



Working for Derby Homes

Equality Employment Statistics 2021

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Working for Derby Homes – employment statistics

1. Introduction

- 1.1 Welcome to our employment statistics for 01 January to 31 December 2021.
- 1.2 The statistics include recruitment, workforce profile, training and development, disciplinary and grievances and attendance management. They form part of our Public Sector Equality Duty requirements where we have to provide equality information about our employees and job applicants.
- 1.3 In 2021 we retained the Disability Confident Employer accreditation.
- 1.4 Please contact us if you have any queries about the figures or have any suggestions for improving the layout for future reports.

2. Recruitment

- 2.1 Derby Homes operates a recruitment scheme where candidates with disabilities can request an automatic interview if they meet the essential criteria for the post. In addition, candidates with disabilities are invited to tell us what adjustments they may need to ensure that they can fully participate in the selection process. This section gives information about recruitment to our vacancies that were advertised between January and December 2021.
- 2.2 It explores the stages of the process and focuses on equality statistics, ethnic origin, gender, sexuality, religion or belief, disability, and age.
- 2.3 In 2021 Derby Homes appointed 77 new employees.
- 2.4 All employees can now access their own Payroll/HR information online. As part of this, employees can update their own equality information. This helps Derby Homes in monitoring its equality information for statistical purposes.

2.5. Applicant by Equality Group

Ethnic Group, Census 2011

Ethnic Group	Derby	East Midlands
	%	%
All categories: Ethnic group		
White: English/Welsh/Scottish/ Northern Irish/British	75.33	85.40
White: Irish	0.93	0.63
White: Gypsy or Irish Traveller	0.12	0.08
White: Other White	3.92	3.16
Mixed: White and Black Caribbean	1.57	0.89
Mixed: White and Black African	0.21	0.19
Mixed: White and Asian	0.71	0.48

Mixed: Other Mixed	0.41	0.34
Indian	4.38	3.73
Pakistani	5.88	1.08
Bangladeshi	0.26	0.29
Chinese	0.52	0.54
Other Asian	1.45	0.84
African	1.27	0.92
Caribbean	1.37	0.64
Other Black	0.31	0.24
Arab	0.35	0.21
Other ethnic group: Any other ethnic group	1.00	0.35
<i>Source: Office for National Statistics, Census 2011, QS201EW, Ethnic Group</i>		

2.6. Applicant by Disability

Disability	Applicants	%	First Interview	%	Appointed	%
No	1302	89.42%	299	88.46%	64	90.14%
Yes	154	10.58%	39	11.54%	7	9.86%
Grand Total	1456	100.00%	338	100.00%	71	100.00%

2.7. Applicant by Gender

Gender	Applicants	%	First Interview	%	Appointed	%
Female	893	61.33%	208	61.54%	47	66.20%
Male	558	38.32%	129	38.17%	24	33.80%
Unknown	5	0.34%	1	0.30%		0.00%
Grand Total	1456	100.00%	338	100.00%	71	100.00%

2.8. Applicant by Religion or Belief

Religion	Applicants	%	First Interview	%	Appointed	%
Buddhist	1	0.07%		0.00%		0.00%
Christian	411	28.23%	95	28.11%	13	18.31%
Hindu	8	0.55%	1	0.30%		0.00%
Jewish	2	0.14%	2	0.59%	1	1.41%
Muslim	105	7.21%	17	5.03%	3	4.23%
No Religion	770	52.88%	186	55.03%	51	71.83%
Other Religion	22	1.51%	5	1.48%		0.00%
Prefer Not To Say	68	4.67%	14	4.14%	1	1.41%
Religion Not Stated	24	1.65%	9	2.66%	1	1.41%
Sikh	45	3.09%	9	2.66%	1	1.41%
Grand Total	1456	100.00%	338	100.00%	71	100.00%

