



Appendix 1

Working for Derby Homes

Equality Employment Statistics 2022

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Working for Derby Homes – employment statistics

1. Introduction

- 1.1 Welcome to our employment statistics for 01 January to 31 December 2022.
- 1.2 The statistics include recruitment, workforce profile, training, and development, disciplinary and grievances and attendance management. They form part of our Public Sector Equality Duty requirements where we must provide equality information about our employees and job applicants.
- 1.3 In 2022 we retained the Disability Confident Employer accreditation.
- 1.4 Please contact us if you have any queries about the figures or have any suggestions for improving the layout for future reports.

2. Recruitment

- 2.1 Derby Homes operates a recruitment scheme where candidates with disabilities can request an automatic interview if they meet the essential criteria for the post. In addition, candidates with disabilities are invited to tell us what adjustments they may need to ensure that they can fully participate in the selection process. This section gives information about recruitment to our vacancies that were advertised between January and December 2022.
- 2.2 It explores the stages of the process and focuses on equality statistics, ethnic origin, gender, sexuality, religion or belief, disability, and age.
- 2.3 In 2022 Derby Homes appointed 68 new employees.
- 2.4 All employees can now access their own Payroll/HR information online. As part of this, employees can update their own equality information. This helps Derby Homes in monitoring its equality information for statistical purposes.

2.5. Applicant by Equality Group

Ethnicity	Derby	East Midlands
Asian or Asian British	12.83%	11.06%
Asian/Asian British - Bangladeshi	0.26%	0.96%
Asian/Asian British - Indian	6.35%	5.77%
Asian/Asian British - Other Asian	0.52%	0.96%
Asian/Asian British - Pakistani	5.70%	3.37%
Black or Black British	4.34%	7.21%
Black/African/Caribbean/Black British - African	2.33%	3.85%
Black/African/Caribbean/Black British - Caribbean	2.01%	3.37%
Mixed	3.63%	7.21%
Mixed/Multiple Ethnic Groups - Other Mixed	0.45%	0.48%
Mixed/Multiple Ethnic Groups - White and Asian	0.84%	0.96%
Mixed/Multiple Ethnic Groups - White and Black African	0.06%	0.48%
Mixed/Multiple Ethnic Groups - White and Black Caribbean	2.27%	5.29%
Not Stated	2.33%	0.96%
Prefer Not To Say	2.33%	0.96%
Other Ethnic Groups	1.62%	3.37%
Asian/Asian British - Chinese	0.39%	0.96%
Black/African/Caribbean/Black British - Any Other	0.58%	1.92%
Other Ethnic Group - Any Other	0.39%	0.48%
Other Ethnic Group - Arab	0.26%	0.00%
White	75.24%	70.19%
White - English/Welsh/Scottish/Northern Irish/British	67.14%	64.90%
White - Gypsy or Irish Traveller	0.13%	0.00%
White - Irish	0.71%	0.00%
White - Other White	7.26%	5.29%
Grand Total	100.00%	100.00%

2.6. Applicant by Disability

Disability	Applicants	%	First Interview	%	Appointed	%
No	696	89.00%	234	86.35%	60	86.96%
Yes	86	11.00%	37	13.65%	9	13.04%
Grand Total	782	100.00%	271	100.00%	69	100.00%

2.7. Applicant by Gender

Gender	Applicants	%	First Interview	%	Appointed	%
Female	467	59.72%	161	59.41%	42	60.87%
Male	311	39.77%	108	39.85%	27	39.13%
Unknown	4	0.51%	2	0.74%		0.00%
Grand Total	782	100.00%	271	100.00%	69	100.00%

2.8. Applicant by Religion or Belief

Religion	Applicants	%	First Interview	%	Appointed	%
Buddhist	3	0.38%	1	0.37%		0.00%
Christian	226	28.90%	85	31.37%	25	36.23%
Hindu	12	1.53%	4	1.48%		0.00%
Muslim	48	6.14%	16	5.90%	3	4.35%
No Religion	415	53.07%	133	49.08%	34	49.28%
Other Religion	11	1.41%	4	1.48%		0.00%
Prefer Not To Say	41	5.24%	19	7.01%	7	10.14%
Religion Not Stated	11	1.41%	4	1.48%		0.00%
Sikh	15	1.92%	5	1.85%		0.00%
Grand Total	782	100.00%	271	100.00%	69	100.00%

