
Rykneld Homes Diversity Monitoring Report

Version 5 December 2009

Diversity Monitoring Report

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Diversity Monitoring Report

1. Introduction

This report analyses the workforce at Rykneld Homes Ltd (RHL) by considering the six strands of diversity through the organisation as a whole, by Department and also by hierarchy. Transgender the seventh strand has not previously been included within monitoring data. The staff profile questionnaire has been amended and an updated profile will be analysed during the next round of HR ED monitoring in June 1010.

For each strand of diversity the composition of the workforce is compared with the information contained within the tenant profile. It must be acknowledged that the matching characteristics should not be anticipated especially within the areas of age and disability. We intend to develop the way we use comparative and qualitative impact data in future reports by using information relating to the whole population of North East Derbyshire in more detail as social housing tenants represent only 8.6% of the overall population.

Rykneld Homes Ltd's hierarchy has three levels – Level 1 is SMT, Level 2 is all Service Managers and Level 3 are all staff who are not Managers. At Level 1 there are 4 people and at Level 2 there are 8 people (inclusive of 1 vacancy).

RHL's approach to Equality & Diversity, its E&D Targets, including staffing are set out within its E&D Policy. Strategic direction is set out within the Community Cohesion Policy, Single Equality Scheme and HR Strategy. RHL uses its knowledge of its staff profile to inform Equality Impact Assessments when considering Service structure reviews, eg Older Peoples' Service Review.

E&D and Customer Care Awareness Training has been undertaken by all staff during October /November 2009.

An outline NEDDC profile, notes some characteristics of the NEDDC Resident population. RHL / NEDDC use the wider data gained from the MOSAIC profiling, for targeting services.

The outline analysis shows that the Tenant profile is more extreme in a number of areas than the Resident profile. This is to be expected-as the availability of Social Housing is targeted at communities who may not be able to access other tenures, due to specific needs. A more detailed comparison of the characteristics of the Resident profile against the Tenant profile will be carried out to test for ongoing correlation with RHL's staff profile.

Our Tenant Profile:

- 48.3% have been tenants of NEDDC/RHL for 21years or more.
- 15.6% for 11 to 20 years.
- 34.3% have lived in the same property for 21+ years.
- 73.6% of which have only 1 or 2 people living in the property.
- 8.6% 1 parent family.
- 8.2% 2 parent family.

Religion

Buddhist	0.26%
Christian	78.96%
Jewish	0.04%
Muslim	0.13%
Other	3.51%
None	17.11%

Source: Tenant Profile 26.10.09

Ethnic Origin

White British	98.27%
White Irish	0.54%
White Other	0.52%
Black African	0.05%
Black Caribbean	0.05%
Black Other	0.02%
Pakistani	0.02%
Bangladeshi	0.03%
White & Black African	0.02%
White & Black Caribbean	0.07%
White and Asian	0.08%
Other Mixed Background	0.02%
Chinese	0.03%
Other Ethnic Origin	0.29%
Gypsy or Traveller	0.03%

Source: Tenant Profile 26.10.09

Gender

Male	40.97%
Female	59.03%

Source: Tenant Profile 26.10.09

Housing Benefit?

Yes 51.2%

Source: STATUS Survey 2008

Sexuality

Bisexual	1.07%
Gay Male/Female	0.78%
Heterosexual/Straight	94.91%
Other	3.24%

Source: Tenant Profile 26.10.09

Age

20 & Under	1.22%
21-30	9.93%
31-40	13.61%
41-50	15.89%
51-60	15.03%
61-70	17.30%
71-80	15.04%
81-90	10.54%
91 & Over	1.45%

