

Equalities Report – July 2019

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

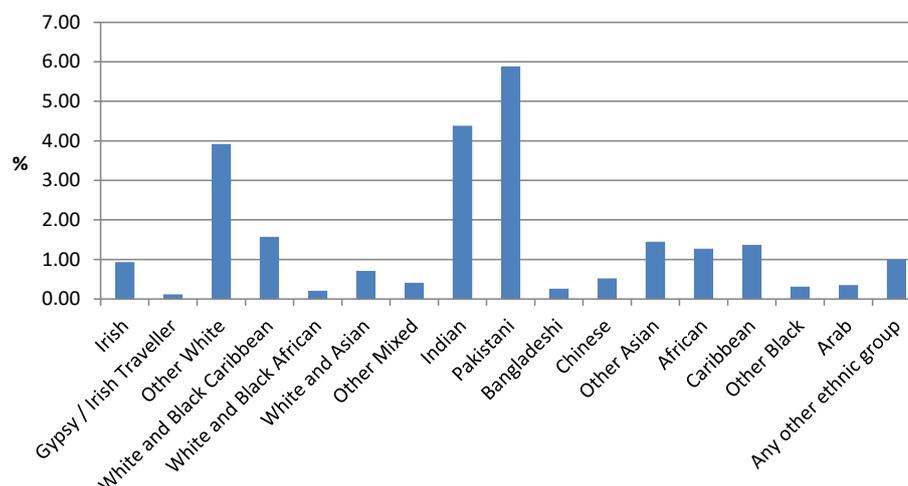
Source: Office for National Statistics, Census 2011, QS201EW, Ethnic Group

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 is due to high levels of in-migration as well as higher levels of fertility.

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

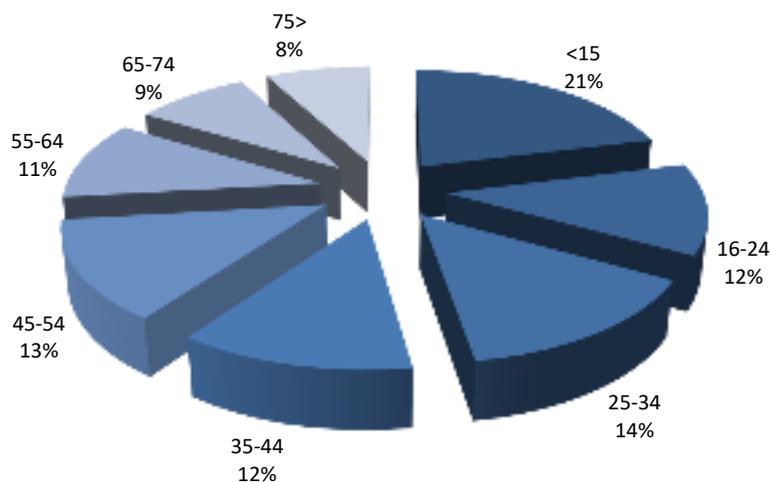
Population of Derby by Ethnic Group – Census 2011



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 - Derby 2018



On 26 June 2019, revised population estimates for 2012-2016 were released by ONS based by single year of age.

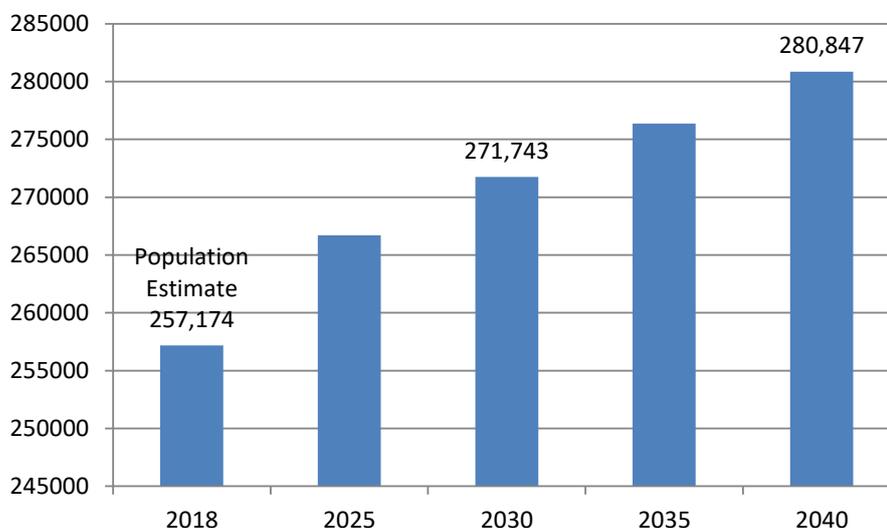
Derby's population grew by 0.05% between mid-2017 and mid-2018 compared to a 0.6% growth nationally.

