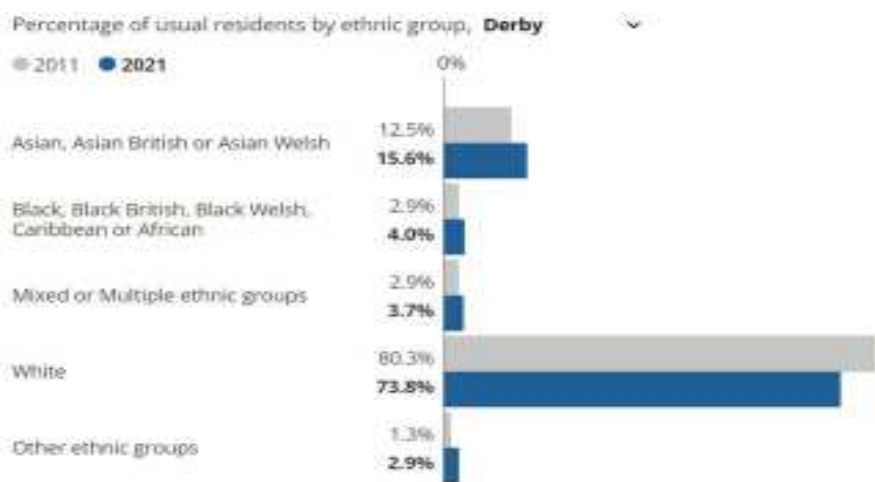


Equalities Report – 2023

Section 1: Census Demographic Information (2021)

Ethnic Group – Census 2021 compared to 2011

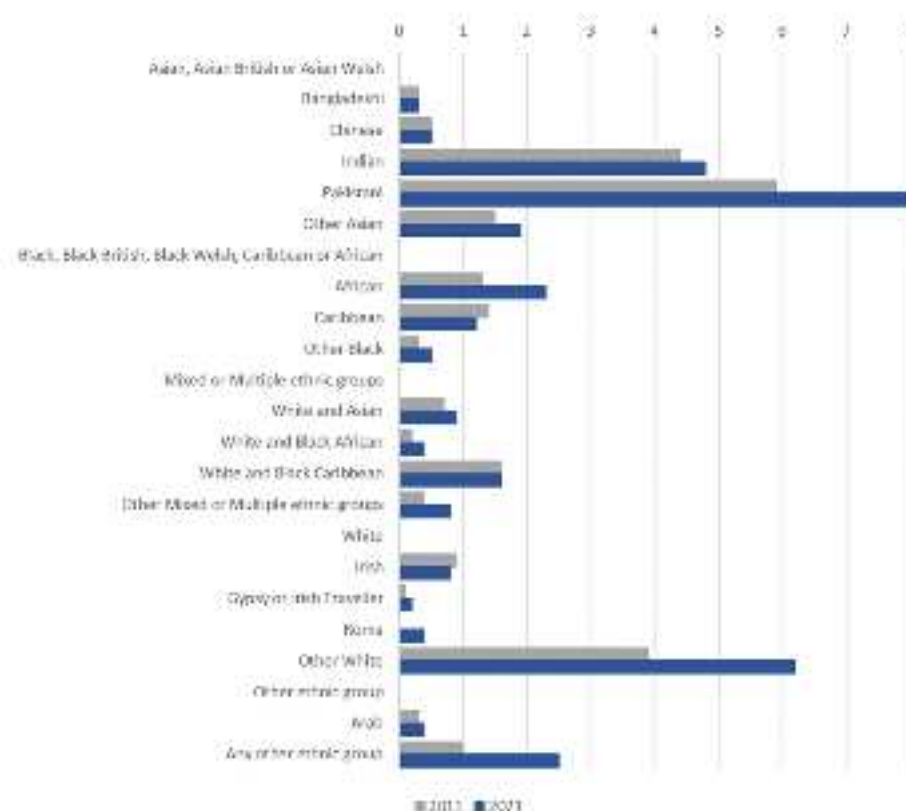


Source: Office for National Statistics – 2011 Census and Census 2021

Note: This graph is sourced from the ONS article [How life has changed in Derby: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk/how-life-has-changed-in-derby-census-2021)

Ethnic Minority Groups in Derby – Census 2021 compared to 2011

Ethnic Minority Groups in Derby, 2011 and 2021, percentage of usual residents



Source: Office for National Statistics, Census 2021 – TS021 Ethnic Group

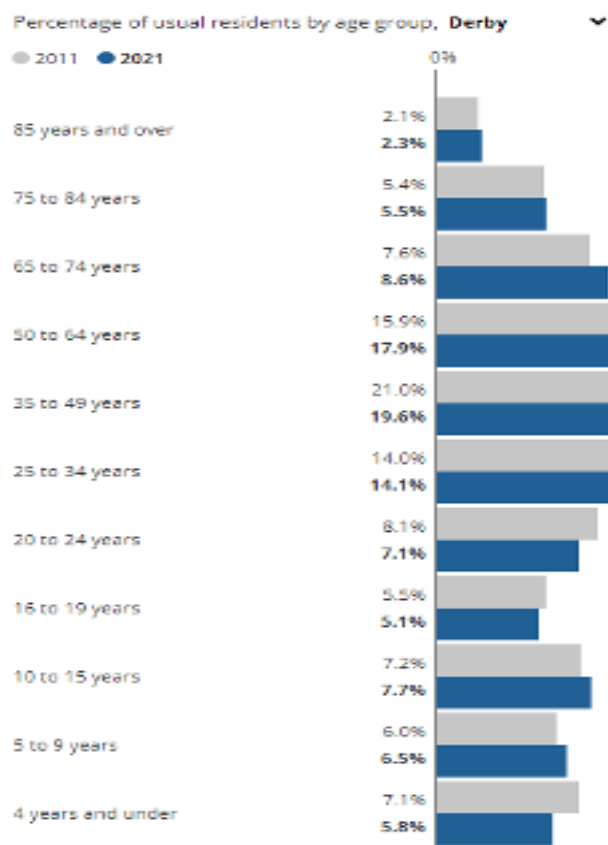
The Office for National Statistics (ONS) conducted the latest Census on 21 March 2021. The 2021 census identified that the 'White British' ethnic group made up **66.2%** of the total population of Derby residents. A decrease from **75.3%** in 2011.

The largest increases between the 2011 and 2021 census were seen in the Pakistani and Other White ethnic groups.

15.6% of Derby's population was made up by the Asian or Asian British ethnic group which is significantly higher than both the East Midlands (**8.0%**) and England (**9.6%**). Mixed or Multiple ethnic groups and Other ethnic groups were also higher than East Midlands and England rates.