2.9. Applicant by Ethnic Origin

Ethnic Origin	Applicants	%	First Interview	%	Appointed	%
Asian or Asian British	74	9.46%	22	8.12%	3	4.35%
Asian/Asian British - Bangladeshi	4	0.51%		0.00%		0.00%
Asian/Asian British - Indian	34	4.35%	12	4.43%		0.00%
Asian/Asian British - Other Asian	2	0.26%		0.00%		0.00%
Asian/Asian British - Pakistani	34	4.35%	10	3.69%	3	4.35%
Black or Black British	56	7.16%	14	5.17%	3	4.35%
Black/African/Caribbean/Black British - African	36	4.60%	7	2.58%		0.00%
Black/African/Caribbean/Black British - Caribbean	20	2.56%	7	2.58%	3	4.35%
Mixed	28	3.58%	9	3.32%	2	2.90%
Mixed/Multiple Ethnic Groups - Other Mixed	3	0.38%	3	1.11%		0.00%
Mixed/Multiple Ethnic Groups - White and Asian	8	1.02%	1	0.37%	1	1.45%
Mixed/Multiple Ethnic Groups - White and Black African	5	0.64%	1	0.37%		0.00%
Mixed/Multiple Ethnic Groups - White and Black Caribbean	12	1.53%	4	1.48%	1	1.45%
Not Stated	19	2.43%	10	3.69%		0.00%
Prefer Not To Say	19	2.43%	10	3.69%		0.00%
Other Ethnic Groups	19	2.43%	3	1.11%		0.00%
Asian/Asian British - Chinese	3	0.38%	1	0.37%		0.00%
Black/African/Caribbean/Black British - Any Other	10	1.28%	2	0.74%		0.00%
Other Ethnic Group - Any Other	6	0.77%		0.00%		0.00%
White	586	74.94%	213	78.60%	61	88.41%
White - English/Welsh/Scottish/Northern Irish/British	544	69.57%	202	74.54%	59	85.51%
White - Irish	5	0.64%	2	0.74%		0.00%
White - Other White	37	4.73%	9	3.32%	2	2.90%
Grand Total	782	100.00%	271	100.00%	69	100.00%

2.10. Applicant by Age

AGE	Applicants	%	First Interview	%	Appointed	%
Unknown	1	0.13%	1	0.37%		0.00%
16-25	136	17.39%	40	14.76%	9	13.04%
26-35	240	30.69%	63	23.25%	24	34.78%
36-45	218	27.88%	77	28.41%	13	18.84%
46-55	108	13.81%	57	21.03%	18	26.09%
56-65	75	9.59%	31	11.44%	5	7.25%
66-75	4	0.51%	2	0.74%		0.00%
Grand Total	782	100.00%	271	100.00%	69	100.00%

3. Apprentice work force information 2022

3.1 We recruited 11 apprentices in 2022. Here is the additional equality monitoring information for apprentices:

By age

Age	Numbers	%
16	5	45.5
17	5	45.5
20	1	9
Total	11	100

By gender

Gender	Numbers	%
Female	2	18.2
Male	9	81.8
Total	11	100

By ethnic origin

Ethnic Origin	Numbers	%
Dual Heritage White and Black African	1	9.1
Indian	1	9.1
White British	9	81.8
Total	11	100

4. Workforce Profile

4.1 This report covers Derby Homes employees in post on 1 January 2022. The information in the report comes from the HR/Payroll system.

