



Derby Homes Public Sector Equalities Report

Calendar Year 2025

Table of Contents

Derby Homes Public Sector Equalities Report Calendar Year 2025	0
Introduction	2
Summary.....	3
Overall Workforce	3
Representation at Organisational.....	3
Recruitment.....	4
Leavers	5
Gender pay gap trends.	5
Ethnic Origin	6
Disability	8
Impairment type	9
Religion or belief	10
Gender.....	11
Gender Identity	11
Age profile	12
Gender reassignment.....	12
Sexual Orientation	13
Other Information.....	13
Policy	13



Training and Development 14

Face to face training courses delivered in 2025..... 14

E-learning training courses accessed in 2025 15

Grievances or workplace complaints 18

Introduction

Welcome to our annual equality employment statistics report for the calendar year 2025. The statistics include recruitment, workforce profile and apprenticeships.

They form part of our Public Sector Equality Duty requirements where we have to provide annual equality information about our colleagues and our job applicants.

This report provides an overview of our equality and diversity employment monitoring data as of December 2025.

The recruitment data is taken from application forms. The data only relates to colleagues who are employed directly by Derby Homes and excludes those who are engaged as temporary agency workers. We have reported on headcount only, that is the total number of colleagues employed by Derby Homes, irrespective of how many jobs with us they may have.

There are several areas where we have anonymised the data relating to applicants or colleagues where there are very low numbers in certain categories, so as not to identify individuals and their data is included in the anonymised or prefer not to say data.

Derby Homes colleagues can access their own payroll/HR information using an online service known as MiPeople Self Service. As part of this, colleagues can update their own equality information. This is the data we have used for the workforce information throughout this report.

We will publish this report on our internal website, DHNET and on our external website at www.derbyhomes.org We'll also make it available to our EDI Forum.

Summary

Overall Workforce

As of 31 December 2025, we employed 615 people. During 2025, 63 staff left the organisation and there were 66 new appointments.

Overall, our workforce has a higher proportion of men than women with 54.90% men and 45.10% women.

Our diversity profile as of 31 December 2025 is provided from page 5.

Representation at Organisational

Our workforce is made up of 1.79 % who are employed at senior management level, and 98.21% of colleagues who are employed at below senior management level

At senior management level we have a higher proportion of men than women, 54.55% men and 45.45% women. We have defined “senior” as Head of Service, Service Director and Managing Director.

Black, Asian and Minority Ethnic colleagues make up 10.42% of the workforce. The figures for ethnic origin at senior management level and above are too small to disclose to maintain anonymity it is important to note these figures are based on data that has been provided, and some figures will be anonymised due to very low representation so as to not identify individuals.

Employees from English, Welsh, Scottish, Northern Irish or British, Indian and Pakistani backgrounds make up the three largest ethnic groups of the workforce with 81.78%.

Employees from English, Welsh, Scottish, Northern Irish or British backgrounds make up 76.92% of the workforce. Colleagues from an Indian background make up 3.41% of the workforce. Colleagues from a Pakistani background make up 2.76% of the workforce.

Employees who are disabled people make up 10.89% of the overall workforce. The figures for disability at senior management level and above are too small to disclose to maintain anonymity it is important to note these figures are based on data that has been provided, and some figures will be anonymised due to very low representation so as to not identify individuals.

Employees in the age range 35-44 have the slightly higher representation of the overall workforce at 23.14%.

Recruitment

Recruitment to Derby Homes is through open competition, except in certain situations where our redeployment procedures may apply. Applicants are assessed on their ability to do the job, based on their skills, knowledge and experience.

Reasonable adjustments for disabled applicants are made at all stages of the recruitment process, as required. We are proud to be a Disability Confident Employer for all our work and commitment around recruiting and retaining disabled people.

During 2025 we had a total of 66 new starters.

In 2025 10.61% of our new starters were disabled people.

40.66% of our new starters in 2025 were women.

10.99% of new starters in 2024 were Black, Asian and Minority Ethnic people.

The age range of 16 to 25 and 26 to 35 had the highest representation for new starters at 25.27 in each range%.

Leavers

In total, 63 colleagues left Derby Homes in 2025.

82.54% of leavers were White - English/Welsh/Scottish/Northern Irish/British

12.70% of leavers were disabled people

Gender pay gap trends.

