



Disclosure Log – April to June 2021

FOI/E/18

I am requesting the following information under the Freedom of Information Act 2000 in whatever format your association holds it. This could be reports, memos, policies, procedures, correspondence, and strategic information.

- a) The current number of Black and Minority Ethnic (BAME) employees at your association.
- b) The total number of BAME former employees who have left your association in the last 5 years.
- c) The total number of BAME individuals employed in senior and strategic roles within your association to date.
- 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.
- e) Information about what actions your association has taken to understand the ethnic backgrounds, needs, and aspirations of BAME individuals to date.
- f) Information about what actions your association has taken to recruit BAME individuals into working for your association to date.
- g) Information about what actions your association intends to take to recruit BAME individuals into working for your association in the future.

At BHA we build and manage homes to rent, at affordable levels, to suit a range of lifestyles, personal needs and family sizes. We do so in small, rural communities throughout Berwickshire in the Scottish Borders with over 1,800 homes spread across Berwickshire and we currently employ 63 members of staff.

Our Ethnic Grouping is recorded as follows and not with a specific grouping of BAME. Our responses to the questions are therefore taken from the following groupings which are taken from our new starter form which each new member of staff completes upon appoint to the association:-

ETHNIC GROUPING

Choose **ONE** section from A to E below, then tick the appropriate box to indicate what you consider to be your cultural background:

A. White

Scottish

Other British

Irish

Any other White Background

Please write in

B. Mixed

Any mixed background

Please write in

C. Asian, Asian Scottish, or other Asian British

Indian

Pakistani

Bangladeshi

Chinese

Any other Asian Background

Please write in

D. Black, Black Scottish or other Black British

Caribbean

African

Any other Black Background

Please write in

E. Other ethnic background

Any other Background

Please write in

I will answer each of your questions in turn:

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

Answer: We currently have one member of staff within the B - mixed background category and all other staff are recorded within the category A – White box.

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

Answer: 0

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

Answer: In accordance with our Notice of Fair Processing (copy attached) we do not hold data of this nature after 6 years of an employee leaving the organization. We can therefore only state that there have been none within the last 6 years.

- 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.**

Answer: Please see our [Recruitment and Selection Policy](#) available on our website.

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

Answer: Please see our [Equal Opportunities and Diversity Policy](#) available on our website.

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

Answer: As above, please see our Recruitment and Selection Policy.

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

We do not at the present time have specific actions for recruitment to target individual ethnic groups including BAME. We believe that our current policies and procedures promote equality and diversity throughout our recruitment process and that we do not treat any other person or group of persons because of their gender, race, colour, nationality or ethnic origin etc less favourably.

FOI/E/19

Question: “i request to be provided with the properties i have bid on and what the priority and banding were of the tenants that received the offers”

Answer: I have attached a list of all of the properties you have bid on since you registered with homehunt/these homes [This part of the request was dealt with as a Subject Access Request under the UK GDPR]

Unfortunately, I am unable to provide you with the information to the priority of individuals that received the offers to the properties you have bid on. If we release that information to you, would be a breach data protection legislation as this information alongside the address of the properties you bid on could lead to the identity of the individuals and their priority need which is treated by us as special category data. Therefore, section 38(2A)(a) of the Freedom of Information (Scotland) Act 2002; *personal information* is applied.

FOI/L/20

Thank you for your letter received on 13 May requesting the number of complaints upheld by BHA over the last 5 years. Your request for information has been dealt with in accordance with the Freedom of Information (Scotland) Act 2002 and I can confirm that 53 complaints have been upheld from 2015 to 2020.

FOI/E/21

No clarification was received for this request for information and therefore no release will be made until clarification is received.

FOI/E/22

Question: "it would be quite interesting to see the ratio of sex offenders to trans folk you've actually rehoused over the years."

Answer: Unfortunately, I am unable to assist as much as I would like as we do not record this information. As that is the case, section 17 of the Freedom of Information (Scotland) Act 2002; *information not held* applies.

FOI/E/23

Question 1: successful bids made by those who have identified as LGBT on the housing application;

Answer: Unfortunately, I am unable to assist as much as I would like as we do not record this information. As that is the case, section 17 of the Freedom of Information (Scotland) Act 2002; *information not held* applies.

Question 2: ratio of single males to single females successfully housed by BHA;

Answer: In 2020/21 we reported 191 lettings (this figure does not including mutual exchanges). Of these, 93 (48.69%) were single females of varying age and 37 (19.37%) males again of varying age. So far this year (to June) we have 45 allocations, 18 (40%) single females and 16 (35.56%) single males.

Question 3: ratio of those who identify as White British to all other self-identifying racial & ethnic backgrounds who have been successful at acquiring properties as 'first choice' preferences during the allocations process;

Answer: Unfortunately, I am unable to assist as much as I would like as we do not currently record this information. As we progress with our new choice based lettings system, These Homes, this will be developed, however, it is worth noting that this criteria is not mandatory and it is up to the applicant as to whether they wish to provide this or not, therefore, any figure we may be able to produce in the future will not necessarily be a true reflection. As that is the case, section 17 of the Freedom of Information (Scotland) Act 2002; *information not held* applies.

Question 4: statistics showing a breakdown of properties allocated to holders of bronze, silver and gold medical awards

Answer: In 2020/21, 5 Gold Health passes were successful, 9 Silver and 14 Bronze. In the first quarter this year there has been no gold, 3 Silver and 6 Bronze.

[END OF DISCLOSURE LOG]