

## Foreword

As Deputy Leader and Cabinet Member for Performance Management, Economic Development and Housing, I am pleased to introduce Derby's first Black and Minority Ethnic – BME – Housing Strategy. This is an evolving document, which will be a key driver in making sure the city's BME residents receive equitable, accessible and culturally appropriate housing services. We believe that people from different backgrounds should have similar life opportunities and we want to foster strong relationships between people from different backgrounds in the workplace, in schools and within neighbourhoods.

According to latest Office for National Statistics Mid-Year Estimates, Derby's population currently stands at 233,200, with BME residents making up approximately 12.6% of this total.

This large and growing section of our community makes an invaluable contribution to the development, growth, evolution and economic life of the city.

We strive for social cohesion to make sure that the city is a place where racism, prejudice and discrimination are not tolerated and where everyone feels able to live safely.

The Council's vision for Derby is a vibrant, dynamic and culturally diverse city, which embraces difference and draws on the skills of all its residents.

The Council aims to demonstrate strong and continued commitment to providing equal and inclusive housing services, which are accessible to BME communities. We recognise that one of the ways of doing this is through developing a workforce, which is representative of the communities it serves and, consequently, able to deliver high quality services in a culturally sensitive and appropriate manner.

This strategy has been established and will progress through extensive research and consultation with the BME communities and in line with current legislation in the area of race equality.

**Councillor Phillip Hickson**  
**Derby City Council Deputy Leader and Cabinet Member for**  
**Performance Management, Economic Development and Housing**

## **Derby City Council's Black and Minority Ethnic – BME – Housing Strategy will:**

- **Have action plans which are achievable and deliverable**
- **Complement the Council's Housing Strategy and overarching Equality and Diversity Policy**
- **Demonstrate our commitment to making sure BME residents receive fair, accessible and culturally appropriate housing services**
- **Be a key driver in developing positive and constructive relationships with BME communities**
- **Be shaped and monitored by the local community**
- **Respond to local needs and aspirations by providing services that are sensitive to cultural diversity**

This strategy covers the period 2005 – 2008. A progress report and updated action plan will be produced and published on an annual basis following a review of our previous year's performance, continued research and additional community consultation.

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## Introduction: Setting the scene for the strategy

Derby City Council's last Housing Need and Market Study, 2001 identified a number of distinct issues of inequality in relation to the housing needs of Black and Minority Ethnic - BME - households and related gaps in housing provision. BME groups are more likely to be living in housing which is unsuitable for their requirements than white residents. Also, Pakistani and Indian households are far more likely to be overcrowded than any other group. At the same time, BME households have far lower incomes on average than white households and so are more limited in their ability to remedy their housing problems.

The findings clearly prompted the need for more detailed research into the housing needs of BME households in the city, building upon the key indicators and linking into issues of income, health, tenure and overcrowding. The findings of this study, completed in 2003, sets out the identified needs of Derby's diverse BME population. The strategy is a result of the analysis of these findings, along with consultation with our partners, service users and residents and aims to provide a clear agenda for all housing providers in the city.

Based on latest estimates, over 1 in 10 of Derby's population is from a BME group. The emphasis the Council places on BME groups in Derby reflects the priorities in the East Midlands Regional Housing Strategy.

While acknowledging our commitment and action to date in policies and practices designed to act against racial harassment and promote equalities, the strategy also recognises the need for ongoing commitment and action to bring about real change.

The Strategy lists 24 key priorities for ourselves and our partners, spanning the provision of housing and advice services, making sure BME groups benefit fully from housing development and neighbourhood regeneration, and the provision of culturally appropriate housing management services.

## Context

The overall context for this Strategy is underpinned by the Council's Corporate Plan, Corporate Equality and Diversity Plan and the objectives set within the Housing Strategy 2003/2006 for the provision of local services. The emphasis the Council places on BME groups in Derby is also a reflection of a number of national, regional and local priorities and policies, and this strategy is essentially linked to these priorities, including:

### **National priorities and policies**

- The draft guidance from the Department of Transport, Local Government and the Regions on Community Cohesion issued May 2002
- The duties under the Race Relations Amendment Act 2000 for all public service providers to:
  - Eliminate unlawful racial discrimination
  - Promote equality of opportunity
  - Promote good race relations
- The 2001 Census figures
- The Office of the Deputy Prime Minister report into 'Empowering Communities, improving Housing: involving black and minority ethnic tenants and communities.' 'Housing and Black Minorities' Report 2004

### **Regional priorities and policies**

- Derby's BME Housing Needs and Market Study 2003
- The priorities identified in the East Midlands Regional Housing Strategy and the Housing Corporation's national 'Black and Minority Ethnic Housing Policy'.

