

## Equalities Report – 2020

### Section 1: Census Demographic Information (2011)

#### Ethnic Group – Census 2011

Ethnic Group %	Derby	East Midlands	England
White:English/Welsh/Scottish/ Northern Irish/British	75.33	85.4	79.75
White:Irish	0.93	0.63	0.98
White:Gypsy or Irish Traveller	0.12	0.08	0.10
White:Other White	3.92	3.16	4.58
Mixed:White and Black Caribbean	1.57	0.89	0.78
Mixed:White and Black African	0.21	0.19	0.30
Mixed:White and Asian	0.71	0.48	0.63
Mixed:Other Mixed	0.41	0.34	0.53
Indian	4.38	3.73	2.63
Pakistani	5.88	1.08	2.10
Bangladeshi	0.26	0.29	0.82
Chinese	0.52	0.54	0.72
Other Asian	1.45	0.84	1.55
African	1.27	0.92	1.84
Caribbean	1.37	0.64	1.11
Other Black	0.31	0.24	0.52
Arab	0.35	0.21	0.42
Other ethnic group:Any other ethnic group	1.00	0.35	0.62

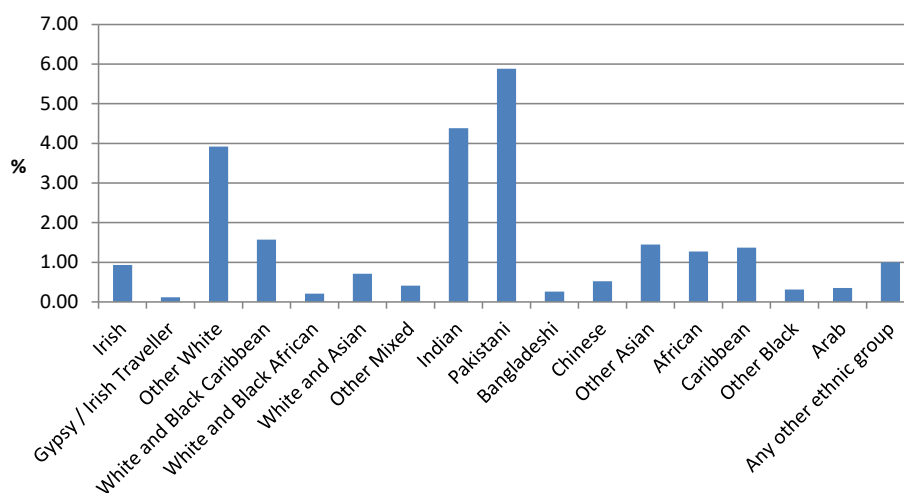
Source: Office for National Statistics, Census 2011, QS201EW, Ethnic Group

The Office for National Statistics (ONS) conducted the latest Census on 27 March 2011. 92% of people in Derby responded to the Census. The 2011 census identified the 'White British' ethnic group made up 75.3% of the total population of Derby.

The 'white other' ethnic group showed the most significant population change between 2001 and 2011, with an increase of 2.2%. This was due to high levels of in-migration as well as higher levels of fertility.

12.5% of Derby's population was made up by the Asian or Asian British ethnic group which was significantly higher than both the East Midlands (6.5%) and England (7.8%). The mixed race ethnic group (2.9%) was also higher than both the East Midlands (1.9%) and England (2.3%).

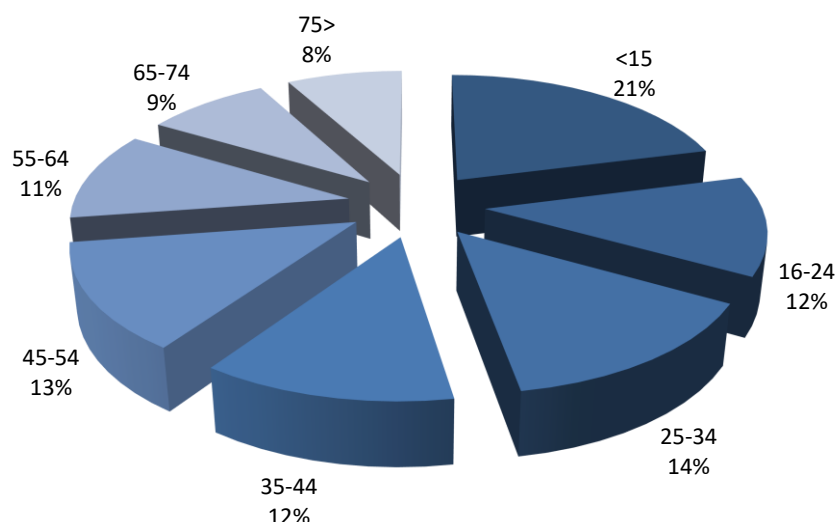
#### Population of Derby by Ethnic Group – Census 2011



Source: Office for National Statistics, Census 2011, QS201EW, Ethnic Group

(<https://www.derby.gov.uk/council-and-democracy/statistics-and-census-information/census-information/>)

## Population Estimates – Local Authority based by single year of age



On 24 June 2020, revised population estimates for 2012-2019 were released by ONS based by single year of age.

