

Equalities Report – July 2018

Section 1: Census Demographic Information (2011)

Ethnic Group – Census 2011

Ethnic Group %	Derby	East Midlands	England
White:English/Welsh/Scottish/Norther 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

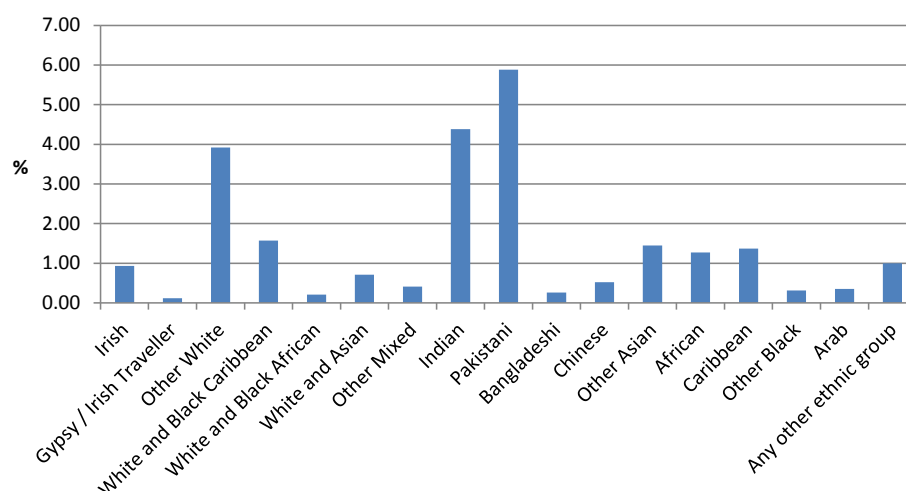
Source: Office for National Statistics, Census 2011, QS201EW, Ethnic Group

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%).

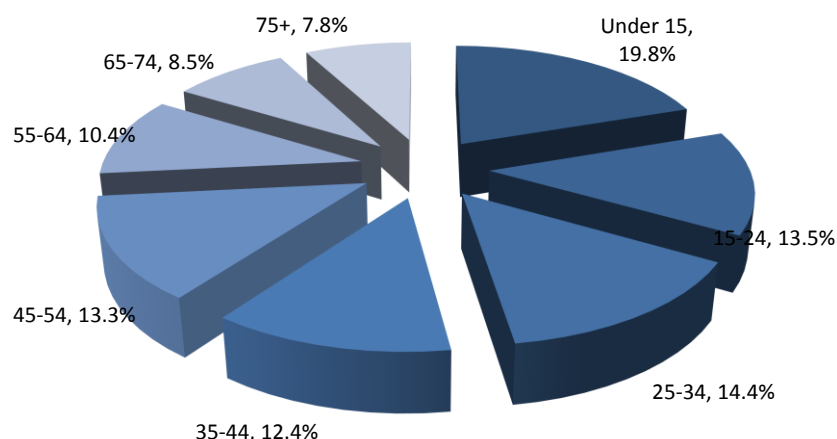
Population of Derby by Ethnic Group – Census 2011



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 five year age band - Derby 2017



On 22 March 2018, revised population estimates for 2012-2016 were released by ONS and the Nomis local authority based by five year age band datasets updated.

Source: ONS Population estimates - local authority based by five year age band

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 52.0% of Derby Homes' current tenants (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 comparable with the percentage of lead tenants 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