2.9. Applicant by Ethnic Origin

Ethnic Origin	Applicants		First Interview		Appointed	
		%		%		%
Asian or Asian British	162	11.13%	24	7.10%	2	2.82%
Asian/Asian British - Bangladeshi	11	0.76%	2	0.59%		0.00%
Asian/Asian British - Indian	64	4.40%	11	3.25%	1	1.41%
Asian/Asian British - Other Asian	15	1.03%	1	0.30%		0.00%
Asian/Asian British - Pakistani	72	4.95%	10	2.96%	1	1.41%
Black or Black British	87	5.98%	10	2.96%		0.00%
Black/African/Caribbean/Black British - African	52	3.57%	3	0.89%		0.00%
Black/African/Caribbean/Black British - Caribbean	35	2.40%	7	2.07%		0.00%
Mixed	72	4.95%	16	4.73%	2	2.82%
Mixed/Multiple Ethnic Groups - White and Asian	11	0.76%	1	0.30%	1	1.41%
Mixed/Multiple Ethnic Groups - White and Black African	16	1.10%	4	1.18%		0.00%
Mixed/Multiple Ethnic Groups - White and Black Caribbean	3	0.21%		0.00%		0.00%
Mixed/Multiple Ethnic Groups - White and Black African	42	2.88%	11	3.25%	1	1.41%
Not Stated	17	1.17%	3	0.89%		0.00%
Prefer Not To Say	17	1.17%	3	0.89%		0.00%
Other Ethnic Groups	43	2.95%	4	1.18%		0.00%
Asian/Asian British - Chinese	5	0.34%	1	0.30%		0.00%
Black/African/Caribbean/Black British - Any Other	15	1.03%	2	0.59%		0.00%
Other Ethnic Group - Any Other	18	1.24%	1	0.30%		0.00%
Other Ethnic Group - Arab	5	0.34%		0.00%		0.00%
White	1068	73.35%	276	81.66%	62	87.32%
White - English/Welsh/Scottish/Northern	979	67.24%	265	78.40%	59	83.10%
White - Gypsy or Irish Traveller	2	0.14%		0.00%		0.00%
White - Irish	3	0.21%		0.00%		0.00%
White - Other White	84	5.77%	11	3.25%	3	4.23%
Unknown	7	0.48%	5	1.48%	5	7.04%
Unknown	7	0.48%	5	1.48%	5	7.04%
Grand Total	1456	100.00%	338	100.00%	71	100.00%

2.10. Applicant by Age

AGE	Applicants	%	First Interview	%	Appointed	%
Unknown	1	0.07%		0.00%		0.00%
16-25	410	28.16%	68	20.12%	17	23.94%
26-35	462	31.73%	109	32.25%	25	35.21%
36-45	305	20.95%	74	21.89%	16	22.54%
46-55	209	14.35%	54	15.98%	9	12.68%
56-65	62	4.26%	31	9.17%	4	5.63%
66-75	7	0.48%	2	0.59%		0.00%
Grand Total	1456	100.00%	338	100.00%	71	100.00%