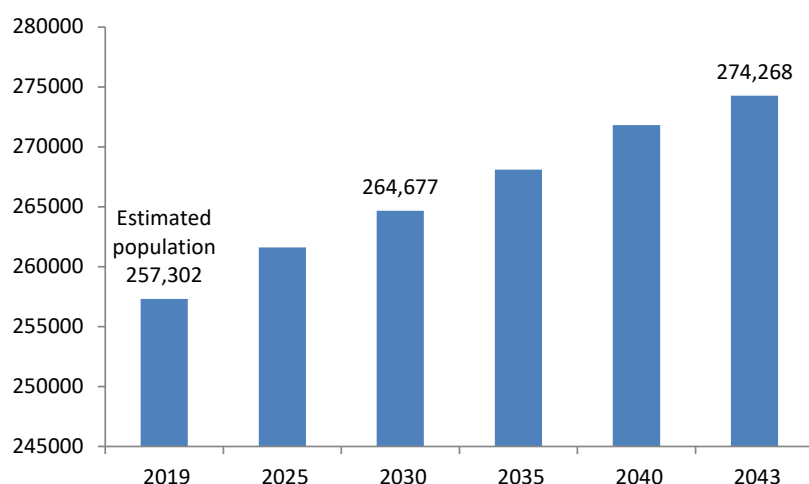
Derby's population grew by 0.05% between mid-2018 and mid-2019 (the same as the previous year) compared to a 0.5% growth nationally which is the slowest increase since mid-2004.

This may be attributed to an increase in emigration and a decrease in international migration. It is also associated with declining fertility levels in the white British population due to complex socio-economic factors

Population Projections - Local Authority Based by Single Year of Age										
Age	2025		2030		2035		2040		2043	
	Count	%	Count	%	Count	%	Count	%	Count	%
<15	52,154	19.9	49,763	18.8	49,257	18.4	50,434	18.6	51,427	18.8
16--24	33,514	12.8	36,470	13.8	36,000	13.4	33,948	12.5	33,256	12.1
25-34	35,068	13.4	33,613	12.7	35,145	13.1	37,834	13.9	37,994	13.9
35-44	33,701	12.9	34,082	12.9	33,093	12.3	31,628	11.6	32,153	11.7
45-54	29,969	11.5	29,962	11.3	31,609	11.8	32,217	11.9	31,971	11.7
55-64	31,488	12.0	30,334	11.5	27,877	10.4	28,001	10.3	29,132	10.6
65-74	22,375	8.6	25,666	9.7	28,067	10.5	27,250	10.0	25,701	9.4
75+	23,331	8.9	24,787	9.4	27,049	10.1	30,512	11.2	32,634	11.9
<b>Total</b>	<b>261,600</b>		<b>264,677</b>		<b>268,097</b>		<b>271,824</b>		<b>274,268</b>	

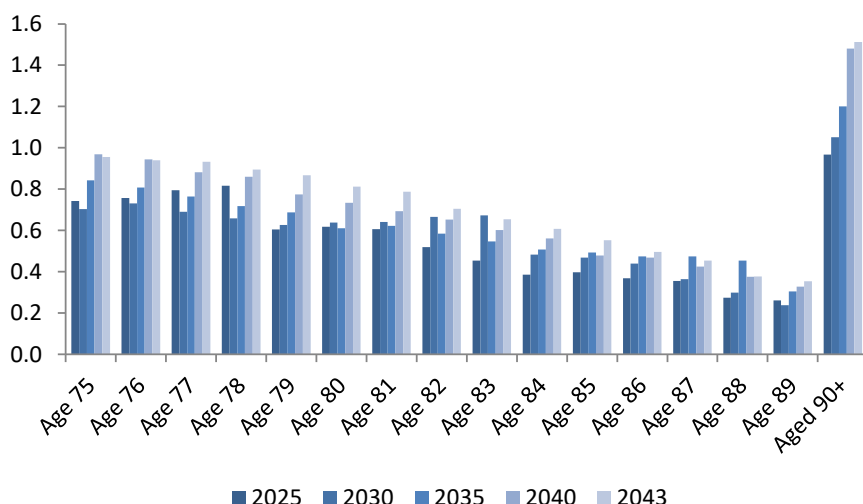
Source: ONS, 2018 (latest) based population projections by single year of age  
NB. Some columns may not sum up due to rounding

## Population Projections – Local Authority based by single year of age



The projection figures for Derby shown in the table above, released by the ONS, identifies a 3% increase in Derby's population by 2030, with the number of people over 75 increasing by a projected 21%, which is further broken down in the following chart.

## Population Projections – Local Authority based by single year of age as a percentage of the population aged 75+



The ONS provide population projections up to the year 2043, which have identified an expected increase of around 59% in the number of people living in Derby aged over 75. The graph shows that, when broken down into ages, the highest percentage is for residents aged 90 and over.

## Religion – Census 2011

Religion	% of total population		
	Derby	East Midlands	England
Christian	52.7	58.8	59.4
Buddhist	0.3	0.3	0.5
Hindu	0.9	2	1.5
Jewish	0	0.1	0.5
Muslim	7.6	3.1	5
Sikh	3.6	1	0.8
Other religions	0.4	0.4	0.4
No religion	27.6	27.5	24.7
Not stated	6.8	6.8	7.2

Source: Office for National Statistics, Census 2011,

Between 2001 and 2011 the percentage of the resident population identifying their religious belief as Christian reduced from 67.4% to 52.7%, whilst the number of Muslims, Sikhs, Hindus and Buddhists increased.

36.5% of Derby residents aged 16+ were single as at the 2011 Census compared to 55.4% of Derby Homes' households as at March 2020 (where data has been provided).

The estimated proportion of people aged 16 – 64 in Derby who were disabled (based on the Disability Discrimination Act (DDA) definition) between October 2011 to September 2012 was 15.1%, this is slightly above the percentage of Derby Homes' occupants for whom we hold disability information.