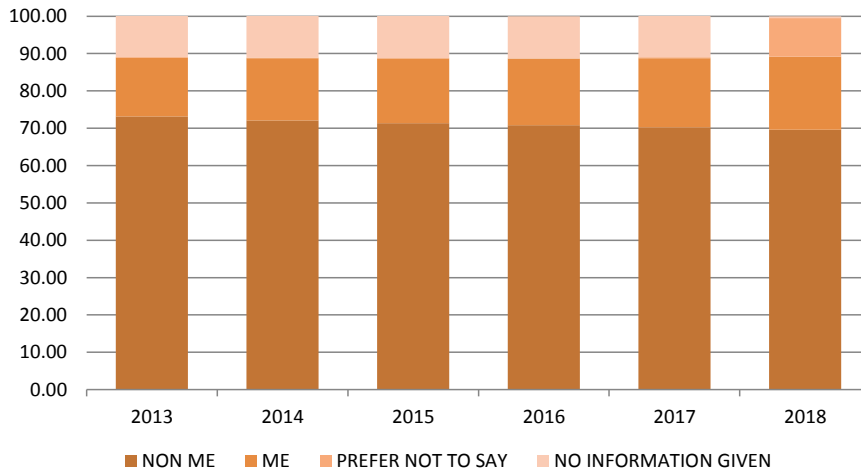
This report provides analysis on Lead Tenants only

Data collection by Derby Homes has greatly improved the customer profiling information held on ethnicity. We now have tenant profile information by ethnicity on 99.53% of our lead tenants.

69.6% of lead tenants are 'White British'. This shows the most significant change when compared to the last six years (73.2% in 2013) and is lower than the total population of Derby (75.3%), the East Midlands (85.4%) and England (79.8%) as at the 2011 Census. 10.4% of Derby Homes lead tenants prefer not to say their ethnic group.

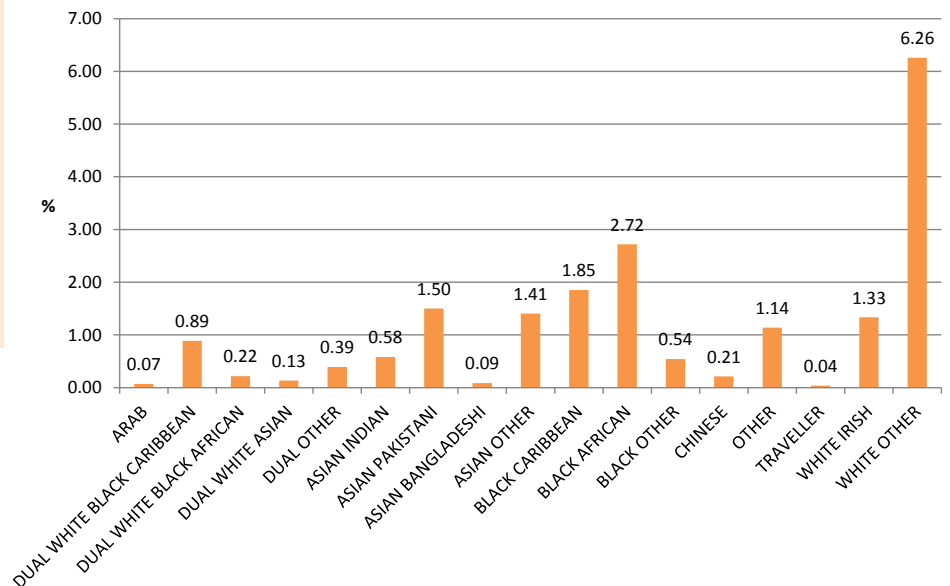
Section 2: Derby Homes Demographic Information

Breakdown of lead tenants by ethnicity – (Trend)

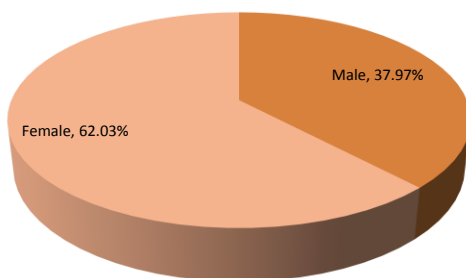


This graph identifies that the 'white other' ethnic group is significantly higher than other minority ethnic groups and has increased by 2.2% over the last six years. As a percentage this is also 2.3% higher than the 'white other' ethnic group identified in 2011. This group also saw the most significant change between the 2001 and 2011 census (increase of 2.2%) in Derby as a whole.

