



Working for Derby Homes

Equality Employment Statistics 2017

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Working for Derby Homes – employment statistics

1. Introduction

- 1.1 Welcome to our employment statistics for 2017.
- 1.2 The statistics include recruitment, workforce profile, training and development, disciplinary and grievances and work experience placements. They form part of our Public Sector Equality Duty requirements where we have to provide equality information about our employees and job applicants.
- 1.3 In 2017 we were awarded the Disability Confident Employer accreditation.
- 1.4 Please contact us if you have any queries about the figures or have any suggestions for improving the layout for future reports.

2. Recruitment

- 2.1 Derby Homes has an on-line only application strategy, with reasonable adjustments made for disabled applicants. This section gives information about recruitment to our vacancies that were advertised between January 2017 – December 2017.
- 2.2 It explores the stages of the process and focuses on equality statistics ethnic origin, gender, sexuality, religion or belief, disability, age.
- 2.3 In 2017 Derby Homes appointed 69 new employees.
- 2.4. All employees can now access their own Payroll/HR information online. As part of this, employees can update their own equality information. This helps the Derby Homes in monitoring its equality information for statistical purposes.

Applicant by Equality Group

	Applicants	%	First Interview	%	Appointed	%
Asian/Asian British - Bangladeshi	5	0.39%	1	0.23%		0.00%
Asian/Asian British - Chinese	6	0.47%	2	0.47%		0.00%
Asian/Asian British - Indian	97	7.63%	25	5.85%	1	1.45%
Asian/Asian British - Other Asian	9	0.71%	4	0.94%	1	1.45%
Asian/Asian British - Pakistani	80	6.29%	18	4.22%	2	2.90%
Black/African/Caribbean/Black British - Any Other	16	1.26%	3	0.70%	1	1.45%
Black/African/Caribbean/Black British - African	42	3.30%	10	2.34%		0.00%
Black/African/Caribbean/Black British - Caribbean	38	2.99%	11	2.58%	1	1.45%
Mixed/Multiple Ethnic Groups - Other Mixed	8	0.63%	6	1.41%		0.00%
Mixed/Multiple Ethnic Groups - White and Asian	8	0.63%	2	0.47%		0.00%
Mixed/Multiple Ethnic Groups - White and Black African	2	0.16%	0	0.00%		0.00%
Mixed/Multiple Ethnic Groups - White and Black Caribbean	18	1.42%	4	0.94%		0.00%
Other Ethnic Group - Any Other	6	0.47%	1	0.23%	1	1.45%
Other Ethnic Group - Arab	2	0.16%	0	0.00%		0.00%
Prefer Not To Say	15	1.18%	6	1.41%		0.00%
White - English/Welsh/Scottish/Northern Irish/British	844	66.35%	322	75.41%	59	85.51%
White - Irish	2	0.16%	0	0.00%		0.00%
White - Other White	73	5.74%	11	2.58%	2	2.90%
(blank)	1	0.08%	1	0.23%	1	1.45%
Grand Total	1272	100.00%	427	100.00%	69	100.00%

Ethnic Group, Census 2011

Ethnic Group	Derby	East Midlands
	%	%
All categories: Ethnic group		
White:		
English/Welsh/Scottish/ Northern Irish/British	75.33	85.40
White: Irish	0.93	0.63
White: Gypsy or Irish Traveller	0.12	0.08
White: Other White	3.92	3.16
Mixed: White and Black Caribbean	1.57	0.89
Mixed: White and Black African	0.21	0.19
Mixed: White and Asian	0.71	0.48
Mixed: Other Mixed	0.41	0.34
Indian	4.38	3.73
Pakistani	5.88	1.08
Bangladeshi	0.26	0.29
Chinese	0.52	0.54
Other Asian	1.45	0.84
African	1.27	0.92
Caribbean	1.37	0.64
Other Black	0.31	0.24
Arab	0.35	0.21
Other ethnic group: Any other ethnic group	1.00	0.35
Source: Office for National Statistics, Census 2011, QS201EW, Ethnic Group		