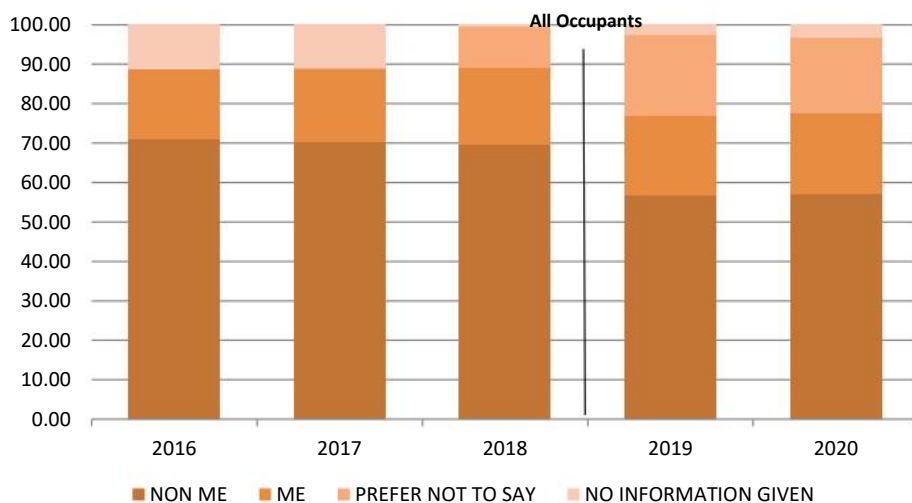
## Marital Status – Census 2011

Marital status	% of people aged 16+		
	Derby	East Midlands	England
Single	36.5	32.3	34.6
Married	44.7	48.5	46.6
Same sex civil partnership	0.2	0.2	0.2
Separated	2.7	2.6	2.7
Divorced	9	9.3	9
Widowed / surviving partner	7	7.2	6.9

Source: Office for National Statistics, Census 2011

## Section 2: Profile of Derby Homes' Household Population

### Breakdown by ethnicity – (Trend)



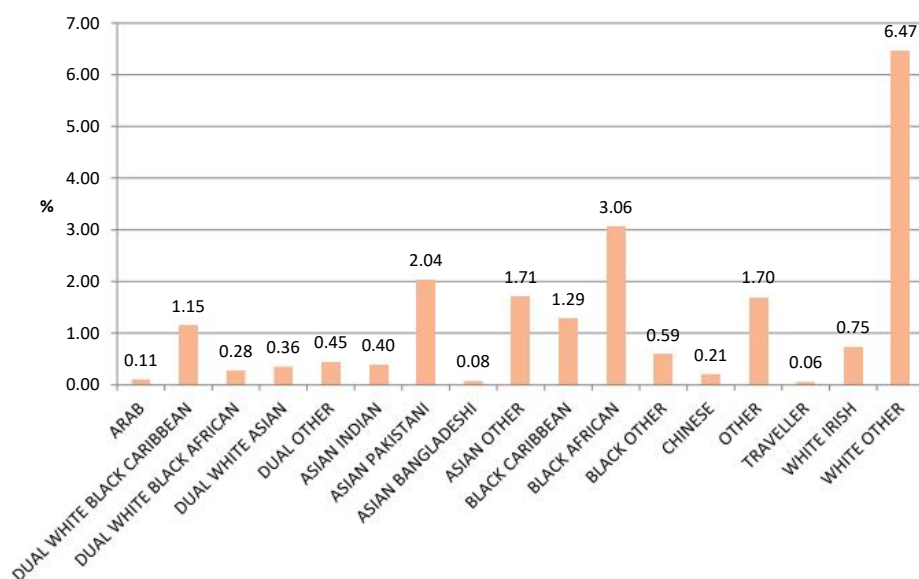
It should be noted that the ethnicity data provided from 2019 is based on all customers and includes all occupants living in the property, whereas previous year's data was for lead tenants only.

We have household profile information by ethnicity on 77.6% of all our occupants. 18.9% prefer not to say their ethnic group.

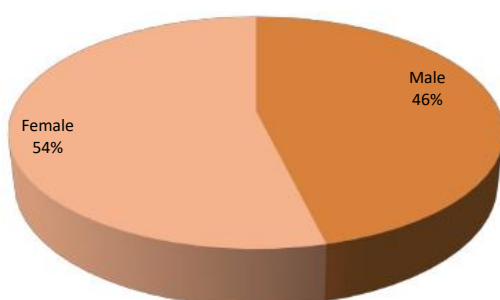
56.9% of occupants are 'White: English/Welsh/Scottish/Northern Irish/British' which is lower than the total population of Derby (75.3%), the East Midlands (85.4%) and England (79.8%) as at the 2011 Census.

This graph identifies that the 'white other' ethnic group is significantly higher than other minority ethnic groups. As a percentage this is also 2.4% higher than the 'white other' ethnic group identified for Derby in the 2011 census. This group also saw the most significant change between the 2001 and 2011 census (increase of 2.2%) in Derby as a whole.

### Breakdown of occupants by ethnicity – (Minority Ethnic Group)

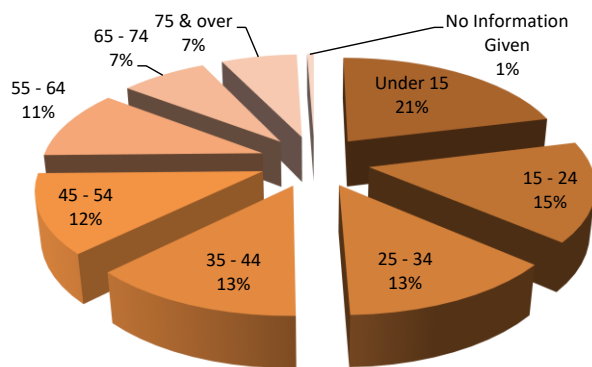


### Breakdown of occupants by gender



We have household profile information by gender on 100% of our occupants.