Breakdown of lead tenants by ethnicity – (Minority Ethnic Group)

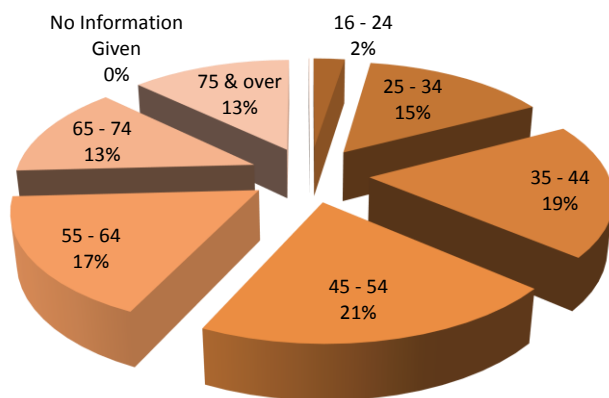


Breakdown of lead tenants by gender



We have tenant profile information by gender on 100% of our lead tenants.

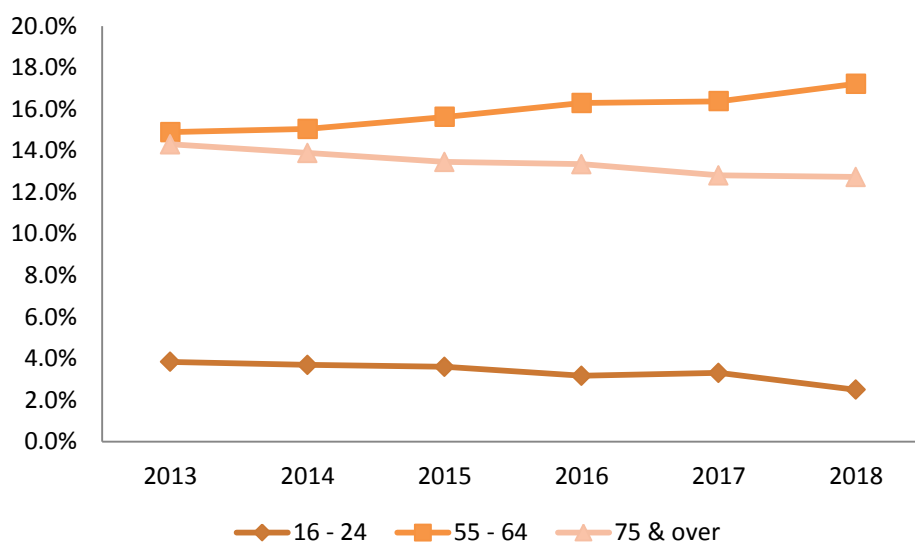
Breakdown of lead tenants by age



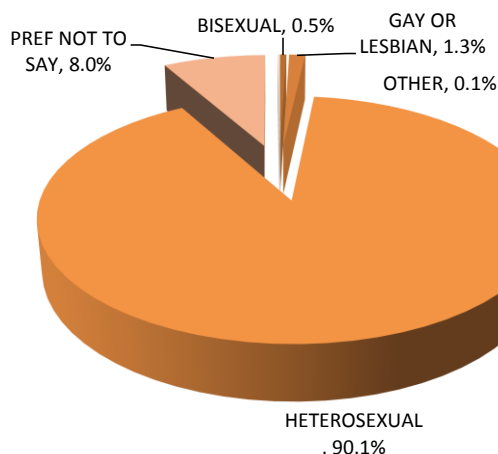
We have tenant profile information by age on 99.93% of our lead tenants. 71.7% are aged between 25 – 64 years old compared with 68.9% in 2013.

Breakdown of lead tenants by age – trend graph

Over the last six years there has been a slight increase in the percentage of lead tenants age aged 55 – 64, whilst there has been a decrease in the percentage of lead tenants aged between 16 – 24 and 75+. There has been no change in other age groups.



