

### EQUALITIES MONITORING REPORT – 2021 /2022

Report of the Head of Governance and Corporate Services

#### 1. SUMMARY

- 1.1 This Equalities report presents a demographic picture of Derby City and equalities performance information as at April 2022.

The report sets out the demographic position in Derby, the East Midlands and England in section one. Sections two-six focus on customer data. Section two focuses on Derby Homes' household population. Section three covers eviction. Section four of the report details Universal Credit cases. Anti-Social Behaviour statistics are detailed in section five and Language translations detailed in Section six.

Our workforce profile is detailed at section seven.

#### 2. RECOMMENDATION(S)

- 2.1 To note and discuss the content of the report.

#### 3. REASON(S) FOR RECOMMENDATION

- 3.1 To ensure the Operational Board is able to monitor performance and request additional information where areas of concern / interest arise.

To receive further reports on trends, opportunities and challenges including but not limited to points raised in this report.

#### 4. MATTER(S) FOR CONSIDERATION

- 4.1 This report provides equalities information for all occupants up to April 2022.

- 4.2 Appendix 1, Section 1 provides some detailed information from the 2011 Census. This data allows us to look at the demographics in terms of ethnicity, religion and marital status.

It also contains the revised population projections on age for 2025 – 2043, which were published in June 2020 by the Office of National Statistics.

- 4.3 Section 2 provides demographic information taken from data held by Derby Homes, relating to all occupant's data we have been provided with.

- 4.3 The breakdown by ethnicity shows us that almost 57.3% of occupants are 'White British'; this is considerably lower than the 75.3% of 'White British' population of Derby. There is a corresponding increase in the number of 'White Other', which has increased to 6.34% and is now the highest minority ethnic group amongst our tenants. 16.8% of occupants have preferred not to say their ethnic group.
- 4.4 Derby Homes holds 100% data on the gender profile of our lead tenants. At April 2022 females make up 54% of lead tenants and 46% male lead tenants.
- 4.5 We hold 99.3% data on age profile of occupants. 25% of the total number of tenants are aged 55 and over and is comparable to Derby's estimated census figure of 27%.
- 4.6 We have also made it possible for customers to update their own equality information through 'My Account' on the website. Although it is requirement to collect this data some tenants are still reluctant to provide it.
- 4.7 Current information identified that 11% of all occupants (including children) within the household are reported as having a disability. Half of those tenants reporting a disability are aged 55 and over.
- 4.8 Section 3 of the report looks at the arrears/income management service. 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 back to some normality. As a result only 4 evictions were carried out over 2021/22. Due to the small number we are unable to report on details of these evictions in this report.
- 4.9 Section 4 related to Universal Credit claims. 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.
- 4.10 As at 31/03/22 there were 4,362 UC claimants. Of those 65% were 'White: English/Welsh/Scottish/British' and 27% were from a minority ethnic group.
- 4.11 The split of male / female applicants receiving Universal Credit remains comparable with the previous year. 0.1% were either not known or 'other'.
- 4.12
- 4.13 Section 5 looks at the Anti-social Behaviour. There were 1,046 Anti-Social Behaviour complaints during 2021/22 including cases carried over from the previous year, a decrease of 2% compared to the previous year.
- 4.14 The gender split remains similar to the previous year, 53% of complainants were female (51% in 2020/21) although only 53% of perpetrators were recorded as female (compared to 59% in 2020/21).

4.15 The age data is comparable with the previous year.

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The proportion of cases involving ME and Non ME people continues to be roughly in line with the overall demographic within Derby Homes households.

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4.18 Section six provides information about language translations. There were 2,052 calls to our translation provider during 2021/22. This was a 190% increase on the service usage compared to the following year (707 in 2020/21).

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The top four most frequently requested language to be translated are, Slovak, Kurdish Sorani, Arabic and Urdu

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4.21 Finally, Section 7 looks at the workforce profile and covers employees who were in post on 31 December 2021.

The key messages within this section are that of the top 5% earners in Derby Homes 45% are female and 55% male.

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13% are from a minority ethnic group and 10% of the top 5% earners have told us they have a disability.

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4.24 We already know from our Gender Pay Gap analysis that over overall hourly rate of pay for women is 6.7% lower than men. This is due to our in-house trade's  
4.25 teams where the workforce is predominantly male and the rate of pay for trades is higher than it is for many housing management and customer service roles where there are a majority of female employees.

We are working to increase the 51% of data provided by employees in relation to religious beliefs

The average age of the workforce continues to be around 43.

22% of the workforce is over 55, this equates to 136 employees.

Derby Homes has an ongoing apprenticeship recruitment programme. We recruited 11 apprentices in 2021 aged between 16 and 39 73% were male and 27% were female.

## 5. OTHER OPTIONS CONSIDERED

5.1 None applicable

## IMPLICATIONS

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

Consultation  
Financial and Business Plan  
Legal and Confidentiality  
Council  
Personnel  
Environmental  
Equalities Impact Assessment  
Health & Safety  
Risk  
Policy Review

For more information please contact:

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

Background information: None

List of appendices Appendix 1 - Working for Derby Homes Equality Employment Statistics 2021

This report has been approved by the following

Managing Director	Maria Murphy	09.09.2022
Finance Director & Company Secretary	Michael Kirk	12.09.2022
Company Solicitor	Taran Lalria	13/09/2022