

London EDI data

Results from NHF data collection

January 2022

Summary

In total, 43 housing associations with headquarters based in London responded to our data request, representing 83% of all stock owned by members with headquarters in this region. Staff, executive and board data comes from 39 organisations.

This summary should be read alongside the London 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 It is also highly likely that it is already out of date, given turnover in staff.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.
- 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 72% of the workforce) and marital or civil partnership status (don't know for 62%). Sexual orientation and religion data is unknown or not disclosed for around two fifths of the workforce.
- Highest proportion of workforce who would prefer not to say by category – religion (8.7%), sexual orientation (6.3%), marital or civil partnership status (5.4%) and disability (3.1%).
- More data is missing around marital or civil partnership status and sexual orientation than national data for the housing association workforce.

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 (57% to 50%). This representation falls at executive level, where only 43% are female, and at board, where 46% are female.
- Very few people, as a proportion, identify as trans or other gender identity to sex at birth in the workforce (0.5%), with no board members or executives doing so.
- The workforce and board members have slightly more ethnic diversity than the population in stock location – 30% of workforce and 31% of board members are from Black, Asian, Mixed, or Other ethnic groups, compared to 28% of the population. This falls to 22% for executives.
- Staff and leaders in the region significantly underrepresent disabled people, with 8% of staff (excluding don't know and prefer not to say) and 19% of the population disabled. This falls to 7% of executives and 6% of boards.
- For age, the region's 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 more likely to be 45-64 years, while board members have a greater diversity of ages compared to executives, though an overrepresentation of ages 55-64 years.

- While there are large data gaps, from available data, the region is largely representative of different religions, though the workforce is under representative of Muslims. This is also true at executive level and for boards, with boards also having more people who identify as Christian than compared to the population.
- 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, 5.1% of the workforce identify as lesbian, gay, bisexual or other sexual orientation, compared to 3.3% of the population by stock location. This rises to 6.5% for executives and falls to 3.9% for boards.
- It is difficult to conclude much on socio-economic background 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 London should work for:

- Better representation of disabled people.
- Increased representation of females in executive positions.
- Increased ethnic diversity 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.