

Request reference	2021/05/01
Date received	3 May 2021
Date responded	27 May 2021
Legislation applied	Freedom of Information (Scotland) Act 2002
Exemption(s) applied	Freedom of Information (Scotland) Act 2002 (FOISA), Section 38(1)(b) – the information requested is personal data and the first condition contained in Section 38(2A) of FOISA is satisfied.

Request 1

The current number of Black and Minority Ethnic (BAME) employees at your association

Pineview HA response

Information exempt from disclosure on the basis of the exemption contained in Section 38(1)(b) of FOISA and satisfaction of the first condition contained in Section 38(2A) of FOISA. Disclosure of special category personal data regarding ethnicity of employees prohibited by Article 9(1) of the UK General Data Protection Regulation.

Request 2

The total number of BAME former employees who have left your association in the last 5 years.

Pineview HA response

0.

Request 3

The total number of BAME individuals employed in senior and strategic roles within your association to date.

Pineview HA response

0.

Request 4

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.

Pineview HA response

Any actions that we take would follow our Equality and Diversity Policy (available at: <https://pineview.org.uk/policies/>) and our Staff Recruitment Policy (available at: <https://www.pineview.org.uk/staff-human-resource-documents/>).

Request 5

Information about what actions your association has taken to understand the ethnic backgrounds, needs, and aspirations of BAME individuals to date.

Pineview HA response

We work with a number of organisations in this regard, including the Glasgow Centre for Inclusive Living, Path (Scotland) and Positive Action in Housing. We also engage the services of a specialist equalities consultant, who has expert level knowledge and experience of equality law and practice. Further information is contained in our Equality and Diversity Policy (available at: <https://pineview.org.uk/policies/>).

Staff were most recently provided with equalities training in March 2019. This is regularly refreshed.

Request 6

Information about what actions your association has taken to recruit BAME individuals into working for your association to date.

Pineview HA response

We advertise any vacancies very widely. We are a member of Happy to Translate and our website incorporates Google translate functionality, which can translate most of the content on our website into a broad range of languages. We also engage the services of a specialist equalities consultant, as noted above.

Request 7

Information about what actions your association intends to take to recruit BAME individuals into working for your association in the future.

Pineview HA response

We have no recruitment plans at the present time. We may, however, consider having a Path trainee in the future.