

South East England EDI data

Results from NHF data collection

January 2022

Summary

In total, 18 housing associations with headquarters based in South East England responded to our data request, representing 72% of all stock owned by members with headquarters in this region. Staff, executive and board data comes from 17 organisations.

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 It is also highly likely that it is already out of date, given turnover in staff.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

- There are more data gaps for many characteristics of the workforce in the South East than in the national picture. This is particularly true for sex, where 10% of data is missing, and gender identity where 99% of data is missing.
- As with national data, board data has the biggest gaps.
- Age is the most accurate across workforce, staff and executive due to having the fewest data gaps. Board data has more gaps here, with data missing for 34%, though this is still lower than all other characteristics of board members except for sex.
- Largest gaps in knowledge are around caring responsibilities (both children and informal care), socio-economic background (all three characteristics – parent occupation at 14, attendance of independent school, and free school meal eligibility) and gender identity.
- There are also big gaps in marital or civil partnership status (don't know for 72%). Sexual orientation data is missing for 21.7% of the workforce and disability for 16.7%.
- Data on workforce religion is more complete than at national level.
- Highest proportion of workforce who would prefer not to say by category – religion (8.0%), sexual orientation (5.3%), and disability (2.3%).

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 (56% to 51%). This representation falls at executive level, where only 42% are female, and at board, where 43% are female.
- The workforce has only slightly more ethnic diversity than the population in stock location – 12.8% of workforce are from Black, Asian, Mixed, or Other ethnic groups, compared to 10.8% of the population. This falls to 7.8% for executives and 8.8% for board member.
- 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. This is similar for executives and 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 most likely to be 45-54 years (53%), while 88% of board members are 45 years or more.

- For religion, the workforce is significantly more likely to identify with no religion than the population (46% compared to 27%). There are proportionately fewer Christians than the population. There is less religious diversity amongst executives and board members, but small sample sizes alongside data gaps make it difficult to know how accurate this picture is.
- For sexual orientation, 4.8% of the workforce (excluding don't know and prefer not to say) identify as lesbian, gay, bisexual or other sexual orientation, compared to 2.1% of the population by stock location (including don't know). This rises to 12.3% for executives and falls to 2.9% for boards. 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 South East should work for:

- Better representation of disabled people.
- Increased representation of females in executive positions.
- More ethnic diversity amongst executives and board members.
- Improved religious diversity amongst staff, executives, and boards.
- 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.