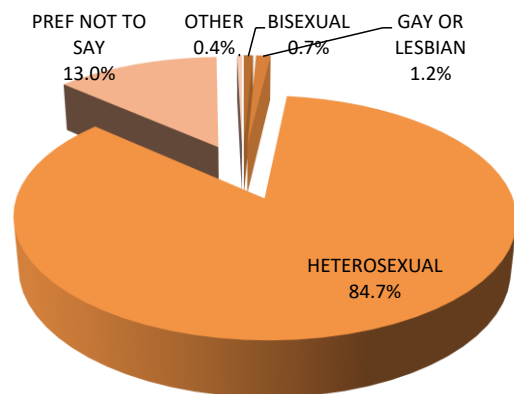
### Breakdown of occupants by age



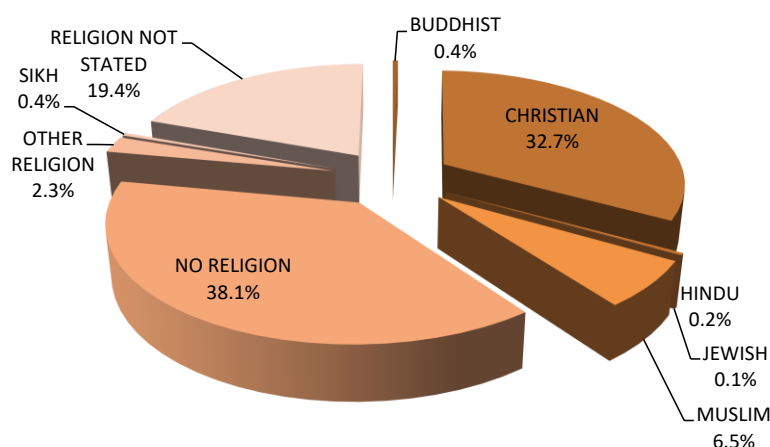
We have household profile information by age on 99.42% of our occupants. 24.7% of the total number of occupants are aged 55 and over, and is comparable to Derby's estimated figure of 27% (Source: ONS, 2019 Mid-Year Population Estimates).

### Breakdown of occupant's sexual orientation (where information has been provided)

We have household profile information for this protected characteristic on 17.2% of all occupants aged 16+. This graph shows a breakdown of data held by sexual preference where information has been provided.

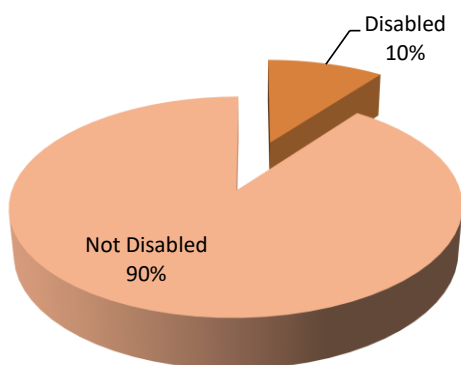


### Breakdown of occupants by religion (where information has been provided)



We have household profile information for this protected characteristic on 19.9% of occupants aged 16 and over. 33% of occupants who have provided information state their religion as Christian compared to 53% for Derby on the 2011 census. 38% of occupants who have provided information state that they have no religion compared to 28% on the census.

## Disability profile

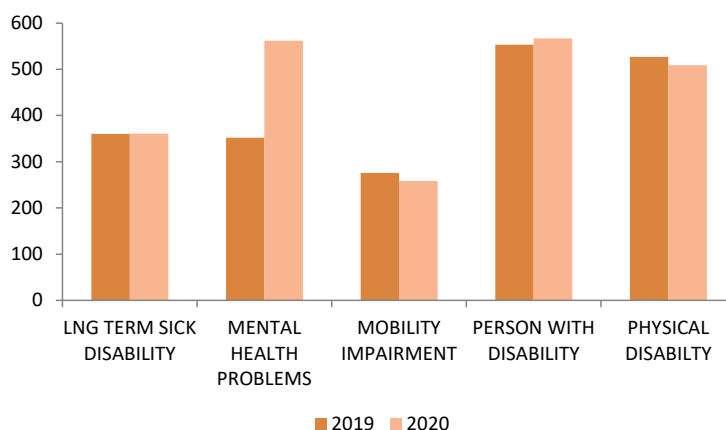


Current information identified that 10.1% of all occupants within the household are reported as having a disability.

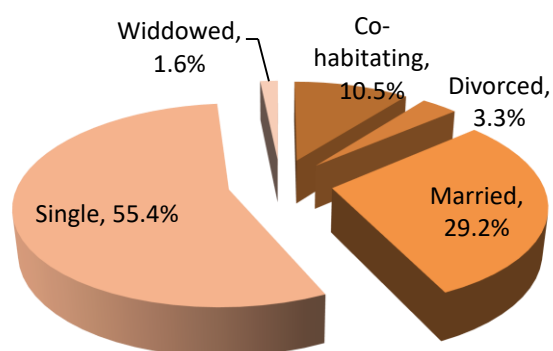
The proportion of occupants aged 16+ within the household who have a reported disability as at the end of March was 13%.

