and-resources">https://www.stonewall.org.uk/best-practice-toolkits-and-resources</a></li> <li>• Engaging with contractors via trans awareness module for contractors: Tool box talks <a href="http://www.hse.gov.uk/construction/resources/toolboxtalks.htm">http://www.hse.gov.uk/construction/resources/toolboxtalks.htm</a></li> </ul>	KSS
4	<b>Workshop</b>	

	<p><b>EDI - resident involvement. A discussion to look at how we can reach out to our residents and promote ED&amp;I – (this will lead to drafting an action plan going forward):</b></p> <p>Q1. What do you do in your organisation around reaching out to residents? Are there any practical examples.</p> <p>Q2. Any ideas about taking this forward (2/3 ideas)</p> <ul style="list-style-type: none"> <li>• Split into three separate groups</li> <li>• Notes on the attached</li> <li>• Put points together and circulate to volunteers to work together and draft for next meeting</li> </ul>	KSS
5	<p><b>Gender pay-gap discussion – please bring your gender pay gap reports and any updates or key stats to share</b></p> <ul style="list-style-type: none"> <li>• Sharing of gender pay gap reports and discuss main points.</li> <li>• Peabody – need to look at male pay gap as some areas e.g. maintenance have a higher percentage of men.</li> <li>• Men more likely to get a bonus at work than women.</li> <li>• Place for People – has seen improvements. Reporting gets into people’s minds into their consciousness.</li> <li>• Metropolitan – have done better and the gap has decreased by 3%</li> <li>• Thames Valley – <i>increasing significantly (this needs to be clarified please)</i></li> </ul>	
6	<p><b>HDN update</b> - Please see attached</p> <p>Key dates to note:</p> <ul style="list-style-type: none"> <li>• 24Housing Diversity Conference: HDN are involved again, 16th May 2019, Birmingham</li> <li>• Homes 2019 – 25-27 June at Manchester Central, HDN at a fringe event on Diversity</li> <li>• HDN Mentoring Conference – 20th June 2019. If you would like to find out more or come to this conference contact <a href="mailto:Carla@housingdiversitynetwork.co.uk">Carla@housingdiversitynetwork.co.uk</a></li> <li>• HDN/BME National /NHF EDI conference - 17th Oct 2019, London</li> </ul>	
7	<p><b>Homes England update</b> – Jerome Williams</p> <ul style="list-style-type: none"> <li>• Homes England play a key leadership role and wants to make the housing market work:</li> </ul>	

	<ol style="list-style-type: none"> <li>1. 18.2 (previous year 18.5) – there wasn't any understanding why there had been very little improvement. Their biggest issue is around women who are in junior grades – 70%. There has not been much progression for people in junior grades.</li> <li>2. Action plan – will be addressing a number of key areas.</li> <li>3. Career progression and talent pipeline – career discussion with staff have taken place on career development plans - link to the appraisal system – to update the Diversity &amp; Inclusion strategy which is being developed. Homes England will share strategy with everyone via a launch once approved.</li> </ol> <ul style="list-style-type: none"> <li>• Other factors can impact on statistics and therefore by providing narrative around the reasons can explain anomalies e.g. taking on apprenticeships – a lot of women will affect stats on gender pay gap (<i>this may need further clarification please</i>)</li> <li>• Homes England will be continuing their roadshows across the country</li> <li>• Recruitment and Retention – developing people</li> <li>• Diversity Strategy – JW will be reporting on this as its progresses</li> </ul>	
8	<p><b>AOB</b></p> <p><b>Items for next agenda</b></p> <ol style="list-style-type: none"> <li>1. EIA – next meeting</li> <li>2. Increasing diversity in organisations – learning from best practice</li> <li>3. British Sign language (accessibility &amp; communications)</li> </ol> <p><b>Future topics</b></p> <ol style="list-style-type: none"> <li>1. Vulnerability – dispatches programme on linking to vulnerability</li> <li>4. Cuckooing</li> <li>5. Mental health – Notting Hill Genesis – looking at the workforce. Need for formal adherence to EDI across the social housing sector</li> <li>6. Transgender transitioning policy. Potentially putting in a place a training session on this (HDN)</li> </ol>	
8	<p><b>Date of next meeting:</b></p> <ul style="list-style-type: none"> <li>• 28<sup>th</sup> June, 2.00pm, <b>Southern Housing Group</b></li> <li>• October 23 - <b>Venue tbc</b></li> </ul>	