Applicant by Disability

	Applicants	%	First Interview	%	Appointed	%
No	1174	92.30%	386	90.40%	65	94.20%
Yes	98	7.70%	41	9.60%	4	5.80%
Grand Total	1272	100.00%	427	100.00%	69	100.00%

Applicant by Gender

	Applicants	%	First Interview	%	Appointed	%
Female	756	59.43%	275	64.40%	45	65.22%
Male	516	40.57%	152	35.60%	24	34.78%
Grand Total	1272	100.00%	427	100.00%	69	100.00%

Applicant by Religion or Belief

	Applicants	%	First Interview	%	Appointed	%
Buddhist	4	0.31%	1	0.23%		0.00%
Christian	446	35.06%	145	33.96%	18	26.09%
Hindu	11	0.86%	4	0.94%		0.00%
Jewish	1	0.08%	0	0.00%		0.00%
Muslim	100	7.86%	24	5.62%	2	2.90%
No Religion	533	41.90%	186	43.56%	27	39.13%
Other Religion	16	1.26%	6	1.41%	2	2.90%
Prefer Not To Say	50	3.93%	22	5.15%	5	7.25%
Religion Not Stated	26	2.04%	11	2.58%	5	7.25%
Sikh	73	5.74%	16	3.75%		0.00%
(blank)	12	0.94%	12	2.81%	10	14.49%
Grand Total	1272	100.00%	427	100.00%	69	100.00%

Applicant by Age

	Applicants	%	First Interview	%	Appointed	%
(blank)	7	0.55%	4	0.94%		0.00%
16-25	353	27.75%	92	21.55%	21	30.43%
26-35	367	28.85%	112	26.23%	19	27.54%
36-45	234	18.40%	103	24.12%	19	27.54%
46-55	234	18.40%	98	22.95%	7	10.14%
56-65	73	5.74%	18	4.22%	3	4.35%
66-75	4	0.31%	0	0.00%	0	0.00%
Grand Total	1272	100.00%	427	100.00%	69	100.00%

3. Apprenticeships

Apprentice Work force information 2017

3.1 We recruited 15 apprentices in 2017. Of these, 14 are still in their Derby Homes apprenticeship and one gained a permanent role at Derby Homes. Here is the additional equality monitoring information for apprentices:

By age

Age	Numbers	%
16	3	20
17	4	26
18	3	20
19	1	7
24	1	7
26	1	7
29	1	7
31	1	7
Total	15	

By gender

Gender	Numbers	%
Female	3	20
Male	12	80
Total	15	

By ethnic origin

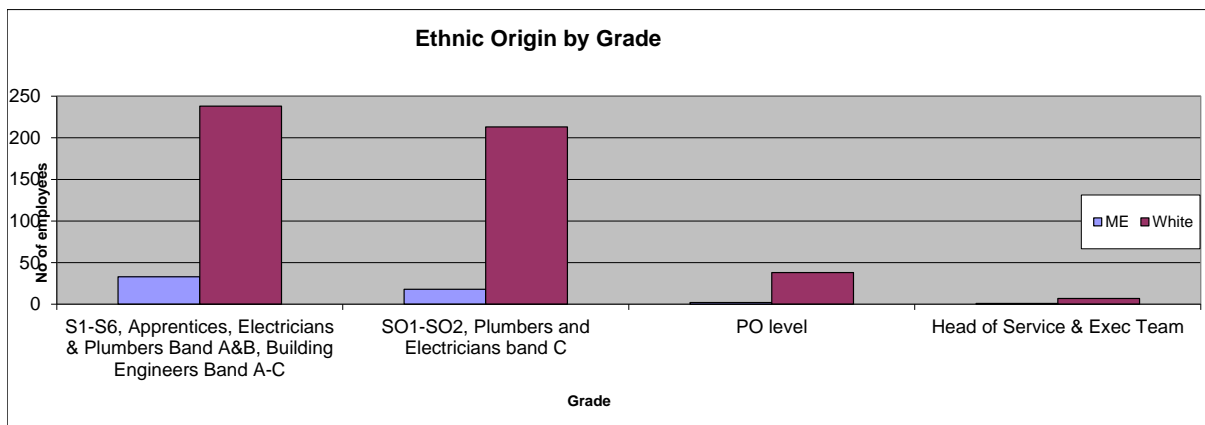
Ethnic Origin	Numbers	%
White British	13	86
Black British Caribbean	1	7
Dual Heritage White and Asian	1	7
Total	15	

