

CHANGING MINDS REPORT AND GOOD PRACTICE GUIDELINES LAUNCHED

We launched an influential new report urging employers in Scotland to adopt 'Good Practice Guidelines' to tackle the under-representation of people of black and ethnic minority (BME) origin in the workforce.

The report, 'Changing Minds: Attitudes to BME Employment', found widespread under-representation of people of BME origin across Scottish housing associations. It also recommended 10 'Good Practice Guidelines' to bring about positive change.

The report was produced following a series of Job Fairs for BME people held in Scotland's major cities from 2004 to 2007 and organised by Trust, Bield and Hanover Housing Associations, in partnership with the Chartered Institute of Housing (CIH) and the Scottish Federation of Housing Associations (SFHA).

The 10 'Good Practice Guidelines' include advice on challenging stereotypes, introducing cultural awareness training, and ensuring the process for shortlisting job candidates is fair and transparent.

**The report is available on our website
www.EqualityScotland.com or hard copy of the
report are available - Tel 0131 444 4942.**



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INSIDE...

Update on
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New staff
SHOP

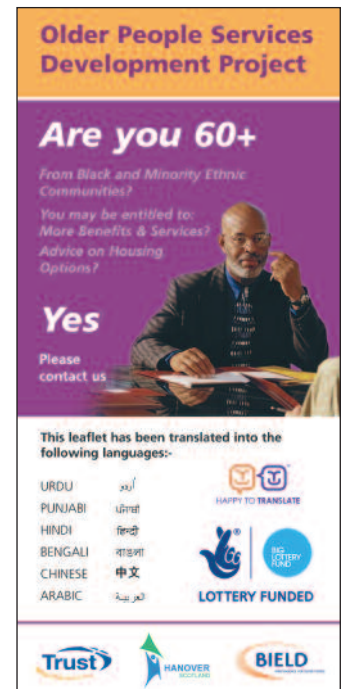
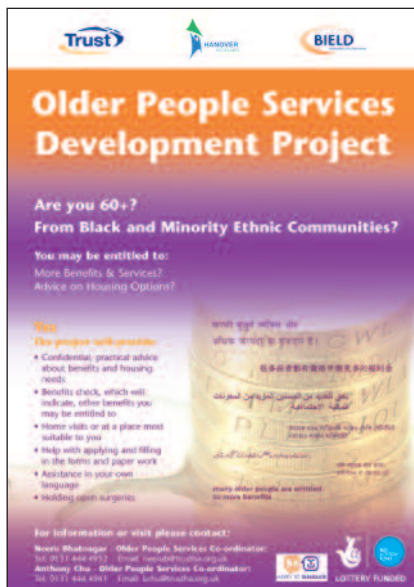
The Older People Services Development Project

The Older People Services Development Project has now been running since January 2008 and has achieved a lot in a short period of time. Contacts have been established with local offices of Department for Work and Pensions, Care & Repair Services, Central Heating Programme, Elderly Day Care Centres for BME older people, Community and Voluntary Organisations and Social Work Departments in different areas of Scotland.

This has been done by letter, sending multilingual information on the project, followed by presentations/meetings to market the project.

Both Co-ordinators have already managed to reach over 70 BME older people and have carried out benefits checks. Some have produced successful outcomes.

We are very keen to reach out to BME older people who may be entitled to benefits or services which they may not be aware of. We can be reached on Tel: 0131 444 4952 (Neeru Bhatnagar) & 0131 444 4941 (Anthony LK Chu) – Older People Services Co-ordinators.



Coordinators will also be holding monthly surgeries in partnership with some community organisations. Information on these surgeries will be advertised within local communities.

If you are sixty years of age or over or know some one who may benefit from advice on benefits, Housing or other Services please contact Neeru (0131 444 4952 or Anthony (0131 444 4941) for an appointment.

Coordinators would be happy to visit you at a location most suitable to you with advice provided in your own language.