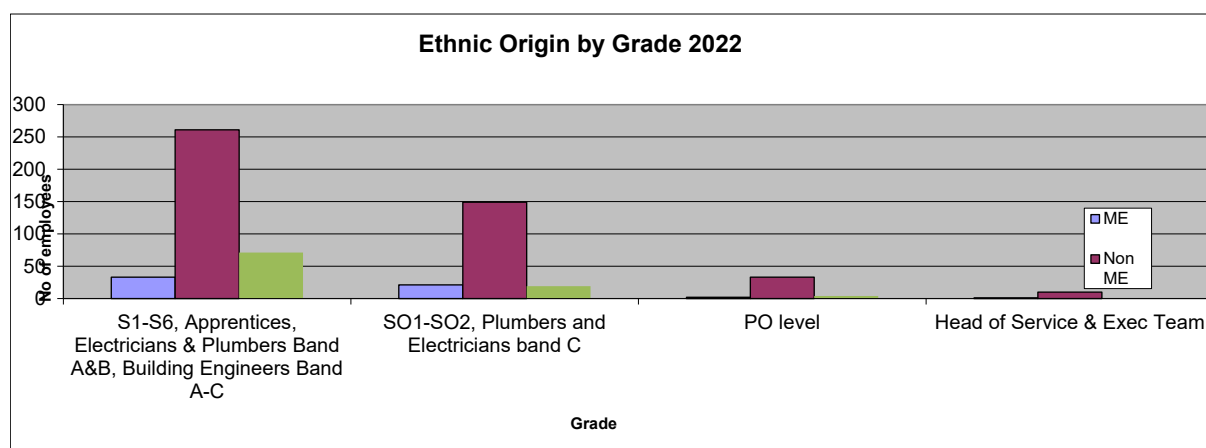
4.2 The statistics relate to analysis by ethnic origin, disability, gender, religious belief, sexual orientation and age.

4.3 The report provides the number of new employees and leavers during 2022

4.3 The statistics do not include agency staff.

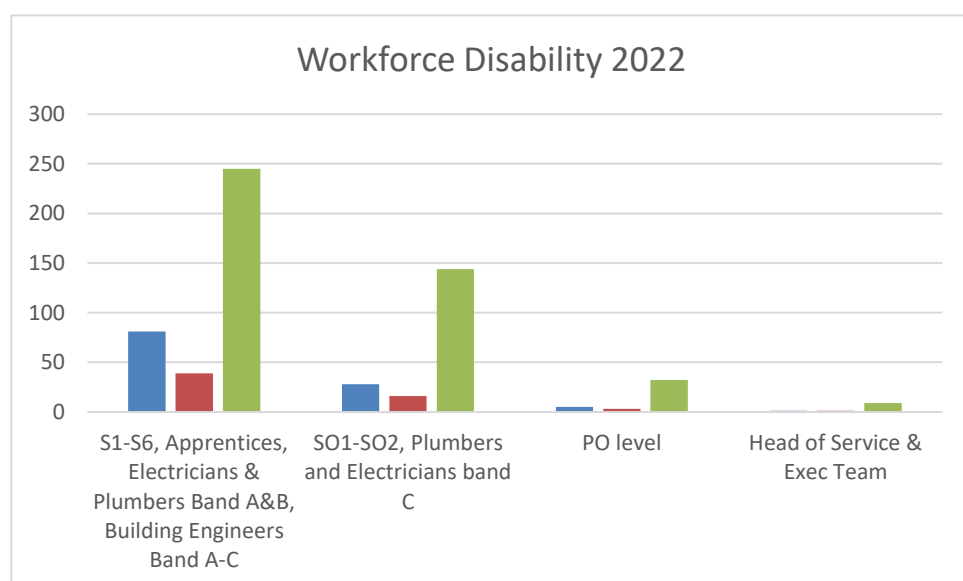
Ethnic origin profile

Grade	ME	Non ME	NOIG	Total	% ME	% White
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	33	261	71	302	10.9%	86.4%
SO1-SO2, Plumbers and Electricians band C	21	149	19	250	8.4%	59.6%
PO level	2	33	4	41	4.9%	80.5%
Head of Service & Exec Team	1	10		11	9.1%	90.9%
Totals	57	453	94	604		



