



Date: **26th May 2021**

Our ref: **FOI:428**

Freedom of Information (Scotland) Act 2002 – Release of Information

Subject: Information on Black and Minority Ethnic (BAME) employees

Thank you for your request for information of 3rd May 2021, which has been processed and considered under the terms of the Freedom of Information (Scotland) Act 2002. Your request for information has been answered below:

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

We have 1 member of staff with BAME background in our HA.

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

We do not have any BAME background members who have left our association in the last 5 years

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

We do not have any BAME background employees in these roles

d) 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.

All our employees have the same succession opportunities which are delivered through communication, training, development, confidentiality and fairness. Our employee from a BAME background came to us as a trainee and has had the opportunity to successfully become a Housing Officer. As yet, we do not have an employee from a BAME background in a senior position

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

We employed a full time trainee and set up training and a support team to ensure the employee was given every opportunity available. The programme saw the trainee being with us for 30 months; office based for 4 days of the week and attending College / University 1 day a week.

After 12 years the employee is still with the Association and is now in a Housing Officer role.

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

PATH (Scotland) was set up with charitable objectives to develop and run Positive Action training programmes across Scotland, using Section 37 of the Race Relations Act 1976.

The aims and objectives of PATH (Scotland) are:

- To rectify the under representation of black and minority ethnic people working in housing and related professions.
- To provide high quality training which is tailored to the needs of individual trainees.
- To enable trainees, when qualified to compete effectively for employment within the housing and related professions labour market.

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

- Treat diversity as an opportunity to create a workplace that people want to work with
- Build trust and make people belong
- Continue to be an equal pay HA
- Implementation of a Zero Tolerance Policy

We do not have a high turnover of staff but when recruitment is required we ensure that the process is fair to enable a workforce which better represents society, and create a more inclusive environment within our workplace.

We are working with Fife Centre for Equalities and have been accredited with the Bronze award and now working towards the Silver Award. Within our action plan we will work towards understanding each of the protected characters and how we can support both our tenants and communities.