For more information on the demographics of the Derby population from the census there are links on the Derby City Council website: [Census information - Derby City Council](#)

Population by age group – Census 2021 compared to 2011



In the 2021 census the population of usual residents in Derby was estimated to be **261,400** (compared to **248,800** in 2011).

In Derby **16.4%** are aged 65 years and over (England **18.4%**). **63.7%** are aged 16-64 years and **20%** aged 15 years and under (England **17.4%**).

Those aged 65 and over has increased from **15.1%** in the 2011 census. There has been a slight decrease in those aged 15 years and under from **20.4%** in 2011.

Source: ONS, Census 2021 – TS007

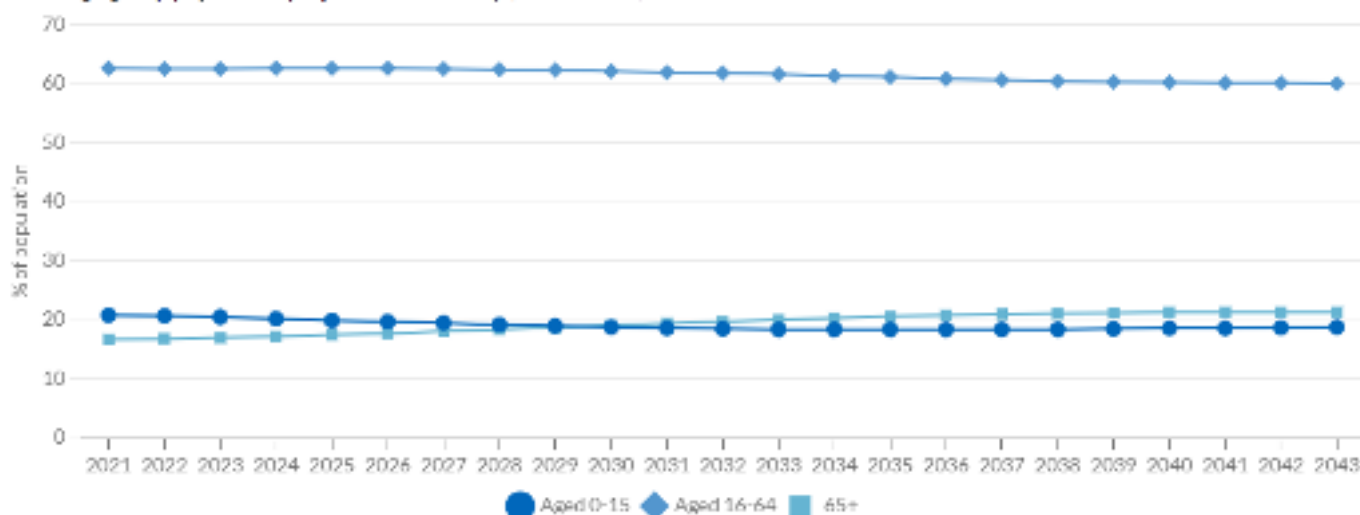
Source: Office for National Statistics – 2011 Census and Census 2021

Note: This graph is sourced from the ONS article [How life has changed in Derby: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk/how-life-has-changed-in-derby-census-2021)

Population projections

The population of Derby is currently projected to increase to over **274,000** by 2043. The population of residents aged 65 years and over is projected to increase to **21.3%** of the population and residents aged 85 years and over to **3.7%** (**2.3%** at the 2021 census). Source: ONS, Subnational Population Projections, 2018 based.

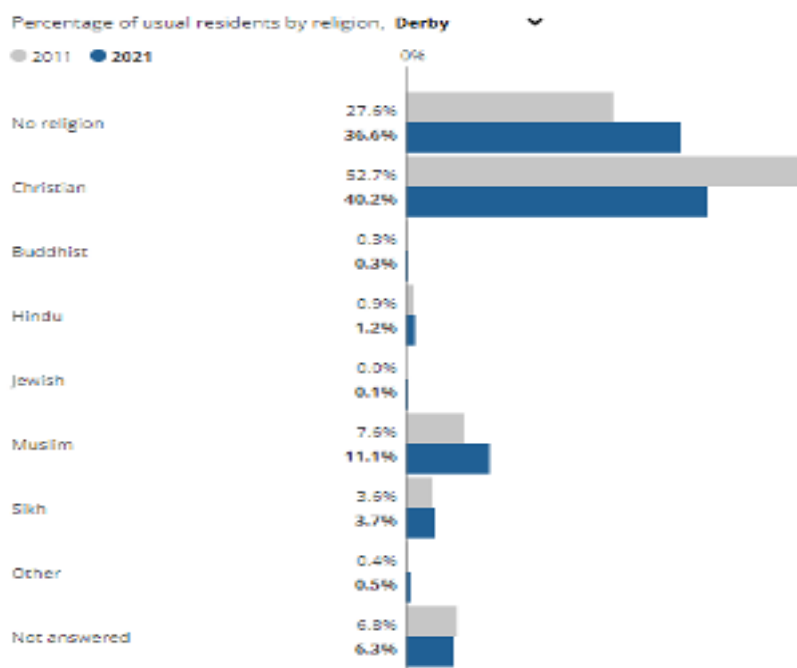
Broad age group population projections for Derby (2021 - 2043)



Source: ONS

Note: This graph is sourced from the info4derby website info4derby.derby.gov.uk/economy-and-employment/

Religion – Census 2021



In 2021, the percentage of the Derby population describing themselves as Christian was **40.2%**, reducing from **52.7%** in the 2011 census. The percentage reporting having no religion increased to **36.6%** from **27.6%** in 2011.

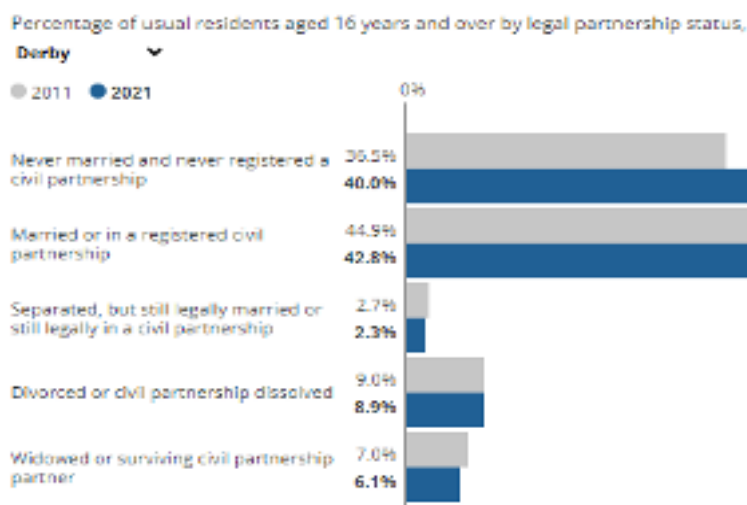
The percentage of residents describing themselves as Muslim, Sikh and Hindu has also increased.

