COHESION, BELONGING AND THE HOUSING SECTOR

HDN
YOUR NETWORK
TO DIVERSITY

Kent Housing Group
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About us

HDN
YOUR NETWORK TO DIVERSITY

Training & Consultancy

Offers highly skilled and specialist Associates who can provide customised and comprehensive support for your organisation and its workforce.

Board Diversity & Excellence Programmes

Draws on leading practice to make a real and lasting impact at board level – diversifying candidate pools and helping new/potential board members to develop their expertise & strategic thinking.

Staff Mentoring Programme

Award-winning initiative that can contribute to a wide range of organisational strategies and objectives around learning & development, inclusion, and talent management.

Sector-specific EDI assessment

With option for joint quality mark with the RACE Equality Code – combining robust governance framework guidance with holistic review of wider EDI and customer / community impact.

Coaching

Unique coaching experiences that recognise there are differences in the lived experience of the people we work with and that they may have experienced inequalities or continue to face them.

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Landlord defends merger consultation process after discrimination complaints

HOUSING

Black and minoritised ethnic communities at disproportionate risk of homelessness in the UK

The question a little boy's death raises about racism and the housing sector

Workplace sexism experienced by a quarter of female social housing professionals in past three years

L&Q accused of discrimination as it seeks eviction of autistic resident from supported housing

Disabled tenants speak out through new charter

Discrimination in out-of-area housing placements

INSIGHT 06.03.23 7.00 AM BY KEITH COOPER

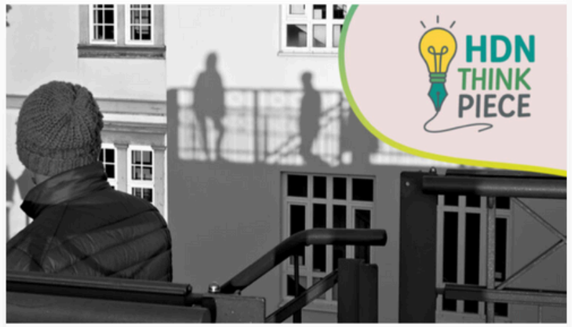
RACISM AND HOUSING

Black and Asian-led households were placed out of area to a disproportionate degree in most authorities, and councils that rehouse many Black-led households also do so in predominantly white areas. Keith Cooper reports. *Illustration by Matt Rota*

ITV News investigation exposes racism in social housing sector

Tribunal finds 'unconscious bias' in how London landlord handled recruitment process

RBH apologises after 'making assumptions' about lifestyle of Awaab Ishak's family



HDN Think Piece – New Housing and Asylum Rhetoric

22/08/2025

Janani Paramsothy of Newbridge Advisors LLP writes about how the housing sector should respond to the issues raised by the temporary accommodation of asylum seekers in hotels. By centring the debate on fairness and human rights, Janani shows that the asylum system reflects deeper patterns of exclusion and inequality, reinforcing

Muslim Women's Network

02/07/2025

Talking to the HDN team at the Housing Conference in Manchester last week we were all struck by the underrepresentation of Muslim women remain in leadership positions within the housing sector, despite the vital role they often play in their communities and as frontline workers. We know that Muslim women

Reflections on the 2025 Far-Right Riots: What should we be doing now?

26/06/2025

Written by Mushtaq Khan The far-right riots that erupted across several UK towns and cities in late summer 2024 were both shocking and unsurprising. Triggered by a toxic blend of misinformation, social media messaging, economic discontent, and growing social divisions, the violence laid bare the fragility of community cohesion and

HDN Think Piece – Flying the Flag, Unity in a Time of Division

19/09/2025

Why symbols matter, why silence is not an option, and how we can build stronger communities

HDN Think Piece – Why leadership matters more than ever with rising far-right rhetoric

17/09/2025

Hate Crime, Human Rights and Housing: Finding the Line Between Free Speech and Harm

04/11/2025

Should Housing Boards Represent Everyone – Even the Far Right?

31/10/2025

Far right activity and housing

- Rising tensions: Increased anti-migrant rhetoric, protests, and hate incidents impacting tenants and staff.
- Allocations and new-build mistrust.
- Fear among diverse communities; risks to tenant confidence in providers.
- Political pressure - far right councillors influencing housing debates and priorities.
- Safety concerns: Higher risk of hate crime, harassment, and intimidation in neighbourhoods

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Housing, grievance and division

- Housing pressures are being used to fuel “us vs them” narratives
- Misinformation spreads quickly through social media and local rumours
- Legitimate frustrations risk being redirected at neighbours
- Social landlords are often the first place these tensions surface

Division grows where fear goes unchallenged.

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Why Belonging Matters

- People are less vulnerable to extremism when they:
- Feel heard and treated fairly
- Know and trust their neighbours
- Believe local institutions are open and honest
- Housing providers shape:
- Daily interactions
- How conflict is managed
- Whether communities feel included or ignored

Key Message

- Strong neighbourhoods weaken extremist narratives

What housing providers can do

- Know your communities: Strengthen engagement and understand tenant concerns.
- Zero tolerance on hate: Clear policies and consistent action against discrimination.
- Support staff and tenants: Training, wellbeing support, and safeguarding.
- Partnership working: Collaborate with councils, police, and community groups especially around youth work and inclusion.
- Positive narrative: Promote diversity, inclusion, and housing's role in cohesion.
- Board leadership: Be confident about EDI as a strategic priority even in charged climates.

Thank you!

Keep in touch

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