3. Apprentice work force information 2021

3.1 We recruited 11 apprentices in 2021. Here is the additional equality monitoring information for apprentices:

By age

Age	Numbers	%
16	3	27
17	1	9
19	1	9
23	1	9
24	1	9
25	2	18
28	1	9
39	1	9
Total	11	

By gender

Gender	Numbers	%
Female	3	27
Male	8	73
Total	11	

By ethnic origin

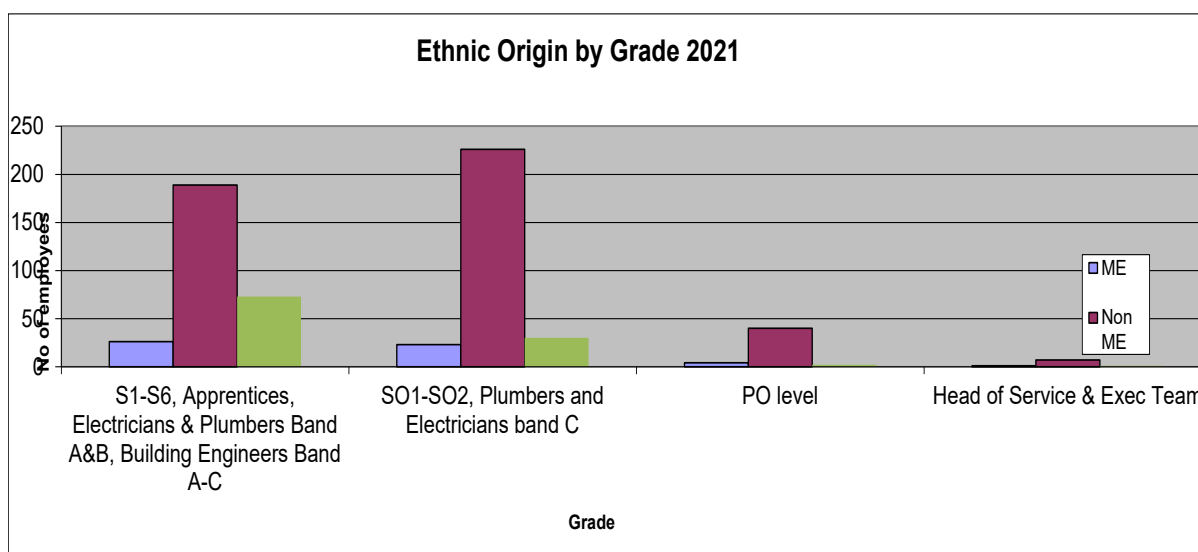
Ethnic Origin	Numbers	%
Caribbean	2	18
White British	8	73
Unknown	1	9
Total	11	

4. Workforce Profile

- 4.1 This report covers Derby Homes employees in post at 1 January 2021. The information in the report comes from the HR/Payroll system.
- 4.2 The statistics relate to analysis by ethnic origin, disability, gender, religious belief, sexual orientation and age.
- 4.3 The report provides the number of new employees and leavers during 2021
- 4.3 The statistics do not include agency staff.

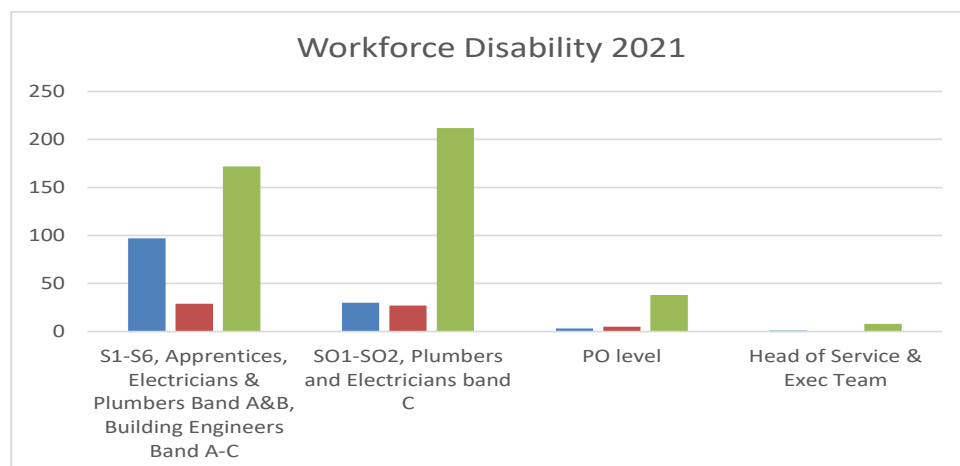
Ethnic origin profile

Grade	ME	Non ME	NOIG	Total	% ME	% White
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	26	189	73	288	9.0%	65.6%
SO1-SO2, Plumbers and Electricians band C	23	226	30	279	8.2%	81.0%
PO level	4	40	2	46	8.7%	87.0%
Head of Service & Exec Team	1	7	1	9	11.1%	77.8%



Disability profile

Grade	NOIG	Disabled	Non Disabled	Total	% Disabled	% Non Disabled
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	97	29	172	298	9.7%	57.7%
SO1-SO2, Plumbers and Electricians band C	30	27	212	269	10.0%	78.8%
PO level	3	5	38	46	10.9%	82.6%
Head of Service & Exec Team	1	0	8	9	0.0%	88.9%
Totals	131	61	430	622		



