

Request for Information

Ref: 00019 FOI

Freedom of Information (Scotland) Act 2002

Questions

Question 1 The current number of Black and Minority Ethnic (BAME) employees at your association?

SBHA Answer: One employee

Question 2 The total number of BAME former employees who have left your association in the last 5 years. ?

SBHA Answer: One employee

Question 3 The total number of BAME individuals employed in senior and strategic roles within your association to date.

SBHA Answer: One employee

Question 4 Information about what actions your association has taken to proactively encourage, support, and assist your employees from a BAME background into senior and strategic roles within your association to date.

SBHA Answer: Open, transparent and consistent people-policies and procedures that treat all individuals equally. See [website](#) for current people policies.

5.0 Information about what actions your association has taken to understand the ethnic backgrounds, needs, and aspirations of BAME individuals to date.

SBHA Answer: Equalities issues are considered when making all decisions, in the design and review of internal and external policies, and in its day-to-day service delivery. Equalities monitoring form is included as part of recruitment pack and ongoing monitoring, collecting relevant statistics and information. Our Tenant & Community Engagement Strategy provides for a variety of means and channels for all Tenants and communities to engage. We also regularly gather and monitor customer insight information, including equalities information, to help inform our service delivery.

6.0 Information about what actions your association has taken to recruit BAME individuals into working for your association to date.

SBHA Answer: Open, transparent and consistent recruitment process that encourages applications from all individuals and treats them equally. Equalities monitoring form is included as part of recruitment pack and ongoing monitoring, collecting relevant statistics and information. See [website](#) for current people policies.

7.0 Information about what actions your association intends to take to recruit BAME individuals into working for your association in the future.

SBHA Answer: Continue to operate an open, transparent and consistent recruitment process that encourages applications from all individuals and treats all individuals equally. Development of ambassador and champion roles across the organisation. Review of SBHA's people strategy and related policies. See [website](#) for current people policies.

	<p>Please note that this response constitutes full release under the Freedom of Information (Scotland) Act 2002.</p>
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