



DERBY CITY COUNCIL

## MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 18 NOVEMBER 2004

Report of the Housing Equalities Adviser – Derby Homes

### Racial Harassment Complaints Received by Derby Homes, 1 April 2003 – 1 April 2004

#### RECOMMENDATION

1. To note the report.

#### SUPPORTING INFORMATION

- 2.1 There has been a gap of several years since the last report detailing racial harassment complaints. The last report of this type was produced by the Chief Executive and Director of Housing for MECAC and dated 19 September 2001. Since the last report, Derby Homes has become an Arm's Length Management Organisation (ALMO). It is also relevant to mention that the Equalities Unit responsible for advising and monitoring incidents of racial harassment is no longer in existence and equality issues have been mainstreamed. The advice, support and monitoring on matters relating to equalities within housing management is now provided by the Housing Equalities Adviser.
- 2.2 To keep MECAC updated an annual report on the number of harassment complaints will be established. Under the new 'Procedure For Handling Harassment Complaints By Derby Homes Tenants' all complaints of harassment, whether upon the basis of race, gender, sexuality, disability, age, HIV and religion will be recorded, and where appropriate, investigated. While it is possible to continue to collate data about racial harassment, it would be consistent with our new procedure on harassment to present the Board with data on the frequency of harassment complaints of different types.
- 2.3 In collating this report it became clear there needed to be more consistency in completing the harassment incident reporting forms and the harassment investigation report forms e.g. the ethnic origins of the victim and perpetrator of harassment were not always recorded, the time spent on dealing with complaints was frequently not recorded. These types of weaknesses have been addressed both through the development of new reporting and investigation forms, briefings and guidance to Office Managers and more careful monitoring of the completed forms.
- 2.4 In total, we received nineteen complaints of racial harassment in the twelve-month period covered by this report. The details of the outcomes of the complaints were:

Cases Recorded	Investigations Conducted	Cases Reported to police	Cases Upheld	Cases Not Upheld	*NOSP issued
19	17	13	2	15	2

\*Notice of Seeking Possession, the first stage in the legal process of evicting the tenant.

2.5 **Appendix 2** gives brief details of the complaints received from tenants for the period 1 April 2003 to 1 April 2004.

<p><b>For more information contact:</b> Shahid Ashrif, Housing Equalities Adviser Tel: 711023 e-mail: Shahid.Ashrif@derby.gov.uk</p> <p><b>Background papers:</b> Complaints Received</p>
---

**List of appendices:**

Appendix 1 – Implications

Appendix 2 – Complaints received



## IMPLICATIONS

### Financial

1. None.

### Legal

- 2.1 The new conditions of tenancy (set out in the Tenants Handbook) require tenants to make sure that they, and other people living with them, including children and any visitors, do not harass, abuse or threaten neighbours because of their gender, race, colour ethnic or national origin, religion, disability, marital status, age, sexuality or because they are living with HIV/AIDS.
- 2.2 Legal action to obtain injunctions, possession orders and reduced tenancies and anti-social behaviour orders will be taken where this is warranted.

### Personnel

3. As indicated in section 2.3 the time spent by employees investigating the complaints is not available. Future annual reports will include such data.

### Equalities impact

4. Full investigations of complaints of harassment or unequal treatment are an integral part of the Derby Homes' approach to Equalities.

### Corporate objectives and priorities for change

5. Recording and investigating harassment complaints comes under the Council's Objective of **strong and positive neighbourhoods**.