However, the projection figures shown in the table below, released by the ONS, identifies a 6% increase in Derby's population by 2030, with the number of people over 55 increasing by a projected 20%.

Population Projections - Local Authority Based by Single Year of Age								
Age	2025		2030		2035		2040	
	Count	%	Count	%	Count	%	Count	%
<15	54,583	20.5	53,248	19.6	53,021	19.2	53,432	19.0
16-24	33,114	12.4	36,245	13.3	36,033	13.0	35,132	12.5
25-34	36,489	13.7	34,881	12.8	36,359	13.2	39,084	13.9
35-44	33,987	12.7	34,573	12.7	33,659	12.2	32,021	11.4
45-54	30,214	11.3	30,126	11.1	31,837	11.5	32,492	11.6
55-64	31,626	11.9	30,523	11.2	28,039	10.1	28,030	10.0
65-74	22,720	8.5	26,194	9.6	28,618	9.6	27,790	9.9
75+	23,968	9.0	25,953	9.5	28,811	10.4	32,866	11.7
Total	266,701		271,743		276,377		280,847	

Source: ONS, 2016 (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 - Derby 2018



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 54.6% of Derby Homes' households (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 in October 2011 to September 2012 was 15.1%, this is marginally above the percentage of Derby Homes' occupants for whom we hold disability information.

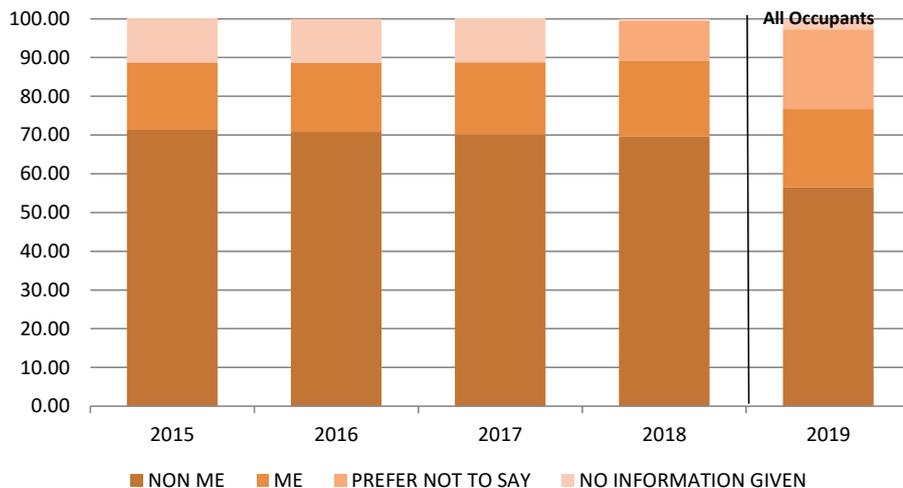
Marital Status – Census 2011

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)



