

West Midlands EDI data

Results from NHF data collection

January 2022

Summary

In total, 18 housing associations with headquarters based in West Midlands responded to our data request, representing 70% of all stock owned by members with headquarters in this region. Staff, executive and board data comes from 17 organisations.

This summary should be read alongside the West Midlands data published in the completed NHF equality, diversity and inclusion (EDI) data tool and the report on national data.

About the data

We made every effort to ensure that each organisation's EDI data is comparable; however, there are some points to note in terms of the data and analysis presented:

- We did not ask organisations to submit their data as at a certain date. This means that the data represents different time points for different organisations. It is also highly likely that it is already out of date, given turnover in staff.
- Where there are data gaps, some of these (particularly marital and civil partnership status) are due to categories in the tool not matching categories in information collected by housing associations.
- For some organisations, social housing is one part of a larger business, which might include (non-residential) support and care or non-social housing. Where possible, organisations separated staff responsible for housing from wider employee data.
- No customer data is included – there were too many gaps within customer data, and the focus was on the housing association workforce, so we have not looked at this.
- We cannot conclude anything on intersectionality as the data is only available by individual characteristic. This means we cannot combine characteristics to look at intersectionality. Executives, for example, may have other protected

characteristics which make them more diverse than appears from individual characteristics such as sex or ethnicity.

Main findings

- Age and sex are the most accurate across workforce, executive and board as these have the fewest data gaps, with no missing data on sex of executives.
- As with national data, board data has the biggest gaps.
- Largest gaps in knowledge are around caring responsibilities (both children and informal care) and socio-economic background (all three characteristics – parent occupation at 14, attendance of independent school, and free school meal eligibility).
- Also, big gaps in gender identity (don't know for 59% of the workforce, though this is much better than nationally) and marital or civil partnership status (don't know for 45%). Sexual orientation and religion data is unknown for around a quarter of workforce.
- Highest proportion of workforce who would prefer not to say by category – sexual orientation (9.8%) and religion (5.9%). Gender identity is higher than national (4.5%), perhaps reflecting lower proportions of 'don't know'.

When it comes to representation:

- The West Midlands has the highest proportion of females in the workforce than compared to the population by stock location for any region (63% to 51%). The number of females at executive level falls, with 44% female, only slightly better than the national picture. There is less representation at board level, with 37% female.
- Population for the West Midlands has proportionately more people identifying as being from an Asian ethnic group and fewer from a White ethnic group when compared to the population for England. The workforce is proportionately more White than population by stock location, with 85% identifying as being from a White ethnic group, compared to 81% of the population. There are proportionately more Asians in the workforce than nationally, but this is not representative of population by stock location (6% compared to 12% of population). At executive level, there is proportionately less representation of Asian ethnic groups at 5% than amongst staff and the population, but Black ethnic groups are representative. People from White ethnic groups dominate, however, with 90% of executive identifying as such. The latter is over representative of population by stock location. Ethnic diversity at board level is more diverse than workforce or executive, and more

so than population, with over representation of Black ethnic groups (11% to 4% at population).

- Staff and leaders in the region significantly underrepresent disabled people, with 6% of staff (5% including don't know/prefer not to say) and 24% of the population disabled. 10% of executives have a disability and just 7% of board members.
- For age, as with national figures, the workforce underrepresents younger ages (16-24 years) and those aged 65 or more, while being over representative of those aged 35-64 years. Proportionately, executives are significantly more likely to be 45-64 years, at 79%, than staff or population in stock location. 57% of board members are 55 or more.
- The region is largely representative of different religions, though the workforce is under representative of Muslims and Christians and over representative of no religion (although the results for Christianity and no religion is likely because the 2011 Census data is not reflective of the current picture – Muslims may be even more underrepresented than more recent population estimates suggest). Executives are proportionately more likely to be Christian or Sikh than the population. Boards are over representative of Christians (64%) and Hindus (5%) when compared to the population (56% and 2% respectively).
- Marital or civil partnership status is largely representative of the population, though the older age of executives and boards means there is overrepresentation of those in the married group.
- For sexual orientation, 3.6% of the workforce for whom we have data identify as lesbian, gay, bisexual or other sexual orientation, compared to 2.7% of the population by stock location (including don't know and prefer not to say). 92.7% of executives for whom we have data identify as heterosexual and 7.3% as gay or lesbian (and no representation of bisexual or other sexual orientation). Boards are similar, with greater representation of bisexuals.
- It is difficult to conclude much on socio-economic background, gender identity or caring responsibilities due to the data gaps. The small sample and group sizes make it difficult to draw conclusions on available data.

Recommendations

Housing associations in the West Midlands should work for:

- Better representation of disabled people.
- Increased male representation within the workforce.
- Increased representation of females in executive positions.

- Increased Asian representation amongst staff and executive.
- More young people (aged 16-24 years) in workforce and potentially younger age groups (aged 44 years or less) within leadership teams and boards.
- Improved data coverage through less unknown or undeclared data across all characteristics and groups, particularly at board level.