



Derby Homes Public Sector Equalities Report

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Introduction

Welcome to our annual equality employment statistics report for the calendar year 2024. 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 2024.

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 2024, we employed 611 people. During 2023 - 2024, 68 staff left the organisation and there were 59 new appointments.

Overall, our workforce has a higher proportion of men than women with 54.50% men and 47.50% women.

Our diversity profile as of 31 December 2024 is provided from page 5.

Representation at Organisational

Level Our workforce is made up of 1.8 % who are employed at senior management level, and 98.2% of colleagues who are employed at below senior management level

At senior management level we have a higher proportion of men than women, 54.45% men and 45.55% women. We have defined “senior” as Head of Service, Service Director and Managing Director.

Black, Asian and Minority Ethnic colleagues make up 10.97% 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.

Colleagues from English, Welsh, Scottish, Northern Irish or British, Indian and Pakistani backgrounds make up the three largest ethnic groups of the workforce with 82.65%. This is predominantly in line with the city's resident profile with all three groups within the 5 largest ethnic groups of the city's community profile with 79.10%.

Colleagues from English, Welsh, Scottish, Northern Irish or British backgrounds make up 76.92% of the workforce and 66.22% of the city's resident profile. Colleagues from an Indian background make up 3.44% of the workforce and 4.83% of the city's resident profile. Colleagues from a Pakistani background make up 2.29% of the workforce and 8.05% of the city's resident profile.

Colleagues who are disabled people make up 8.02% 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.

Colleagues in the age range 55 to 64 have the slightly higher representation of the overall workforce at 23.40%.

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 2024 we had a total of 62 new starters.

In 2024 4.84% of our new starters are disabled people.

54.84% of our new starters in 2024 were women.

9.68% of new starters in 2024 were Black, Asian and Minority Ethnic people.

The age range of 26 to 35 had the highest representation for new starters at 37.17%.

Leavers

In total, 68 colleagues left Derby Homes in 2024.

75% of leavers were White - English/Welsh/Scottish/Northern Irish/British

5.8% of leavers were disabled people

54.92% of leavers were men.

Gender pay gap

Women's Hourly Rate	
4.77%	12.9%
Lower	Lower
(mean)	(Median)

Pay Quartile	Men	Women
Top quartile	66%	34%
Upper middle quartile	69%	31%
Lower Middle Quartile	41%	59%
Lower Quartile	48%	52%

Bonus Pay

No Bonus Paid

Ethnic Origin

Ethnic grouping	Ethnic Origin	Workforce 31 December 24	Starters	Leavers	Apprentices	Job Applicants
Asian/Asian British	Bangladeshi	0.16%	1.69%	0	0	0.63%
Asian/Asian British	Chinese	0.16%	0	0	0	0
Asian/Asian British	Indian	3.44%	1.69%	0	0	9.74%
Asian/Asian British	Pakistani	2.29%	5.08%	0	25%	6.94%
Asian/Asian British	Other	0	0	0	0	1.17%
Black/African/Caribbean /Black British	Any Other	0.33%	0	0	0	0
Black/African/Caribbean /Black British	African	0.82%	1.69%	1.47%	0	13.8%
Black/African/Caribbean/Black British	Caribbean	1.64%	0	1.47%	0	2.16%
Mixed/Multiple Ethnic Groups	Other Mixed	0.16%	0	0	0	1.35%
Mixed/Multiple Ethnic Groups	White and Asian	0.16%	0	0	0	0.54%
Mixed/Multiple Ethnic Groups	White and Black Caribbean	0.98%	0	0	0	2.61%
Other Ethnic Group	Any Other	0.82%	1.69%	0	0	1.35%
Prefer Not To Say			1.69%	0	0	2.34%
White	English/Welsh/ Scottish Northern Irish/British	76.92%	76.27%	75%	75%	49.68%
White	Irish	0.49%	1.69%	0	0	0.45%
White	Other White	1.80%	6.78%	1.47%	0	5.29%
(blank)	no data entered	9.17%	1.69%	20.59%	0	

Disability

Disability	Workforce as at 31 Dec 2024	Starters	Leavers	Recruitment Applicants
Yes	8.20%	5.36%	5.88%	9.65%
No	75.61%	89.29%	77.53%	90.35%
Not declared	16.37%	5.36%	20.59%	0

Impairment type

Impairment type	Workforce as at 31 Dec 2024	Starters	Leavers
Deaf/Hard of Hearing	0.65%	0	0
Mental Health	1.64%	1.79%	0
Mobility Impairment	1.47%	0	1.47%
Neurodiverse	1.64%	3.57%	2.94%
Not Disabled	75.61%	89.29%	73.53%
Other	2.45%	0	1.47%
Prefer Not to say	1.15%	5.36%	0
Visual Impairment	0.16%	0	0
(blank)	15.22%	0	20.59%