Source: ONS, 2021 Census TS030

Source: Office for National Statistics – 2011 Census and Census 2021

Note: This graph is sourced from the ONS article [How life has changed in Derby: Census 2021 \(ons.gov.uk\)](https://www.ons.gov.uk/articles/how-life-has-changed-in-derby-census-2021)

Marriage and Civil Partnership – Census 2021



40% of the Derby resident population aged 16 years and over have not been married or been in a civil partnership at the 2021 census. An increase from the 2011 census (**36.5%**).

Source: ONS, 2021 Census TS002

Source: Office for National Statistics – 2011 Census and Census 2021

Note: This graph is sourced from the ONS article [How life has changed in Derby: Census 2021 \(ons.gov.uk\)](https://www.ons.gov.uk/articles/how-life-has-changed-in-derby-census-2021)

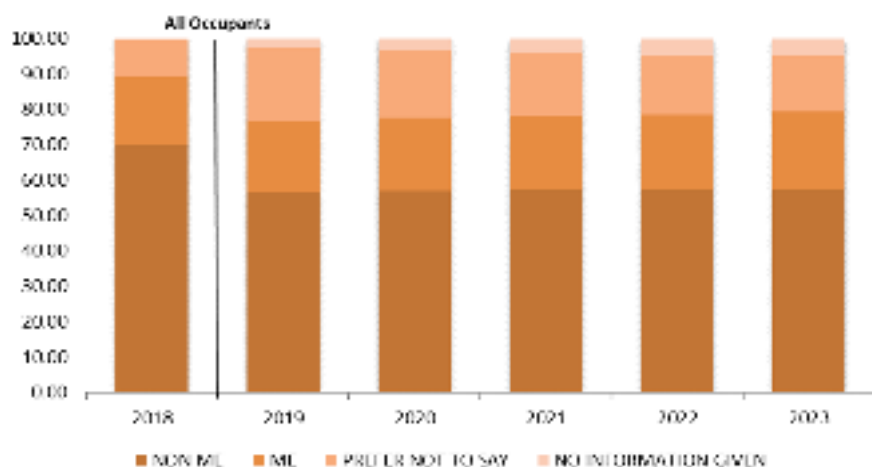
Disability – Census 2021

In the 2021 census, **8.2%** of Derby residents identified as being disabled and day to day activities limited a lot. **10.5%** identified as disabled and day to day activities limited a little. The ONS have also published age standardised figures to use when comparing trends over time or to other areas (available here [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/articles/disability-england-and-wales)).

Source: ONS, 2021 Census TS038

Section 2: Profile of Derby Homes' Household Population

Breakdown by ethnicity – (Trend)

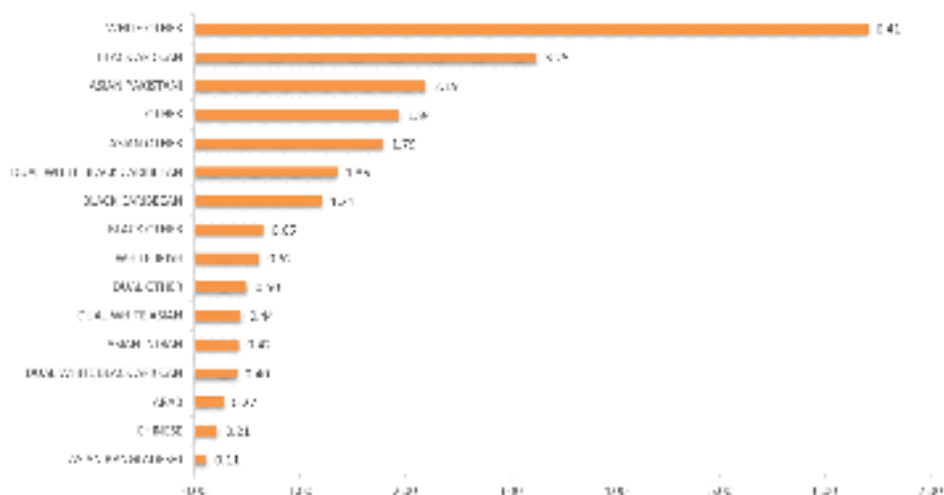


It should be noted that the ethnicity data provided since 2019 is based on all customers and includes all occupants living in the property, whereas previous year's data was for lead tenants only. There is very little change year on year.

We have household profile information by ethnicity on **79.1%** of all our occupants. **15.8%** prefer not to disclose their ethnic group.

57.3% of occupants are 'White: English/Welsh/Scottish/Northern Irish/British'. **66.2%** of the total population in Derby identified their ethnic group as 'White: English/Welsh/Scottish/Northern Irish/British', the East Midlands is **79.6%** and England is **73.5%** as at the 2021 Census.

Breakdown of occupants as a % by ethnicity – (Minority Ethnic Groups)

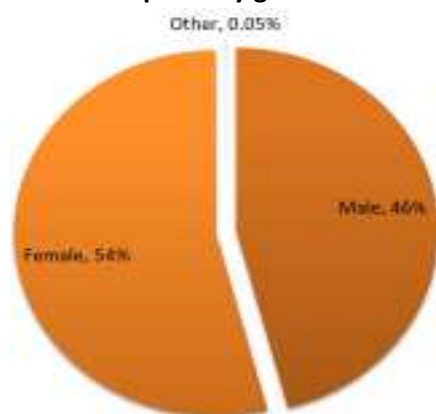


This graph identifies that the 'white other' ethnic group is significantly higher than other minority ethnic groups.

At the 2021 census **6.2%** of the Derby resident population identified within the Other White Ethnic Group (increasing from **3.9%** at the 2011 census).

(ONS, Census 2021 – TS021)

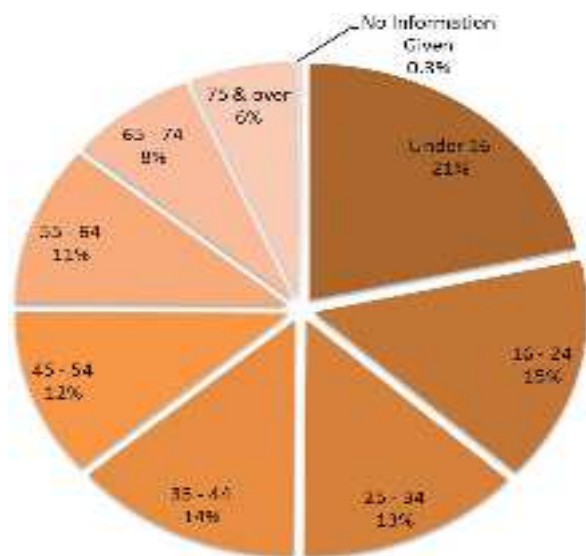
Breakdown of occupants by gender



We have household profile information by gender on **99.9%** of our occupants.