Religious belief profile

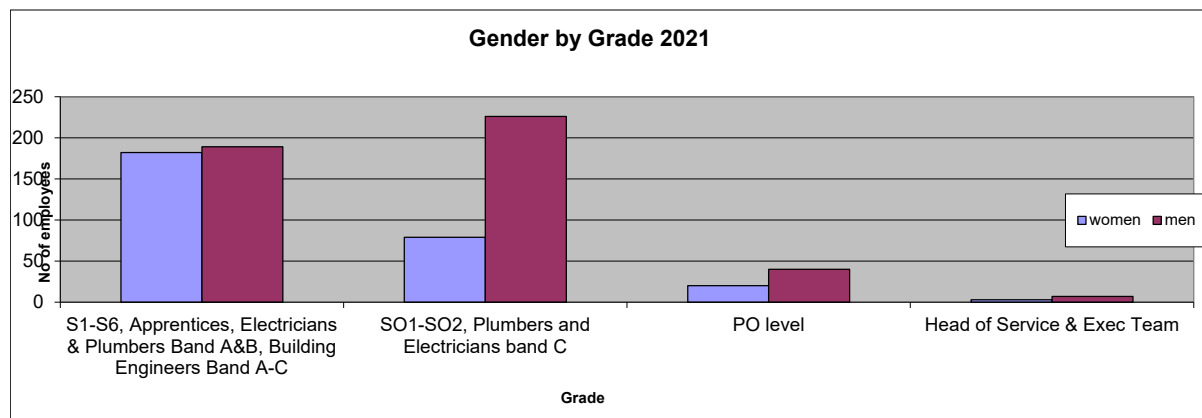
Religion	Number	%
Christian	167	26.8%
Buddhist	0	0.00%
Hindu	2	0.3%
Jewish	0	0.00%
Muslim	10	1.6%
Sikh	6	1%
Other	9	1.4%
No religion	121	19.4%
Prefer not to say	10	1.6%
Religion not stated	297	47.7%

Sexual orientation profile

Sexual Orientation	Numbers	%
Heterosexual	244	39%
Gay Man	4	0.6%
Gay Woman	2	0.3%
Bi-Sexual	3	0.5%
Other	6	1%
Prefer not to say	11	1.8%
unknown	352	57%

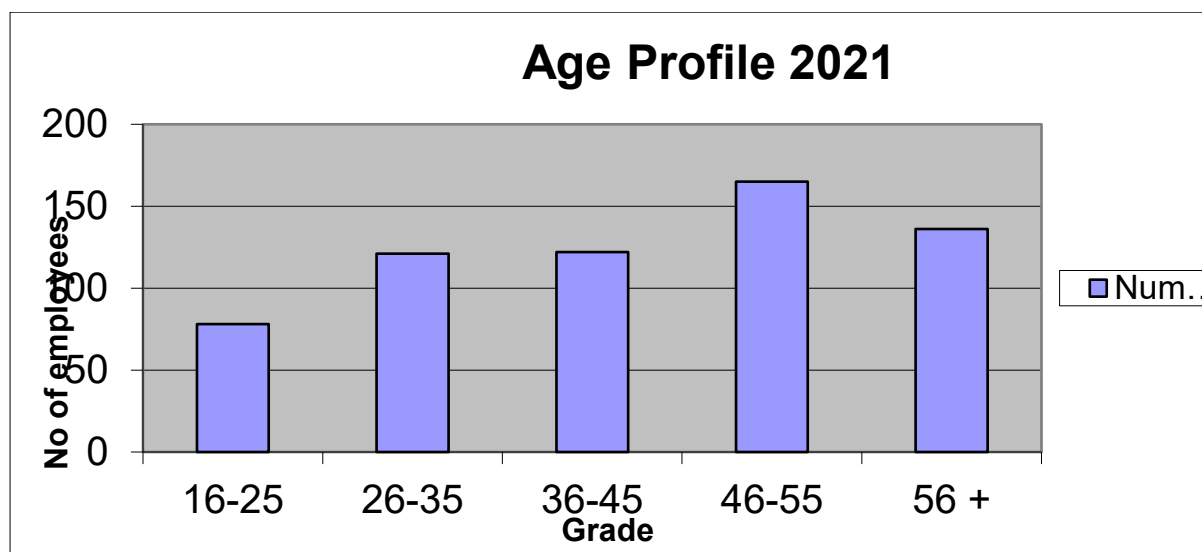
Gender Profile of current workforce

Grade	Women	Men	Total	% Women	% Men
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	182	106	288	63.2%	36.8%
SO1-SO2, Plumbers and Electricians band C	79	200	279	28.3%	71.7%
PO level	20	26	46	43.5%	56.5%
Head of Service & Exec Team	3	6	9	33.3%	66.7%



