

EQUALITIES MONITORING REPORT – 2018 /2019

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 April 2019.

The report sets out the demographic position in Derby, the East Midlands and England in section one.

Sections two-five focus on customer data. Section two focuses on Derby Homes' household population. Section three covers rent collection and arrears. Section four of the report details Universal Credit cases. Anti-Social Behaviour statistics are detailed in section five.

Our workforce profile is detailed at section six.

2. RECOMMENDATION

- 2.1 To note and discuss the content of the report.

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.

To receive further reports on trends, opportunities and challenges including but not limited to points raised in this report. An example being the projected figures for the increase in the aging population in particular the number of people over 55 increasing by a projected 20% by 2030. A report has been requested to understand future housing needs.

From 01 August 2019 we will be using a new translation service. Translation data will be added to this report in future.

4. MATTER FOR CONSIDERATION

- 4.1 This report provides equalities information for all occupants up to April 2019.
- 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 the revised population estimates on age for 2012 – 2016, which were published on 26 June 2019 by the Office of National Statistic.
- 4.3 Section 2 provides demographic information taken from data held by Derby

Homes, relating to all occupants data we have been provided with.

- 4.4 The breakdown by ethnicity shows us that almost 56.6% of occupants are 'White British'; this is considerably 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 6.62% and is now the highest minority ethnic group amongst our tenants.

20.6% of occupants have preferred not to say their ethnic group.

- 4.5 Derby Homes holds 100% data on the gender profile of our lead tenants. At April 2019 females make up 54% of lead tenants and 46% male lead tenants.

- 4.6 We hold almost 100% data on age profile of occupants.

24.5% of the total number of tenants are aged 55 and over, and is comparable to Derby's estimated census figure of 26.9%.

- 4.7 During 2018 we published an article in Derby Homes news to explain why it is helpful to give us this information and how it may be used to influence service improvements. We have also made it possible for customers to update their own equality information through 'My Account' on the website.

- 4.8 Although it is requirement to collect this data many tenants are still reluctant to provide it.

- 4.9 The reports drawn from the data we hold on disability is telling us that 8.8% of households contain people with a disability. 11.3% of tenants over the age of 16 have told us they have a disability.

- 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 occupants.

- 4.11 When we look at the profile of evictions by age though it does tell us that younger occupants clearly find it more difficult to sustain their tenancy by maintaining regular rent payments than older occupants.

- 4.12 We need to understand why over 77% of evictions are for lead tenants who are under the age of 44.

- 4.13 Analysis into the reasons why a high percentage of evictions are for occupants under the age of 44 hasn't shown any real trends. It is perceived that people under the age of 44 have less stable environments and are more likely to have changing circumstances. Not co-operating with payment agreements or not communicating with the Income team is more likely to result in an eviction. The average rent owed by the time of eviction for tenants under the age of 44 is £2419.

- 4.14 As a result of the analysis, the Income Team are working more closely with the Homelessness team to work together to reduce the number of evictions necessary. Less full possession orders are being requested, and more suspended possession orders are being sort to enable the tenant to pay their current rent plus a small amount off their arrears and retain their home.

- 4.15 Section 4 related to Universal Credit claims, this section will develop as more lead tenant's transition onto the new benefit arrangements.
- 4.16 Section 5 looks at the Anti-social Behaviour. During 2018 /19 there were 941 complaints of ASB. The gender split was similar for both complainants and perpetrators (62% of complainants were female / 52% of perpetrators were female). In 141 cases we did not have the gender breakdown information it is not always possible to collect data from non-Derby Homes' customers.
- 4.17 The number of people who reported anti-social behaviour was higher amongst the 25 – 54 years age band during 2018/19. In 147 cases we did have age recorded.
- 4.18 We hold ethnicity information on 88% of complainants and 73% on perpetrators. 11% of complainants and perpetrators prefer not to say.
- 4.19 The ASB team tries to resolve as many cases as possible as quickly as we can by the use of informal methods. Examples of these methods include visits to explain the problem, often carried out jointly with the Police, verbal warnings, written warnings, mediation and referrals to other agencies for support. In the vast majority of cases this all that is necessary. In a few cases though, we do have to take more formal action. Of the 941 ASB cases only 43 required formal interventions, of which only 3 resulted in an eviction.
- 4.20 Finally Section 6 looks at the workforce profile and covers employees who were in post on 01 January 2019. The key messages within this section are that of the top 5% earners in Derby Homes 38% are female and 62% male. 8.8% are from a minority ethnic group.
- 4.21 We already know from our Gender Pay Gap analysis that over overall hourly rate of pay for women is 8% lower than men. This is due to our in-house trade's 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.
- 4.22 We are working 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

This report has been approved by the following

Managing Director	Maria Murphy	24.07.2019
Company Solicitor	Taran Lalria	