

**Tristar Homes Limited
EQUALITY TARGETS**

Target	Progress at September 2006
Develop Disability Forum with other housing service providers by March 2007	Consultation ongoing with customers and other service providers.
Report progress against implementation of Consultation Plan and Customer and Communities Involvement Strategy on quarterly basis	To be reported January 2007 to include details up to end December 2006.
To send the ' Ways to make a difference ' leaflet to all customers, using preferred methods of communication as identified in the Customer Contact Register, by October 2006.	Achieved
95% of all employees to have equality and diversity training by September 2006	Achieved
To provide 100% of all employees and Board directors with equality and diversity training by the end of March 2007	On target to achieve
Conduct 12 Equality Needs Impact Assessments on policies and procedures by September 2006	Achieved
Have the rolling programme in place by December 2006	On target - programme currently being developed.
Train all managers and front-line employees in Offensive incident reporting systems by December 06	Training for Neighbourhood Managers, Team Leaders and Patch Managers carried out. Awareness sessions on Offensive Incident Reporting Procedure held for all employees Sept 06. Reference made to Harassment procedures in Diversity and Accessibility Training.

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<p>Increase the number of applications for employment received from people who have a disability to 5% of all applications received by March 2007</p>	<p>Of all applications received between July and September 2006, 6 (1.4%) were from people with a disability. Of those, one person was appointed to a post. (17%)</p> <p>Ratio of number of applications received to number of people appointed = 6 : 1</p> <p>Effective monitoring systems introduced when Recruitment and Selection process brought in-house to Tristar in July 2006. Details of applications received from April to June were not available from our HR Advisors.</p>
<p>Ensure the number of people from a BME background applying for a position in the Company is equal to or greater than the Borough profile (2.8%) by March 2007</p>	<p>Of all applications received between July and September 2006, 18 (4.2%) were from people from a BME background. Of those, one person was appointed to a post. (5.5%)</p> <p>Ratio of number of applications received to number of people appointed = 18 : 1</p> <p>Effective monitoring systems introduced when Recruitment and Selection process brought in-house to Tristar in July 2006. Details of applications received from April to June, and for 2005/06, were not available from our HR Advisors.</p>

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<p>Introduce Modern Apprentice Scheme and work with local schools to encourage applications for employment from younger people.</p>	<p>Work experience programme for children from local schools ongoing – 5 placements so far this year, with a further 6 arranged.</p> <p>Improved modern apprentice scheme developed – 1 placement currently, with further 3 being recruited to Technical Services team and 1 for Support Services team. Link to local schools to raise profile of Company as an employer of choice and career option.</p> <p>3 Apprentice plumbers employed.</p> <p>Improved recruitment and selection process introduced to help improve access to employment.</p> <p>Improved liaison with Job Centre to promote employment opportunities to harder to reach groups.</p>
<p>Increase the number of applicants from minority groups on the housing register to 2.8% by March 2007</p>	<p>Out of a total of 4673 applicants on the housing register, 53 (1.13%) are from people from minority groups</p>
<p>Increase the number of new tenancies to people from minority groups to 2.8% by March 2007</p>	<p>Out of a total of 487 new tenancies, 8 (1.64%) were to people from minority groups.</p>
<p>Establish a baseline figure for the number of complaints received from people who are disabled or people from BME communities by December 2006, and increase by 5% by March 2007.</p>	<p>Monitoring system established September 2006. Monitoring ongoing.</p>
<p>Translate 10 of the most commonly used public information documents into alternative languages.</p>	<p>Achieved</p>