### The top five Disability related groups are:

- Person with disability – 567 (18.2%)
- Mental health problems – 562 (18.1%)
- Physical disability – 509 (16.4%)
- Long term sick disability – 361 (11.6%)
- Mobility impairment – 258 (8.3%)



## Breakdown of occupants by marital status aged 16+ (where information has been provided)



We are required to report on two further protected characteristics under the Equality Act 2010:

- Marriage and civil partnership
- Pregnancy and maternity

We have household profile information by marital status on 71.2% of our occupants. This graph identifies that over half of those who have provided information are single.

This breakdown differs from the data provided by the Census due to the nature of social housing customers and stock types available.

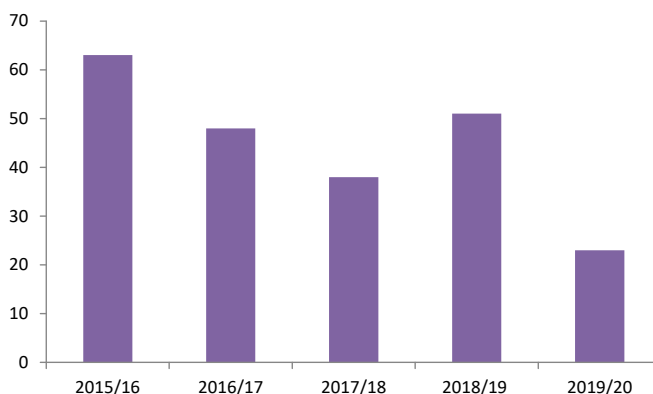
We do not hold any information on pregnancy and maternity.

## Section 3: Evictions

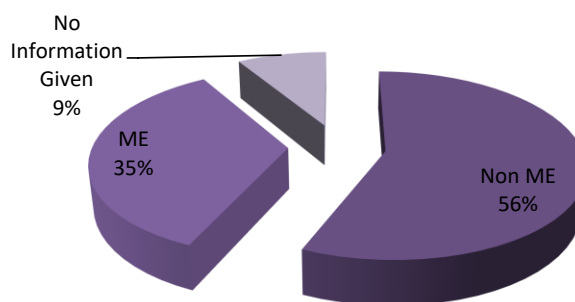
There were 23 evictions as a result of rent arrears during 2019/20, which is a reduction of 29 compared to the previous year. We have been working with the homelessness team to try and keep eviction numbers to a minimum by referring cases to them to contact and assess the tenant's current position and future housing options.

As the number of tenants claiming Universal Credit increase it is providing us with opportunities to apply for Alternative Payment Arrangement which then help in avoiding evictions. For the tenants still heading towards receiving an eviction warrant we ensure they have been given numerous opportunities to make payment arrangements to clear their rent arrears and offered money advice.

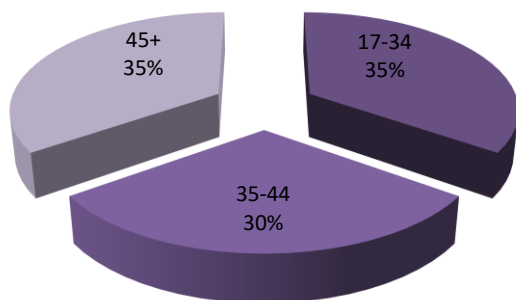
**Number of tenants evicted**



**Profile of evictions by ethnicity**



**Profile of evictions by age**



35% of the tenants evicted for rent arrears were from an ethnic minority group compared to 19% in 2018/19. However, it should be noted that the difference in percentage is due to the decrease in the total number of tenants evicted and not to an increase in the number of ME tenants evicted.

48% of the tenants evicted were female and 52% were male.

## Section 4: Universal Credit (UC)

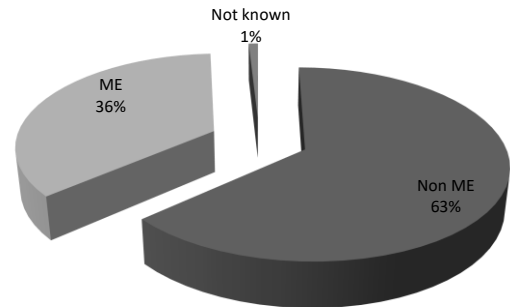
Since February 2019 families with more than 2 children are now able to apply for UC following a change in their circumstances. Prior to February 2019 this cohort were only eligible to apply for legacy benefits.

As at 20 July 2020 there were 2,590 UC claimants. Of those 63% were 'White: English/Welsh/Scottish/British' and 36% were from a minority ethnic group.

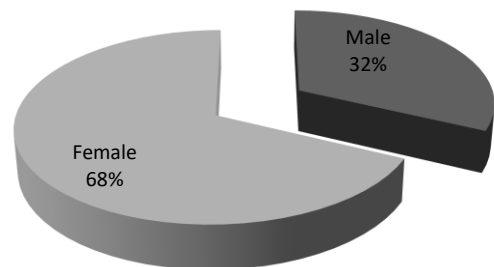
The split of male / female applicants receiving Universal Credit shows 68% are female and 32% are male.

There is very little difference between the age bands between 25 and 54 with an average of 25%.

