

The Associations win the Equal Opportunities **Good Practice Award**

Kirk Care, Hanover (Scotland) and Bield Housing Associations have successfully won The Chartered Institute of Housing in Scotland's "Equal Opportunities Good Practice Award", sponsored by the Scottish Executive.



The award recognises the positive actions taken by the Associations to promote equal opportunities and comply with equality legislation. Kirk Care, Hanover and Bield's commitment to good practice was rewarded against strong competition.

The award was presented at the Chartered Institute of Housing in Scotland's annual conference in Dundee on 13th March 2001 by Nicky Munro, Head of Development Department of the Scottish Executive.

The photograph shows the Housing Equal Opportunities Officer, Rohini Sharma accepting the award on behalf of the Associations.

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Training Information,

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and much more!



A Message from Alan Ferguson, CIH Director



Promoting equal opportunities

Housing associations have done a lot of work over the years to ensure equal opportunities. This hasn't just been about having to comply with Scottish Homes Performance Standards on equalities. It's stemmed from a belief that equal opportunities is central to the business. There has clearly been a lot of progress over the years, but there is still much to do.

The area of equal opportunities has been given more emphasis by the Housing (Scotland) Act 2001 which placed a duty on Housing Associations, as well as local authorities, to promote equal opportunities. And of course this comes on top of the different pieces of law which already set out equal opportunity requirements on organisations including:

- Equal Pay Act 1970
- Race Relations Act 1976
- Sex Discrimination Act 1975
- Disability Discrimination Act 1995
- Race Relations (Amendment) Act 2000

All this places housing organisations, including Housing Associations, under more scrutiny and at the forefront of challenging discrimination, harassment and racism. Housing Associations need to look at all they do, at all their policies to ensure they abide by and promote equal opportunities and ensure that they mainstream equalities rather than see it as an add on or a box to tick.

To help encourage the promotion of equal opportunities in housing, the Chartered Institute of Housing in Scotland launched a new Award - Equal Opportunities Good Practice. This award - sponsored by the Scottish Executive - was presented for the first time in March this year and the winner was - Kirk Care, Hanover (Scotland) and Bield Housing Associations.

Watch out for information over the next few months asking for submissions for the Award!

Alan Ferguson
Director
Chartered Institute of Housing in Scotland

Information Day

Milan (Senior Welfare Council) held an information day on the rights of Asian older people. Many service providers and speakers including The City of Edinburgh Council, Housing Department, Social Work Department and members from the Department of Social Security were present to provide information on services available to the older members of the community.

Councillor Lawrence Marshall was one of the speakers at the event which was very well attended.

The event was supported by the Associations.

Access to Training and job opportunities

The Associations are continuing to encourage access to job opportunities by all the communities and regularly send a jobs vacancies list to all the community organisations and other interested groups.

The Associations have also been working in partnership with the following agencies which aim to help individuals from Black and Minority Ethnic Communities to gain training with organisations to access employment.

- The Linknet Project
- Skillnet
- Women on to work

Individuals from these agencies have benefited from work experience and have been encouraged to gain employment with the skills acquired. Some of these individuals have gained employment with the Associations or with other organisations.

" I would like to thank you for your commitment to helping to place three women from the Ethnic Minorities into work placements. We would like to thank all of the staff of the Housing Associations for their guidance and support with these women. Your commitment is essential to create a more accessible job market for those people from the Ethnic Minorities."

Savita Handa
Women onto Work

Race Awareness Training

The Associations in recognition that the provision of training is very important to develop a culture where the management committees and the staff understand racial equality have developed a Race Awareness training programme.

The training explains how to challenge prejudices and attitudes and gives information on legislation and different religions within the communities.



Video Housing for Older People

The Associations, in keeping information provision on housing options for older people a key priority, have decided to produce a video in different community languages.

The video is intended to give an insight into the benefits of sheltered and care housing with support provided by the associations.

This project is one of the initiatives undertaken by the associations in their efforts to promote equal opportunities and comply with the provisions of the new equality legislation.

We will keep you updated on the progress of this project.

Happy to Translate LOGO

The Scottish Executive and Communities Scotland have funded preliminary work in respect of the logo and its further development.

Once the work is completed it will enable the funders to decide on the funding of the project to carry it forward.

Watch this space - we will keep you informed on progress.

Monthly Surgeries

Advice and information on housing for older people and job opportunities within these Housing Associations, continues to be available at our Monthly Surgeries.

every second Tuesday of the month
12.00 - 2.00pm at **Milan**.

Tel: 0131 555 5330 Tel: 0131 555 6500

every first Tuesday of the month
11.00 - 1.00pm at **Mel-Milaap Centre**
Tel: 0141 564 1038

every second Wednesday of the month
11.00 - 1.00pm at **MECC**
Tel: 0141 585 8012

If you would like to tell communities about an event or about your project and would like it to be advertised in this newsletter please write or telephone:

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