

Black and Minority Ethnic -BME- Housing Strategy Action Plan 2005-08

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
1	Effectively monitor systems for Housing Advice Services Follow good practice guidelines laid down by the Chartered Institute of Housing and Department of Transport Local Government and the Regions	To establish performance targets and a comprehensive monitoring system for Housing Advice Services as shown in actions 4 – 7.	Monitoring system in place by February 2005	Kim Morgan - Housing Register Manager	Monitoring system established to cover the areas of Supporting People, Homelessness, Domestic Violence and Allocations & Nominations

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

SUPPORTING PEOPLE

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
2	Provide support for vulnerable BME households <ul style="list-style-type: none"> There is a significant BME population with above average levels of housing needs with support. A general recognition that BME communities remain under-represented in supported housing and floating support services. 	Prioritise the development of Supporting People services that will address the needs of BME groups within the Supporting People 5-year strategy.	March 2005	Andy Humberstone – Supporting People Manager / John Sheil – Housing Strategy Officer –	Supporting People 5 year strategy prioritises the development of Supporting People services for BME households
		Plan a programme of further research and analysis required to understand the extent of the issue and consider measures to remedy this	March 2005	Andy Humberstone - Supported Housing Manager / John Sheil – Housing Strategy Officer	Programme of further research planned in order to better understand the issues on BME supported housing needs

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

HOMELESSNESS

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
3	Improve consultation and monitoring among BME Households <ul style="list-style-type: none"> Govt requirement for P1E returns Collation of stats required for the for the Housing Investment Programme To gain an accurate breakdown of BME households To provide a proactive service to members of BME communities 	Discuss with the Steering Group the type of report that they would like to see based on all current monitoring information	February 2005	Trish Thomas - Housing Services Manager	Agreement gained on type of report required.
4	Increase the supply of temporary and permanent accommodation available to homeless households <ul style="list-style-type: none"> Although at present there is sufficient temporary accommodation, there is still an acute shortage of permanent accommodation in the city 	Hostels to address the 'single homeless' problem within the city by providing short term accommodation and references to help in accessing permanent accommodation	Ongoing from 2005	Martin Brown – Housing Standards Manager	% increase in the supply of temporary and permanent accommodation available to homeless households

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
5	Improve the standard of temporary accommodation	Housing Options Centre to examine ways of using ex-NASS accommodation which will become available in April 2005	April 2005	Martin Brown – Housing Standards Manager	Report to show options for use of ex-NASS accommodation

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

DOMESTIC VIOLENCE

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
6	<p>Ascertain current levels of BME households accessing Domestic Violence services</p> <ul style="list-style-type: none"> Highlight any gaps in service Police crime stats show that about 13% of Domestic Violence victims were of BME origin, reflecting Derby's demographics. It should be noted that women from BME backgrounds may have greater difficulties accessing support services owing to language barriers and cultural differences 	<p>Monitor current levels of BME approaches to DV services including:</p> <ul style="list-style-type: none"> Calls to DVU Homeless approaches to HOC Advice requests to DV workers Accommodation providers <p>P1E returns to highlight :</p> <ul style="list-style-type: none"> differences between BME and white households levels of approaches/ acceptance 	Ongoing	Shelley Davies – Domestic Violence Officer –	Levels of BME households accessing Domestic Violence services obtained and monitored

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
7	Make sure that advice to customers from BME groups reaches at least the local BME percentage	Monitor usage of services including those now provided at: <ul style="list-style-type: none"> • Peartree Clinic • Sure Start, Osmaston/Allenton Housing Options Centre 	Ongoing	Shelley Davies – Domestic Violence Officer –	Usage of Domestic Violence services monitored
8	Make sure that non-English speakers are aware of homeless legislation relating to DV and of the advice and information available <ul style="list-style-type: none"> • Provide equality of access to information 	Translate Domestic Violence literature into the seven cluster languages.	Completed	Shelley Davies – Domestic Violence Officer –	Domestic Violence literature translated into 7 cluster languages
		Circulate the translated Domestic Violence literature	February 2005	Shelley Davies – Domestic Violence Officer –	Literature distributed to all area housing offices and appropriate venues

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
9	Bring all Derby agencies up to date with the various options available to those suffering from DV <ul style="list-style-type: none"> Advising practitioners will extend choice for customers More referrals from BME groups 	Write to all Housing Associations within Homefinder to make aware of training available from the Council's DV Unit	September 2005	Shelley Davies – Domestic Violence Officer –	Increase in number of agencies accessing training
10	Provide support for vulnerable BME households <p>Households surviving DV need specialist advice on</p> <ul style="list-style-type: none"> Muslim divorce Immigration Tenancy support Refuge provision 	Monitor women's Refuges providing on-going floating support Karma Nirvana: <ul style="list-style-type: none"> continues support after a woman has left the refuge will support a victim of DV in her own home are opening a new refuge 	Ongoing	Shelley Davies – Domestic Violence Officer –	Monitoring in place for Karma Nirvana

