

## **Link Group Ltd - Annual Assurance Statement**

The Link Group Board submits this Assurance Statement on behalf of Link Group Ltd (the registered parent company) and its four registered partners of Horizon Housing Association Ltd (Horizon), Larkfield Housing Association Ltd (Larkfield), Link Housing Association (Link Housing) and West Highland Housing Association Ltd (West Highland).

In common with many other registered social landlords, we continue to work towards full completion of EICRs. This is a priority action, and we intend that Link will be fully compliant by 31 March 2023.

We confirm that we have considered appropriate systems, evidence and channels of communication to ensure we comply with:

- All relevant regulatory requirements set out in Chapter 3 of the Regulatory Framework
- All relevant standards and outcomes in the Scottish Social Housing Charter
- All relevant legislative duties
- The Standards of Governance and Financial Management

We append an update on equalities and human rights.

This Assurance Statement was reviewed and approved by the Link Group Board at its meeting of 7 February 2023.

Link Group Chair

09 February 2023

## **Equalities and Human Rights Update**

Link Group and its four registered partners of Horizon Housing Association Ltd (Horizon), Larkfield Housing Association Ltd (Larkfield), Link Housing Association (Link Housing) and West Highland Housing Association Ltd (West Highland) have a long-standing commitment to equality, diversity and inclusion. Our actions include:

- Investors in Diversity achieved in 2021 and ranked number 30 in the National Centre for Diversity's top 100 organisations.
- Group-wide inclusion strategy – Belonging With Us – was approved by Link Group Board in July 2022 following a period of extensive consultation with colleagues, board members and customers.
- Increased range of equalities training for all staff
- Disability Confident Employer membership.
- Monthly campaigns being run by the Equity, Diversity and Inclusion Group
- Membership of Stonewall.
- Establishment of a Well-being Group and extensive intranet resources e.g. menopause guidance and resources.
- Accessibility Summit 2021 hosted by Horizon.
- Consideration of equality and human rights issues when making decisions by including equalities and legal implications in Link Group Board reports.
- Embedding equalities and human rights in Link's policy framework.
- Equalities screening for intra group policies and impact assessment when required.
- Investor in Young People accreditation maintained and the refresh of our Employability Strategy
- Supporting 38 young people placed within Link as part of our commitment to the Kickstart programme

Regarding equalities data, current collection includes:

- Link Group, Horizon, Larkfield and Link Housing employee data across protected characteristics (including age, disability, religion or belief, marriage and civil partnership, sex, gender reassignment, race and sexual orientation).
- Anonymised sample Link Group tenant data (collected during the 2020 customer satisfaction survey) across protected characteristics (including age, disability, religion or belief, marriage and civil partnership, sex, race and sexual orientation). Link Housing Association tenant satisfaction survey during September 2022 collated equalities data in the planned 20% sampling of our tenants.