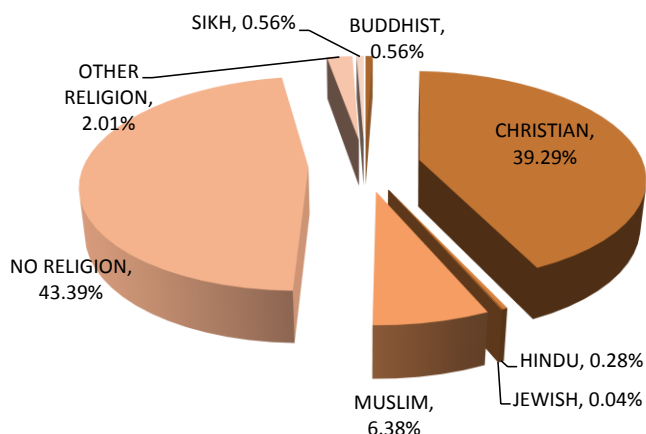
Breakdown of lead tenants sexual preference (where information has been provided)



We have tenant profile information for this protected characteristic on 20.4% of our lead tenants. This graph shows a breakdown of data held by sexual preference where information has been provided.

ACTION: to promote through Derby Homes News, why we collect equalities data to increase profile information in relation to sexual preference.

Breakdown of lead tenants by religion (where information has been provided)



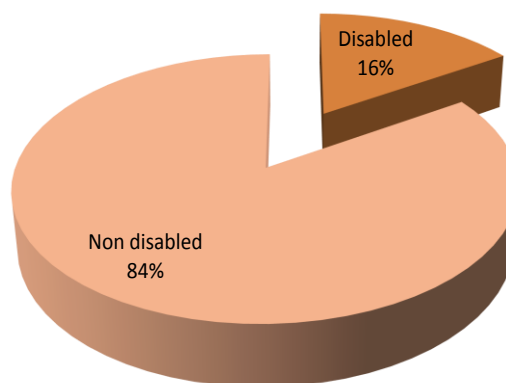
We have tenant profile information for this protected characteristic on 22.3% of our lead tenants. This graph shows a breakdown of the data held by religion where information has been provided.

ACTION: to promote through Derby Homes News, why we collect equalities data to increase profile information in relation to religion.

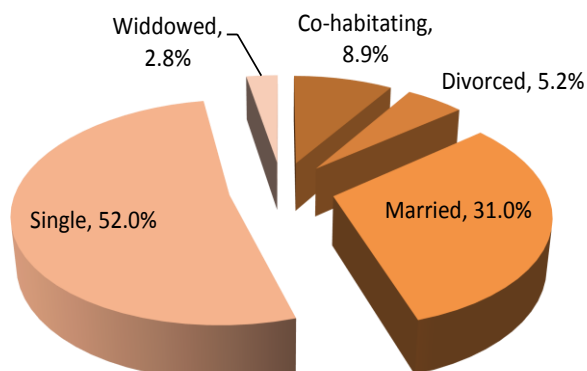
Current information identified 15.8% of our lead tenants have a disability.

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% (census 2011)

Disability profile



Breakdown of lead tenants by marital status (where information has been provided)



We are required to report on two new protected characteristic under the Equality Act 2010:

- Marriage and civil partnership
- Pregnancy and maternity

We have tenant profile information by marital status on 77.1% of our lead tenants. This graph identifies that half of who have provided information are single.

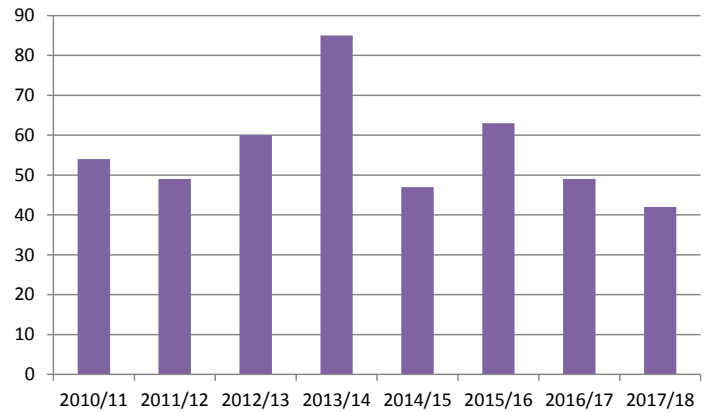
This breakdown differs from the data provided by the Census due to the nature of social housing customers and stock types available.

We do not hold any information on pregnancy and maternity.