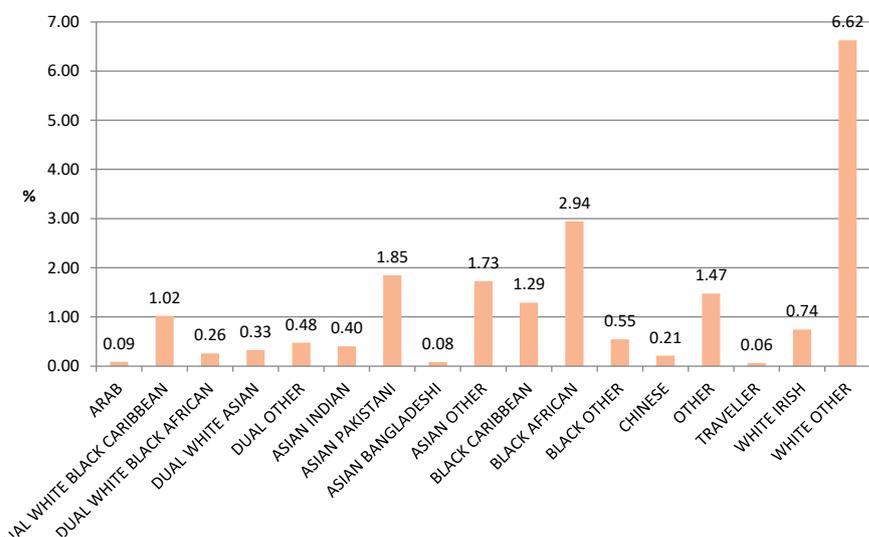
It should be noted that the ethnicity data provided for 2019 is based on all customer and includes all occupants living in the property, whereas previous year's data was for lead tenants only.

We have household profile information by ethnicity on 76.7% of all our occupants. 20.6% prefer not to say their ethnic group.

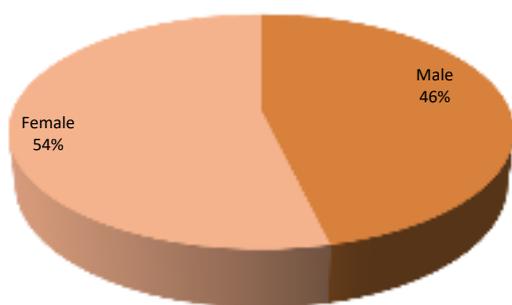
56.6% of occupants are 'White: English/Welsh/Scottish/British' which is lower than the total population of Derby (75.3%), the East Midlands (85.4%) and England (79.8%) as at the 2011 Census.

This graph identifies that the 'white other' ethnic group is significantly higher than other minority ethnic groups. As a percentage this is also 2.7% higher than the 'white other' ethnic group identified in 2011. 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)

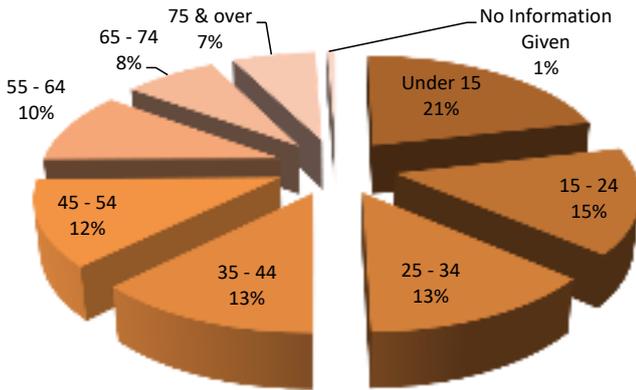


Breakdown of occupants by gender



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 99.34% of our occupants. 24.5% of the total number of occupants are aged 55 and over, and is comparable to Derby's estimated figure of 26.9% (Source: Office for National Statistics, National Records of Scotland, Northern Ireland Statistics and Research Agency – Population Estimates).

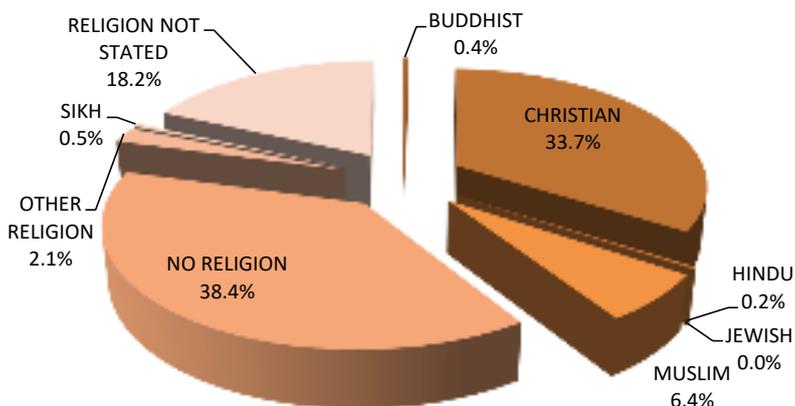
Breakdown of occupant's sexual orientation (where information has been provided)

We have household profile information for this protected characteristic on 16.2% of all occupants aged 16+. This graph shows a breakdown of data held by sexual preference where information has been provided.

