

North East England EDI data

Results from NHF data collection

January 2022

Summary

In total, 12 housing associations with headquarters based in North East England responded to our data request, representing 96% of all stock owned by members with headquarters in this region. Staff, executive and board data comes from 11 organisations.

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 It is also highly likely that it is already out of date, given turnover in staff.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

- Age and sex are the most accurate across workforce, executive and board as these have the fewest data gaps, with 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 87% of the workforce, meaning available data is far less than nationally) and disability (don't know for 48%). Marital status is unknown for around a quarter, with sexual orientation and religion data unknown for about a sixth of workforce.
- Highest proportion of workforce who would prefer not to say by category – sexual orientation (6.6%), religion (5.6%) and disability (4.6%).

When it comes to representation:

- The North East has slightly more females in the workforce than compared to the population by stock location (53% 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 46% female.
- The North East is one of the least ethnically diverse regions in England, which is reflected in the workforce 94% of the workforce identify as being from a White ethnic group, compared to 96% of the population. We don't have data for about 10% of the workforce. The next biggest ethnic group as a proportion are those from Black ethnic groups – 2% of the workforce are from this group, compared to 0.6% of the population (based on the Census 2011). For executives, 97% identify as White and 3% as Asian. For boards, 94% identify as White, 5% Asian, and 2% mixed or multiple ethnic groups.
- Staff and leaders in the region have proportionately more representative of disabled people than national data suggests, with 10% of staff (5% including don't know/prefer not to say). This is likely a reflection of the higher proportion of the population with a disability (27%). 12% of board members have a disability and just 7% 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 76%, than staff or population in stock location. 54% 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 are proportionately more likely to be Buddhist (2%) than the population (0.24%), but the small sample sizes and missing data may distort this picture. Boards are over representative of Christians (77%) when compared to the population (68%), with less religious diversity than other groups.
- 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, 4.3% of the workforce for whom we have data identify as lesbian, gay, bisexual or other sexual orientation, compared to 1.9% of the population by stock location (including don't know and prefer not to say). 100% of executives for whom we have data identify as heterosexual. Boards are similar, with 99% identifying as heterosexual.
- 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 East should work for:

- Better representation of disabled people.
- Increased representation of females in board positions.
- More representation of gay, lesbian, bisexual or other sexual orientations to heterosexual at executive and board level, particularly executive level.
- Increased representation of people who identify as an Asian ethnic group amongst staff.
- 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.