

East Midlands EDI data

Results from NHF data collection

January 2022

Summary

Seven housing associations with headquarters based in East Midlands responded to our data request, representing 89% of all stock owned by members with headquarters in this region. Staff, executive and board data comes from six organisations.

This summary should be read alongside the East Midlands data published in the completed NHF equality, diversity and inclusion (EDI) data tool and the report on national data.

About the data

We made every effort to ensure that each organisation's EDI data is comparable; however, there are some points to note in terms of the data and analysis presented:

- We did not ask organisations to submit their data as at a certain date. This means that the data represents different time points for different organisations. It is also highly likely that it is already out of date, given turnover in staff.
- Where there are data gaps, some of these (particularly marital and civil partnership status) are due to categories in the tool not matching categories in information collected by housing associations.
- For some organisations, social housing is one part of a larger business, which might include (non-residential) support and care or non-social housing. Where possible, organisations separated staff responsible for housing from wider employee data.
- No customer data is included – there were too many gaps within customer data, and the focus was on the housing association workforce, so we have not looked at this.
- We cannot conclude anything on intersectionality as the data is only available by individual characteristic. This means we cannot combine characteristics to look at intersectionality. Executives, for example, may have other protected

characteristics which make them more diverse than appears from individual characteristics such as sex or ethnicity.

Main findings

- Age and sex are the most accurate across workforce, executive and board as these have the fewest data gaps.
- As with national data, board data has the biggest gaps.
- Largest gaps in knowledge are around caring responsibilities (both children and informal care) and socio-economic background (all three characteristics – parent occupation at 14, attendance of independent school, and free school meal eligibility).
- Also, big gaps in gender identity (don't know for 75% of the workforce) and marital or civil partnership status (don't know for 59%). Sexual orientation and religion data is unknown for around one fifth of workforce.
- Highest proportion of workforce who would prefer not to say by category – sexual orientation (8.7%), religion (7.9%), disability (3.5%) and ethnicity (3.5%).

When it comes to representation:

- As with the national picture, there are more females in the workforce than compared to the population by stock location (58% to 50%). Executives are representative of the population, with 50% female and 50% male. Board members are more likely to be male than the population or any other staff group – 65% are male.
- The workforce is representative of the population for most ethnic groups, except Asian ethnic groups (4.5% of the workforce compared to 9.8% of the population) and Black ethnic groups (7.6% of the workforce compared to 4.3%). This falls for executives, with 97% from White ethnic groups. There is more ethnic diversity at board level than for the population, though this could be due to low sample size and more data gaps.
- Staff and leaders in the region significantly underrepresent disabled people, with 9% of staff (7% including don't know/prefer not to say) and 20% of the population disabled. For executives, 7% say they are disabled. Board members are more representative, with 14% disabled.
- For age, as with national figures, the workforce underrepresents younger ages (16-24 years) and those aged 65 or more, while being over

representative of those aged 35-64 years. Executives are most likely to be 45-54 years (59%). There is more diversity of ages amongst board members.

- The region is largely representative of different religions, though the workforce is under representative of Muslims and over representative of no religion (although this is likely because the 2011 Census data is not reflective of the current picture). Boards are more diverse in terms of religion, with proportionately more people declaring they are from 'other' religions, though small sample sizes mean the data is easily distorted. There is less religious diversity amongst executives, but small sample sizes alongside data gaps make it difficult to know how accurate this picture is.
- For sexual orientation, 3.8% of the workforce for whom we have data identify as lesbian, gay, bisexual or other sexual orientation, compared to 3.6% of the population by stock location (including don't know and prefer not to say). Though the sample size is small, all executives for whom we have data identify as heterosexual, with very little missing data. There is more diversity in boards, with 7.9% identifying as gay or lesbian (excluding don't know and prefer not to say). Again, small sample sizes alongside data gaps make it difficult to know how accurate this picture is.
- Marital or civil partnership status is largely representative of the population, though the older age of executives and boards means there is overrepresentation of those in the married group.
- It is difficult to conclude much on socio-economic background, gender identity or caring responsibilities due to the data gaps. The small sample sizes make it difficult to draw conclusions on available data.

Recommendations

Housing associations in the East Midlands should work for:

- Better representation of disabled people.
- Increased representation of females in board positions.
- Increased ethnic diversity amongst executive.
- More young people (aged 16-24 years) in workforce and potentially younger age groups (aged 44 years or less) within leadership teams and boards.
- Improved data coverage through less unknown or undeclared data across all characteristics and groups, particularly at board level.