Disability profile

Grade	NOIG	Disabled	Non Disabled	Total	% Disabled	% Non Disabled
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	81	39	245	365	10.7%	67.1%
SO1-SO2, Plumbers and Electricians band C	28	16	144	188	8.5%	76.6%
PO level	5	3	32	40	7.5%	80.0%
Head of Service & Exec Team	1	1	9	11	9.1%	81.8%
Totals	115	59	430	604		



Religious belief profile

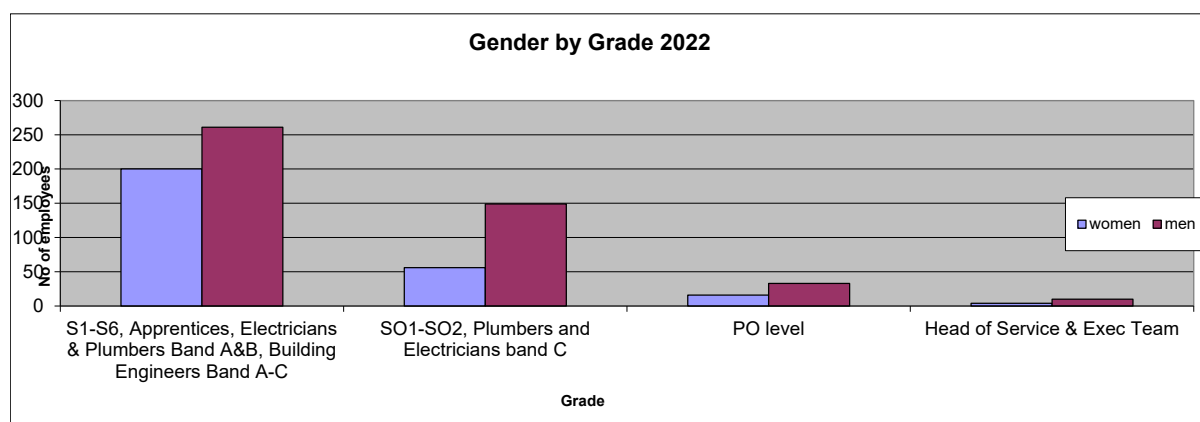
Faith / Religion 2022	No	%
Christian	166	27.50%
Buddhist	0	0.00%
Hindu	2	0.30%
Jewish	0	0.00%
Muslim	10	1.70%
Sikh	7	1.10%
Other	9	1.50%
No religion	135	22.40%
Prefer not to say	17	2.80%
Religion not stated	258	42.70%

Sexual orientation profile

Sexual Orientation 2022	no.	%
Heterosexual	259	43%
Gay Man	7	1.15%
Gay Woman	3	0.49%
Bi-Sexual	5	0.82%
Other	5	0.82%
Prefer not to say	9	1.49%
Unknown	316	52%