Breakdown of occupants by age group

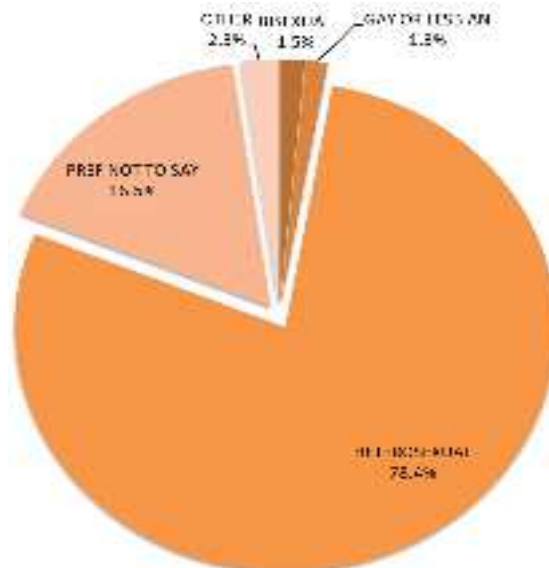
Breakdown of occupants by age



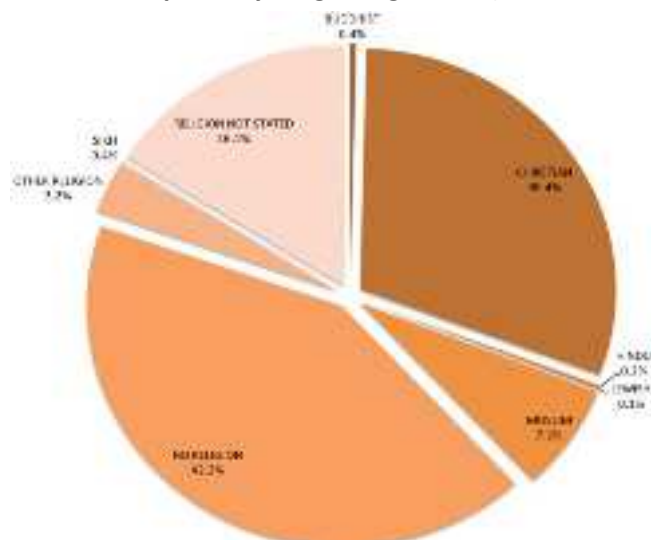
We have household profile information by age on **99.7%** of our occupants. **25%** of the total number of occupants are aged 55 and over, this is comparable to the census 2021 figure for Derby's resident population of **27.7%** (ONS, Census 2021 – TS007).

Breakdown of occupant's sexual orientation aged 16+ (where information has been provided)

We have household profile information for this protected characteristic on **24.9%** of all occupants aged 16+. This chart shows a breakdown of data held by sexual orientation where information has been provided.

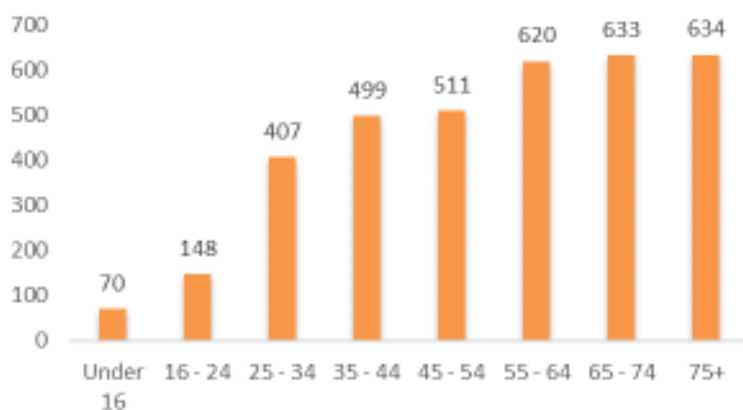


Breakdown of occupants by religion aged 16+ (where information has been provided)



We have household profile information for this protected characteristic on **27.8%** of occupants aged 16 and over. **30.4%** of occupants who have provided information state their religion as Christian compared to **40.2%** for Derby resident population in the 2021 census. **42.2%** of occupants who have provided information state that they have no religion, for Derby residents this was **36.6%** in the 2021 census. (ONS, Census 2021 – TS030)

Breakdown of occupants reported to have a disability by age group

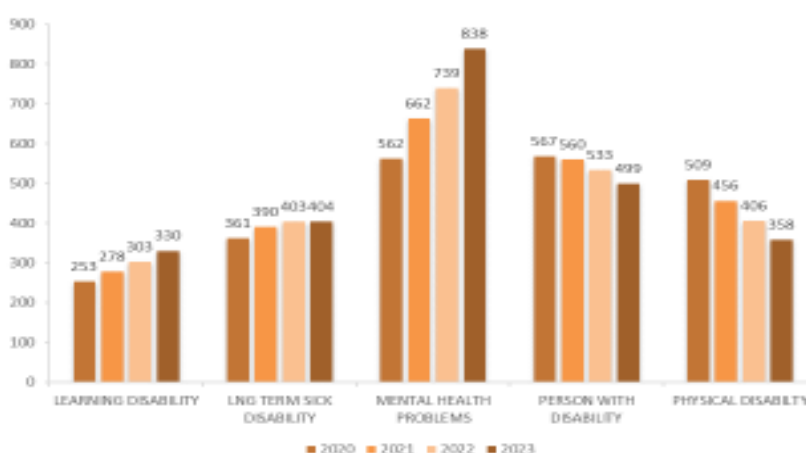


Current information identified that **12%** of all occupants (including children) within the household are reported as having a disability. **54%** of those tenants reporting a disability are aged 55 and over.

