

East of England EDI data

Results from NHF data collection

January 2022

Summary

In total, 16 housing associations with headquarters based in East of England responded to our data request, representing 86% of all stock owned by members with headquarters in this region.

This summary should be read alongside the East of England 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 It is also highly likely that it is already out of date, given turnover in staff.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.
- 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).
- Religion and sexual orientation data is missing (don't know) for around two fifths of workforce.
- Highest proportion of workforce who would prefer not to say by category – disability (4.8%), religion (4.8%), and sexual orientation (3.7%). This is lower than the national data for the housing association workforce.

When it comes to representation:

- Workforce is older, more female, and have fewer people from a White ethnic group than the population.
- There is a lack of representation of disabled people in the workforce compared to population, but greater parity at executive level. 9% of staff have a disability, compared to 17% of executives, 9% of board members and 24% of the population.
- Fewer people in the workforce are Christian and more have no religion than the Census suggests the population by stock location has, though this is likely to be because the Census data is 10 years old.
- There are very few transgender or other gender identity (to sex at birth) – 0.04% of workforce are known to identify in this way (no population data to compare to). There are fewer data gaps here than compared to other regions.
- Executive is more likely to be male, White and married when compared to staff – 99% of executives are White compared to 86% of staff. 42% of executive are female, compared to 55% of staff. 75% are married compared to 49% staff. They are also older than the staff body, which you might expect given the experience required at executive level.
- Boards are even more male (60% compared to 45%, when removing don't know and prefer not to say), though they are more ethnically diverse than

executives, with 5% from an Asian background and 3% black. They are more likely to be Christian than staff (56% compared to 46%). With age, as you might expect, more are in the 65+ years category than staff (22% compared to 3%).

- 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.
- It is difficult to conclude much on socio-economic background or caring responsibilities due to the data gaps. The small sample sizes make it difficult to draw conclusions on available data.

Recommendations

Housing associations in the East of England should work for:

- Better representation of disabled people amongst staff and board members.
- Increased representation of females in executive and board positions.
- More ethnic diversity amongst executives.
- 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.