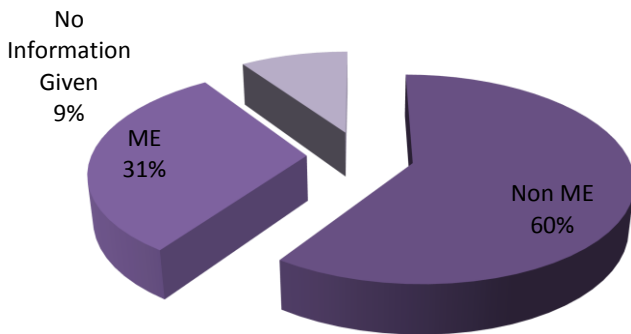
Section 3: Arrears

We have continued to focus on early prevention through early identification of rent accounts going into arrears and supporting tenants where possible. 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

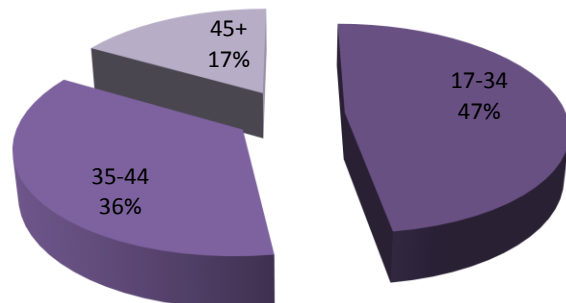


The number of tenants evicted during 2017/18 as a result of rent arrears was the lowest it has been in the last eight years and was well within the year-end target of 55.

43% of the tenants evicted for rent arrears were female, 57% were male and 31% were from an ethnic minority group. More than half of the tenants evicted were aged between 25 and 44.

ACTION: to investigate and understand the reasons why 83% of evictions are for customers under the age of 44.

Profile of evictions by age



Section 4: Universal Credit (UC)

Current data almost exclusively comprises the claims made for UC in Derby through the UC Gateway from January 2016 to December 2017 when new applications for UC were then suspended. At the latter point 197 of Derby Homes' tenants were UC claimants. During the 2 year 'Gateway' period UC claimants at the point of claim had to be:

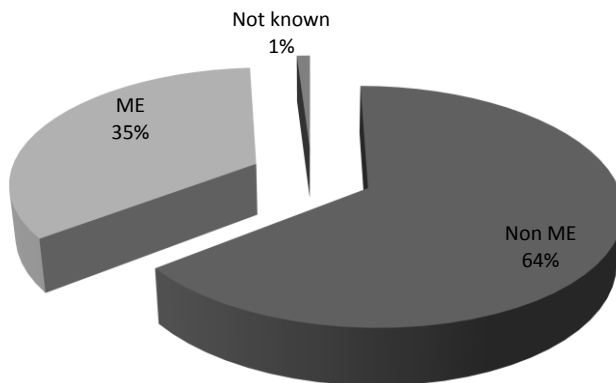
- Single with no children
- Below state pension qualifying age
- Fit for work

Therefore in terms of protected characteristics there will have been:

- no older applicants
- no couples (married nor civil partnerships)
- no one with a disability considered incapable of work
- no one who was a parent at the time of claim (but may have become so later)

The current data includes the first applications made since the launch of Full Service in Derby on 11 July 2018. The numbers are too small to allow useful analysis.

Ethnic Origin Profile

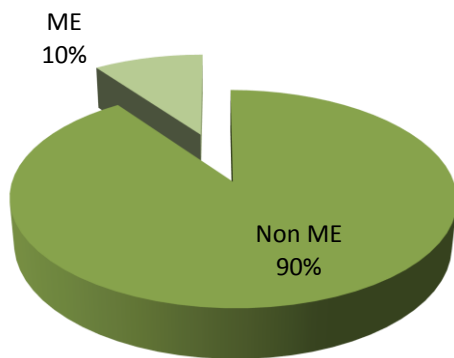


The breakdown of ethnic origin for UC claimants is comparable to the data held for Derby Homes lead tenants.