New Members join Happy to Translate



HAPPY TO TRANSLATE

The Happy to Translate Logo Initiative is delighted to announce that four new organisations have taken up membership to the Logo. We warmly welcome the following new organisations:

**The Scottish Housing Regulator
Forth Housing Association**

**The Care Commission
Knowes Housing Association**

This brings the total member organisations number to 21. The Happy to translate logo team continues to promote the Logo at various exhibitions, conferences and community events around the country. Recently launches were held by the new member organisations, The Care Commission and the Grampian Housing Association. The launch party has proven to be a most effective platform for organisations to raise awareness of their new membership status.



Care Commission launch

If you would like to receive information about applying for membership, please contact the Happy to Translate Logo support team on 0131 444 4950/1 or e-mail info@happytotranslate.com

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Grampian Housing Association launch

The Happy to Translate Logo Initiative is also pleased to introduce two new faces to the staff team; Stevie Hogg; the Happy to Translate Logo Administrator and Gaurav Bakshi; Administrative Assistant.

Stevie would be happy to visit your organisation to demonstrate the benefits of joining up to the Initiative, please feel free to contact him on 0131 444 4951 for an informal discussion, or e-mail SHogg@trustha.org.uk

Job Opportunities Support Project

This Job Opportunities Support Project continues to be beneficial for individuals from BME communities seeking job opportunities or a career in Housing or the Public sector in Edinburgh and Lothians.

It is supporting individuals applying for jobs, directing them to further training or courses if needed to get into the employment market and referring them to other services available to help them. To date 259 people have been assessed and 23 of them have secured jobs.

The project continues to encourage employers to provide opportunities for

placements for on the job training and work experience.

Nasreen Amjad, Job Opportunities Support Officer is now on maternity leave and we wish her all the best and thank for her hard work she has put into the project to date.

We welcome Rana Sallam on board who comes with wealth of experience in the field. Rana will be contacting the employers and individuals who are part of the project.

Rana can be contacted on 0131 444 4953 Or rsallam@trustha.org.uk

Positive Discrimination in favour of women, ethnic minorities and age

Equalities minister Harriet Harman has announced plans to allow positive discrimination to help organisations reflect the communities they serve by recruiting more female, ethnic minorities and ban age discrimination.

The plans will be adopted first across England followed by Wales and Scotland.

The minister said the proposed bill, which is due later this year would "Address the serious inequalities that still exist" in the UK.

We will keep you informed on how the bill progresses in the next issue of the newsletter.





The Common Housing Register housing application form jointly developed by Trust, Hanover (Scotland) and Bield Housing Associations will be available on the three Association's public website in the near future.

The translated version of the form will be available on the EqualityScotland website. We will continue to update you on the progress on this.

All three associations remain committed to providing advice and support to individuals with a language barrier in applying for housing by assisting in completing application forms and with benefit checks.



The Scottish Government Central Heating Programme

The Scottish Cabinet Secretary for Health and Wellbeing, Nicola Sturgeon announcement put the fuel poor at the heart of the Central Heating Programme. For this to develop the Central Heating and Warm Deal Programmes will be examined with proposals in autumn 2008.

As a result, applications for the remainder of the year will be prioritised to give central heating to those most at risk of fuel poverty.

From 22nd May 2008 the central heating programme will be available to those pensioners aged over 60 years of age who:

- Do not have a central heating
- Have a central heating system which is broken down and the applicant or partner is over 80 years of age
- Have a central heating system which is broken down and the applicant or partner is in receipt of the guaranteed element of Pension Credit.

The change does not affect applicants who applied before 22 May 2008.

This decision will be reviewed once the Fuel Poverty Forum provides its proposals and Ministers have considered them.

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Equal Opportunities Staff

"Equal Opportunities Programme" Team

We welcome new members in the equal opportunities team.



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Gaurav Bakshi, Administrative Assistant

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SURGERIES/INFORMATION

Are you 60+ and would like advice on services for older people including housing and benefits? The advice given will be confidential, in your own language and at a place most convenient for you.

Please contact Neeru or Anthony on 0131 444 4952/4941 to make an appointment.



This newsletter is a joint publication by **Trust, Hanover (Scotland)** and **Bield Housing Associations**. Previous issues can be viewed at **www.EqualityScotland.com**. If you would like to make comments or suggestions, or if you want your event or project to be considered for publication, please contact:

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www.EqualityScotland.com