Age Profile of current workforce

Age range	No of Employees	% of employees
16-25	78	12.5%
26-35	121	19.5%
36-45	122	19.6%
46-55	165	26.5%
56 +	136	21.9%
Totals	622	



4.4 Gender profile of the top 5% of earners

Out of 31 people (top 5%) 14 are women = 44% and 17 are men = 55%

4.5 Ethnic origin profile of top 5% earners

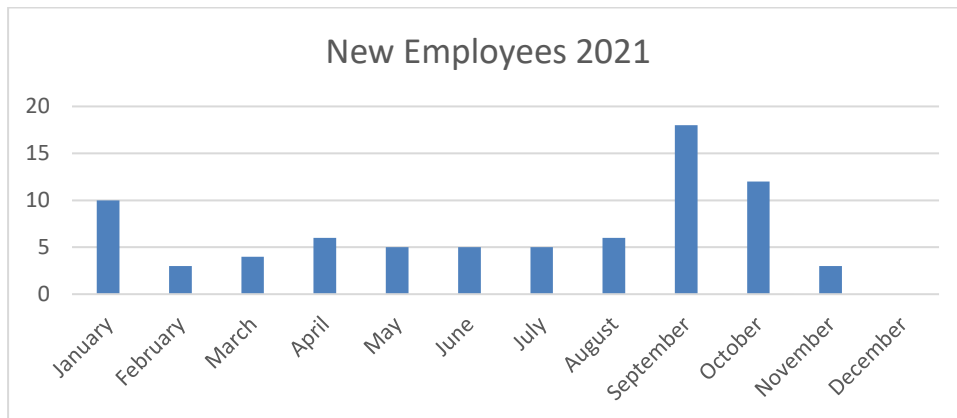
Out of 31 people (top 5%) 27 employees are Non Minority Ethnic employees and 4 employees are from a Minority Ethnic group = 13%

4.6 Disability in the top 5% earners

Out of 31 people (top 5%) 3 employees consider themselves disabled = 9.6%

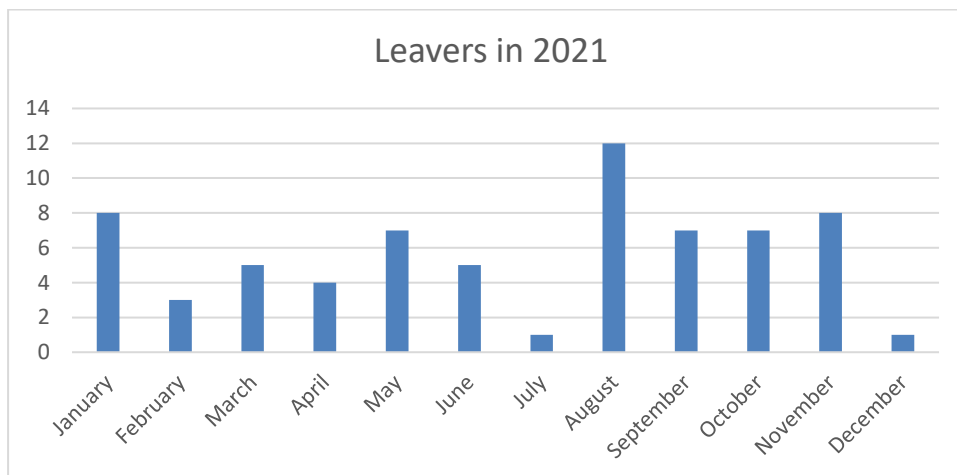
5. New employees 2021

5.1 In 2021 there were 77 new employees who started work at Derby Homes. This figure is higher than the previous year when 61 new employees joined Derby Homes. Note Apprentices generally start in September.



6. Leavers 2021

6.1 In 2021, 68 employees left Derby Homes. This figure is higher than the previous year when 46 employees left Derby Homes.