Source: Tenant Profile 26.10.09

Disability

Yes	48.38%
No	51.62%

Source: Tenant Profile 26.10.09

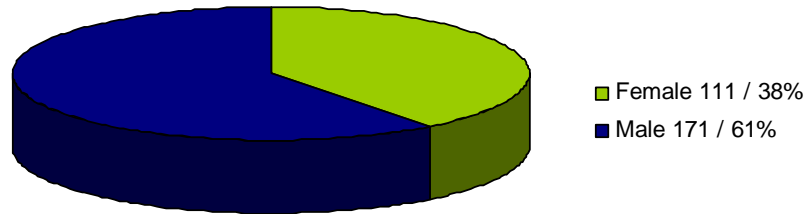
Income

Less than £5,199	8.5%
£5,200 - £10,399	36.5%
£10,400 - 15,599	19.6%

Source: STATUS Survey 2008

2. Gender

Gender of all Employees



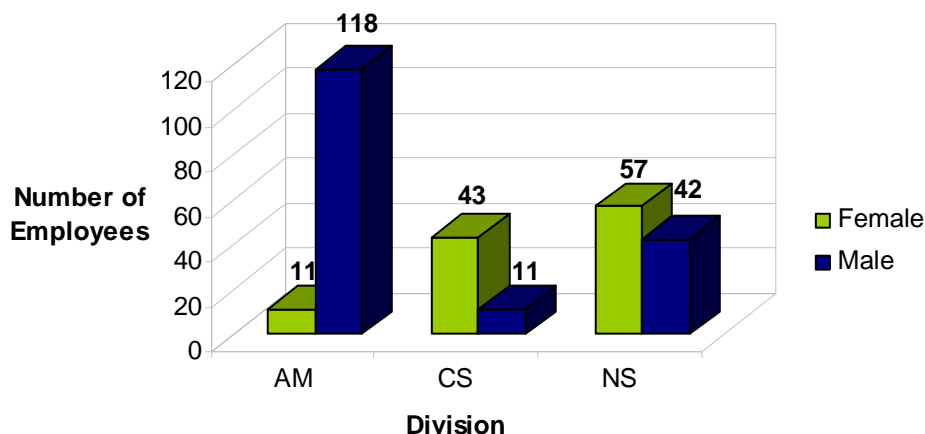
Staff Profile		
Gender	Number	Percentage
Male	171	61%
Female	111	39%
Total Known	282	100%

Tenant Profile		
Gender	Number	Percentage
Male	4353	41%
Female	6259	59%
Total Known	10612	100%

In October 2009 the gender split was as noted above. The gender differential is due to the predominately male population in Asset Management. This is inverse to the Tenant population at 41% males, 59% females. RHL is addressing this by:

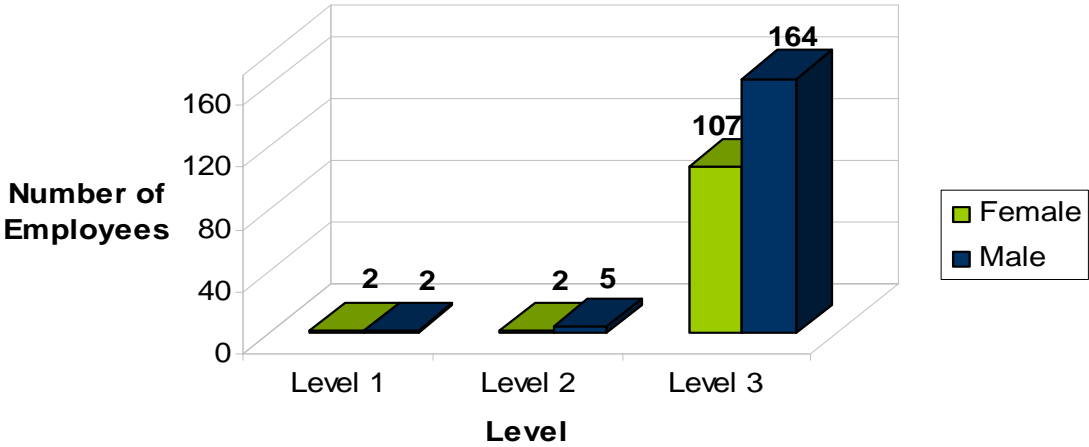
- Knowing the Tenant profile
- Raising awareness with staff on the issues and how to deal with them
- Proactive messages in recruitment adverts, especially within the Asset Management Division (Advert – Nov 09 Service Manager –Asset Management)
- Marketing the welcoming approach that RHL has to all Diversity strands
- Including Transgender on all staff profiles – for analysis during the next HR E&D analysis.

Gender by Division



As indicated above, there is a large imbalance of male to female in the Asset Management Division. There is no quick solution to this (see above / Recruitment Diversity Monitoring report). This area will be reviewed when the organisational demographics are analysed during the next HR Monitoring report – June 2010.

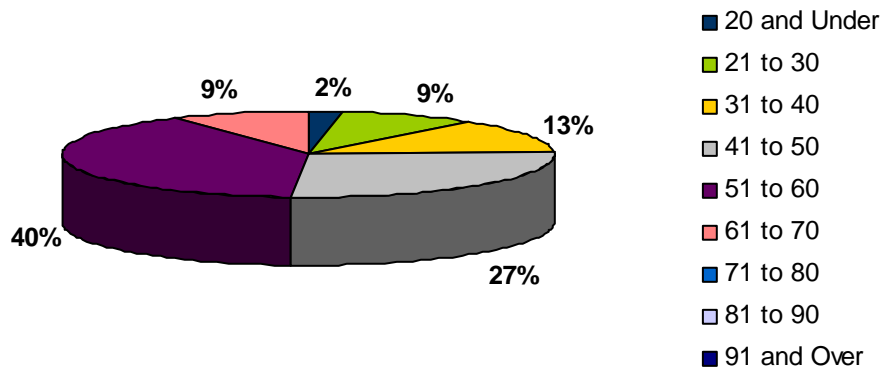
Gender by Management Levels



RHL must monitor against the National Targets – E&D staff profile, which measures Age, Gender, Disability against the top 5% of the organisation, where this is taken to relate to levels 1 and 2. RHL does not meet its target that 56% levels 1 and 2, its top 5% earners should be female, having 33% female at these levels. We will work towards a more representative percentage of female managers through effective talent management, Training and Development, proactive recruitment - currently being targeted at gender for these levels.

