

KINGDOM HOUSING ASSOCIATION LIMITED

RACIAL VIOLENCE & HARASSMENT POLICY

This policy has been drawn up with reference to relevant legislation and Codes of Practice as detailed in the Data Control Sheet at the end of this Policy.

1. Statement of Intent

1.1 The aim of this policy is to define our approach to incidents of racial violence and harassment.

No resident should live in fear of racial violence or harassment. We are committed to ensuring the safety and security of residents in their homes and neighbourhoods. We will take relevant action to eradicate any form of racial violence or harassment either individually or in partnership with appropriate agencies.

1.2 We will not tolerate any form of discrimination including racial violence and harassment in relation to our tenants, sharing owners or employees.

1.3 This policy is linked to Kingdom's Equality and Diversity policy, as it reinforces our opposition to racial prejudice and harassment.

1.4 This policy and the related procedures are consistent with legislative requirements and established good practice.

1.5 In line with our commitment to equality and diversity, this policy can be made available in a variety of formats, including large print, translation into another language or audio tape. Reasonable adjustments will also be made to assist individuals who have particular needs.

2. General Principles

2.1 This document sets out:

- Our policy on racial violence and harassment
- How we will respond to incidents of racial violence or harassment that involve any of our residents or employees.

2.2 This Policy applies to Kingdom residents and employees.

2.3 Racial violence and harassment can take the form of verbal or physical aggression towards individuals, groups and/or their property because of their colour, race, nationality or national origin. The definition of a racist incident adopted by us is the one defined in the McPherson Report:

“A racist incident is an incident which is perceived to be racist by the victim or any other person”

- 2.4 We have signed up to the Joint Racial Violence & Harassment Strategy developed through the ¹Fife Community Safety Partnership and we also have local protocol agreements with the Police. These allow the partner agencies to share relevant information pertaining to individuals experiencing racial violence and harassment.
- 2.5 Reports of perceived racial incidents can be made by the victim, or by any persons witnessing an incident.
- 2.6 Any resident or staff member who perceives that they have been a victim of, or have witnessed, a racial incident should complete a Racial Incident Monitoring Form.
- 2.7 A copy of this form will be passed to the Safer Neighbourhoods Team for monitoring purposes.
- 2.8 Where relevant, incidents of alleged racial violence or harassment should also be recorded in our Housing Management system. This should outline details of the incident and the intended action.
- 2.9 We will provide staff with the appropriate levels of training in reporting, recording and the investigation of incidents of racial violence or harassment.
- 2.10 We will continue to develop working procedures to reflect good practice and offer a co-ordinated approach between relevant agencies.

3. Service Provision

- 3.1 We will arrange to meet with the victim in a safe environment, normally within 2 working days of the initial report.
- 3.2 If required, we will arrange for an interpreter or signer.
- 3.3 We will aim to remove any racial graffiti within 24 hours.
- 3.4 We will treat any information given to us in confidence and we will only pass on information to other agencies if we have the victim's permission.
- 3.5 We will take appropriate action against the perpetrator if they are a Kingdom tenant, sharing owner or employee, and the incident is substantiated.
- 3.6 We will keep the victim updated and offer advice and support through the process.
- 3.7 If the victim wishes to move to alternative accommodation we will consider the feasibility of a transfer and assist them in exploring other sources of housing.
- 3.8 Where we cannot help we will refer the victim to appropriate agencies.

¹ Members of Fife Community Safety Partnership include: Fife Council, Fife Constabulary, Clued Up, Fife Fire and Rescue Service, Fife Alcohol Support Service, NHS Fife, SACRO, Victim Support and Registered Social Landlords.

4. Monitoring and Review

- 4.1 We will monitor incidents, in which we have an ongoing involvement, to their conclusion and provide regular progress reports to the Housing Manager.
- 4.2 We will record all reported incidents and produce an annual report for the Committee of Management. All internal reporting will be in line with Kingdom's Data Protection Policy.
- 4.3 This policy will be reviewed no later than 5 years from the date of implementation, which will be the date the policy is approved by the Committee of Management or earlier if deemed appropriate.

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This policy has been drawn up with reference to the following legislation:

Race Relations Amendment Act [2004]
Housing [Scotland] Act 2001

Reference made to the following sources and other guidance:

Joint Racial Violence & Harassment Strategy – Fife Community Safety Partnership
Policy on Racial Harassment – Fife Council
“Raising Standards in Housing” – SFHA
Community and Race – Home Office

Cross Reference to Performance Standards for social landlords and homelessness functions: Guiding Standards GS1.2, GS2.1, GS3.1, and AS1.9

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Presented for approval to Committee of Management on 15th March 2010

Policy Approved Yes

Next review date: No later than March 2010