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
11	<p>Ensure that Domestic Violence survivors with no recourse to public funds get suitable support and protection including survivors of DV from Asylum Seeker households</p> <ul style="list-style-type: none"> This is an existing action from the DV strategy, several people from overseas have already approached DCC 	<p>Make places of safety available to those with no recourse to public funds</p> <ul style="list-style-type: none"> Work by the DV and BME working group is ongoing -sub group of the DV Forum- Social Services are currently developing a protocol for making sure that DV survivors with no recourse to public funds are treated consistently 	Ongoing	<p>Hazel Lymbery</p> <p>Domestic Violence Forum</p>	<p>% increase in places of safety</p> <p>Place of safety made available to survivors of DV within 24 hours</p>
12	<p>Instigate a multi-agency approach to working and information sharing</p> <ul style="list-style-type: none"> Better support for survivors of DV <p>Existing action for DV partnership members</p>	<p>Develop guidance and procedures for information sharing by promoting this issue at the next meeting of the DV Forum Lead Officer's Group</p>	Ongoing	<p>Shelley Davies – Domestic Violence Officer –</p>	<p>Guidance developed</p>

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

ALLOCATIONS AND NOMINATIONS

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
13	<p>Ensure that both the allocations policy and the Derby Homefinder system are not disadvantaging BME groups</p> <p>So that there is no direct or indirect discrimination towards BME groups</p>	Review the Derby Homefinder allocations policy	March 2005	Kim Morgan – Housing Register Manager –	Derby Homefinder allocations policy reviewed
14	<p>Make sure that all BME groups are aware of our policies and systems and can easily access Derby Homefinder</p> <ul style="list-style-type: none"> • ALL BME groups including new and developing • BME communities that are emerging in Derby are aware of and can access Derby Homefinder 	Promote Derby Homefinder to ALL BME groups -including users and non-users of the service-	Autumn 2005 and annually thereafter	Jamie Eaton – Derby Homefinder Marketing Manager-	% increase BME applications through Homefinder

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
		Develop a marketing strategy to promote Derby Homefinder to all vulnerable groups including BME applicants	Not yet agreed	Jamie Eaton – Derby Homefinder Marketing Manager-	Marketing strategy produced
		Review Derby Homefinder surgeries to make sure that BME and other vulnerable applicants can access Derby Homefinder. Current activities include:	Not yet agreed	Jamie Eaton – Derby Homefinder Marketing Manager-	To agree

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
15	<p>Ensure that applicants from BME communities have equality of access to the housing register and that access is representative of the BME population in Derby</p> <ul style="list-style-type: none"> • BME groups can easily access Derby Homefinder • Allocations are representative of the BME population on the Housing Register 	<p>Develop effective monitoring systems to analyse lettings to BME groups through Derby Homefinder for DerbyHomes and our Registered Social Landlord partners, positive action to include:</p> <ul style="list-style-type: none"> • Monitor allocations made to BME households to evaluate the 'RSR' of BME groups to • achieve an allocations outcome which is more reflective of Derby's population. <p>Introduce improved performance targets for allocations to Pakistani households in particular</p>	Not yet agreed	Jamie Eaton – Derby Homefinder Marketing Manager-	Monitoring system developed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

CULTURALLY SENSITIVE HOUSING MANAGEMENT

IMPROVED SERVICES

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
16	<p>The provision of culturally sensitive housing management services that take into account the particular needs of various client groups</p> <ul style="list-style-type: none"> Improve take up into sheltered housing schemes by BME elders 	Explore the improved provision of housing services in the areas where BME communities live and want to live, due to their family links and social infrastructure	2005 onwards	John Sheil – Housing Strategy Officer/ Shahid Ashrif - Derby Homes Housing Equalities Adviser-	Report produced which identifies opportunities for improving service provision to BME communities

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
17	Promote existing sheltered and supported housing services to BME elders <ul style="list-style-type: none"> To encourage and cultivate a better understanding of the specific needs of BME communities 	Increase awareness of BME elders' housing needs	2005 onwards	John Sheil – Housing Strategy Officer/ Shahid Ashrif -Housing Equalities Adviser-	Not yet agreed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