7. Gender Pay Gap

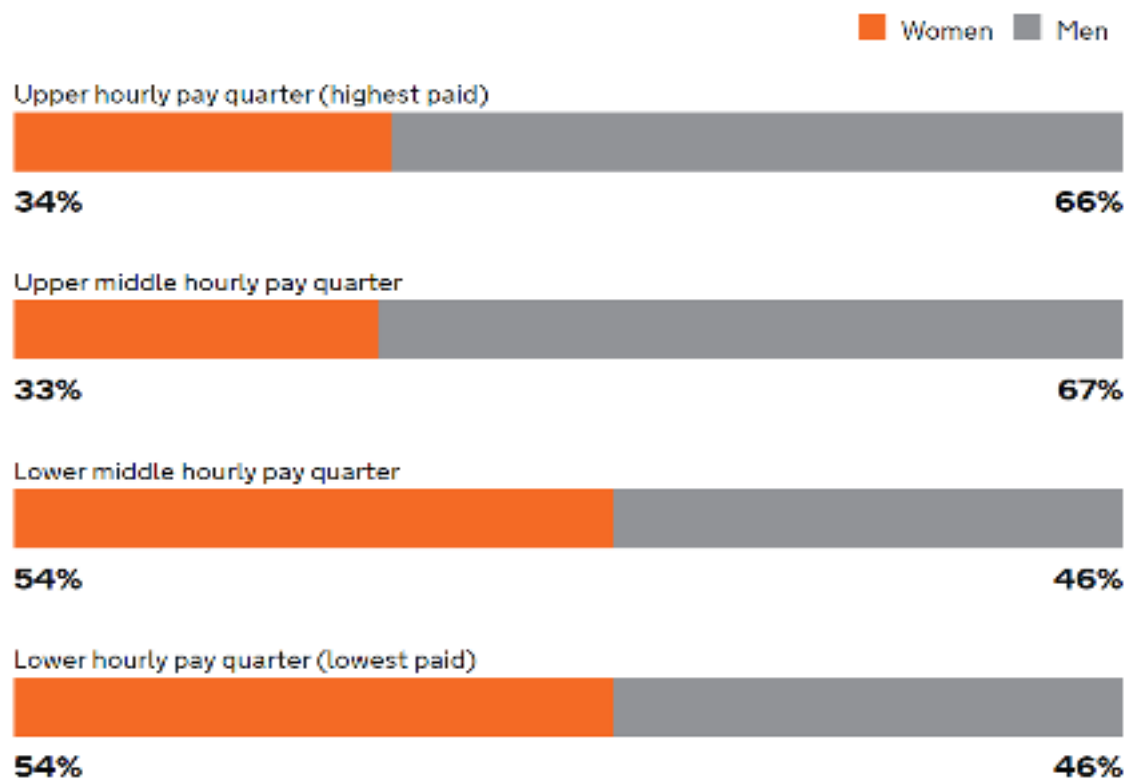
7.1 Derby Homes' statement on the gender pay gap for April 2021

7.2 Derby Homes pays men and women equally for the same role.

7.3 In this organisation, women earn 83p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 17% lower than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 6.7% lower than men's.

In this organisation, women occupy 34% of the highest paid jobs and 54% of the lowest paid jobs.



7.4 To a large 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.

7.5 Bonus Pay

No Bonus Paid

8.1 Training and Development 2021

8.2 Derby Homes use a blended approach to training; we use our e-learning portal and also face to face courses.

Face to face training courses delivered in 2021:

Course name	Number completed
Safeguarding Training	103
Abrasive Wheel	50
Fire Safety Training	42
Safe Assembly and Use of Aluminium Towers	21
Safe Working at Height (Level 1-2)	54
Safe Working at Height (Level 1-3)	88

8.3 E-learning training courses accessed in 2021:

All employees are expected to complete all the mandatory E-Learning courses; new employees must complete the courses as part of their induction on our e-learning portal.