3. Age

Age of all Employees

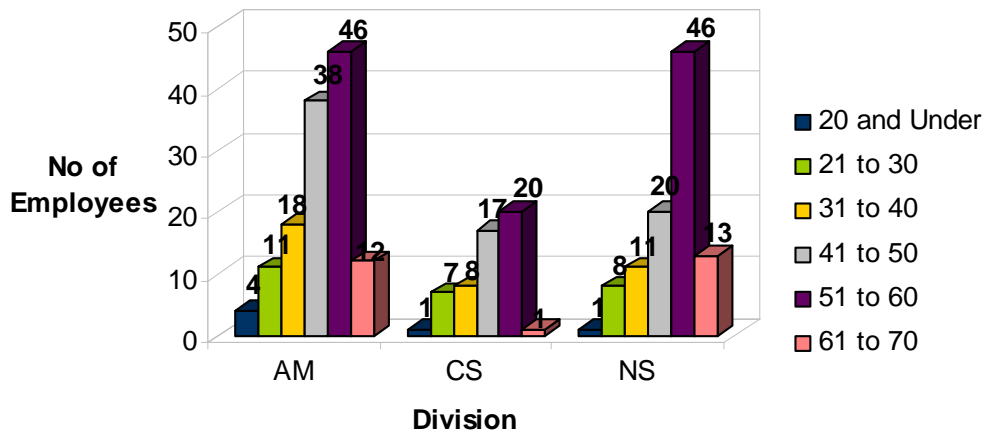


Staff Profile Information	
Age	Percent
20 and Under	2%
21 to 30	9%
31 to 40	13%
41 to 50	27%
51 to 60	40%
61 to 70	9%
71 to 80	0%
81 to 90	0%
91 and Over	0%
Total	100%

Tenant Profile Information	
Age	Percent
20 and Under	1%
21 to 30	10%
31 to 40	14%
41 to 50	16%
51 to 60	15%
61 to 70	17%
71 to 80	15%
81 to 90	11%
91 and Over	1%
Total	100%

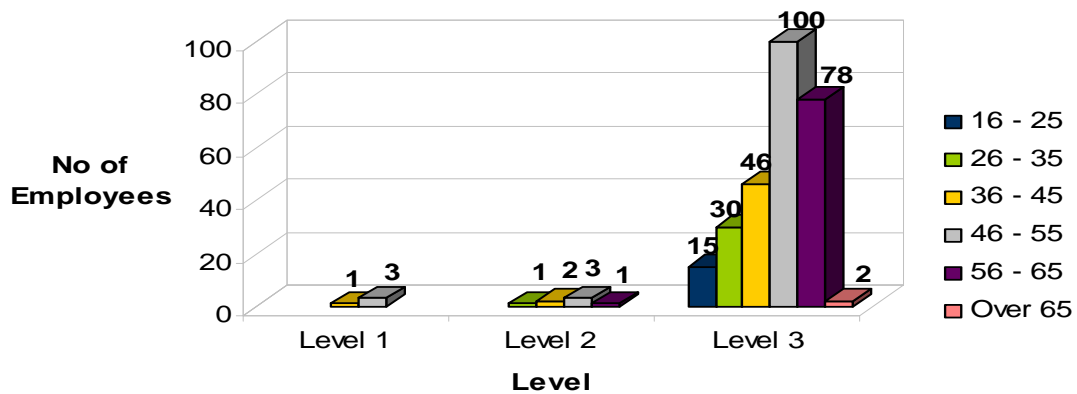
The staff profile correlates to the Tenant / Resident profile. See factors noted in the HR recruitment – Age band analysis. North East Derbyshire profile for residents over the age of 60yrs represents 44% of the population. Rykneld Homes age profile shows 9% of staff are over the age of 60yrs. Whilst there is a marked difference, it is to be expected given the optional retirement age.

Age by Division



The Asset Management Division stands out as having a high percentage of staff in the age group 46 – 55 and a lower, but significant amount in the group 56-65. This reflects the general age banding in the DLO / the current wardens service, links to sickness absence are made in the monthly reports to Board. RHL complies with age 65 Retirement requirements where there is ongoing consideration of staff who express a wish to remain in service, who are nearing / at / over 65. Such cases are within the Wardens service.