RACIAL HARASSMENT

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
18	Promote a workforce which is culturally sensitive and is aware of equality issues and how they may effect BME households	Develop an ongoing programme of cultural understanding and equality training for all key housing providers in the city	2005 onwards	John Sheil – Housing Strategy Officer/ Shahid Ashrif - Derby Homes Housing Equalities Adviser-	On going program of cultural understanding and equality training for all key housing providers in the city developed
19	Encourage and support RSLs to improve their policies and procedures as a baseline for promoting improved racial harassment services	Undertake an audit of all RSLs policies and procedures in dealing with racial harassment Derby Association of Community Partners to plan and host an event 'Tenants against racism'	2005 onwards	John Sheil – Housing Strategy Officer/ Shahid Ashrif -Derby Homes Housing Equalities Adviser-	Audit undertaken

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
20	Reduce levels of harassment in the city particularly amongst tenants, promote racial harassment good practice across the city	Use Derby Homes procedure model for good practice	2004 onwards	John Sheil – Housing Strategy Officer/ Shahid Ashrif -Housing Equalities Adviser-	Not yet agreed
21	Promote areas in the North of the City to BME groups and increase number of BME households in the area	Work with Derby Homes and other RSLs in the City to establish support mechanisms for BME residents wishing to move to areas in the north of the City Consider examples of community cohesion best practice and work as appropriate to implement best practice	Not yet agreed	Housing and Equalities Group	Not yet agreed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

INFORMATION, TRAINING AND SUPPORT

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
22	<p>Make sure that all DCC Housing and Advice staff are equality and cultural awareness trained and all staff briefed on 'Understanding Diversity' report</p> <ul style="list-style-type: none"> • Good practice • Report recommendation 	Develop an on going program of cultural understanding and equality training for all DCC staff	2005 onwards	John Sheil – Housing Strategy Officer/ Shahid Ashrif -Derby Homes Housing Equalities Adviser-	All DCC Housing and Advice staff equality and cultural awareness trained
23	<p>Tenants and Residents Associations should be briefed and equality trained</p>	Develop an ongoing programme of cultural understanding and equality training for all Tenants and Residents Associations	2005 onwards	John Sheil – Housing Strategy Officer/ Shahid Ashrif -Housing Equalities Adviser-	Cultural understanding and equality training for all Tenants and Residents Associations developed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
24	Promote information sharing between relevant Equalities groups throughout the city <ul style="list-style-type: none"> • Strategy linkages • Good practice 	Ensure representation by Housing Strategy Unit on relevant Equalities groups	2004 onwards	John Sheil – Housing Strategy Officer-	Increase in relevant meetings attended

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

HOUSING AND HOUSING ADVICE

ENERGY EFFICIENCY

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
25	Increase the uptake of home energy efficiency grants and discounts by BME households	The provision of home energy efficiency advice and information to BME households	Ongoing	Richard Murrell – Home Energy Advice Manager -	To be agreed
26	Provide equity of service for all BME households	Run energy Advice surgery at Normanton Regeneration Centre	Autumn 2004/06	Richard Murrell – Home Energy Advice Manager -	Advice surgery running
		Run energy Advice Surgery at St. James' Centre	Autumn 2004/06	Richard Murrell – Home Energy Advice Manager -	Advice surgery running
27	Increase the awareness of home energy efficiency in BME communities	Joint awareness raising presentations with Derby Energy Advice Service to BME community groups	Spring 2005	Richard Murrell – Home Energy Advice Manager/ John Sheil – Housing Strategy Officer	Presentations held

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
28	Increased awareness of home energy efficiency for BME tenants <ul style="list-style-type: none"> There is a lack of specifically targeted service for BME households, recent BME housing needs research suggests gap in service Need to increase uptake by BME communities Possible need for home energy efficiency advice and information for BME tenants 	Mail-out of home energy efficiency guide in Urdu, Hindi and Punjabi Closer working relationships with Housing Associations	During 2005 On going	Richard Murrell – Home Energy Advice Manager John Sheil – Housing Strategy Officer/ Richard Murrell – Home Energy Advice Manager - Dave Brewin – Derby Advice Manager – RSL partners	Energy efficiency advice mailed out to speakers of Urdu, Hindi and Punjabi in the city To be agreed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

WELFARE RIGHTS

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
29	Increase in take-up of Welfare Rights Services by BME households	The provision of specialist welfare rights advice to BME households	On going	CLSP	To be agreed
	Increase take up of benefits in Normanton	Targeting BME residents as part of an awareness raising programme to promote advice services	2005	CLSP	To be agreed
30	Set up additional outreach sessions	Joint presentation with Welfare Rights teams to BME groups/ households	Ongoing	Dave Brewin – Derby Advice Manager -	To be agreed
	Increase number of enquiries about Welfare Benefits	Increase number of outreach surgeries targeted at Asian communities in Normanton through LPSA and explore new funding options to continue this work	2005	Dave Brewin – Derby Advice Manager –	To be agreed
31	Provision of Money Advice Service to all BME households				
	Reduction in financial hardship and debt among BME households	Expand the Money Advice service to enable the service to be delivered to city's residents irrespective of tenure allowing more BME households to access this service continue this work	Ongoing	Dave Brewin – Derby Advice Manager -	To be agreed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
	<ul style="list-style-type: none"> Need to raise awareness of availability to Welfare Rights Services of BME householders 		Ongoing	CLSP	To be agreed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