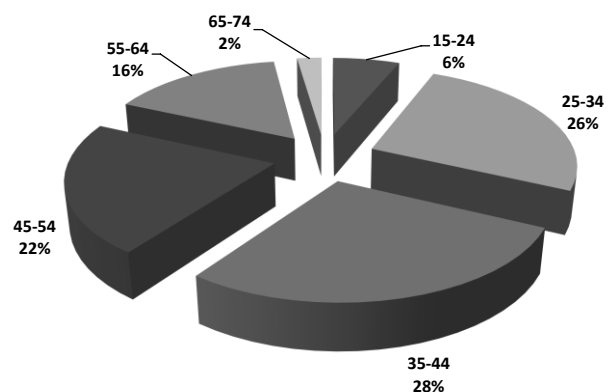
UC Cases - Ethnic Origin Profile



UC Cases - Gender Profile



UC Cases - Age Profile





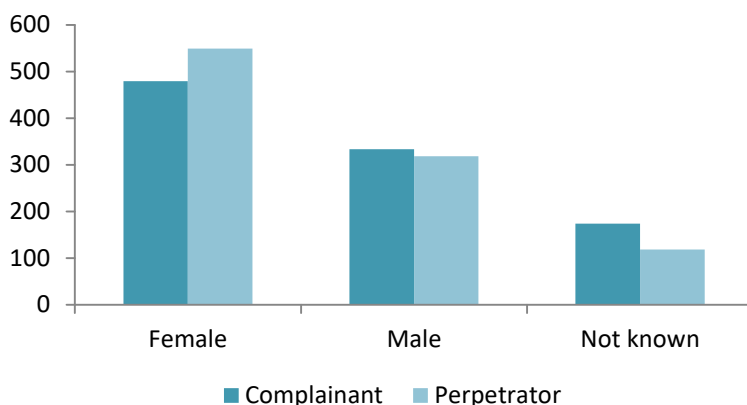
## Section 5: Anti-Social Behaviour (ASB)

There were 986 Anti-Social Behaviour complaints during 2019/20.

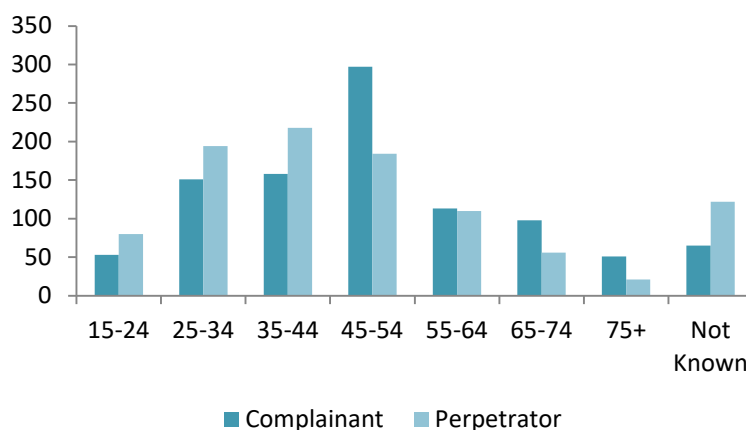
The gender split was approximately 50/50 for both complainants and perpetrators, although there were slightly more (56%) female perpetrators. The evidence shows that there are proportionately higher numbers of complainants in the 45-54 age group whilst perpetrators are more likely to be younger.

The proportion of cases involving ME and Non ME people is roughly in line with the overall demographic within Derby Homes households, but the evidence does suggest that ME people are more likely to be victims of ASB than perpetrators. All of the data presented relies on Open Housing records. The ASB team deals with cases where information about victims and perpetrators is not known either because it hasn't been recorded, the person didn't want to give it or the case involves unknown people or people who are not Council tenants. The graphs show where this information is not known.

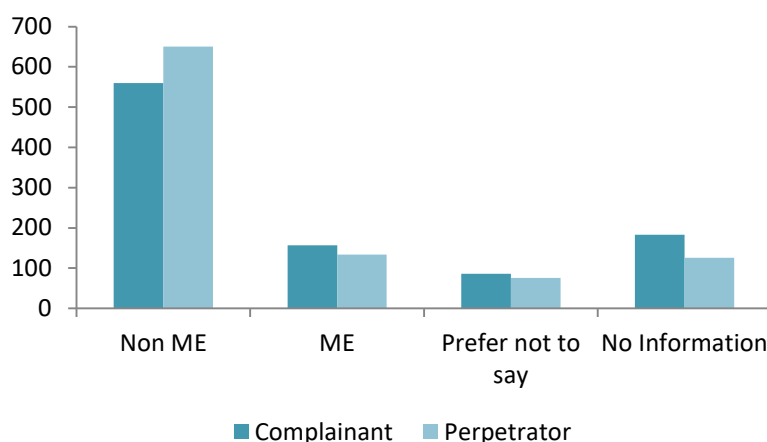
ASB breakdown by gender



ASB breakdown by age



ASB breakdown by ethnicity



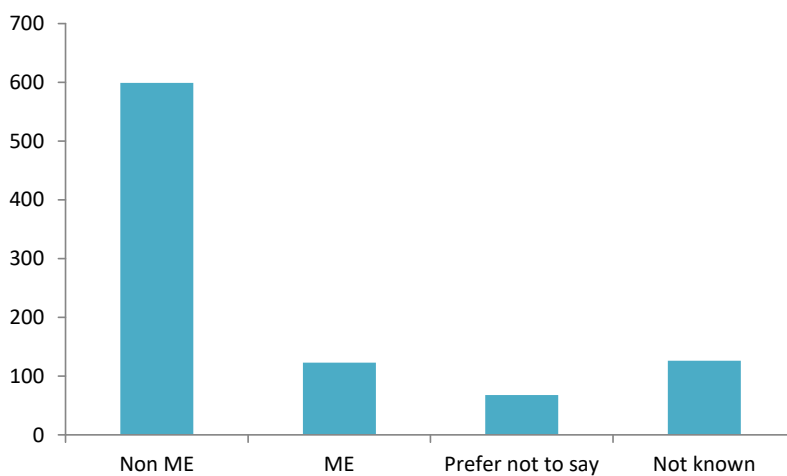
## Actions taken to resolve the complaint

Derby Homes 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. A breakdown of these informal actions taken by the ethnicity of the perpetrator is shown in the first chart below.