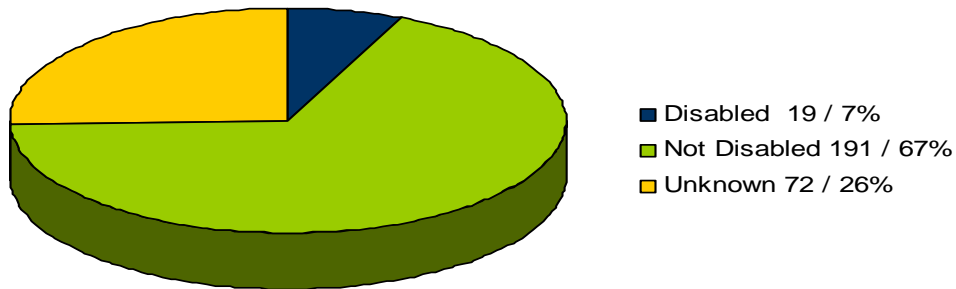
Age by Management Levels



At the senior Level 1 posts, it is typical not to have the younger age groups. Personal specification requirements require levels of qualification / experience; such does not conflict with E&D requirements. Level 2 shows some younger ages with older ages, the remainder showing a usual distribution as Level 3. Succession planning is drawn out within the HR E&D Analysis-Training/Development.

4. Disability

Disability Status of All Employees

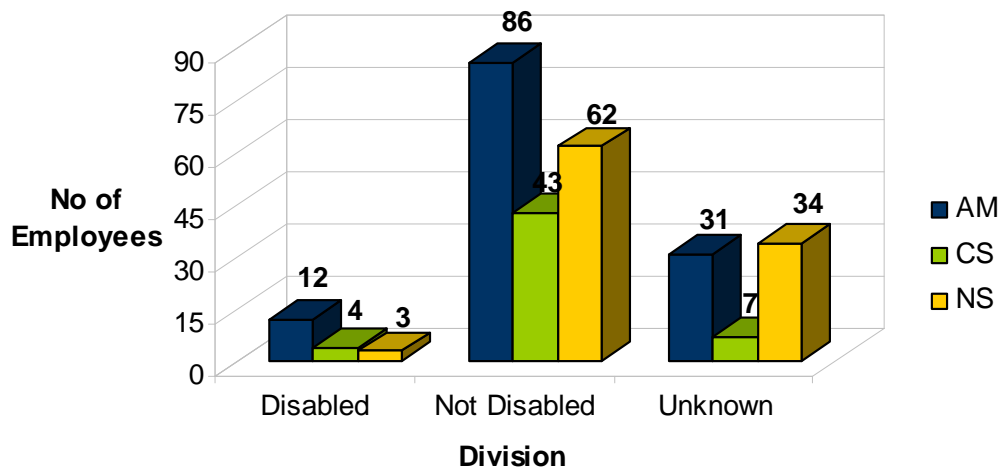


Staff Profile		
Disability	Number	Percentage
Yes	19	9%
No	191	91%
Total	210	100%

Tenant Profile		
Disability	Number	Percentage
Yes	2871	48%
No	3101	52%
Total	5972	100%

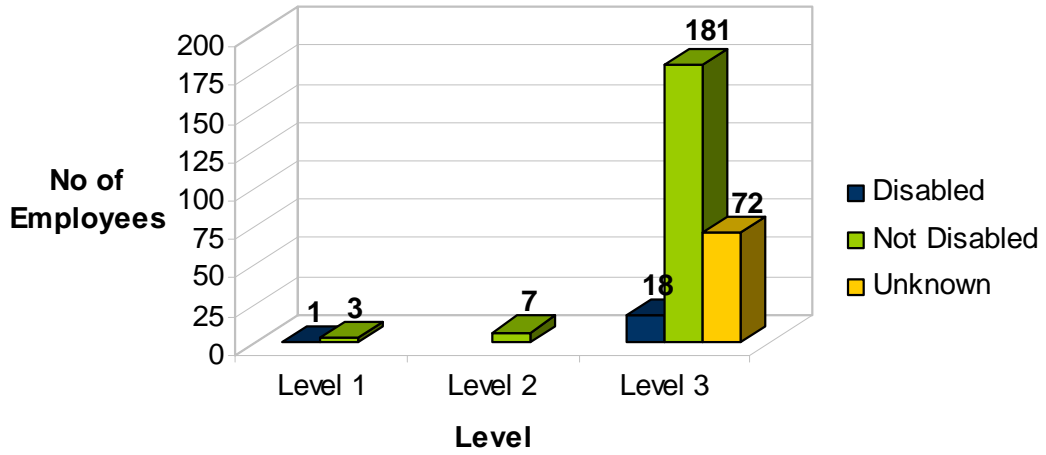
RHL has a 7% declared level of disability across the organisation. This is at variance to the Tenant profile where 48% Tenants declare a disability, as apposed to the disability figures for North East Derbyshire which show 21.7% of the population consider themselves disabled. Marketing of RHL as an organisation is noted above. RHL will continue to monitor this on a bi-annual basis to prompt people to declare a disability, take part in the NEDDC / RHL staff disabilities group and to take account of life changes. RHL will raise awareness with staff on what illnesses count as a disability and encourage reporting to allow support to be offered wherever necessary.

