

## **EQUALITIES MONITORING REPORT**

Report of the Head of Governance and Corporate Services

### **1. SUMMARY**

- 1.1 This Equalities report presents a demographic picture of Derby City and equalities performance information as at July 2018 with comparisons from previous years (where available).

### **2. RECOMMENDATION**

- 2.1 To note the action to improve the collection of data relating to sexual preference, religious beliefs.
- 2.2 To interrogate the data held on disability to better understand how many of our tenants consider themselves to be disabled, and also to look more widely if possible at family members living in the household.
- 2.3 Undertake further analysis to understand the reasons why over 80% of evictions are in households where the lead tenant is under 44 years of age. Seek to understand if the provision of more support could reduce the numbers of tenancies which fail due to non-payment of rent by this group.
- 2.4 Undertake actions which will increase the data provided by employees in terms of their religious beliefs.

### **3. REASON(S) FOR RECOMMENDATION**

- 3.1 To ensure the Operational Board is able to monitor performance and request additional information where areas of concern / interest arise.

### **4. MATTER FOR CONSIDERATION**

- 4.1 This report provides equalities information (for the lead Tenant) and statistics up to July 2018 across a number of service areas. To include wider family members and joint tenants builds in additional complexity which renders reports less reliable.
- 4.2 Appendix 1, Section 1 provides some detailed information from the 2011 Census. This data allows us to look at the demographics in terms of ethnicity, religion and marital status. It also contains detail of population estimates, based on census data for Derby in 2017.
- 4.3 Section 2 provides demographic information taken from data held by Derby Homes, relating to lead tenant data we have been provided with.

- 4.4 The breakdown of lead tenants by ethnicity shows us that almost 70% of lead tenants are 'White British', this is a reduction from 73% in 2013 and is lower than the 75% of 'White British' population of Derby. There is a corresponding increase in the number of 'White Other', which has increased to 6.26% and is now the highest minority ethnic group amongst our tenants.
- 4.5 Derby Homes holds 100% data on the gender profile of our lead tenants. At July 2018 females make up 62% of lead tenants and 38% male lead tenants.
- 4.6 We hold almost 100% data on age profile of our lead tenants. There has been an increase in the numbers of lead tenants aged 25-64 with it being 72% in July 2018, opposed to 69% in 2013.
- 4.7 We need to undertake more work with our tenants to collect information regarding sexual preference, at the present time we only hold this data for 20.4% of lead tenants. Although it is a legal requirement to collect this data many tenants are still reluctant to provide it. We intend to explain why it is helpful to give us this information and how it may be used to influence service improvements through communication in Derby Homes News.
- 4.8 Similar to the above, we only hold data for 22.3% of lead tenants on religious beliefs. This too will be addressed through raising awareness in Derby Homes News.
- 4.9 The reports drawn from the data we hold on lead tenants is telling us that only 16% of lead tenants consider themselves to be disabled. This figure feels too low and we need to do further analysis and look more widely at the family composition.
- 4.10 Section 3 of the report looks at the arrears/income management service. The data looks only at evictions at the present time and tells us that in terms of ethnicity the numbers of evictions are not unrepresentative of the makeup of our lead tenants.

When we look at the profile of evictions by age, though it does tell us that younger lead tenants clearly find it more difficult to sustain their tenancy by maintaining regular rent payments than older lead tenants, we need to understand why over 80% of evictions are for lead tenants who are under the age of 44. We need to examine if we are able to provide additional support for this group which makes their tenancies more likely to succeed.

- 4.11 Section 4 relates to Universal Credit claims, this section will develop as more lead tenants transition onto the new benefit arrangements.
- 4.12 Finally Section 5 looks at the workforce profile and covers employees who were in post on 1 January 2017. The key messages within this section are that of the top 5% earners in Derby Homes 40% are female and 60% male; 11% are from a minority ethnic group.

We already know from our Gender Pay Gap analysis that the overall hourly rate of pay for women is 8% lower than men. This is due to our in-house trades teams where the workforce is predominantly male and the rate of pay for trades is higher than it is for many housing management and customer service roles where there are a majority of female employees.

As with lead tenant data we also need to increase the data provided by employees in relation to religious beliefs.

## 5. **OTHER OPTIONS CONSIDERED**

### 5.1 Not applicable

The areas listed below have no implications directly arising from this report:

Consultation  
Financial and Business Plan  
Legal and Confidentiality  
Council  
Personnel  
Environmental  
Equalities Impact Assessment  
Health & Safety  
Risk  
Policy Review

If Board Members or others would like to discuss this report ahead of the meeting please contact:

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Background Information: None  
Supporting Information: None