## **Local priorities and policies**

- The Council's adoption of the Equality Standard for Local Government standards, now working towards level two to be achieved by April 2005
- Derby's Neighbourhood Renewal Strategy 2002
- The Housing Needs and Market Study 2001, which identifies the specific housing needs, including those of BME groups and the housing inequalities that exist among different ethnic groups within the city
- The Housing Strategy Consultation events that took place in May 2002 with a wide range of stakeholders and residents of Derby. The residents' event had a particular focus on BME housing needs. There has also been additional consultation with BME residents during the formulation of the BME Housing Strategy
- The review of services and resources for homeless households and the identification of the specific needs of BME homeless households, to be addressed in Derby's forthcoming Homelessness Strategy
- Derby City Council Customer Care Standards

The Strategy is therefore set within the context of existing policies and strategies that seek to tackle discrimination and social exclusion. The Strategy is a living document that will evolve over time through the identification and prioritisation of needs within Derby.

## **Asylum seekers and refugees**

Since the early 1990s, there has been a significant rise in the number of refugees settling in Derby under Government sponsored programmes. In 1994, a number of Bosnian refugees arrived in Derby and, since then, there has been a continuing programme of dispersal of asylum seekers originating from a diverse range of countries, with very different needs and priorities. The strategy will need to make sure that partners work jointly to understand and raise awareness of the specific needs of small numbers of households from an extremely wide range of minority ethnic backgrounds.

## **Demographics by ethnic group and wards**

Information arising from the Housing Needs and Market Survey 2001, reveals that of the 20 pre-2002 wards in Derby, minority ethnic groups are most highly concentrated in the Babington, Blagreaves, Littleover and Litchurch wards, with the Babington ward having the highest level of minority ethnic residents by far. In addition:

- over 42% of households where the main wage earner is Pakistani, live in the Babington ward.
- over one third of households where the main wage earner is Black also reported living in this area.

## **Needs assessments**

The BME Housing Needs and Market Study 2003 highlights a number of issues in relation to the housing needs and aspirations of BME communities in Derby. This strategy aims to ensure that this information is used to inform our key priorities, and is reflected in the Housing Strategy and other strategies across the council.

## **Demand for housing**

Households from BME backgrounds are over-represented on the Housing Register. Performance data of September 2004 reveals BME groups represent 2729 of the 13177 -20.7%- of the applicants on the Joint Housing Register, compared to a BME population in the City of 12.6%.

The proportion of lettings to BME applicants from the Joint Housing Register is generally reflective of the composition of BME households in Derby. In council properties managed by Derby Homes, it is 18.8% in 2004/5, compared with 34% by Registered Social Landlords – RSLs.

## **Promoting housing development**

New housing development and regeneration must meet the needs of BME groups. Our BME Housing Strategy therefore includes the following priorities:

- making sure that the Approved Development Programme - ADP - will enable the Council to meet the housing needs of Derby's BME communities
- supporting the development of a refuge for Asian women fleeing domestic violence
- bringing forward larger family accommodation in areas with high levels of BME need through grant programmes
- developing low cost and shared ownership schemes in recognition that home ownership is particularly valued among some Asian communities
- further researching BME communities' supported housing needs in recognition of their under-representation in current provision.



## Summary of key housing issues and priorities for services

The Black and Minority Ethnic Housing Needs and Market Study 2003 clearly identifies a number of housing priorities the Strategy needs to address. The current priorities for action are generally summarised here:

### Housing and advice services

1. Introduce improved performance targets for allocations to BME groups and, in particular, Pakistani households.
2. Review and monitor allocations to make sure that BME households are offered representative proportions of new housing schemes.
3. Develop advice and support services for smaller and emerging BME communities to make sure that refugees leaving National Asylum Support Service - NASS - accommodation are able to access mainstream services and housing.
4. Make sure that welfare benefit advice to lower income Black and Pakistani households is accessible and that their incomes are maximised to help sustain housing and heating costs
5. Ensure that energy efficiency measures are promoted among BME households.
6. Continue to undertake further, more detailed consultation with BME communities on their housing needs and aspirations.
7. Develop existing services such as Care Link to be sensitive to the needs of BME elders with the aim of increasing awareness and interest in sheltered housing.

