

## ***CEDC 2008 Update Newsletter***

### *Who are we?*

CEDC's core team consist of three Wales based housing/equalities consultants who have worked with local councils and housing associations across Wales since 2003.

### *How can we help you?*

CEDC's consultants attended the recent launch of the Assembly Governments Race Equality Action Plan 2008-11 in South Wales. The Plan is challenging and covers issues that social housing providers in Wales will need to address, such as:

- ***Inspection & Regulation*** The Plan requires that your policies are compliant with the relevant regulatory codes. CEDC can help you meet the compliance agenda
- ***Stock transfer*** The Plan requires the Wales Audit Office to ensure that the new stock transfer landlords are aware of and deliver on the Action Plan requirements. CEDC is very well placed to work with the new stock transfer organisations on these issues.
- ***Monitoring*** The Plan identifies measures to tackle the inconsistent reporting of data by organisations and makes reference to previous work carried out by the Commission for Racial Equality. CEDC is well placed to help keep clients tied in with the new monitoring framework for local authorities and RSLs being developed by a range of organisations including Tai Pawb and the Equalities and Human Rights Commission.
- ***Equality Impact Assessments*** Legislation requires organisations to assess the impact of their policies. CEDC is currently testing out the Equalities Assessment Toolkit that it has recently developed for Cadarn Housing Group. In addition, one of its consultants is involved with the Assembly Governments Equality Impact Assessment Panel for the draft National Housing Strategy 2008 - 2011. CEDC would bring all this expertise to help you carry out your impact assessments.
- ***Training*** The Plan identifies a range of areas where training will be essential. For example, it requires contractors and sub-contractors to comply with basic race equality standards in their employment practices and to have a commitment to race equality. CEDC can assist with such training and discuss with you other areas where training might be required to enable you to address the Action Plan.
- ***Mainstreaming*** The Plan contains equalities requirements which impact on such areas as local authority housing renewal strategies, working with private sector landlords and local contractors. CEDC's

consultants cover a range of disciplines and can play a key role in helping you mainstream the equalities agenda.

#### *New Courses*

We are currently developing a range of new exciting courses including:

- **Managing the Challenge of Equalities** A strategic look at equalities issues from a Wales and wider UK perspectives, for staff with strategic responsibilities
- **Equalities training for councillors and board members** A half day course based on successful training recently delivered to 35 Flintshire County Councillors
- **The Statutory Code on Employment and You** For HR staff and managers looking at employment related equalities and human rights issues that have ended up in tribunals...and how best practice can help avoid grief all round!
- **Developing cultural awareness** For all staff, councillors and board members

***Please contact our lead trainer, Clifton Robinson for further information on any of the above. Email [info@cliftongrobinson.co.uk](mailto:info@cliftongrobinson.co.uk)***

#### *Experience*

Our consultants can draw from their experience with a range of organisations including:

- Audit Commission
- The new Equality and Human Rights Commission
- Equalities Experts Panel recently formed by WAG to help deliver a new National Housing Strategy
- Consultancy work for a wide range of organisation including:
  - Welsh Assembly Government
  - Welsh Local Government Association
  - Local Government Data Unit Wales
  - Welsh and English local authorities and housing associations