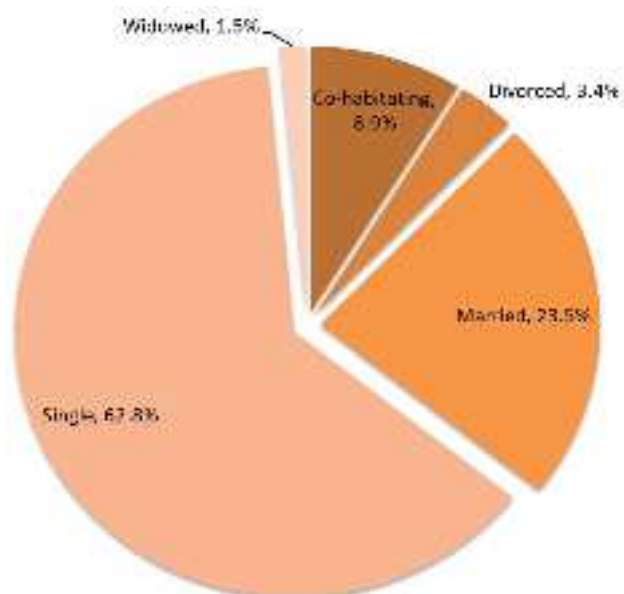
Top five disability related groups

The top five Disability related groups are:

- Mental health problems – **838 (24%)**
- Person with disability – **499 (14%)**
- Long term sick disability – **404 (11%)**
- Physical disability – **358 (10%)**
- Learning disability – **330 (9%)**



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 **61%** of our occupants. This graph identifies that **62.8%** of those who have provided information are single.

The census 2021 shows that **40%** have never been married or registered a civil partnership (ONS, Census 2021 – TS002).

We do not hold any information on pregnancy and maternity.

Section 3: Evictions

From the start of the COVID 19 pandemic the government intervened to try and minimise the number of tenants being evicted. Longer periods for Notices were introduced and only evictions for serious tenancy breaches or abandoned properties were allowed to be taken back. During 2021/2022 these restrictions were slowly eased, and the courts are returning to some normality. Derby Homes has continued to try and engage with struggling tenants to make eviction a last resort and looked at other ways so evictions can be avoided, such as applying for direct payments for rent through the Department of Working Pensions from Universal Credit claimants and assisting tenants to claim Housing Support Fund and Vulnerable Tenant Fund. This assistance and working more closely with the Homelessness Team and other partners as helped to keep the numbers low.

As a result, only **6** evictions were carried out during 2022/23. Due to the small number of evictions we are unable to break them down and look at them in more detail.

Section 4: Universal Credit (UC)

Universal Credit is a payment for people over 18 but under State Pension age who are on a low income or out of work. It includes support for the cost of housing, children and childcare, and financial support for people with disabilities, carers and people too ill to work.

Universal Credit (UC) replaces six 'legacy' benefits and tax credits for working-age households.

- Child Tax Credit
- Housing Benefit
- Income Support
- income-based Jobseeker's Allowance (JSA)
- income-related Employment and Support Allowance (ESA)
- Working Tax Credit

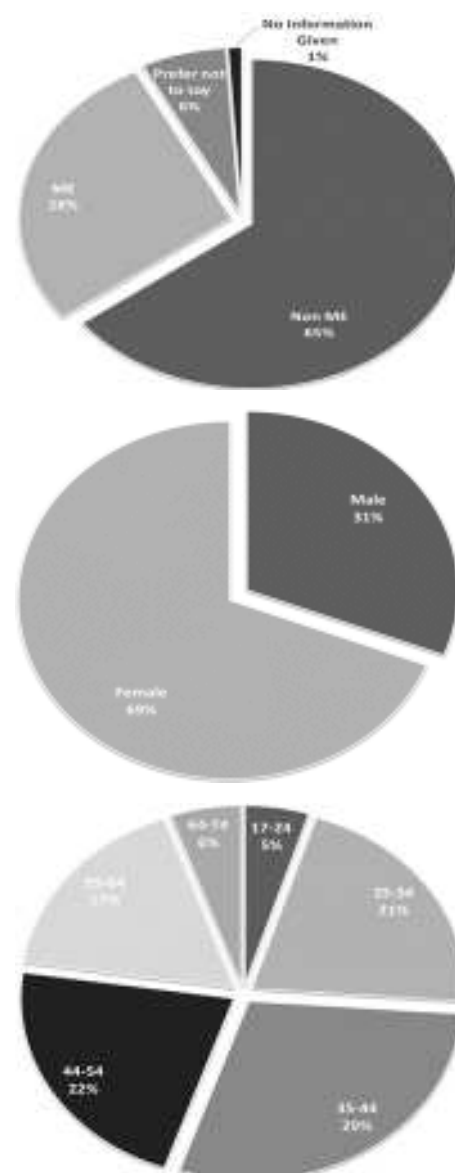
The Government first launched UC in 2013 and it currently expects all households claiming legacy benefits and tax credits to have moved across to UC by September 2024.

As at 31/03/23 there were **4,934** UC claimants. Of those **65%** were 'White: English/Welsh/Scottish/British' and **28%** were from a minority ethnic group.

The split of male / female applicants receiving Universal Credit remains comparable with the previous year. **0.3%** were either not known or 'other'.

There is very little difference between the age bands between 25 and 54.

UC Cases - Ethnic Origin / Gender / Age



Section 5: Anti-Social Behaviour (ASB)

There were **1,085** Anti-Social Behaviour complaints during 2022/23 including cases carried over from the previous year, an increase of **39 (4%)** compared to the previous year.

The gender split remains similar to the previous year, **52%** of complainants were female (**53%** in 2021/22). **54%** of perpetrators were recorded as female (compared to **53%** in 2021/22).

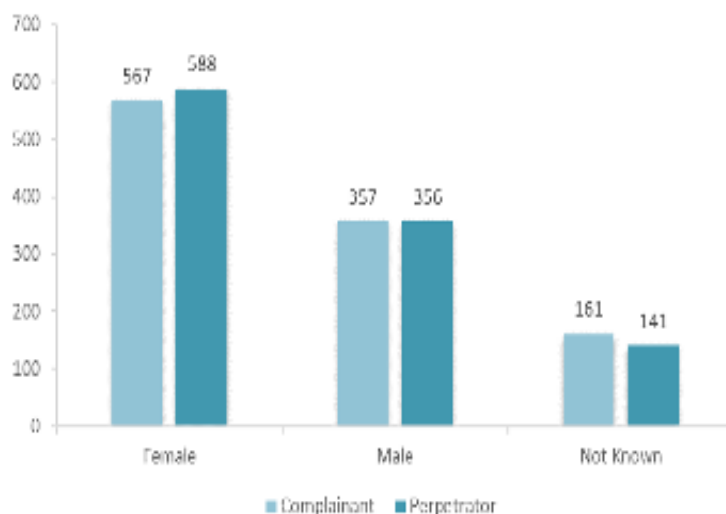
Complaints made by those in the 35-44 age group reduced from **367 (35%** of complaints received), to **186 (17%** of complaints received).