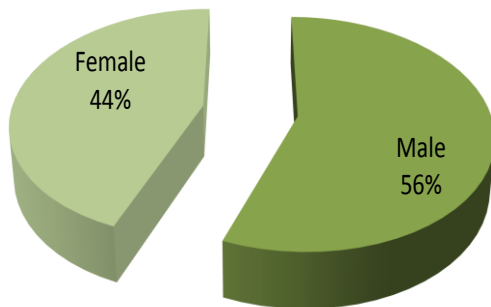
53% of UC claimants are male.

Section 5: Workforce Profile

Ethnic Origin Profile



Gender Profile by departmental breakdown

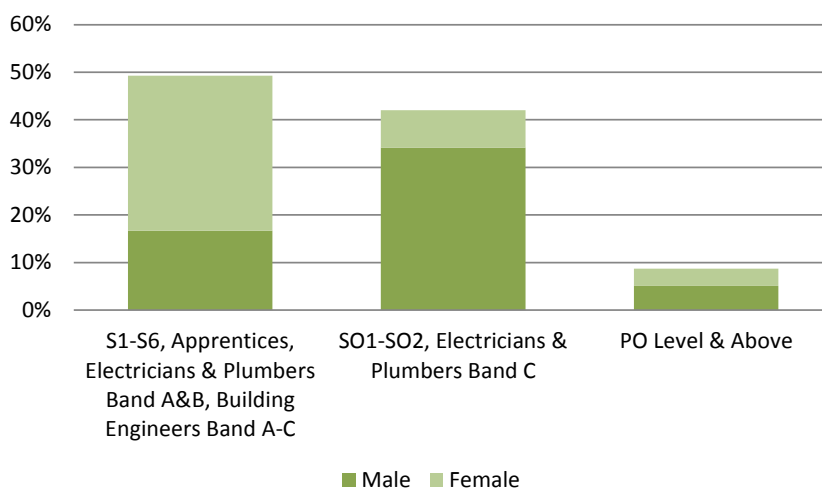


The workforce profile covers Derby Homes' employees in post as at 1 January 2017. The statistics do not include agency staff.

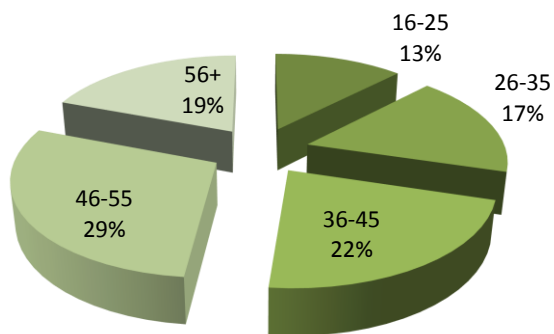
Of the top 5% of earners 39% are female, 61% are male and 11% are from a minority ethnic group.

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



Age Profile

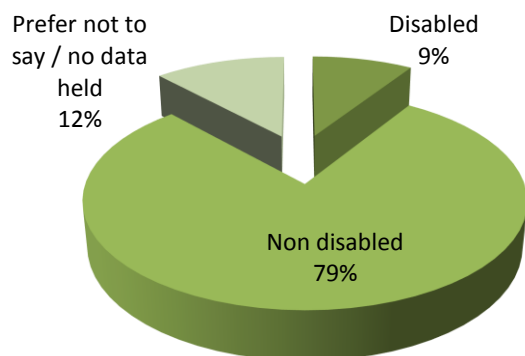


More than half the people who work for us are aged between 36 and 55.

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. Providing training and employment opportunities is a priority within our delivery plan and our current target is to support up to 40 positions for apprentices across the organisation in a range of service areas. Running this scheme demonstrates the commitment of Derby Homes to enhancing young people's lives'.

Disability Profile



Out of the top 5% of earners 7% consider themselves to be disabled.

We have profile information by religion on 45% of our workforce. This graph shows a breakdown of the data held. 'Other' includes Muslim, Sikh, Jewish, Hindu and Buddhist.

ACTION: To increase the religion profile information of Derby Homes' employees from 45%.

Religion Profile (where information has been provided)

