

# North West England EDI data

## Results from NHF data collection

January 2022

### Summary

In total, 33 housing associations with headquarters based in North West England responded to our data request, representing 80% of all stock owned by members with headquarters in this region. Staff, executive and board data comes from 31 organisations.

This summary should be read alongside the North West England 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 It is also highly likely that it is already out of date, given turnover in staff.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

- The North West has large data gaps for many characteristics, including a quarter of data on age missing for the workforce. These are bigger gaps than at national level or compared to other regions.
- Sex is the most accurate across workforce, executive and board with the fewest data gaps and no missing data on sex of executives.
- 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 77% of the workforce) and sexual orientation (don't know for 54%). Religion and marital or civil partnership status is unknown for half, and disability data unknown for 37%.
- Highest proportion of workforce who would prefer not to say by category – religion (4.2%), disability (3.0%), and sexual orientation (2.3%).

When it comes to representation:

- The North West has more females in the workforce than compared to the population by stock location, with 58% female compared to 51%. Males and females are well balanced at executive level, with an even split of 50% female and 50% male. There is less female representation at board level, with 39% female.
- There is some ethnic diversity amongst the North West workforce, but people from White ethnic groups are overrepresented when compared to the population (92% compared to 87%) and Asian ethnic groups underrepresented (3% to 7%). We don't have data for about 19% of the workforce, which is comparatively high. For executives, 95% identify as White. 2% mixed and 3% Asian. There is no representation from Black ethnic groups, despite this being 4% of staff. There is much more ethnic diversity at board level, with 15% identifying as from non-White ethnic groups.
- Staff and leaders in the region underrepresent disabled people, with 7% of workforce (4% including don't know/prefer not to say compared to 23% of the

population (with 7% preferring not to say). 6% of board members have a disability and just 4% of executives.

- 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. Proportionately, executives are significantly more likely to be 45-64 years, at 82%, than staff or population in stock location. 60% of board members are 55 or more.
- The region is largely representative of different religions, though the workforce is under representative of Muslims and Christians and over representative of no religion and Other religion (although the results for Christianity and no religion is likely because the 2011 Census data is not reflective of the current picture – Muslims may be even more underrepresented than more recent population estimates suggest). Executives do not represent different religions, with most split between Christian (59%) and no religion (35%). Boards have slightly more diversity, though missing data (with 44% of data unknown) potentially distorting the picture.
- 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.
- For sexual orientation, 5% of the workforce for who we have data identify as lesbian, gay, bisexual or other sexual orientation, compared to 3% of the population by stock location (including don't know and prefer not to say). Executives are broadly representative of different sexual orientations, except for 'other'. Boards are similar.
- It is difficult to conclude much on socio-economic background, gender identity or caring responsibilities due to the data gaps. The small sample and group sizes make it difficult to draw conclusions on available data.

## Recommendations

Housing associations in the North West should work for:

- Better representation of disabled people.
- Increased representation of females in board positions.
- Increased representation of people from Asian ethnic groups in the workforce and Black ethnic groups amongst executives.
- 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.