

BME LONDON LANDLORDS EVALUATION REPORT 2020



BME LONDON LANDLORDS

BME London Landlords consists of 14 CEO's, the executive leads of some of arguably the most dynamic community facing social enterprises that currently exist in London today. As providers of social housing, each organisation is subject to delivering its services to BME communities within the context of the regulator social housing, that demands the highest standards in governance, financial viability, value for money and consumer standards.

GOALS

1. Delivering More For Our Customers
2. Advocating For Our Communities.
3. Harnessing the group's combined bargaining power

MISSION

To work together in partnership to deliver ambitious, innovative and influential projects that provide positive outcomes and enhanced value for money for our residents, communities and organisations.

VISION

Our vision is to be a leading example of successful collaboration; together we will increase our capacity, pool our resources, increase our social value with greater efficiencies and greater impact. We will also be a key influencer in the housing sector; using our collective insight and bargaining power to shape relevant policy and our service delivery.

FRAMING THE RESET



Ben Laryea
Chair - BME London Landlords

This document reports on BME London Landlords progress against its 2017-2022 business plan, as BME London Landlords collaborative group rethinks and adapts its strategic work plan from 2021 onwards.

The events of summer 2020, saw the global Coronavirus Pandemic and the worldwide reaction to George Floyd's death morph into worldwide protests giving voice to the fact the inequalities that have always faced Black and BME communities were now laid bare; people power had forged a clamour for real movement towards change. The disproportionate impact of COVID 19 on BME communities and their underlying health inequalities became apparent, with the disparities in deaths being published in the Public Health England report, which served to highlight the ongoing inequalities that BME communities continually faced living in this country.

Our intention as a collaborative group is to reframe our business plan to best meet the needs of our stakeholder residents and wider BME communities in London. Our priority is to make the interventions within our capacity, that can have the most beneficial impact in this new landscape where there is more heightened awareness for the need for real change to addresses the structural inequalities that face Black and BME communities in London and the UK.

This report evaluates our progress thus far in relation to the objectives set in our current business plan, before we outline the priorities for our updated work plan, 2021 and beyond.

EVALUATION

The table below indicates progress of objectives in our business plan. Of 10 Objectives set underneath 3 Goals covering 9 key areas. 5 Objectives have been completed, 4 Objectives are ongoing. 1 objective has not been completed "i.e. Jointly procure cyclical, planned or reactive repairs. The group have decided to adopt a more iterative process to be socially innovative to become dynamic in delivering social impact for our stakeholders in future work plans that are responsive, leverages the groups intellectual capital, staff and organisational resources through collaborative consumption.

No.	Goals	Objectives	Measures	Next Steps	Status/RAG rating	Owner
1.	Delivering more for our customers; improving their access to services that support them to sustain their tenancies and transform their life chances.	 Deliver our joint-employment service (OLMEC/RISE Programme) to 40 customers	65% of residents who attend the course to go into sustainable employment.	To submit a bid to L&Q Foundation by March 2020 to explore how those further away from the employment market can be better supported. To evaluate the RISE programme and continue enrolling tenants if still relevant.	Completed. Achieved through OLMEC/RISE programme	Employment Team
No.	Goals	Objectives	Measures	Next Steps	Status/RAG rating	Owner
2.	Advocating for our communities; using our collective knowledge / understanding of BME issues to positively influence relevant housing policy and using this insight to shape our services.	 To have lead in-depth research by April 2018 to shed light on key issues affecting our communities.	N/A	The group is looking to work with Institute for Social and Economic Research and University of Essex with the "Understanding Society the UK Household Longitudinal Survey". Scoping meeting was planned for March 2020.	Ongoing – linked to Institute for Social and Economic Research	Advocacy Team
		To have effectively lobbied on at least one key policy issue impacting on our communities by January 2019	N/A	The group is looking at the possibility of lobbying around BME elders, possibly through the Windrush generation lens. BME National are launching a research report on BME Elders in April 2020, and the group will attend.	Ongoing – linked to BME National	Advocacy Team
		Deliver our Leadership 2025 programme to increase the proportion of BME leaders in the housing sector by 2025.	% increase in the proportion of BME leaders by 2025.	BME London to take more direct ownership of the Leadership 2025 programme. BME London is funding the work to generate a longer-term income source for the programme. Longer term, BME London to explore a programme to grow own talent, including a possible graduate programme.	Second year complete, third programme commenced	L&D Team
No.	Goals	Objectives	Measures	Next steps	Status/RAG rating	Owner
3.	Harnessing the group's combined bargaining power; increasing overall value for money for members by effecting projects that 'enhance' the delivery of each organisation's mission.	 Procurement of gas servicing by August 2017	20% for gas	Process initiated to renew membership, with more members looking to join. To be an objective for 2020/21.	Gas servicing currently being renewed	Procurement Team
		Continue with HALA membership	Savings of 30% on legal services	Achieved 21% savings in 2019/2020. Members agree this has been a successful initiative with the membership renewed in September 2018.	Continue to be a member	Procurement Team
		Successfully mentor 4 staff members by April 2018	Mentoring evaluation form. And successful career development for the Mentees.	Target achieved, with six mentors on the first programme. The second programme has had a low uptake, so L&D group advised to evaluate the mentoring programme and refresh it, if required.	Completed	L&D Team
		Continue with pooled training programme to ensure it becomes 'business as usual'	Training evaluation form confirms positive outcomes.	Low uptake within the wider group, with members preferring to use the training sessions provided by HALA. The L&D group to refresh its offering and to identify how it can better support the group.	Ad hoc sessions, not become 'business as usual'	L&D Team
		Jointly procure cyclical, planned or reactive repairs by September 2018	20% savings (minimum) Improvement in customer satisfaction with repairs	Members acknowledged there has been little to no progress in this area to date and agreed a re-scoping exercise is necessary to identify areas of potential collaboration, with members suggesting the use of an external advisor to support. Rescoping exercise to be completed by May 2020. New project to be included in plan for 2020/21.	Not Achieved	Procurement Team
		Work together with L&Q's Build London Partnership to develop more homes than we would alone by 2022	5% more homes started on site than each organisation's individual projection combined.	The Partnership has gathered momentum with over 35 homes completed and a further 67 on site. There are a further 107 in the pipeline	Ongoing - Achieved 50% Target of 200 homes by 2022 to date 102 Homes started on site	All