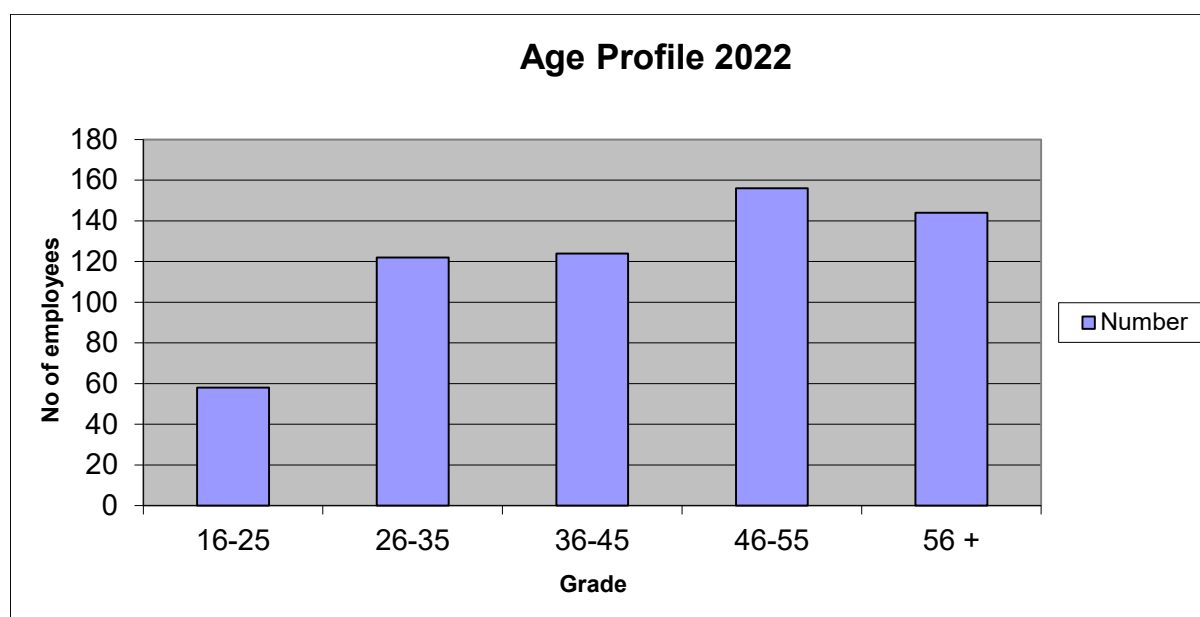
Gender Profile of current workforce

Grade	Women	Men	Total	% Women	% Men
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	200	102	302	66.2%	33.8%
SO1-SO2, Plumbers and Electricians band C	56	195	251	22.3%	77.7%
PO level	16	24	40	40.0%	60.0%
Head of Service & Exec Team	4	7	11	36.4%	63.6%
Totals	276	328	604	276	328



Age Profile of current workforce

1	No of Employees	% of employees
16-25	58	10.0%
26-35	122	20.0%
36-45	124	20.0%
46-55	156	26.0%
56 +	144	24.0%
Totals	604	100%



4.4 Gender profile of the top 5% of earners

Out of 30 people (top 5%) 11 are women = 37% and 19 are men = 63%

4.5 Ethnic origin profile of top 5% earners

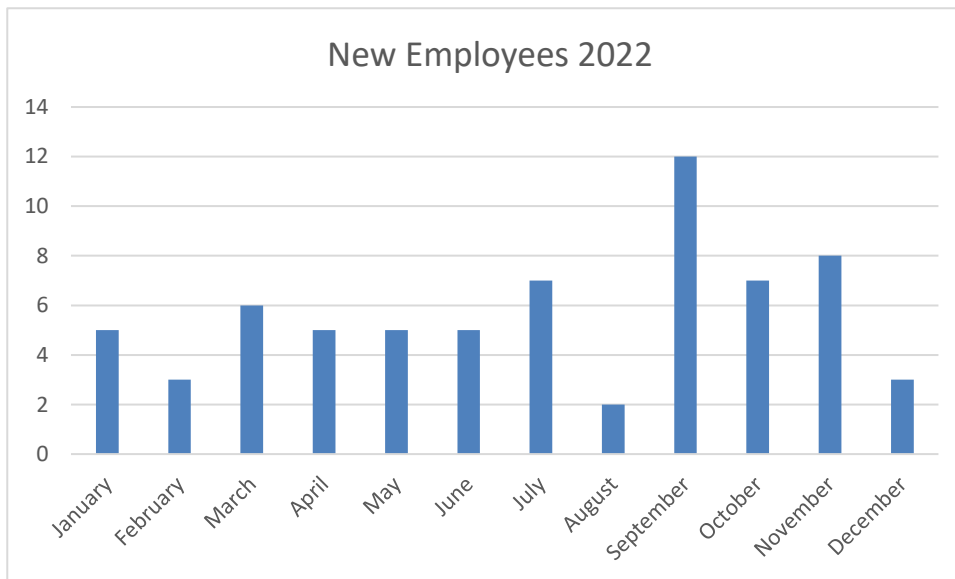
Out of 30 people (top 5%) 27 employees are Non-Minority Ethnic employees = 90% and 3 employees are from a Minority Ethnic group = 10%