Religion or belief

Religion or belief	Workforce 31 December	Starters	Leavers	Job applicants
Buddhist	0%	0%	0%	0.18%
Christian	27.66%	27.12%	36.76%	31.83%
Hindu	0.33%	0%	0%	4.60%
Muslim	2.62%	6.78%	0%	10.91%
No Religion	32.08%	55.93%	26.47%	40.58%
Sikh	1.31%	1.69%	0%	3.16%
Religion Not Stated	30.93%	1.69%	32.35%	1.62%
Other Religion	1.47%	0%	1.47%	1.71%
Prefer Not To Say	3.60%	0%	2.94%	5.41%

Gender

Gender	Workforce 31 December	Starters	Leavers	Job applicants
Woman	45.50%	54.84%	63.63%	51.94%
Men	54.50%	45.16%	36.36%	47.70%
Not specified/ blank	0%	0%	0%	0.36%

Gender Identity

Gender identity	Workforce 31 December	Starters	Leavers
Man/boy	6.21%		63.63%
Woman/Girl	9.81%	1.69%	36.36%
Non-binary			
Other			
Prefer not to say			
Not declared	83.96%	98.30%	

Age profile

Age Band	Workforce 31 December	Starters	Leavers	Job applicants
Under 25	7.9%	24.14%	13.24%	17.94%
25–34	19.3%	24.14%	17.65%	38.41%
35–44	21.9%	22.41%	16.18%	23.08%
45–54	23%	18.97%	17.65%	13.80%
55–64	23.4%	10.34%	23.53%	6.31%
65+	4.4%	0.00%	11.76%	0.27%
Did not specify				0.18%

Gender reassignment

Gender reassignment	Workforce 31 December	Starters	Leavers
Gender identity is the same as sex registered at birth	1.31%	1.69%	1.47%
Not declared	87.89%	98.31%	88.24%
Gender reassigned (No)	10.64%		10.29%
Prefer not to say	0.16%		

Sexual Orientation	Workforce	Starters	Leavers
Bisexual	1.15%	1.69%	
Gay Man	1.31%	1.69%	1.47%
Gay Woman/Lesbian	0.49%		
Heterosexual/Straight	56.63%	91.53%	51.47%
Other	0.82%		
Prefer Not To Say	1.64%	3.39%	1.47%
Data not provided	37.81%	1.69%	45.59%

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 2024

Course name	Number completed
Safe working at Height	37
Manual Handling Training	29
IPAF OP: Mobile Vertical/Mobile Boom/Static Boom 3A 3B 1B	4
IOSH: Managing Safely	47
Asbestos Training	233
IOSH: Working Safely	39
Construction Dust Training	42
Formal Inspection Training	9
Cherry Picker Training	3
PASMA	3
Role of Principle Designer	9
ALBAC Training	19
Conflict Management Training	30
Equality Impact Assessment Training	9
First Aid	27

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

Autism Awareness Training delivered to front line Housing Management Staff and Trades.

E-learning training courses accessed in 2024

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	55
Board Procurement	1
Board Finance & Budgets	1
Council Housing and Right to Buy	1
Derby Homes Board and Governance Arrangement	1
Directors Duties	1
Leading Health and Safety at Work	1
Risk Management	1
Board Members – Welcome to Derby Homes	1
Cyber Security – Full Course – May 2024	434
Cyber Security – Refresher Course – May 2024	6
Display Screen Equipment	60
Diversity, Equity and Inclusion Foundations	221
Domestic Abuse Awareness	24
Equality and Diversity	55
Fire Safety	58
General Data Protection Regulation (GDPR)	4
Hand-Arm Vibration Awareness	44
Health and Safety	53
Housing Management	7
Manual Handling	49
Milestone House-Alcohol Procedure	2
Milestone House - Clearing Rooms Procedure	4
Milestone House - Dealing with a Death on the Premises	2

Milestone House - Drugs Procedure	2
Milestone House - Emergency Fire Plan Procedure	2
Milestone House - Firearms, Knives and Offensive Weapons	4
Milestone House - Introduction	3
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	52
Prevent Awareness	99
Professional Boundaries	31
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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 sessions take place every 2 months and there have been 3 staff briefings this year.

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 2024, 21 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 2024, 40 employees attended courses or seminars relating to their job role.

Grievances or workplace complaints

One grievance was raised in the calendar year.