In order to increase the equalities profile data we hold we printed an article in Derby Homes news in autumn 2019 to explain why we collect this data and what we use it for.

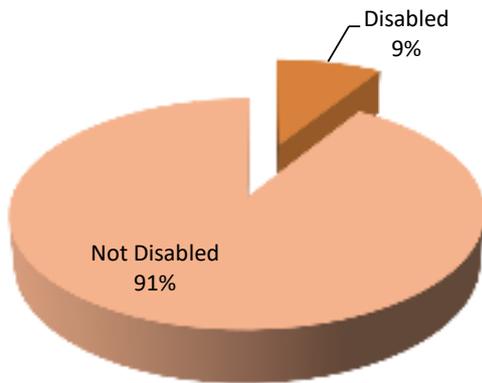


Breakdown of occupants by religion (where information has been provided)



We have household profile information for this protected characteristic on 18.7% of occupants aged 16 and over. 34% of occupants who have provided information state their religion as Christian compare to 53% on the 2011 census and 38% of occupants who have provided information state that they have no religion compared to 28% on the census.

Disability profile

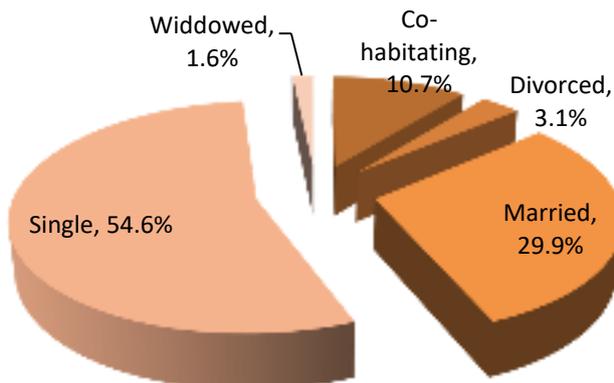


Current information identified 8.8% of households with a disability, with 11.3% of all occupants aged 16 identified with a disability.

The top five Disability related groups are:

- Person with disability – 553 (20.3%)
- Physical disability – 527 (19.3%)
- Long term sick disability – 360 (13.2%)
- Mental health problems – 352 (12.9%)
- Mobility impairment – 276 (10.1%)

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 73.3% of our occupants. This graph identifies that approximately half of 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: Rent Collection and Arrears

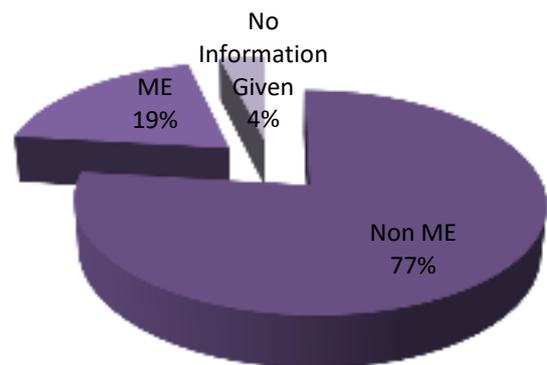
There were 52 evictions as a result of rent arrears during 2018/19, an increase of 10 compared to the previous year. Further efforts are being made to try to keep eviction numbers to a minimum by looking at how the Income Team can work better with internal teams and external organisations. At this point in time, the high number of evictions is not likely to be due to Universal Credit, but to the current period of austerity, including impact of previous welfare reforms.

We ensure all tenants heading towards receiving an eviction warrant have been given numerous opportunities to make payment arrangements to clear their rent arrears. Support through the Money Advice Team is offered to all and where necessary we would provide additional support or signpost to specialised professional services to try and resolve the rent arrears and avoid evicting the tenant.