STATUS OF OBJECTIVES NOT COMPLETED

The RAG rating indicated above is a popular project management method for rating status reports. Red indicates not completed, Amber indicates ongoing objective, and green indicates completed



Joint Procurement Objective

This objective will be removed from the business plan moving forward. In practice the bureaucracy involved in reconciling a larger scale procurement process has proved not to be cost effective, undermining any cost savings that can be made. The group has achieved much learning from the process attempts concluding smaller scale procurement arrangements have been more successful within group.



Building London Partnership

The Build London Partnership has gathered momentum with over 100 (35 Homes) either completed or (67 started) on site, achieving over 50% of the target of 200 homes to be onsite by March 2022.



Research

The group are currently exploring the possibility of commissioning research that will impact on social policy with the University of Coventry, but will need to extend the target date



Joint Training

Arrangements are in place to share training amongst members, and develop training opportunities for tenants, potential board members, apprentices



Lobbying Key Policy Issues

Collaborative group have met with Deputy Mayor of London for Housing, who has committed to joint lobbying of Government to look at COVID advice to BME Communities and smaller site thresholds in recent White Paper from Secretary of State for MHCLG

2021 AND BEYOND

BME London as the foremost BME community facing organisations working within a structured partnership, in asset terms, there is an imperative for the group to show leadership.

The impact of COVID 19 and George Floyd Protests have fed the debate on structural inequality, pay gaps, racial disparity and the lack of social mobility for BME communities within UK society. We will be working to empower our residents voices, to identify and meet their needs.

Leadership 2025, and Build London Partnership two of our stand out programmes will continue and be improved. We have piloted a community enabling initiative, where we support smaller community groups to develop their capacity to bridge the gaps in meeting need and develop service provision.

We are engaging, other partners, local authorities, MP's, larger housing association's to work in partnership to address the difficult challenges of disparity, inequality and to drive the diversity agenda forward. We must stand for and be a driver of change.

MEMBERS OF BME LONDON LANDLORDS AT
HOUSE OF LORDS RECEPTION



RICKY SCIPIO, GINA AMOH WITH DAVID MONTAGUE & L&Q TEAM
START OF CONSTRUCTION AT MONTEPELIER RD BLP DEVELOPMENT



BEN LARYEA, MICHELLE NELSON OF EKAYA HA&L&Q TEAM, START OF
CONSTRUCTION AT HAYLING RD BLP DEVELOPMENT IN CROYDON

BME LONDON LANDLORDS STRATEGY SESSION



BME London Landlords board consist of Chief Executives of 14 BME led registered social landlords, of arguably the most dynamic community facing housing providers that currently exist in London today. Each organisation having existed for over more than 30 years, uniquely placed, provide services to some of the most disadvantaged communities in London. The collective experience of each organisation gives a telling insight to the journey's, experience, challenges and everyday realities of the communities they serve. Managing staff teams ranging from 2 to 40 members and serving management boards who provide, governance, strategic guidance and operational oversight within the regulatory framework of the regulator of social landlords; BME London Landlords membership works in collaboration to maximise the potential of the civic leadership role that BME led organisations in London, as one of the most diverse cities in the world demands and needs.

Chair - Ben Laryea - Ekaya Housing Association
Vice-chair - Ricky Scipio - Westway Housing Association
Exec Committee - John Delahunty - Innisfree Housing Association
Devan Kanthasamy - Tamil Community Housing Association
Leslie Laniyan - Shian Housing Association
Suzanne Wolfe - Industrial Dwellings Society

Members

Apna Ghar Housing Association
Arhag Housing Association
Bangla Housing Association
Ekaya Housing Association
Imani Housing Coop Ltd
Industrial Dwelling Society Ltd
Innisfree Housing Association
Inquilab Housing Association
North London Muslims Housing Association
Odu Dua Housing Association
Spitalfields Housing Association
Shian Housing Association
Tamil Community Housing Association
Westway Housing Association