Complaints made by those in the 45-54 age range increased from **160 (15%** of complaints received), to **340 (31%** of complaints received)

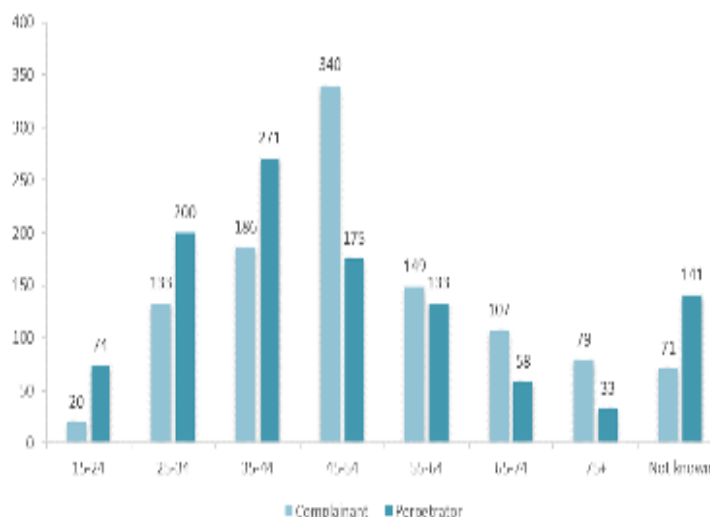
The age group breakdown for perpetrators as well as the ethnicity breakdown for complainants and perpetrators, remains comparable with the previous year.

There are gaps with the personal information we capture due to complainants logging a complaint anonymously. There are also occasions where there is limited information due to Derby Homes logging some cases as a complainant, police call or non-Derby Homes tenant.

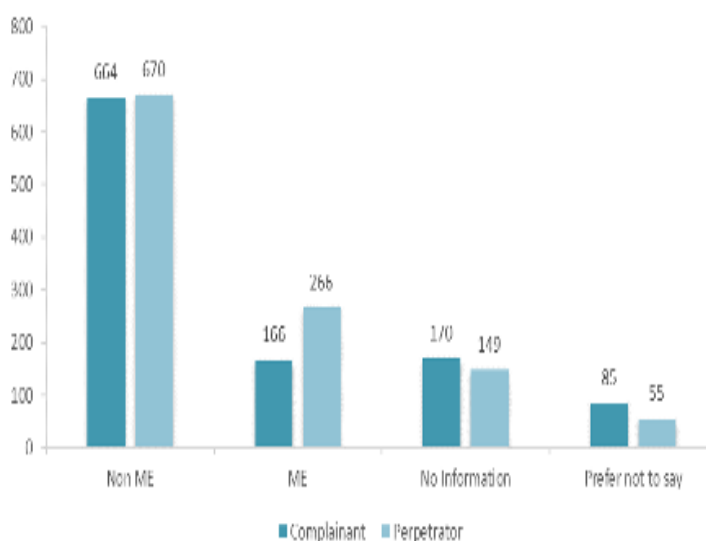
ASB breakdown by gender



ASB breakdown by age



ASB breakdown by ethnicity



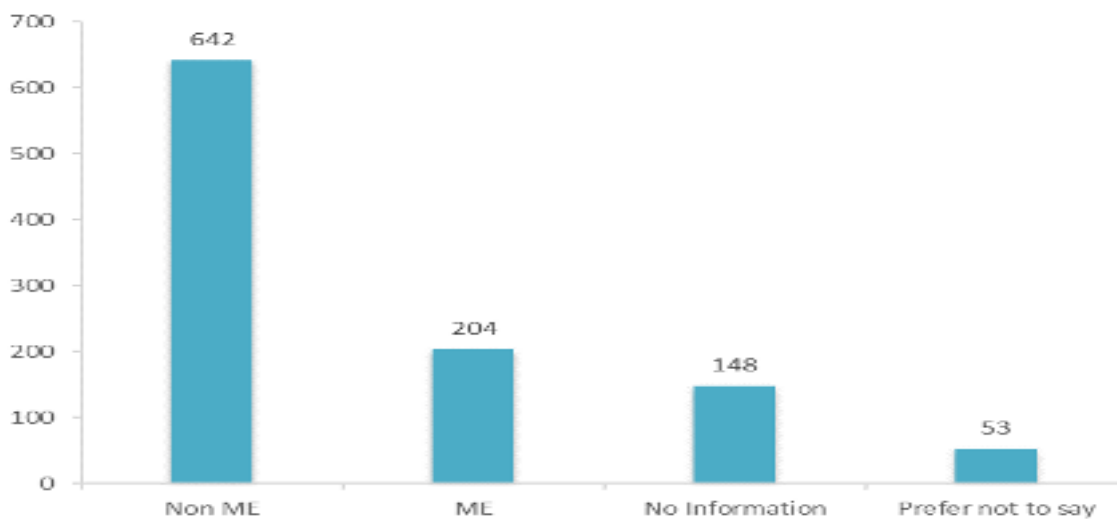
Actions taken to resolve the complaint

Derby Homes ASB team tries to resolve as many cases as possible as quickly as we can, by the use of a variety of low-level informal methods and interventions. 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 is all that is necessary. A breakdown of the numbers of these informal actions taken by the ethnicity of the perpetrator is shown in the first chart below.

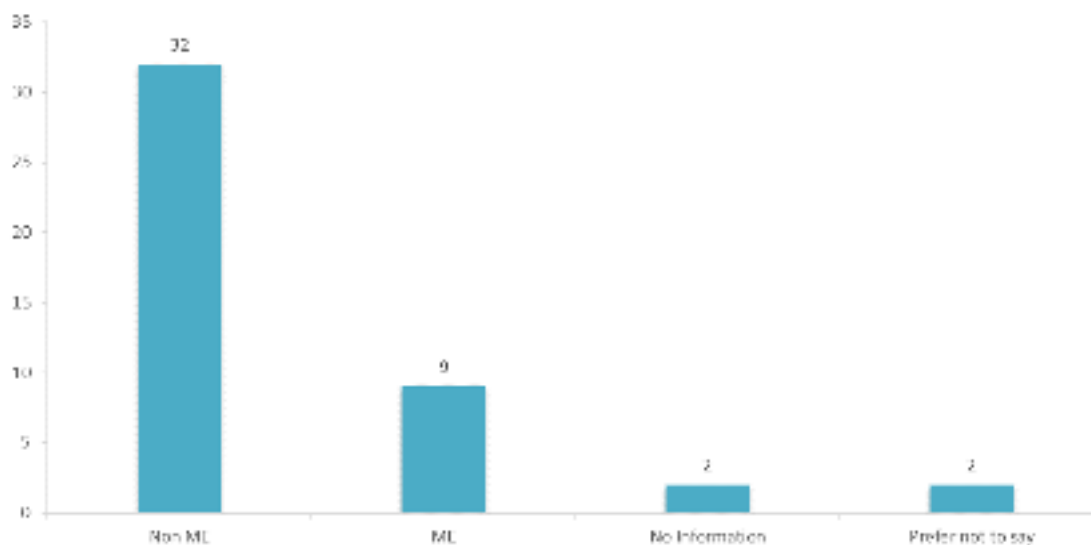
In a few cases though, we do have to take more formal action. These actions are shown in the second chart broken down by the ethnicity of the perpetrators.