		2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Hourly pay gap between male and female									
Mean % (male pay higher than female)		8.7	8.0	5.9	6.7	5.6	8.1	4.8	2.7
Median % (male pay higher than female)		14	15	17	17	13.1	15.5	12.9	8.5
% of females in workforce at each specific pay quartile									
Upper quartile		32	33	35	34	41	36	34	39
Upper-middle quartile		29	29	33	33	39	31	31	36
Lower-middle quartile		60	56	54	54	45	54	59	60
Lower quartile		80	60	53	54	55	61	52	48

Ethnic Origin

Ethnic grouping	Employees %		Starters%		Leavers %		Apprentices %		Job Applicants %	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Asian/Asian British Bangladeshi	0.16	0.16	1.69	1.52					0.63	0.81
Asian/Asian British Chinese	0.16	0.16				1.59				
Asian/Asian British Indian	3.44	3.44	1.69						9.74	9.84
Asian/Asian British Pakistani	2.29	2.78	5.08	6.06		1.59	25		6.94	9.71
Asian/Asian British Other		0.16		1.52				5	1.17	1.02
Black/African/Caribbean /Black British Any Other	0.33	0.33								
Black/African/Caribbean /Black British African	0.82	0.98	1.69	3.03	1.47	1.59			13.8	6.72
Black/African/Caribbean /Black British Caribbean	1.64	1.96		4.55	1.47				2.16	2.72
Mixed/Multiple Ethnic Groups Other Mixed	0.16	0.16				1.59			1.35	0.48
Mixed/Multiple Ethnic Groups White and Asian	0.16	0.16							0.54	0.54

Derby Homes Public Sector Equalities Report – Calendar Year 2025



Ethnic grouping	Employees %		Starters%		Leavers %		Apprentices %		Job Applicants %	
	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Mixed/Multiple Ethnic Groups White and Black Caribbean	0.98	0.98							2.61	0.81
Other Ethnic Group Any Other	0.82	0.82	1.69						1.35	
Asian/Asian British - Chinese									0.54	0.54
Black/African/Caribbean/Black British - Any Other									2.24	
Other Ethnic Group - Any Other									0.61	
Other Ethnic Group - Arab									0.20	
Prefer Not To Say	0.98	0.98	1.69						2.34	1.90
White - English/Welsh/Scottish Northern Irish/British	76.92	76.10	76.27	72.73	75	82.54	75	75	49.68	52.41
White Irish	0.49	0.49	1.69						0.45	0.75
White Other White	1.80	2.29	6.78	6.06	1.47	3.17			5.29	5.36
(blank) no data entered	9.17	8.35	1.69	1.52	20.59	6.35		20		

Disability

Disability	Workforce %		Starters %		Leavers %		Recruitment Applicants %	
	2024	2025	2024	2025	2024	2025	2024	2025
Yes	8.20	10.89	5.36	10.61	5.88	12.70	9.65	11.61
No	75.61	75.77	89.29	83.33	77.53	74.60	90.35	88.39
Refused to answer	16.37	1.63	5.36	4.55	20.59			
Blank/not provided		11.71		1.52		17.46		

Impairment type

Impairment type	Workforce %		Starters %		Leavers %	
	2024	2025	2024	2025	2024	2025
Deaf/Hard of Hearing	0.65	0.65	0		0	
Mental Health	1.64	1.46	1.79		0	3.03
Mobility Impairment	1.47	0.97	0		1.47	4.55
Neurodiverse	1.64	1.94	3.57	1.52	2.94	
Learning Difficulty		0.32		3.03		
Not Disabled	75.61	75.24	89.29	81.82	73.53	71.21
Other	2.45	2.91		6.06	1.47	4.55
Prefer Not To Say	1.15	1.62	5.36	4.55		
Visual Impairment	0.16	0.16				
(blank)	15.22	11.33		3.03	20.59	15.15
Disability declared- reason withheld		2.43				

Religion or belief

Religion or belief	All Staff %		Starters %		Leavers %		Job applicants %	
	2024	2025	2024	2025	2024	2025	2024	2025
Buddhist							0.18	0.54
Christian	27.66	27.97	27.12	33.33	36.76	30.16	31.83	28.58
Hindu	0.33	0.33					4.60	2.92
Muslim	2.62	3.09	6.78	6.06		1.59	10.91	12.70
No Religion	32.08	33.82	55.93	48.48	26.47	31.75	40.58	39.71
Sikh	1.31	1.14	1.69		0	1.59	3.16	5.77
Religion Not Stated	30.93	27.97	1.69	1.52	32.35	33.33	1.62	2.04
Other Religion	1.47	1.30			1.47	1.59	1.71	1.83
Prefer Not To Say	3.60	4.39	0	10.61	2.94		5.41	5.84
Jewish								0.07

Gender

Gender	Workforce %		Starters %		Leavers %		Job applicants %	
	2024	2025	2024	2025	2024	2025	2024	2025
Woman	45.50	45.50	54.84	30.30	63.63	4.76	51.94	47.32
Men	54.50	54.50	45.16%	59.09	36.36	3.17	47.70	52.07
Not specified/ blank				10.61	0	92.06	0.36	0.61

Gender Identity

Gender identity	Workforce %		Starters %		Leavers %	
	2024	2025	2024	2025	2024	2025
Man/boy	6.21	6.05			63.63	3.03
Woman/Girl	9.81	9.31	1.69		36.36	4.55
Non-binary						
Other						
Prefer not to say						
Not declared	83.96	87.58	98.30			86.36