4.6 Disability in the top 5% earners

Out of 30 people (top 5%) 4 employees consider themselves disabled = 13.3%

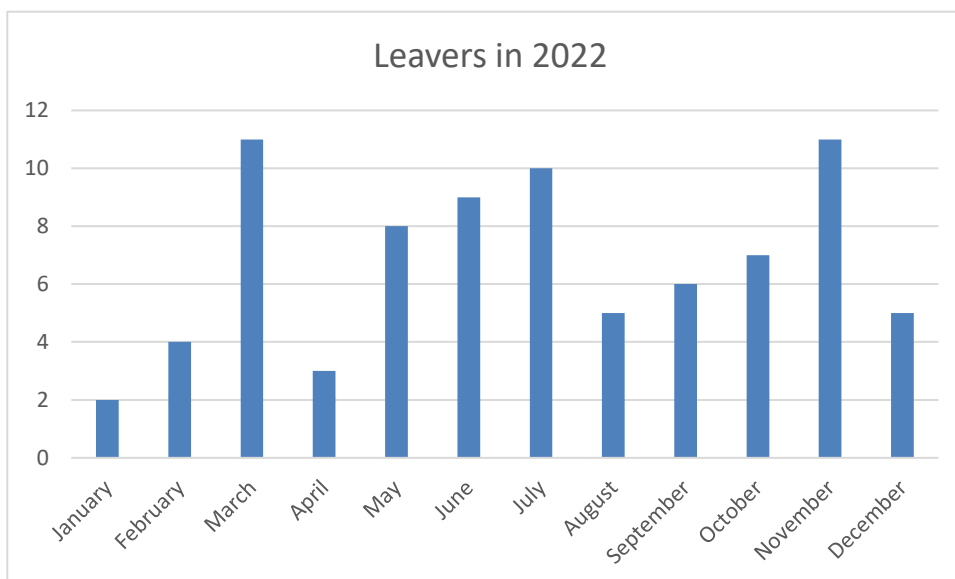
5. New employees 2022

- 5.1 In 2022 there were 68 new employees who started work at Derby Homes. This figure is lower than the previous year when 77 new employees joined Derby Homes. Note Apprentices generally start in September.



6. Leavers 2022

- 6.1 In 2022, 81 employees left Derby Homes. This figure is higher than the previous year when 68 employees left Derby Homes.



7. Gender Pay Gap

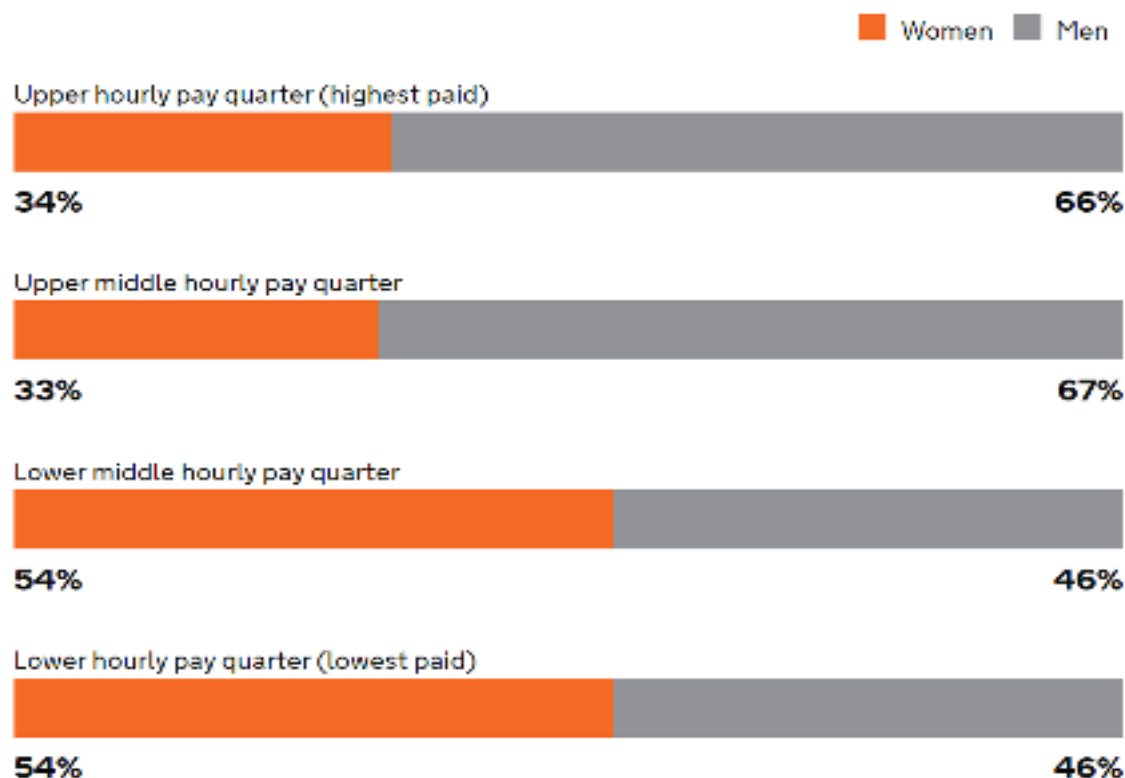
7.1 Derby Homes' statement on the gender pay gap for April 2022

