

Dear Freedom of Information Officer,

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. **0**
- b) The total number of BAME former employees who have left your association in the last 5 years. **0**
- c) The total number of BAME individuals employed in senior and strategic roles within your association to date. **0**
- 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. **n/a**
- e) Information about what actions your association has taken to understand the ethnic backgrounds, needs, and aspirations of BAME individuals to date.
We are members of Positive action on Housing. We work with the Scottish refugee Council and we have had PATH trainees in the past. We undertake regular equalities training – we are currently organising our next session. We have BAME members on our Management Committee.
- f) Information about what actions your association has taken to recruit BAME individuals into working for your association to date.
We have had a PATH trainee in the past. When advertising posts we advise that applications are welcome from all sectors of the community.
- g) Information about what actions your association intends to take to recruit BAME individuals into working for your association in the future.
As F. We will publicise vacancies directly through Positive Action on Housing and seek more advice from them re recruitment (which may involve them signposting us elsewhere)