Age profile

Age Band	Workforce %		Starters %		Leavers %		Job applicants %	
	2024	2025	2024	2025	2024	2025	2024	2025
Under 25	7.9	10.26	24.14	24.24	13.24	7.94	17.94	22.67
25–34	19.3	18.74	24.14	22.73	17.65	22.22	38.41	33.54
35–44	21.9	23.13	22.41	19.70	16.18	14.29	23.08	22.54
45–54	23	20.03	18.97	19.70	17.65	19.05	13.80	13.58
55–64	23.4	18.40	10.34	9.09	23.53	15.87	6.31	6.25
65+	4.4	2.77	0	1.52	11.76%	20.63	0.27	1.43
Did not specify							0.18	

Gender reassignment

Gender reassignment	Workforce %		Starters %		Leavers %	
	2024	2025		2025		2025
Gender identity is the same as sex registered at birth	1.31	1.63	1.69		1.47	
Not declared	87.89	88.45	98.31	100	88.24	93.65
Gender reassigned (No)	10.64	9.76			10.29	6.35
Prefer not to say	0.16	0.16				

Sexual Orientation

Sexual Orientation	Workforce %		Starters %		Leavers %	
	2024	2025	2024	2025	2024	2025
Asexual		0.16		1.52		
Bisexual	1.15	1.14	1.69			1.59
Gay Man	1.31	1.14	1.69		1.47	
Gay Woman/Lesbian	0.49	0.33				1.59
Heterosexual/Straight	56.63	60.00	91.53	95.45	51.47	61.90
Other	0.82	0.65				1.59
Prefer Not To Say	1.64	1.79	3.39	3.03	1.47	
Data not provided	37.81	34.79	1.69		45.59	33.33

Other Information

Working with our communities and our colleagues

We have a team of very valued volunteers who are members of our EDI Forum. They help us with our Equality Impact Assessments, and they also give us advice on our policies and practices

Policy

During 2024, we have refreshed a number of policies, and we have reviewed existing Equality Impact Assessments. We also carry out Equality Impact Assessments when we develop new policies. We liaise with our EDI Forum when we develop new policies, or refresh existing policies, ensuring the policies are inclusive.

Training and Development

Derby Homes use a blended approach to training; we use our e-learning portal, face to face courses and virtual training sessions.

Face to face training courses delivered in 2025

Course name	Number completed
Safe working at Height	62
Manual Handling Training	42
Ladder and Harness Inspection Training	19
IOSH: Managing Safely	33
Asbestos Training	222
IOSH: Working Safely	47
Construction Dust Training	89
Fire Marshal Training	73
Introduction to HHSRS	27
PASMA	29
Mental Health First Aid	11
NRSWA	22
Conflict Management Training	388
Equality Impact Assessment Training	29

Derby Homes Public Sector Equalities Report – Calendar Year 2025



Course name	Number completed
First Aid	55

Toolbox Talk Training delivered through the year by Managers and supervisors to trade teams.

E-learning training courses accessed in 2025

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
Abrasive Wheels	26
Board Procurement	0
Board Finance & Budgets	0
Council Housing and Right to Buy	0
Derby Homes Board and Governance Arrangement	0
Directors Duties	0
Leading Health and Safety at Work	0
Risk Management	0
Board Members – Welcome to Derby Homes	0

Derby Homes Public Sector Equalities Report – Calendar Year 2025



Course name	Number completed
COSHH 2025	256
Cyber Security – Full Course – April 2025	366
Display Screen Equipment	427
Diversity, Equity and Inclusion Foundations	261
Equality and Diversity	67
Fire Safety	239
General Data Protection Regulation (GDPR)	4
Hand-Arm Vibration Awareness	35
Health and Safety	78
Housing Management	2
Manual Handling	476
Milestone House-Alcohol Procedure	2
Milestone House - Clearing Rooms Procedure	3
Milestone House - Dealing with a Death on the Premises	2
Milestone House - Drugs Procedure	2

Derby Homes Public Sector Equalities Report – Calendar Year 2025



Course name	Number completed
Milestone House - Emergency Fire Plan Procedure	2
Milestone House - Firearms, Knives and Offensive Weapons	2
Milestone House - Introduction	2
Milestone House - Needles Procedure	2
Milestone House - On-Call Procedure	2
Milestone House - Personal Safety Procedure	2
Milestone House - Residents medicines management procedure	2
Milestone House - Risk Management	2
Milestone House - Sign up Checklist	2
Milestone House - Violence and Aggression Procedure	2
Modern Slavery	44
Prevent Awareness	65
Safeguarding Adults and Children	39
Things You Need to Know	96
Welcome to Derby Homes	100

We ensure all employees and managers are up to date with various new legislations and issues that affect Derby by providing regular staff briefings and Leader's network. Leaders Networking took place 4 times in 2025 and there has been one staff briefing this year. We have also introduced Extended Leaders Networking where any employee over SO1 grade attends a session, we held 2 sessions in 2025.

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 2025, 28 employees applied and were supported to study a qualification.

Derby Homes also carries out an External Training Request Scheme, this is where employees can apply to attend a one-off course or seminar to assist them in their role. In 2025, 72 employees attended courses or seminars relating to their job role.

Grievances or workplace complaints

One grievance was raised during the 2025 calendar year.