



THE REGULATOR OF SOCIAL HOUSING

Decision Instrument

Instrument number: RSH4

Title of Instrument: **Decision to publish Equality Objectives**

Introduction

- A Pursuant to the Housing and Regeneration Act 2008 as amended ('the Act'), the regulation of social housing in England is the responsibility of the Regulator of Social Housing (the regulator).¹ The regulator is an executive non-departmental public body, sponsored by the Ministry of Housing, Communities & Local Government and a public authority for the purposes of the Equality Act 2010 ("the Equality Act").
- B In accordance with regulation 5 of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 ("the Regulations"), the regulator is required to publish objectives that it thinks it should do to achieve the aims set out in s149(1)(a)-(c) of the Equality Act.
- C The Regulator consulted on the Equality Objectives between 30 January and 26 March 2020 (the Consultation). The purpose of this document is to set out the decision to publish the regulator's Equality Objectives following consideration given to the consultation responses.

¹ Regulation of social housing was, prior to 1 October 2018, the responsibility of the Regulation Committee of the Homes and Communities Agency, during which time Decision Instruments were published here: <https://www.gov.uk/government/collections/decision-instruments>

Decision

Date decision made: 30 June 2020

Decision made by: The Board of the Regulator of Social Housing

1	In compliance with its duties under the Regulations, the regulator has decided to publish Equality Objectives.
2	The decision-maker has considered the responses to the Consultation.
3	The decision-maker has determined that the Equality Objectives as set out in Schedule 1 are approved and should be published.
4	This decision comes into force on 30 June 2020.

Authentication

Name: Simon Dow

Position: Interim Chair – Regulator of Social Housing

Signature:

A handwritten signature in black ink, appearing to read 'Simon Dow', written over a light grey rectangular background.

Schedule 1 to Decision Instrument RSH4

The Regulator of Social Housing’s Equality Objectives

Objective:	Delivered by:
<p>1. Ensure that where equality and diversity concerns are raised through our enquiries process, they are considered in line with our statutory objectives</p>	<p>i) Appropriate training for our enquiries team and staff who regularly handle complaints</p>
	<p>ii) Ensuring that complaint referrals identified as having an equality, diversity or inclusion (EDI) dimension are recorded as such and dealt with in accordance with our consumer regulation guidance</p>
	<p>iii) We intend to highlight key lessons learned and good practice from discrimination cases and enquiries in our annual report on consumer regulation</p>
	<p>iv) Investigating technological solutions to improve collation and analysis of EDI data arising from enquiries</p>
<p>2. The Regulator will review its methods of communicating to ensure that it does so in an inclusive way</p>	<p>i) Training for staff on accessible communication skills (particularly around mental health and learning disabilities)</p>
	<p>ii) Ensuring that the regulator’s publications are as accessible as is reasonable, in line with our duty to make reasonable adjustments</p>
	<p>iii) Ensuring that our communications, such as responses to enquiries, meet the individual’s communication needs where reasonable in line with our duty to make reasonable adjustments</p>
	<p>iv) Proactively engaging with GDS about what changes can be made to our website to make it as accessible as possible</p>
<p>3. We will provide a supportive and inclusive working environment for all</p>	<p>i) Collating data on gender pay to establish our gender pay gap. Data to be collected and published in accordance with the regulator’s People Strategy</p>

Objective:	Delivered by:
	ii) Improving the collation of equality and diversity data in order to identify barriers to under-represented groups to recruitment and progression, advance equality of opportunity, and foster good relations amongst all groups within the regulator's workforce
	iii) Establishing a robust baseline and using data to inform how the regulator embeds equality and diversity into its approach to developing policies and/or strategies for staff to support continuous improvement
	iv) Using data to review how effective the policies we have in place are at delivering the desired outcomes
	v) Carrying out L&D activity to further foster an inclusive working environment including mandatory training on unconscious bias, discrimination, harassment and equality legislation for all staff
	vi) Actively promoting equality, diversity and inclusion in the workplace