

Equality & Diversity 2009
Thursday 16th July
York Racecourse

Programme

- 10.00am **Registration & Refreshments & Exhibition Viewing**
- 10.30am **Chairs Welcome & Introduction**
Yasmin Khan, Equality & Diversity Manager, Housing Hartlepool
- 10.40am **Accepting Challenges, and Embracing Change**
Phil Morgan, Executive Director, Tenant Services Authority - INVITED
This opening session delegates will hear from Phil around the TSA's latest developments and the key messages coming through from the National Conversation, and how the TSA will deliver on equality and diversity and any implications for the regulation of the sector.
- 11.10am **Lessons from Inspections**
Roy Irwin, Chief Inspector of Housing, Audit Commission
In this session Roy will give an update and overview of the Commission's current thinking around Equality and Diversity and share with delegates what inspectors look for, their findings and the common challenges. Roy will also share with delegates the positive approaches that have been adopted across the sector.
- 11.45am **Professional Practice Sessions**
- 1. Community Cohesion – An Alternative Approach**
Mushtaq Khan, Associate, Housing Diversity Network
Anna Charlton, Housing Analyst, Oldham Rochdale Housing Market Renewal Pathfinder
In this session Mushtaq and Anna will look at the approach used by Oldham and Rochdale around Community Cohesion and explore:
- What work has been done with white communities?
 - Is it really about economics more than anything else?
 - What evidence is there around the aspirations of different communities?
 - What can be learnt from the Oldham and Rochdale approach?
 - How to go about promoting quality and choice in the housing market?
- 2. So What?? Positive Approaches to Sexual Orientation**
Sarah Clement, Housing Diversity Network Associate and Trainer, UK Resource Centre for Women in Science Engineering and Technology (UKRC)
Lucy Malarky, Head of Neighbourhoods, Gentoo Group

This session will raise awareness of the issues relating to sexual orientation in housing employment and service provision and will:

- Explore attitudes towards sexual orientation
- Consider the impact that unhelpful stereotypes can have
- Assess what practical measures housing providers can put in place to begin to address inequality
- The positive steps housing organisations can take towards achieving equality

3. Short Notice Inspections

Craig Daniel, Assistant Director of Continuous Improvement, Great Places Housing Group

Simone Russell, Deputy Director of Housing (Operations), Welwyn Hatfield Borough Council

In this session Daniel will present around Short Notice inspections and explore how Great Places prepared, delegates will hear about:

- The approach adopted focussing on Equality & Diversity
- What were they looking for?
- How was it different from a full inspection?
- Hints and Tips for survival
- Examples given by Great Places

Simone will look at what excellence in diversity means to customers, your organisation and to the Audit Commission. There will also be some hints and tips on what to do in the five days you have before a short notice inspection

4. Supplier Diversity – An Exemplar Approach

Corrine McCarthy, Cyclical Repairs Manager, Liverpool Housing Trust

DJ Taylor Maintenance Company, Liverpool

AFTA Thought Theatre Company

Liverpool Housing Trust (LHT) are committed to supporting its contractors and supply chain and have adopted a range of innovative initiatives that move way beyond traditional partnering that are now recognised as exemplar within the sector. This workshop will focus on how LHT have ensured that Equality and Diversity is an integral element for their contractors in delivering its services.

5. Equality impact assessments – The Process.

Elaine Snaith, Assistant Chief Executive, Gateshead Housing Company

Chris Root, Senior Associate, Housing Diversity Network

Gateshead Housing Company have recently been awarded an excellent three star rating by the Audit Commission due to their high commitment of customer care, in this session Elaine will explore:

- Why EIA's are important
- How to prepare the organisation and managers
- Involving customers in EIA's

- Completing EIA's

- Lessons learnt

Chris will be providing an overview of work she has completed with clients around Equality Impact Assessments using innovative methods and techniques for mainstreaming EIA's in organisations

12.50pm Lunch

1.50pm Repeat of workshops

3.00pm Refreshments and Exhibition Viewing

3.20pm Forward Planning – A Fairer Britain

Vivienne Stone, Head of Operations, Equality Human Rights Commission (EHRC)

In this closing session, Vivienne will explain the future of equality and diversity in modern day Britain and in fact our organisations. Update around the Equality Bill in relation to all aspects of equality and the impact on organisations. What should we expect? What would be the role of governance and management in all this? And the work that EHRC have been doing around Community Cohesion.

3.55pm Chairs closing remarks

4.00pm Close of Conference