

Ref: IR2103

[REDACTED]

17 May 2021

Dear [REDACTED]

FREEDOM OF INFORMATION (SCOTLAND) ACT 2002 – RELEASE OF INFORMATION

Thank you for your request for information received Tuesday 4 May 2021 where you asked for:

- 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.

Your information has been processed under the terms of the Freedom of Information (Scotland) Act 2002. The requested information is provided below:

- a) 4
- b) 1
- c) 2
- d) – g):

We are a Housing Association based in the Scottish Borders where the census data informs us that the BAME population is 0.55% of the local population. The number of BAME people we have had and who currently work with us ranges from 3.36% to 2.79%, quite a bit higher than the local demographics.

We have 2 members of our senior leadership team who identify as BAME and we support and encourage all our people, equally to aspire to progress and develop within the organisation or out with.

Due to the small numbers of BAME employees it is believed that through our formal and informal performance management system we know and understand their ethnic backgrounds and their aspirations. Managers meet regularly and at a minimum 4 times per year with their team members.

We have not undertaken any special recruitment activities, nor do we plan to undertake any different activities in the near future, to attract BAME candidates as we believe we already represent the demographics of our locale/region.

Please note that this response constitutes full release under the Freedom of Information (Scotland) Act 2002.

Your Right to Seek a Review

If you have made a request and are unhappy with the response from us (or have not had a response), you have the right to request a review from us. You can do this by writing to:

Data & Information Officer
Eildon Housing
Dunsdale Road
Selkirk
TD7 5EB

or email: InfoRequests@Eildon.org.uk

Please note:

- Your request must be in a recordable format (email, letter, audio tape etc.)
- You have 40 working days upon receipt of this letter to ask for a review.
- You will receive a full response to your review request within 20 working days of its receipt.
- Please quote the reference number above in any future communications.

Appealing to the Commissioner

If you have already been through the two steps of making your request and requesting a review and are still not happy, you can appeal to the Scottish Information Commissioner (SIC). You must submit your complaint to the SIC within 6 months of receiving our review response.

You can request an appeal by accessing the **Online Appeal Service** on the SIC's website. This is the best way to make an appeal, it provides help in real time and collects exactly what the SIC needs so they can investigate your case quickly. The SIC's website is:

www.itspublicknowledge.info/appeal

If you do not wish to appeal online, you can contact the SIC. Your appeal must be in a format that can be kept for future use e.g. in writing, by email, or a recording on an audio or video tape.

Send your appeal by email

You should send your email to: enquiries@itspublicknowledge.info

Send your appeal by post

Office of the Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS

If you need help making an appeal you can contact the Commissioner's Office:

E-mail: enquiries@itspublicknowledge.info

Telephone: 01334 464610

You can find further information on making an appeal on the Commissioner's website:

www.itspublicknowledge.info

Further information about your rights and accessing information is available on our website here

www.eildon.org.uk

Yours sincerely,

Kerry Allison

Kerry Allison

Data & Information Officer