Disability Status by Division



Every department records at least one person with a disability. Those divisions with the most staff, record the highest percentages of declared disabilities. No adverse variance has been found.

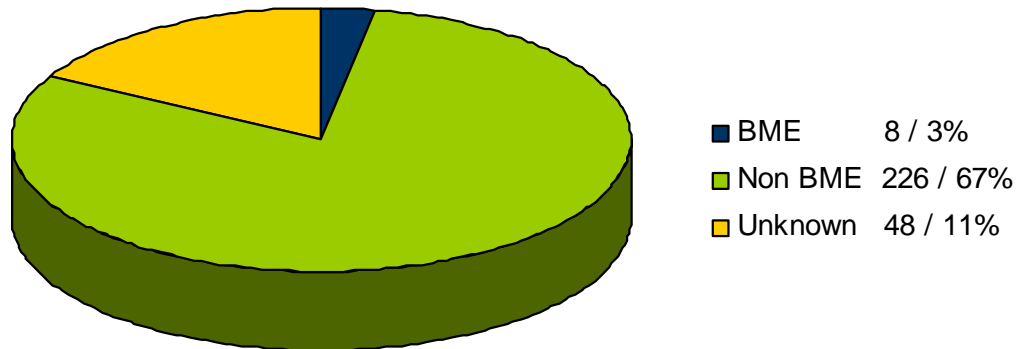
Disability by Management Level



RHL staff disability targets relating to the top 5% earners who are disabled at 16%. RHL has 8%. The recruitment HR E&D analysis notes positive actions being taken. There are no areas of adverse variance validated.

5. Ethnicity

Ethnicity of All Employees

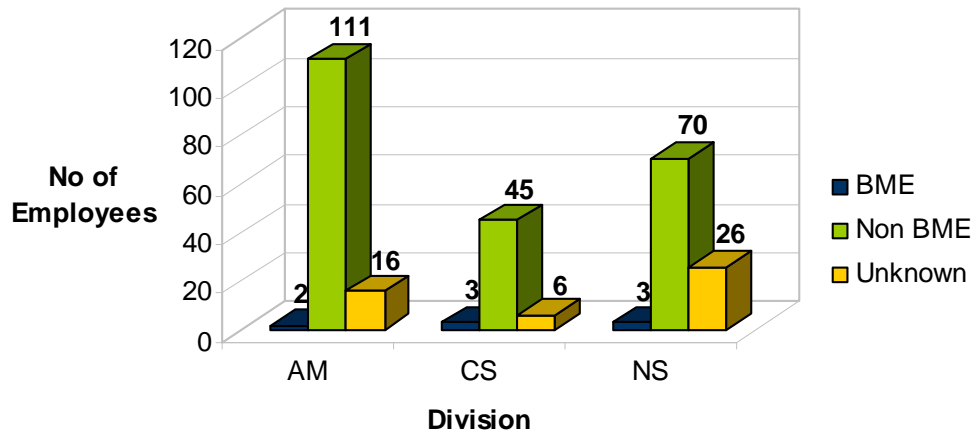


Staff Profile		
Ethnic Origin	Number	Percentage
BME	8	3%
Non BME	226	80%
Unknown	48	17%
Total	282	100%

Tenant Profile		
Ethnic Origin	Number	Percentage
BME	103	2%
Non BME	6082	94%
Unknown	279	4%
Total	6464	100%