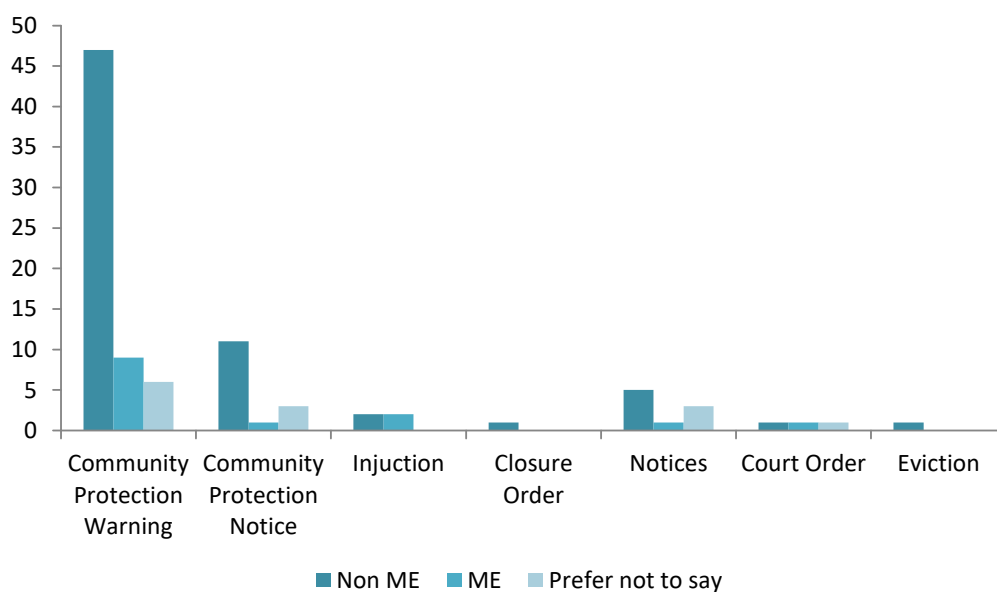
In a few cases though, we do have to take more formal action. These actions are shown in the second chart broken down by the ethnicity of the perpetrators.

Of the 986 ASB cases only 70 required formal interventions, of which some would have required more than one formal intervention. Only 1 ASB case resulted in an eviction.

### Informal actions to resolve ASB cases



### Formal actions to resolve ASB cases

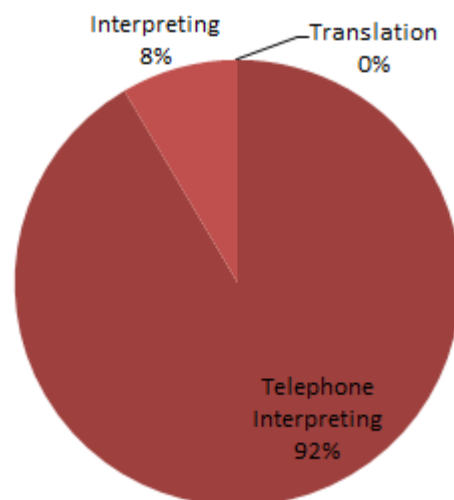
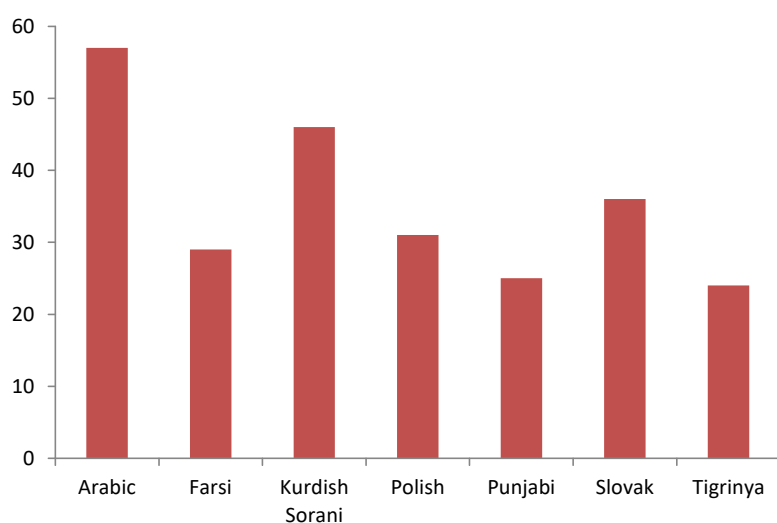


## Section 6: Language Translations

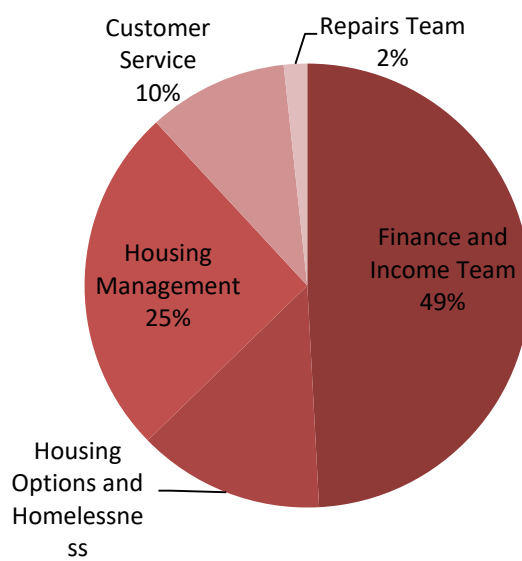
There were 345 calls to our translation provider from August 2019 – March 2020, which made up 92% of requests for the service. The highest translation service requested was for the 7 languages shown in the bar chart below. 27 face-to-face meetings were also carried out; these are identified as 'interpreting' in the pie chart.