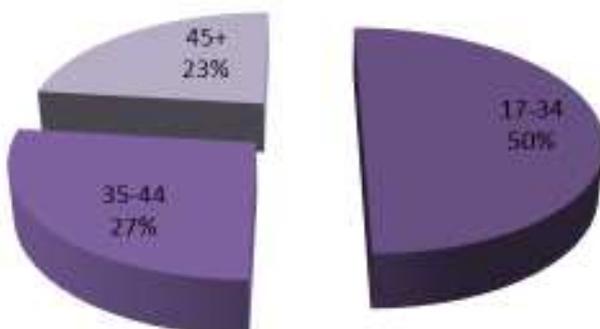
Number of tenants evicted



Profile of evictions by ethnicity



Profile of evictions by age



19% of the tenants evicted for rent arrears were from an ethnic minority group compared to 31% in 2017/18. Half of tenants were aged between 17 and 34. 54% of the tenants evicted were female, 46% were male.

Analysis of evictions by equality strand, in particular by Age has been undertaken and fed back to the Senior Management Team.

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 9 July 2019 there were 1,581 UC claimants. Of those 63% were ‘White: English/Welsh/Scottish/British’, 25% were from a minority ethnic group.

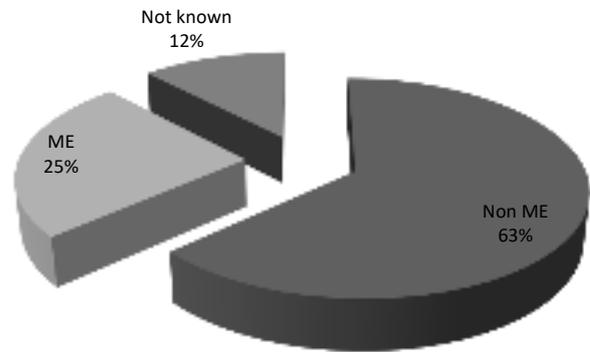
63% of claimants were female. The average age of all claimants was 40.7

10% of UC claimants stated that they have a disability.

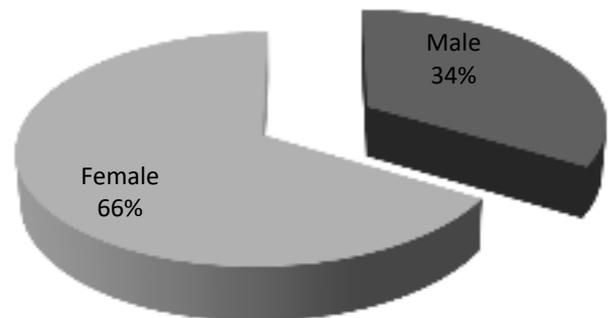
The top five Disability related groups for tenants claiming Universal Credit are:

- Mental health problems – 28%
- Learning disability – 18.6%
- Person with disability – 13.7%
- Long term sick disability – 11.8%
- Physical disability – 9.3%

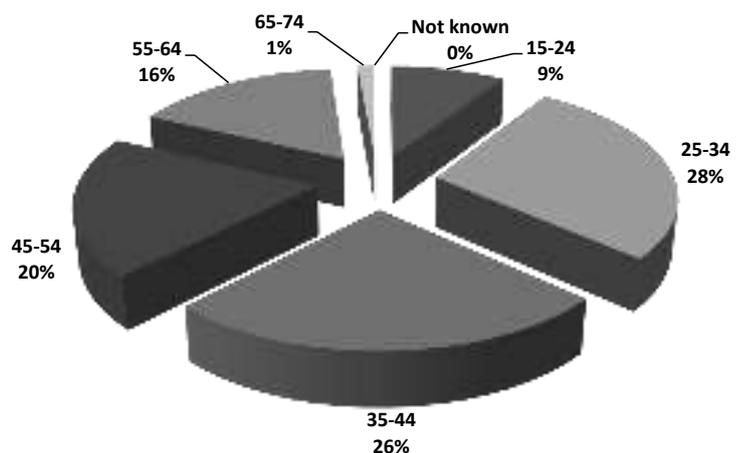
UC Cases - Ethnic Origin Profile



UC Cases - Gender Profile



UC Cases - Age Profile



Section 5: Anti-Social Behaviour (ASB)