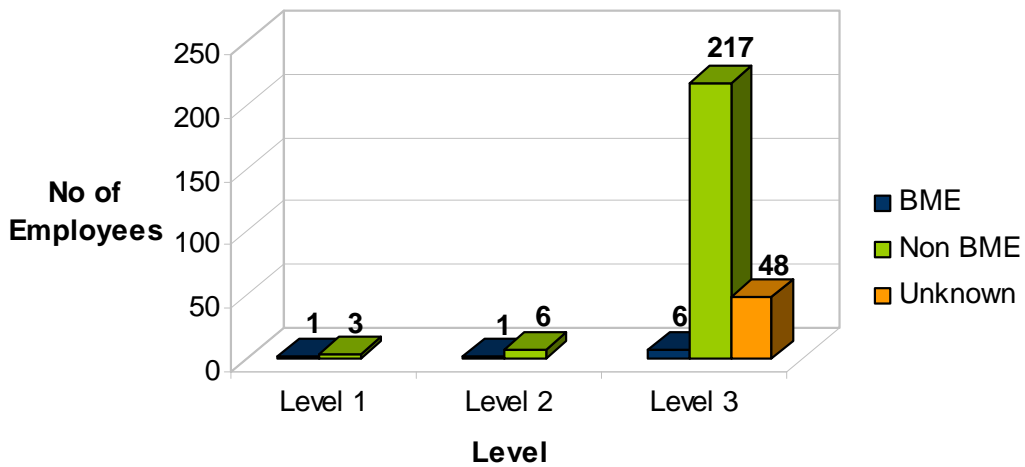
The overall percentage of BME staff correlates to the Tenant / Resident profile NEDDC. "Unknown" includes those who have chosen not to declare their ethnicity. RHL will continue to market the organisation to all diverse communities. 98.9% of North East Derbyshire's population is categorised as non BME, this is comparable to Rykneld figures of 94%.

Ethnicity by Division



All departments have BME staff in them, albeit, in low numbers. Our Service Equality Impact Assessments draw out actions taken to target services to Tenants. We do have Polish speaking staff within the NS / AM front line Divisions. Known BME Tenants have been visited to identify needs. Language was not an issue in those visited but the Tenant profile will be updated on an ongoing basis, to pick up unmet need.

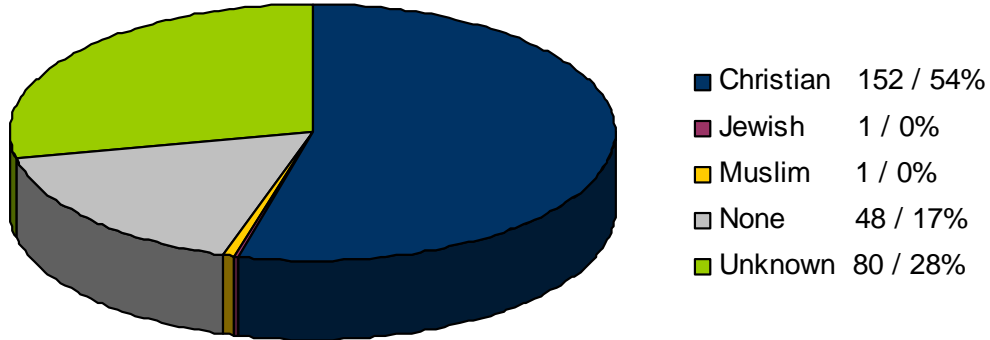
Ethnicity by Management Level



The top earner target for this profile is 8%. RHL exceeds this target at 16%.

6. Faith

Faith of all Employees

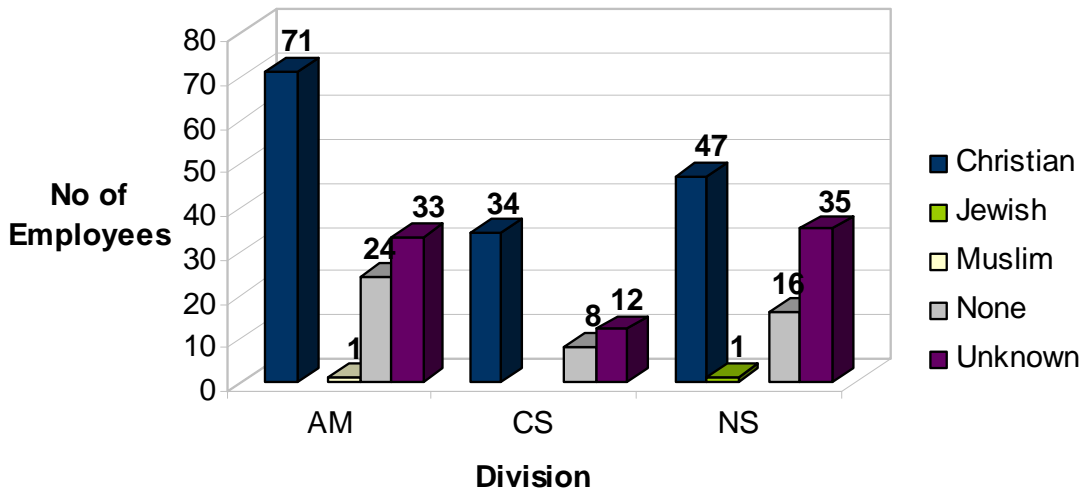


Staff Profile		
Religion	Number	Percentage
Christian	152	54%
Jewish	1	0%
Muslim	1	0%
Other	0	0%
None	48	17%
Unknown	80	28%
Total	282	72%