Our language translation provider 'D A Languages' provides a 24 hour 7 days a week telephone translation service. Written and face to face interpreting is also available. This helps us communicate with our customers who don't speak English or who require an interpreter. We moved to this provider in 2019.

**Translation service August 2019 – March 2020**  
**Telephone**



**Division / Directorate Usage**



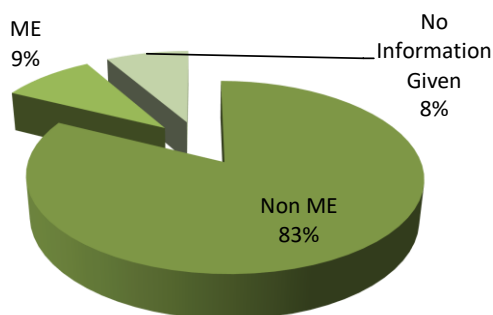
This chart identifies the Division/Directorate usage from September 2019 – March 2020.

The highest user of the translation service (in minutes) by team is the Finance and Income team.

The more complex conversation topics, such as arrears, tenancy breaches or rehousing will require much longer time resulting in a higher percentage.

## Section 7: Workforce Profile 2019

### Workforce - Ethnic Origin Profile

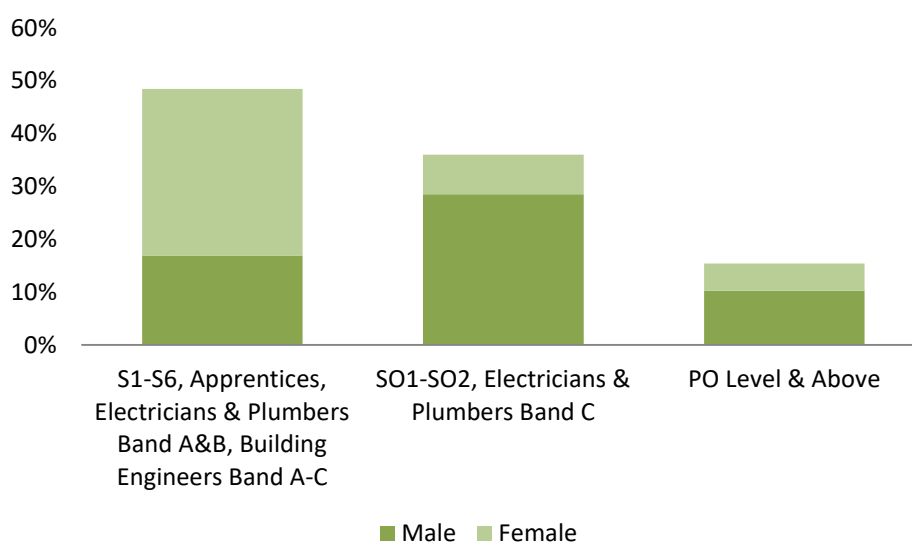
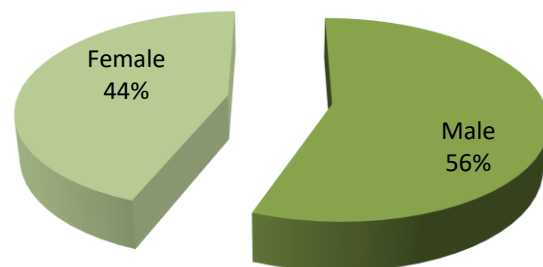


The workforce profile covers Derby Homes' employees in post as at 31 December 2019. The statistics do not include agency staff. As at 31 December 2019 there were 602 staff members (an increase of 2.7% when compared to the previous year).

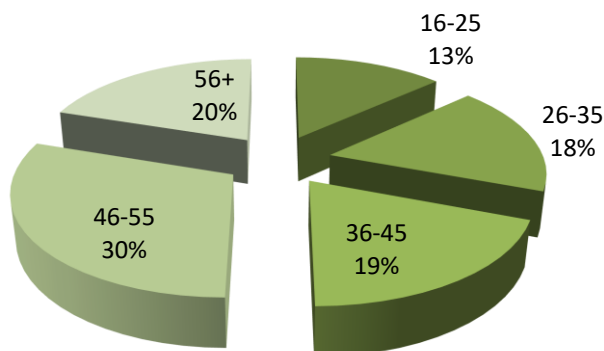
#### Top 5% of earners:

- 34% were female, 66% were male
- 9% were from a minority ethnic group
- 3% consider themselves disabled

Derby Homes pay male and female employees equally for the same role. Our headline figure is that our overall average hourly rate of pay for women is 8% less than for men. To a larger 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.



## Workforce - Age Profile



The age profile of our employees is comparable with the data in 2018. Half the people who work for us are aged between 36 and 55.

20% of the workforce is over 55, which does not present a disproportionate risk, although there may be areas where the risks are greater within certain service areas.

Derby Homes has an ongoing apprenticeship recruitment programme. We recruited 15 apprentices in 2019 aged between 16 and 39. 80% were male and 20% were female. Running this scheme demonstrates the commitment of Derby Homes to enhancing young people's lives'.

## Workforce - Faith and Religion Profile (where information has been provided)

We have profile information by religion on 46% of our workforce. This graph shows a breakdown of the data held. 'Other' includes Muslim, Sikh, Jewish, Hindu and Buddhist.

We are working with DCC HR to increase the religious profile information of Derby Homes' employees.