REFUGEES AND ASYLUM SEEKERS

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
32	Investigate the emerging BME households from the asylum seeker and refugee populations in Derby	Produce city-wide Resettlement Strategy	From May 2004	Sharon Squires – Director of Derby Community Safety Partnership -	City wide Resettlement Strategy written
		Keep up to date with government guidelines, regional/national issues, international migration trends	Ongoing	John Sheil – Housing Strategy Officer - / Tricia Gadsby	Measure to be agreed
33	Promote the positive contributions of asylum seekers and refugees and foster Community Cohesion	To achieve this objective through the work of the BME Housing Strategy, the Homelessness Strategy and the Resettlement Strategy	Ongoing	Housing Strategy/ Housing Options	Measures to be agreed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
34	Monitor housing need within the asylum seeker/ refugee community	Monitor need through the work of the BME Housing Strategy, Homelessness Strategy and Resettlement Strategy	Ongoing	Housing Strategy/ Housing Options	Measures to be agreed
35	Provide strategic direction to include homelessness prevention among refugees	Work with NASS housing providers to reclaim empty properties previously occupied by asylum seekers, especially in the Normanton and Peartree areas	Ongoing	Housing Strategy/ Housing Options	Measures to be agreed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
36	Make sure that destitution amongst refugee households does not become a major problem	Derby CC to work with Leicester CC to pilot a scheme with Refugee HA where 10 families given leave to remain will not be immediately removed from their accommodation and become homeless but will be allowed 28 days to find new accommodation	Ongoing	Refugee HA	To be agreed
		Refugee Action to hold a weekly outreach session in Derby, hosted by Derby Advice	Ongoing	Refugee Action	To be agreed
		Refugee Advice Centre to be open 2 days a week	Ongoing	Refugee Action	To be agreed

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
37	Ensure that Domestic Violence survivors with no recourse to public funds get suitable support and protection including survivors of Domestic Violence from Asylum Seeker households	Make sure that individuals with no recourse to public funds are offered a place of safety within 24 hours	Ongoing	Domestic Violence Forum	All survivors of Domestic Violence with no recourse to public funds offered a place of safety within 24 hours

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

HOUSING DEVELOPMENT AND RESEARCH

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
38	<p>Affordable rented accommodation provided for BME residents which is integrated into wider community facilities and support</p> <ul style="list-style-type: none"> • Link with requirements of the Sustainable Communities Plan • Requirement to respond to the needs of BME households as identified in the BME Housing Needs Survey 	Earmark a proportion of new housing development through the Approved Development Programme - ADP - for BME households	Ongoing	Martin Laidler – Housing Development Manager	% increase in new housing development targeted at BME households

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
39	Bring forward larger family accommodation in areas with high levels of BME need through both our LA Grant programme and the ADP	Work with RSL partners to bring forward proposals and assist in funding opportunities for the development of larger properties	Ongoing	Martin Laidler – Housing Development Manager	% increase in larger family accommodation developed in the areas of the city with high BME housing need
40	Develop low cost and shared ownership schemes	Work with partner RSLs to provide shared ownership through the ADP	Ongoing	Martin Laidler – Housing Development Manager	% increase in low cost and shared ownership schemes
41	Support the development of a refuge for BME Women fleeing domestic violence	Work with partner RSLs and specialist BME housing providers - Tuntum/Refuge/Karma Nirvana/Hallmark.	Ongoing	Martin Laidler – Housing Development Manager	Development of a refuge for BME women fleeing domestic violence
42	Bring existing BME housing into use	Work with partner RSLs to earmark a representative proportion of rehabilitated developments through the ADP for BME households	Ongoing	Martin Laidler – Housing Development Manager	% increase in existing BME housing brought into use

A number of action points are yet to receive final agreement in regards to specific targets. Full agreement on the plan will be reached by February 2005 and an updated Action Plan will be distributed as appropriate.

	OBJECTIVES AND OUTCOMES	ACTION	TARGET DATE	LEAD OFFICER	OUTCOME MEASURE
43	Incorporate design elements in new build schemes which are sensitive to the cultural requirements of the BME communities they aim to house	Be more responsive to BME housing need in relation to designing new housing	Ongoing	Martin Laidler – Housing Development Manager –	Design elements incorporated into new build schemes which clearly reflect the requirements of the BME households they aim to house