Tenant Profile		
Religion	Number	Percentage
Christian	4329	71%
Jewish	2	0%
Muslim	7	0%
Other	209	3%
None	949	16%
Unknown	574	9%
Total	6070	91%

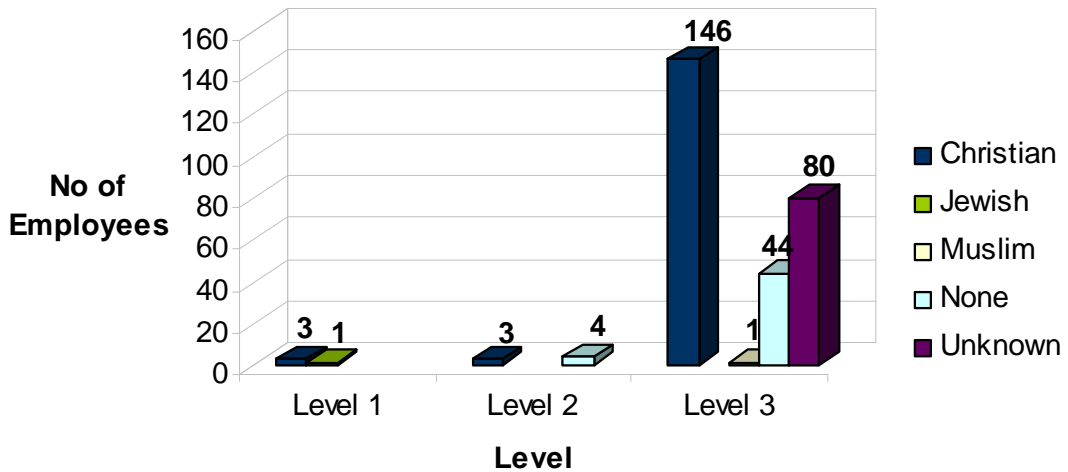
The bulk of staff declare themselves to be Christian, which correlates to the Tenant / Resident profile of 78.77%. Figures from North East Derbyshire show that 80% of the population are Christian. The profile of unknowns also correlates to the Tenant / Resident community. Further proactive marketing to staff and Tenants of the ability to target services based on known profiles is taking place.

Faith by Division



The spread of faiths is shown throughout the departments, with the highest showing Christianity and unknowns second. No adverse impact has been identified.

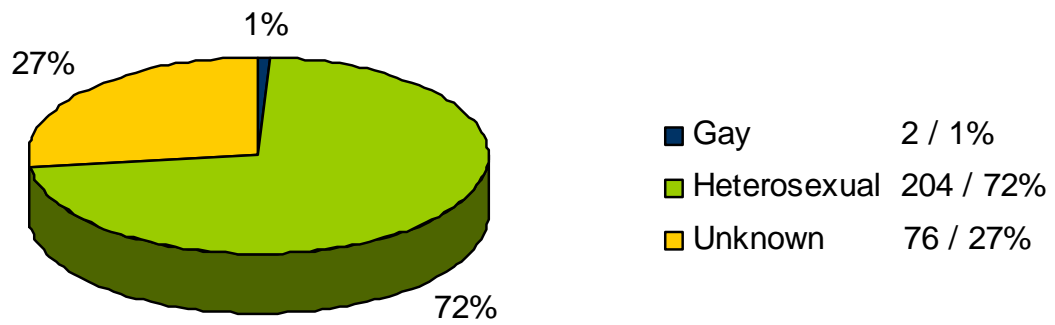
Faith by Management Level



There is a spread of faiths across the three levels. No adverse impact has been identified.

7. Sexuality

Sexuality of all Employees

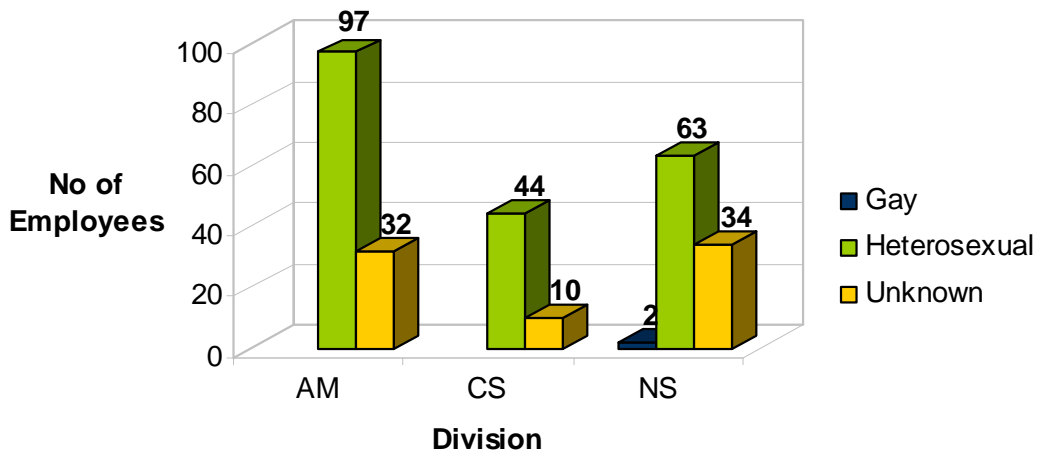


Staff Profile		
Sexuality	Number	Percentage
Gay	2	1%
Heterosexual	204	72%
Other	0	0%
Unknown	76	27%
Total	282	100%