- 7.2 Derby Homes pays men and women equally for the same role.

- 7.3 In this organisation, women earn 83p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 17% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 6.7% lower than men's.

In this organisation, women occupy 34% of the highest paid jobs and 54% of the lowest paid jobs.



- 7.4 To a large extent this gap exists as a result of our maintenance team taken on from Derby City Council in 2010, where the workforce is predominantly male and is paid a higher rate than for many housing management roles where there are a majority of female employees.

7.5 Bonus Pay

No Bonus Paid

8.1 Training and Development 2022

- 8.2 Derby Homes use a blended approach to training; we use our e-learning portal, face to face courses and virtual training sessions.

Face to face training courses delivered in 2022

Course name	Number completed
Safeguarding Training	127
Safely Managing the use of mobile elevating work platforms	4
Safety Harness Training	4
Case management Training	17

Safe working at Height	27
Abrasive Wheel Training	33
SMSTS (Site Manager Training)	26
SSSTS (Site Supervisor Training)	34
Towers	12
Manual Handling Training	44
IPAF Harness Use and Inspection	17
IPAF OP: Mobile Vertical/Mobile Boom/Static Boom 3A 3B 1B	5
Site Safety Plus Training	2
Asbestos Training	191
Working Safely	97
Construction Dust Training	36

Virtual/Toolbox Talk Training delivered through the year by Managers and supervisors to trade teams.

Autism Awareness Training delivered to front line Housing Management Staff and Trades.

8.3 E-learning training courses accessed in 2022

All employees are expected to complete all the mandatory E-Learning courses; new employees must complete the courses as part of their induction on our e-learning portal.

Course name	Number completed
Welcome to Derby Homes	384
You and Your Employment	368
Covid. 19 & Personal Protective Equipment Guidance	598
Display Screen Equipment	406
Equality and Diversity	610
Fire Safety	437
GDPR Cyber Security – only to be completed by non-trade staff	471
Health & Safety	469
Housing Management	315
Manual Handling	598
Modern Slavery	541
Non-Licensed Working with Asbestos 2020	127
Safeguarding Adults and Children	579
Milestone House – Introduction	24
Milestone House – Alcohol Procedure	20
Milestone House – Clearing Rooms Procedure	18
Milestone House – Dealing with a Death of the Premises	17
Milestone House – Drug Procedure	18
Milestone House – Emergency Fire Plan Procedure	17
Milestone House – Firearms, Knives and Offensive Weapons	18
Milestone House – Needles Procedure	16
Milestone House – On Call Procedure	16

Milestone House – Personal Safety Procedure	16
Milestone House – Residents medicines management procedure	18
Milestone House – Risk Management	16
Milestone House – Sign up Checklist	18
Milestone House – Violence and Aggression Procedure	17
Unconscious Bias Training (rolled out 2021)	516
Unconscious Bias Training for Managers (rolled out 2021)	23
GDPR Essentials (New course rolled out 2021)	530
Challenging Behaviour – only rolled out to Housing Management	503
Criminal Exploitation - only rolled out to Housing Management	47
Loss and Bereavement – only rolled out to REST team	14

8.4 We ensure all employees and managers are up to date with various new legislations and issues that affect Derby by providing regular staff briefings and Leader's network. Leaders Networking sessions take place every 2 months and there have been 3 staff briefings this year.