### Culturally sensitive housing management services

1. The provision of culturally sensitive housing management services that take into account the particular needs of various client groups. A specific focus needs to be given to the provision of housing services in the areas where BME communities live and want to live, because of their family links and social infrastructure.++
2. The provision of information to service users in an accessible and meaningful way, including information being available in appropriate languages. A review of existing services will need to be undertaken.
3. Make sure that effective policies are in place to deal with incidents of racial harassment and anti-social behaviour, including the development of best practice and joint working protocols.
4. Encourage and promote BME led Registered Social Landlords to meet the needs of BME communities and provide culturally sensitive housing services in both design and management.

5. Promote existing sheltered and supported housing services to BME elders and increase awareness of their housing needs and aspirations to inform the development of appropriate and sensitive schemes.

## **Housing development and regeneration**

1. Make sure that the ADP will enable the Council to meet the housing needs of Derby's BME communities as part of its strategic enabling role.
2. Support the development of a refuge for Asian women and their children fleeing domestic violence.
3. The need to develop large family accommodation - three bedrooms plus - in areas with high levels of BME residents, in particular Indian and Pakistani households to alleviate overcrowding among these groups.
4. Incorporate 'design' elements in new build schemes which are sensitive to the cultural requirements of the BME communities they aim to house.
5. Target low cost shared ownership and affordable rented housing schemes at BME groups, and in particular at Pakistani and Black households, who have significantly lower annual income levels than other ethnic groups.
6. Review how Derby City Partnership's Neighbourhood Renewal Strategy will meet the physical and social needs of Derby's BME communities, including a consideration of combined physical and social regeneration programmes.
7. The prioritisation of larger family housing to meet the needs of larger BME households in identified areas for residential development.
8. Continue to research the needs of Chinese elders and explore the provision of specialist services for small minority ethnic groups, which may include specialist supported housing and floating support services in the city.
9. A general recognition that BME communities remain under represented in supported housing and floating support services, for which further research and analysis is required.
10. Continue to work with specialist agencies to assess demand and identify potential for service development.
11. Make sure that the support needs of BME groups are appropriately met and that the Supporting People programme identifies priorities for future development.
12. Make sure that the City Council's Housing Renewal Programme is publicised locally and in appropriate languages in areas with a large BME population.
13. Continue to address issues of ill health among BME households, including asthma and other respiratory illnesses known to be exacerbated by cold, damp housing, through energy efficiency measures and the Affordable Warmth Strategy.

## Consultation and Involving

Effective consultation on the BME Housing Strategy included full and extensive consultation with the key stakeholders, including housing and service providers and residents. Our engagement with stakeholders included...

- Establishing a BME Housing Strategy Steering Group to oversee and implement the strategy, action plan and related milestones and targets.
- A comprehensive BME Housing Needs and Market Study, making sure that the provision of information is part of the consultative process.
- Consulting with BME groups as part of a programme of community consultation aimed at providing residents with an opportunity to have a greater depth of direct influence.

The BME Housing Strategy review group will oversee the full implementation of the action plan and identify further areas of research to make sure gaps in provision continue to be identified and addressed.

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### Hindi

यदि आपको इस दस्तावेज़ को पढ़ने या इसके किसी भाग का अनुवाद कराने के लिए सहायता चाहिए तो हम से सम्पर्क करें ।

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### Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਪੜ੍ਹਨ ਲਈ ਜਾਂ ਇਸਦੇ ਕਿਸੇ ਭਾਗ ਦੇ ਅਨੁਵਾਦ ਕਰਾਨ ਲਈ ਸਹਾਇਤਾ ਦੀ ਲੋੜ ਹੈ ਤਾਂ ਸਾਡੇ ਨਾਲ ਸੰਪਰਕ ਕਰੋ ।

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### Urdu

اگر آپ کو اس دستاویز پڑھنے میں مدد یا کسی حصہ کا ترجمہ کرانے کی ضرورت ہو،

تو ہم سے رابطہ کریں،  
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