Tenant Profile		
Sexuality	Number	Percentage
Gay	22	0.39%
Heterosexual	2775	48.10%
Other	116	2.00%
Unknown	2849	49.40%
Total	5762	100.00%

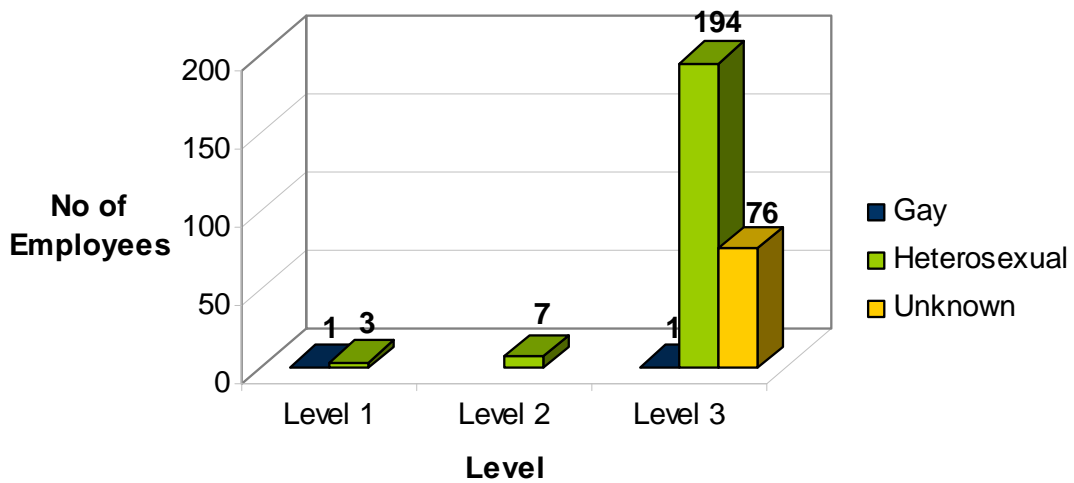
This profile correlates to the Tenant / Resident profile. Further proactive marketing to staff and Tenants of the ability to target services based on known profiles is taking place.

Sexuality by Division



No adverse impact has been identified from the above. E&D Customer Care Awareness Training for all staff has focussed on the ability to target services against known profiles and the confidentiality of data supplied.

Sexuality by Management Level



There are no areas of adverse impact identified with this strand of diversity. Team building for all Managers carried out in November, focused also on E&D aspects of team dynamics.

8. Conclusions

- 8.1 RHL staffing profile is generally reflective of the Tenant / Resident profile. RHL will be more proactive in marketing itself both internally and externally as an organisation which considers the needs of all of its diverse communities, that profile data supplied will be used to target services to the needs of its diverse communities.
- 8.2 The low number of females in the Asset Management and Independent Living Division is also a concern. Positive recruitment is being progressed.
- 8.3 Rykneld Homes Ltd age profile is high. This will change over time, however, the impact of this particularly in the Asset Management division will need to be planned for, with the relevant trades and skills identified early on and apprentice programmes implemented to ensure the service remains adequately staffed with the appropriate skills levels, subject to recruitment patterns.
- 8.4 The high number of non heterosexual staff at RHL reflects positively on the pro active stance that RHL have taken around LGBT (Lesbian, Gay, Bixsexual and Transgender) issues.

9. Recommendations

- Positive actions should continue to attract staff in areas where a particular profile is under-represented.
- RHL will monitor progress against its top 5% earner targets.
- Consideration is being given to the need to set targets beneath the top 5% earners relating to gender / disability imbalance. Further to discussion at December Business Development and Performance Sub Board, a review report will be brought to the January Sub Board.
- Performance will be monitored against the staff profile by relevant SMT members on a quarterly basis.
- RHL has not yet analysed its staff profile against transgender status - such is now ongoing and will be reviewed at Comprehensive Performance Reporting (CPR) qtr 4.
- HR analysis will be undertaken bi-annually as part of the Comprehensive Performance Reporting (CPR) cycles.
- The HR Analysis data will be published through channels identified in RHL's Communications Strategy.
- Trade and skill succession planning and apprenticeship programmes developed to ensure services remain adequately staffed.