

Disclosed 05 may 2021

Questions

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

Answer

1

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

Answer

1

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

Answer

0

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.

Answer

5) Equality and diversity applies throughout all training activities and resources. Training and development opportunities are given to all employees according to their job role. It is crucial that all employees are able to participate and enjoy any training opportunities or activities without discrimination or fear of harassment. Every attempt will be made to ensure learning materials will provide a positive image of people reinforcing an image and of equality of opportunity. Clydebank Housing Association is an accredited gold member of Investors In People and Investors in Young People.

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

Answer

Training and development opportunities are given to all employees according to their job role. Annual appraisal process, access to staff training and qualifications, regular discussions and succession planning with Line Managers and senior staff.

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

Answer

It is Clydebank Housing Association's Policy that all recruitment decisions will be based completely on the merits and abilities of candidates alone and no other criteria will be used. In order to achieve this, equality and diversity practices will be integrated into every stage of the recruitment and selection process. A fair recruitment process will remove barriers to the employment of people of different backgrounds. This will enable the Association to recruit from the widest pool of talent, potentially raising the standard of their intake and therefore increasing the opportunity of a more diverse workforce which reflects the community it is serving. A more diverse workforce will improve the organisation's service delivery, as it will include staff with more knowledge and experience and aid in meeting the needs and aspirations of service users and potential service users. To highlight Clydebank Housing Association's commitment to promoting equality and diversity from the beginning of the employment relationship, all vacancies will be aimed at as wide a group as possible and any advertisement for a vacancy within Clydebank Housing Association will state that an equality and diversity Policy is in place. In addition, the advert will also display any signs of equality bodies that Clydebank Housing Association is affiliated with. The information contained in the advert and all vacancy literature will be clear and accurate to attract the most appropriate candidates from all groups across society, to allow them to decide their own suitability for the vacancy and whether they wish to proceed with applying. For those that wish to apply, Clydebank Housing Association will ensure that all applications will have clear instructions for completion and application forms will be free from personal questions that are not relevant to the vacancy and that may lead to discrimination. The Association will ensure all staff involved at any stage in the recruitment and selection process will receive equality and diversity awareness training. This will ensure that those involved in the recruitment process will not discriminate either knowingly or unknowingly by asking any questions which may lead to discrimination.

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

Answer

We will continue to work alongside organisations like PATH (Scotland) to offer Positive Action training schemes, which are specifically designed to redress the under-representation of Black and Minority Ethnic communities in employment in Scottish Housing. PATH works in collaboration with Local Authority Housing Departments and Registered Social Landlords (like ClydebankHA) across Scotland to provide housing training opportunities. We currently have a 36 month trainee at ClydebankHA working towards a professional housing qualification and receiving work experience and a training allowance.