



Meeting the Housing Needs of Ageing BME Communities

Mushtaq Khan, Housing Diversity Network



Board Diversity Programme

is an exciting initiative which draws on leading diversity practice to make a real and lasting impact at board level.

Staff Mentoring

can contribute to a wide range of organisational strategies and objectives around learning and development, inclusion and talent management.



Accreditation

which focuses on outcomes based on a holistic view of how an organisation works with equality and diversity.

Board Excellence Programme

helps new and potential board members to develop their expertise and strategic thinking around challenges, risk and regulations.

Training & Consultancy

offers highly skilled and specialist Associates who can provide customised and comprehensive support for your organisation.



Ageing BME Demographics

- BME populations in the UK are ageing
- By 2036, Muslim population aged 65+ expected to rise from ~110,000 to 450,000
- Nearly 30% of Muslim women aged 65+ report 'bad' or 'very bad' health
- Implications for care, support, and housing needs



Cultural Needs Being Missed

- Limited culturally appropriate housing options
- Lack of faith-sensitive and communal housing models
- Older people feel excluded by mainstream provision

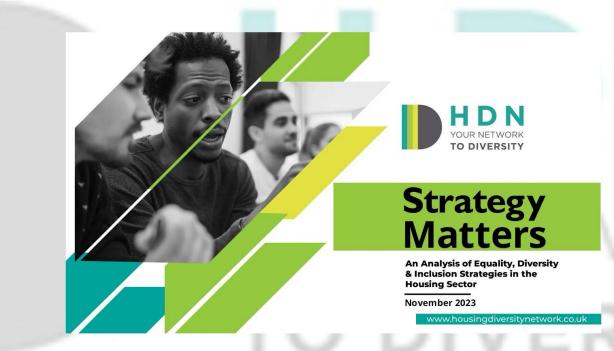


Housing Quality Inequality

- Older BME adults more likely to live in disrepair
- Links to poor health outcomes (damp, mould)
- Underinvestment in repairs in marginalised communities



Our Research





Top 10 themes

- Promoting EDI
- Education and training
- Data and analytics
- Recuitment
- CustomerEngagement

- Accessibility of services
- Supporting staff development
- Board and leadership diversity
- Reporting and tackling discrimination





Equality Impact & Strategy Gaps

- EIAs often ignore ethnicity-age intersection
- Strategies treat age and race in silos
- Missed opportunity to address structural inequality



Housing Board Demographics: Age & Ethnicity

- 59% of board members are aged 55+** (NHF 2023)
- Only ~5–6.8% of board members are from BME backgrounds**
- Contrast: ~14–17% of UK population and ~27% of social tenants are BME
- Younger and ethnically diverse voices underrepresented in leadership
- Limits responsiveness to ageing BME tenant needs



Systemic Barriers in Practice

- Lack of BME leadership in housing associations
- Faith and communal norms not reflected in policy
- Multigenerational and cultural living needs ignored



What should landlords be thinking about?

- 1. Demographic mapping
- 2. Design culturally sensitive homes
- 3. Conduct intersectional EIAs
- 4. Promote BME representation
- 5. Monitor housing quality by ethnicity and age



Mushtaq Khan

mushtaq@housingdiversitynetwork.co.uk