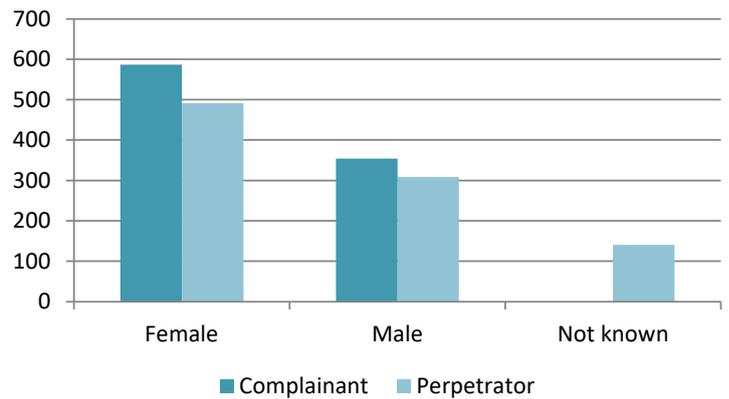
There were 941 Anti-Social Behaviour complaints during 2018/19.

The gender split was similar for both complainants and perpetrators (62% of complainants were female / 52% of perpetrators were female). We do not know the gender of 141 of the perpetrators. However, it should be noted that we deal with cases where the perpetrator is not a Derby Homes tenant and it is not always possible to collect data from non-Derby Homes' customers.

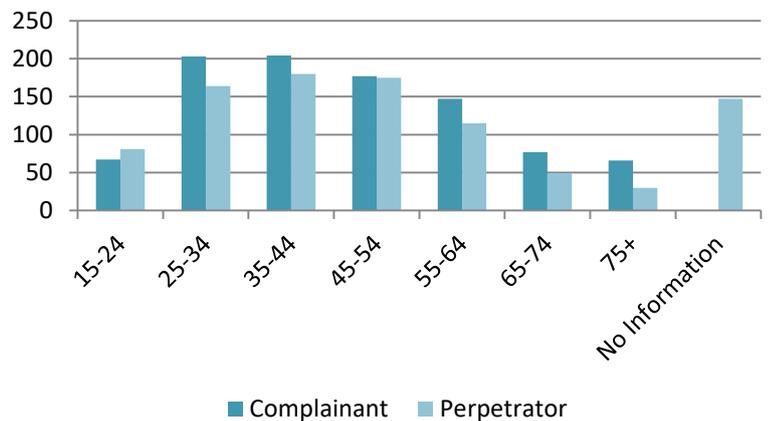
The number of people who reported anti-social behaviour was higher amongst the 25 – 54 years age band during 2018/19. We do not know the ages of 147 of the perpetrators, for reasons as stated above.

We hold ethnicity information on 88% of complainants and 73% on perpetrators. 11% of complainants and perpetrators prefer not to say.