Of the **1,085** ASB cases only **45** required formal interventions, of which some would have required more than one formal intervention. There were **2** evictions during 2022/23.

Informal actions to resolve ASB cases



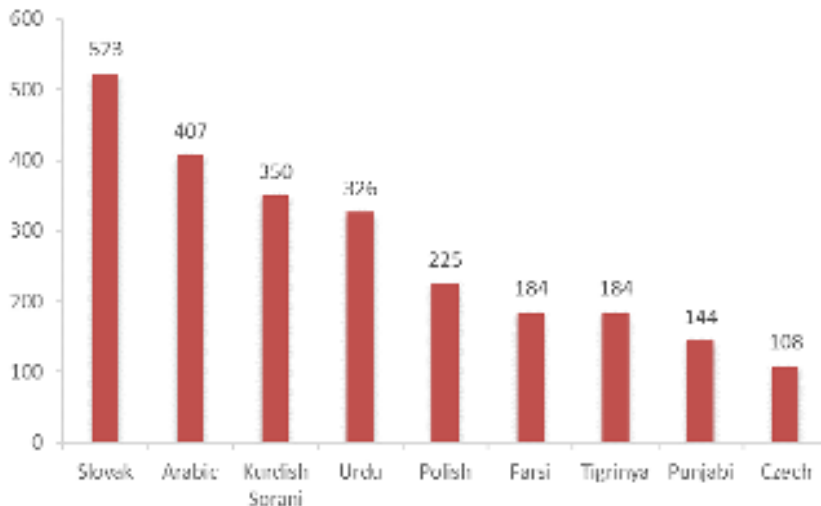
Formal actions to resolve ASB cases



Section 6: Language Translations

Our language translation provider 'D A Languages' provides 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.

Translation service

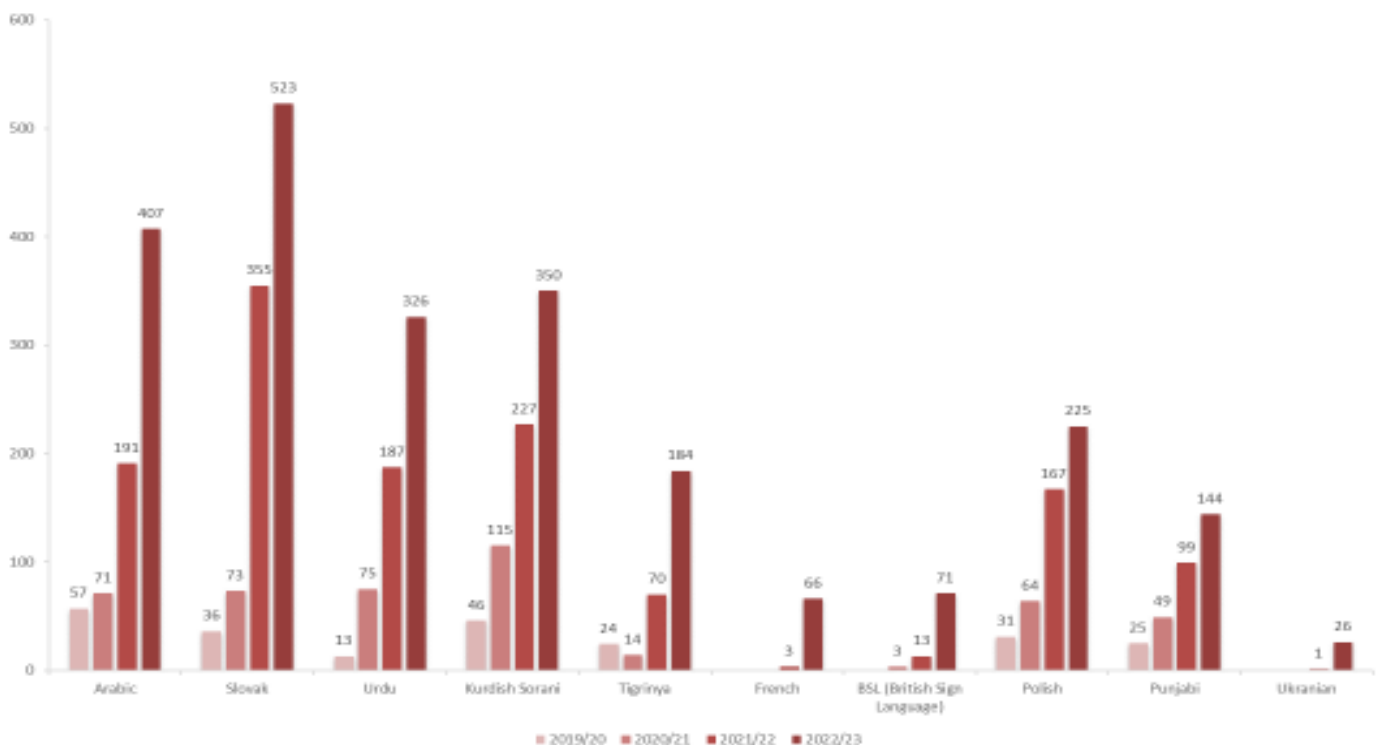


There were **3,105** calls to our translation provider during 2022/23. This was a **51%** increase on the service usage compared to the following year (**2,052** in 2021/22). The languages requested over **100** times are shown on the graph opposite.

During 2022/23 there were a number of new language requests for languages such as Estonian, Greek, Igbo and Krio.

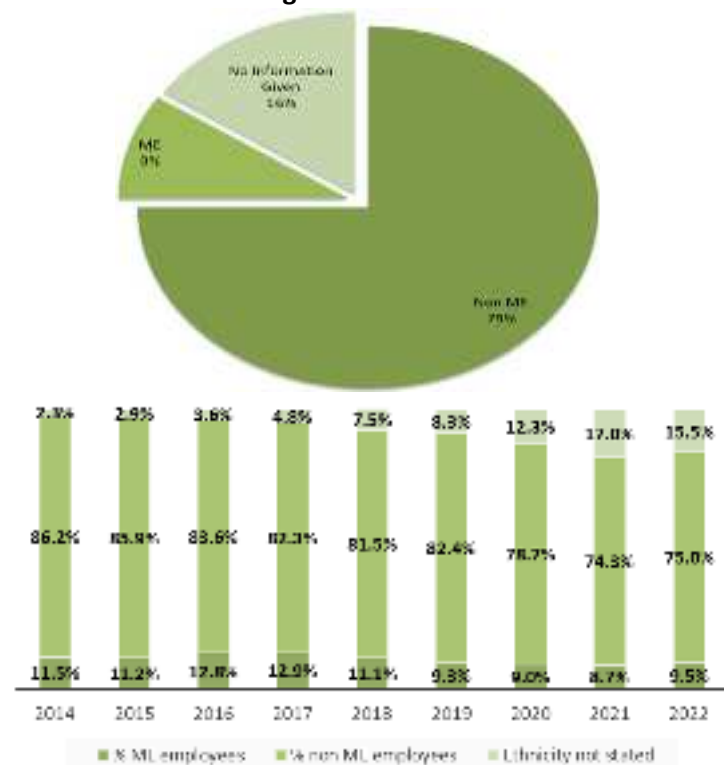
Arabic saw the biggest increase in translation requests with an increase of **216 (113%)** from last year.