Course name	Number completed
Welcome to Derby Homes	98
You and Your Employment	92
Covid. 19 & Personal Protective Equipment Guidance	79
Display Screen Equipment	90
Equality and Diversity	84
Fire Safety	88
GDPR	77
Health & Safety	109
Housing Management	76
Manual Handling	79
Modern Slavery	82
Non-Licensed Working with Asbestos 2020	16
Safeguarding Adults and Children	87
Milestone House – Introduction	11
Milestone House – Alcohol Procedure	9
Milestone House – Clearing Rooms Procedure	9
Milestone House – Dealing with a Death of the Premises	8
Milestone House – Drug Procedure	8
Milestone House – Emergency Fire Plan Procedure	5
Milestone House – Firearms, Knives and Offensive Weapons	14
Milestone House – Needles Procedure	6
Milestone House – On Call Procedure	6
Milestone House – Personal Safety Procedure	6
Milestone House – Residents medicines management procedure	8

Milestone House – Risk Management	5
Milestone House – Sign up Checklist	6
Milestone House – Violence and Aggression Procedure	6
Unconscious Bias Training (rolled out 2021)	491
Unconscious Bias Training for Managers (rolled out 2021)	31
GDPR Essentials (New course rolled out 2021)	385

8.4 We ensure all employees and managers are up to date with various new legislations and issues that affect Derby by providing regular updates through a fortnightly message from the Managing Director alongside virtual Leaders network meetings which are held bi monthly.

8.5 Derby Homes is committed to train and develop employees to improve their knowledge and skills in line with its agreed objectives. We encourage employees to study approved educational training courses leading to recognised vocational qualifications; this is through the Qualification Training Scheme. Derby Homes will support employees on the Qualification Training Scheme if the qualification is relevant to their current or near future duties, or where it allows for realistic career development within the organisation. In 2021, 17 employees applied and were supported to study a qualification.

9. Disciplinary investigations and grievances –

9.1 During 2021 there were 2 formal disciplinary investigations resulting in 0 written warnings being issued. None of the employees had declared themselves as having a disability.

9.2 Out of the 2 employees, 1 was White British, 1 was Asian/ Asian British-Indian.

9.3 The outcome of the Disciplinary investigations in 2021 were:
1 employee resigned during process
1 was dismissed.

9.4 There were no formal grievances were raised in 2021. A number of informal grievances were resolved at the informal stages.

9.5 There was 1 employee who progressed to the formal performance capability process. They were White British and a First Written Warning was issued.

10. Attendance Management cases

10.1 During 2021 there were 7 individuals who were progressed to stage 2 of the attendance management procedure.

Out of these employees 2 had a disability and 7 x White British.
8 warnings were issued
1 person resigned during the process.

11. Monitoring and moving forward

11.1 We monitor our equality in employment statistics through our performance management tool.

11.2 Reports on the performance management tool are produced quarterly and presented to our senior management team and Derby Homes Board.

11.3 Our Diversity Forum Group will be examining these statistics and adding any positive action initiatives.

11.4 Employees becoming disabled during employment:

There is a comprehensive support process in place for any employee who may enter a period of ill health or develop a condition which may be covered by the Equalities Act 2010. We ensure that employees have access to proper medical advice from Occupational Health and that as the employer we have a proper understanding of what support is necessary to help an employee sustain their employment.

12. Context

Year	Number of employees	Average Age (Years)	% Disability
2021	622	43.0	9.8%
2020	615	43.5	9.10%
2019	602	43.3	9.5%
2018	588	43.3	9.5%
2017	560	43.4	9.5%
2016	506	42.9	8.3%
2015	489	42.4	8.6%
2014	470	42.0	9.4%

Gender Profile

Year	% of Female employees	% of Male employees
2021	45.7%	54.3%
2020	44.3%	55.7%
2019	44.2%	55.8%
2018	45.2%	54.8%
2017	45.0%	55.0%
2016	40.1%	59.9%
2015	39.5%	60.5%
2014	39.4%	60.6%

Ethnicity Profile

Year	% ME employees	% Non-ME employees	Not stated
2021	8.7%	74.3%	17%
2020	9%	78.7%	12.3%
2019	9.3%	82.4%	8.3%
2018	11.1%	81.5%	7.5%
2017	12.9%	82.3%	4.8%
2016	12.8%	83.6%	3.6%
2015	11.2%	85.9%	2.9%
2014	11.5%	86.2%	2.3%