

EQUALITY REPORT 2023

Report of the Finance Director and Company Secretary

1. SUMMARY

- 1.1 This report provides the Board with an overview of the issues discussed at the Diversity Forum. The forum comprises of representatives from across all areas of Derby Homes, and focusses on diversity, equality, and inclusion.
- 1.2 The report presents Derby Homes equality employment statistics for 2022.
- 1.3 The report presents our Customer Equalities Report for 2022/2023.

2. RECOMMENDATION(S)

- 2.1 To note the actions taken by the Diversity Forum, and the content of the Annual Workforce Equalities Report.

3. REASON(S) FOR RECOMMENDATION

- 3.1 To ensure that Board Members are fully aware of relevant equality, diversity, and inclusion matters.

4. MATTER(S) FOR CONSIDERATION

- 4.1 The Diversity Forum have continued to meet, virtually, throughout the year. Minutes of this meeting are accessible on DHNet [Equalities - Documents - All Documents \(sharepoint.com\)](#)
- 4.2 The Diversity Forum discusses current issues and works in partnership with local organisations to raise awareness.
- 4.3 During the last 12 months, the Diversity Forum has worked with the Complex Needs Manager, in relation to Derby Homes Domestic Abuse Policy and Procedure.
- 4.4 The Forum submitted Derby Homes application, and successfully achieved the Level 2 Disability Confident Employer Accreditation to 2025.
- 4.5 In Spring 2023, the Forum received a presentation from Derbyshire LGBTQ+ about the Rainbow Accreditation; work is planned towards achieving this accreditation. Detail about this accreditation can be found on DHnet.

- 4.6 The Diversity Forum has been instrumental in progressing training for all Derby Homes employees, relating to Autism, Unconscious Bias, and Neuro Diversity.
- 4.7 The Diversity Forum members have undertaken an Equality Impact Assessment skills audit questionnaire in 2023, and assisted managers complete Equality Impact Assessments. Training will be provided to Forum members, to assist them in reviewing future Equality Impact assessments.
- 4.8 The work of the Forum is published on the intranet, which is accessible for all employees; members are asked to promote this along with the work of the Diversity Forum at team meetings.
- 4.9 Each year, Derby Homes is required to publish employment statistics. A copy of Working for Derby Homes Equality Employment Statistics 2022 report is attached in Appendix 1; this report provides equalities information for all employees, other than agency workers, for 2022 calendar year.

From this report some key observations are evident:

- The gender breakdown for apprenticeship recruitment in 2022 was female 18.2% and 81.8% male. In 2021 males were underrepresented 33%
- In the top 5% of earners at Derby Homes, (30 employees), 4 employees have told us they have a disability; this is equating to 13.3%
- In the top 5% of earners at Derby Homes women = 37% and men = 63%
- There is a large percentage of data missing for employees in relation to sexual orientation and religion; there is an ongoing exercise to increase this data.
- Derby Homes has an aging workforce, currently 243 members of staff are aged over 50; this is 40% of the company's workforce.
- Gender pay gap - Derby Homes pays men and women equally for the same role.

Women's median hourly wage is 17% lower than men's.
Women's mean hourly wage is 6.7% lower than men's.

Women occupy 34% of the highest paid jobs and 54% of the lowest paid jobs.

5. OTHER OPTIONS CONSIDERED

- 5.1 Annually, the Customer Equalities Monitoring Report is written and reported to Operational Board; this is attached in Appendix 2 for information.

6. IMPLICATIONS

6.1 LEGAL AND CONFIDENTIALITY IMPLICATIONS

The Public Sector Equality Duty, is a duty on public authorities, to consider or think about how their policies or decisions affect people who are protected under the Equalities Act.

The general equality duty requires public authorities to have due regard, to the need to eliminate discrimination; advance equality of opportunity; and foster good relations when making decisions and setting policies.

6.2 EQUALITIES IMPLICATIONS

Contained within the appendices.

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

Consultation
Financial and Business Plan
Council
Personnel
Environmental
Health & Safety
Risk
Policy Review

For more information please contact:

Annabelle Barwick/Customer Service and Equalities Manager
Telephone 01332 888402
Email annabelle.barwick@derbyhomes.org

Background
information:

List of appendices: Appendix 1 – Working for Derby Homes Equality Employment statistics 2022
Appendix 2 – Customer Equalities Report 2022/23

This report has been approved by the following:

| | | |
|----------------------|--------------|------------|
| Governance (checked) | Jane Haywood | 21.08.2023 |
| Derby Homes Board | | 27.07.2023 |