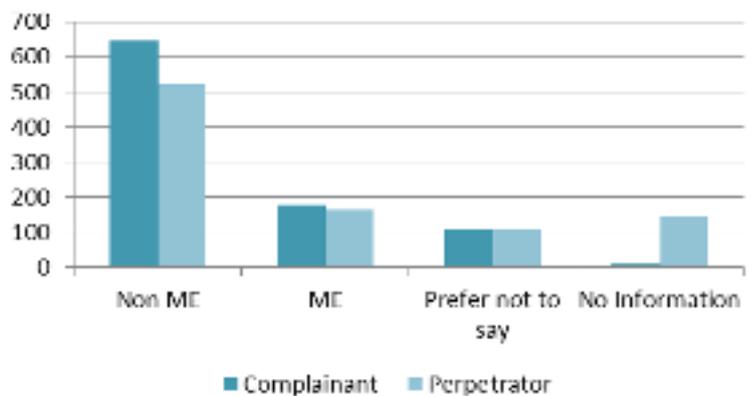
ASB breakdown by gender



ASB breakdown by age



ASB breakdown by ethnicity



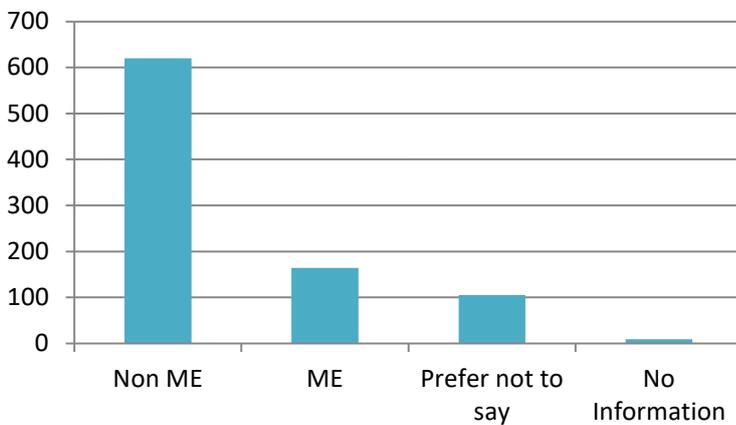
Actions taken to resolve the complaint

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 complainants is shown in the first table.

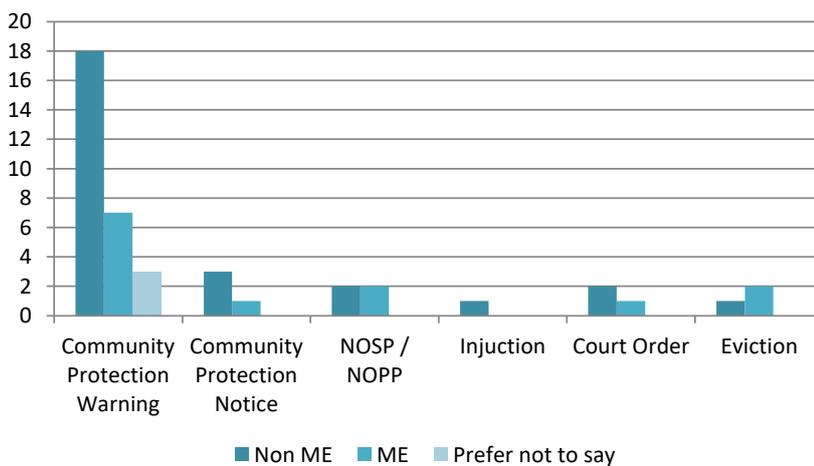
In a few cases though, we do have to take more formal action. These actions are shown in the second table broken down by the ethnicity of the complainants.

Of the 941 ASB cases only 43 required formal interventions, of which only 3 resulted in an eviction.

Informal actions to resolve ASB cases

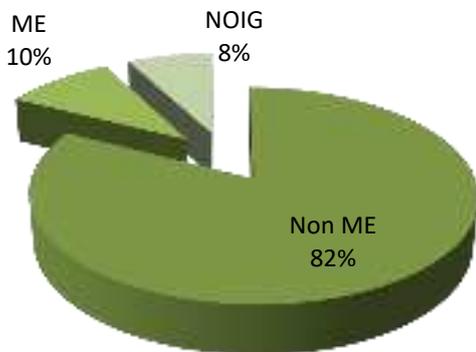


Formal actions to resolve ASB cases



Section 6: Workforce Profile 2018

Workforce - Ethnic Origin Profile

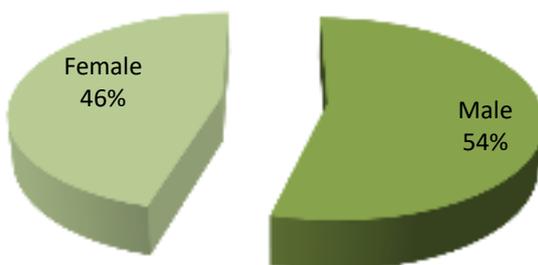


The workforce profile covers Derby Homes' employees in post as at 1 January 2018. The statistics do not include agency staff. As at 1 January 2018 there were 586 staff members (an increase of 6.5% when compared to the previous year).