Highest increase in request for translation service



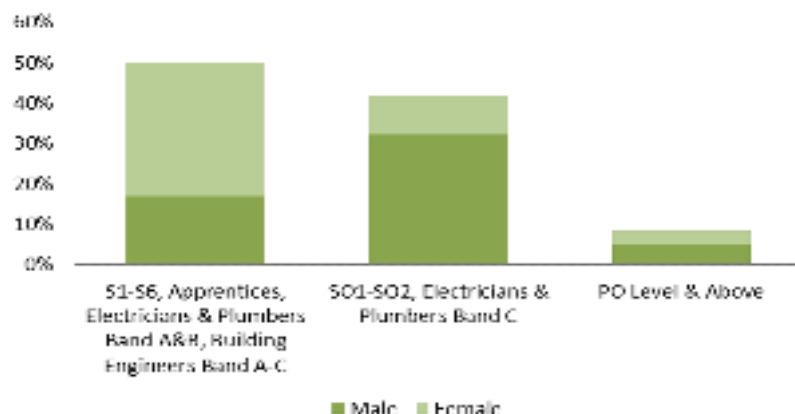
Section 7: Workforce Profile 2022

Workforce - Ethnic Origin Profile



There has been an increase in the percentage of ethnicity information held with **15.6%** not stated compared to **17%** last year. This remains higher than **2.3%** in 2014. This is in part, historically, due to the TUPE of staff from Derby City Council and ethnicity information for those members of staff not being provided. We have undertaken several requests to employees to update their profile information. We have also identified that the recruitment processes do not capture all the detail.

Gender Profile by departmental breakdown

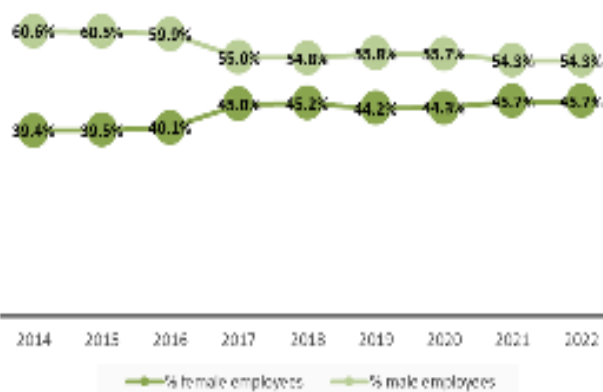


The workforce profile covers Derby Homes' employees in post as at 1 January 2022. The statistics do not include agency staff. As at 1 January 2022 there were **604** staff members (a reduction of **2.9%** when compared to the previous year).

Top 5% of earners:

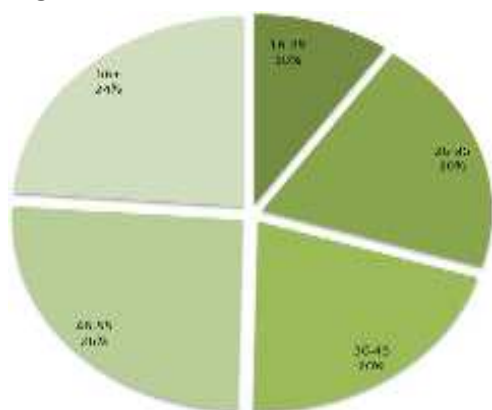
- **37%** were female, **63%** were male
- **13%** consider themselves disabled
- **10%** were from a minority ethnic group

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 **6.7%** less than for men. To a large extent, this gap exists, due to our maintenance team taken on from Derby City Council in 2010. The workforce is predominantly male and is paid a higher rate than many housing management roles where there is a female majority. Overall women occupy **34%** of the highest paid jobs within the organisation and **54%** of the lowest paid jobs.

Workforce - Age Profile

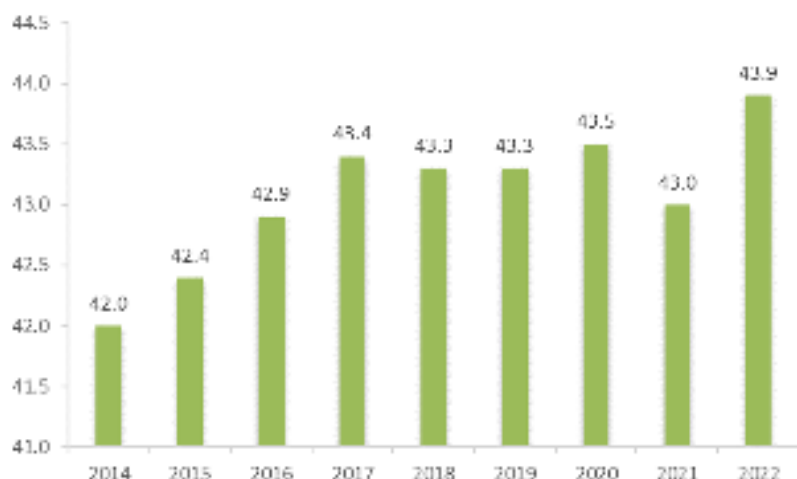


The age profile of our employees is comparable with the data in previous years. The average age of the workforce is just under **44 (43.9)** compared with **43** last year.

24% of the workforce are over 55, a **2%** increase on the previous year. Although this does not present a disproportionate risk, there may be areas where the risks are greater within certain service areas.

Derby Homes has an ongoing apprenticeship recruitment programme. We recruited **11** apprentices in 2022 aged between 16 and 20 (the same number recruited as in 2021). **82%** were male (**73%** in 2021) and **18%** were female (**27%** in 2021). Running this scheme demonstrates the commitment of Derby Homes to enhancing young people's lives.

Workforce – Average Age (Years)



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

We have profile information by religion on **54%** 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.

The percentage of disabled employees has remained constant at **10%** when compared to previous years.