8.5 Derby Homes is committed to train and develop employees to improve their knowledge and skills in line with its agreed objectives. We encourage employees to study approved educational training courses leading to recognised vocational qualifications; this is through the Qualification Training Scheme. Derby Homes will support employees on the Qualification Training Scheme if the qualification is relevant to their current or near future duties, or where it allows for realistic career development within the organisation. In 2022, 18 employees applied and were supported to study a qualification. As part of the 2022 QTS scheme, 8 employees are now participating in a management degree apprenticeship.

8.6 Derby Homes also carries out an External Training Request Scheme, this is where employees can apply to attend a one-off course or seminar to assist them in their role. In 2022, 83 employees attended courses or seminars relating to their job role.

9. Disciplinary investigations and grievances

9.1 During 2022 there were 6 formal disciplinary investigations started and concluded, resulting in:

- 3 First written warnings.
- 1 Dismissal for Gross Misconduct
- 1 resigned in process
- 1 did not proceed to a hearing

9.2 All employees are white British, and only one individual had declared themselves as having a disability.

9.3 There was one employee who attended a formal performance capability process. They were White British, not disabled and no further action was taken due to improvement.

- 9.4 There was one formal grievance raised in 2022. The employee resigned during the process. The employee was white British and disabled.
- 9.5 Seven Employees were also dismissed due to unsuccessful probation periods. These were all white British and four employees were not disabled, with three not declaring either way.

10. Attendance Management cases

- 10.1 During 2022 there were four individuals who were progressed to Stage 2 of the Attendance Management procedure.
- 10.2 All four employees were white British, and one was disabled.
- 10.3 In total 11 hearings were held as employees progressed through the process
- 4 - First Notice of Improvements (First written warning)
 - 3 - Second Notice of Improvements (Second Written Warnings)
 - 3 – Ill Health capability Dismissals

11. Monitoring and moving forward

- 11.1 We monitor our equality in employment statistics through our performance management tool.
- 11.2 Reports on the performance management tool are produced quarterly and presented to our senior management team and Derby Homes Board.
- 11.3 Our Diversity Forum Group will be examining these statistics and adding any positive action initiatives.
- 11.4 Employees becoming disabled during employment:
- There is a comprehensive support process in place for any employee who may enter a period of ill health or develop a condition which may be covered by the Equalities Act 2010. We ensure that employees have access to proper medical advice from Occupational Health and that as the employer we have a proper understanding of what support is necessary to help an employee sustain their employment.

12. Context

Year	Number of employees	Average Age (Years)	% Disability
2022	604	43.9	9.8%
2021	622	43.0	9.8%
2020	615	43.5	9.10%
2019	602	43.3	9.5%
2018	588	43.3	9.5%
2017	560	43.4	9.5%
2016	506	42.9	8.3%
2015	489	42.4	8.6%
2014	470	42.0	9.4%

Gender Profile

Year	% of Female employees	% of Male employees
2022	45.7%	54.3%
2021	45.7%	54.3%
2020	44.3%	55.7%
2019	44.2%	55.8%
2018	45.2%	54.8%
2017	45.0%	55.0%
2016	40.1%	59.9%
2015	39.5%	60.5%
2014	39.4%	60.6%

Ethnicity Profile

Year	% ME employees	% Non-ME employees	Not stated
2022	9.5%	75%	15.5%
2021	8.7%	74.3%	17%
2020	9%	78.7%	12.3%
2019	9.3%	82.4%	8.3%
2018	11.1%	81.5%	7.5%
2017	12.9%	82.3%	4.8%
2016	12.8%	83.6%	3.6%
2015	11.2%	85.9%	2.9%
2014	11.5%	86.2%	2.3%