Top 5% of earners:

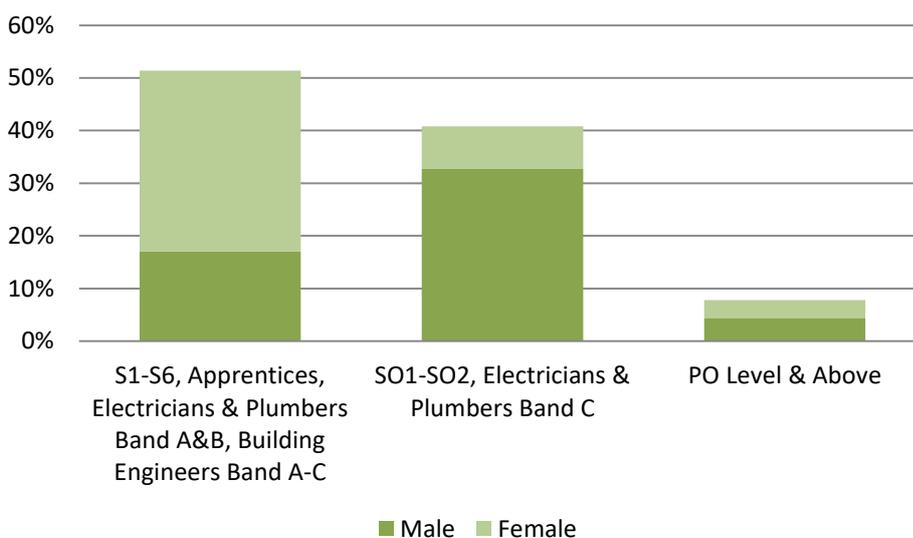
- 38% were female, 62% were male
- 8.8% were from a minority ethnic group
- 5.8% consider themselves disabled

Workforce - Gender Profile

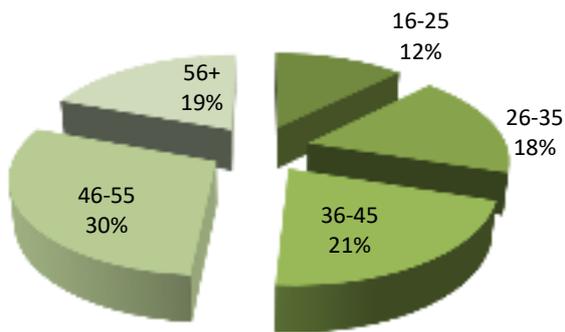


Derby Homes pays male and female employees equally for the same role. Our headline figure is that our overall average hourly rate of pay for women is 8% less than for men. To a larger extent this gap exists as a result of our maintenance team taken on from Derby City Council in 2010, where the workforce is predominantly male and is paid a higher rate than for many housing management roles where there are a majority of female employees.

Gender Profile by departmental breakdown



Workforce - Age Profile

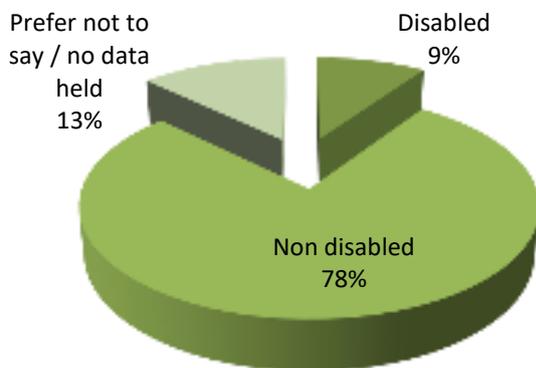


The age profile of our employees is comparable with the data in 2017. Half the people who work for us are aged between 36 and 55.

19% 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 14 apprentices in 2018 aged between 16 and 26. 71% were male and 29% were female. Running this scheme demonstrates the commitment of Derby Homes to enhancing young people's lives'.

Workforce - Disability Profile



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

We have profile information by religion on 50% 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.