4. Workforce Profile

- 4.1 This report covers Derby Homes employees in post at 1 January 2017. The information in the report comes from the HR/Payroll system.
- 4.2 The statistics relate to analysis by ethnic origin, disability, gender, religious belief, sexual orientation and age. Also included are departmental breakdowns of employees and leavers information.
- 4.3 The statistics do not include Agency staff.

Ethnic origin profile

Grade	ME	White	Total	% ME	% White
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	33	238	271	12.2%	87.8%
SO1-SO2, Plumbers and Electricians band C	18	213	231	7.8%	92.2%
PO level	2	38	40	5.0%	95.0%
Head of Service & Exec Team	1	7	8	12.5%	87.5%
Totals	54	496	550	10%	90%



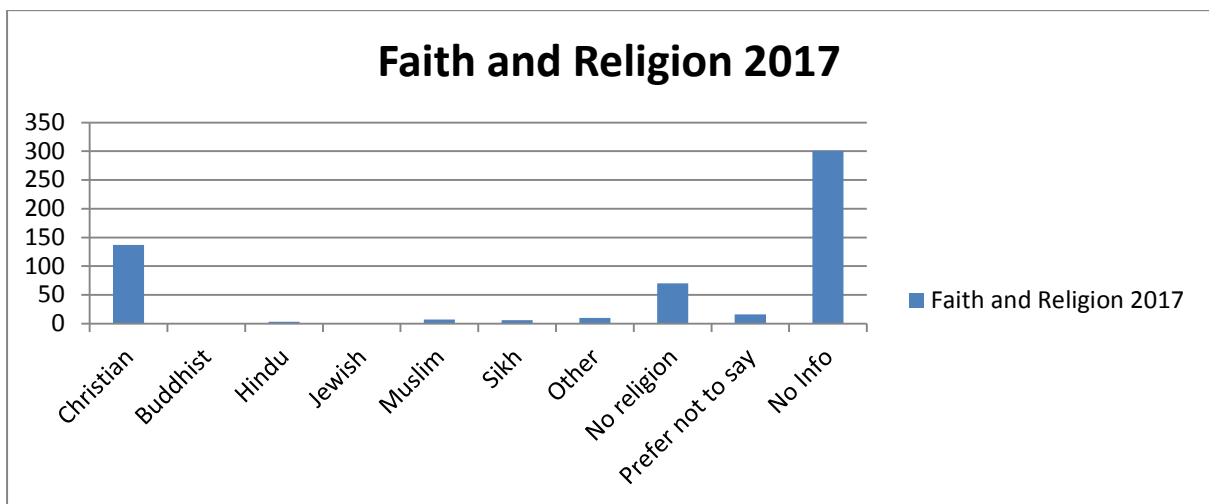
Disability profile

Grade	Disabled	Non Disabled	Refused / missing	Total	% Disabled	% Non Disabled
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	28	195	49	272	10.3%	71.7%
SO1-SO2, Plumbers and Electricians Band C	19	195	14	228	8.3%	85.5%
PO level	3	36	2	41	7.3%	87.8%
Head of Service & Exec Team		9		9	0.0%	100.0%
Totals	50	435	65	550		
Total Percentages (%)						

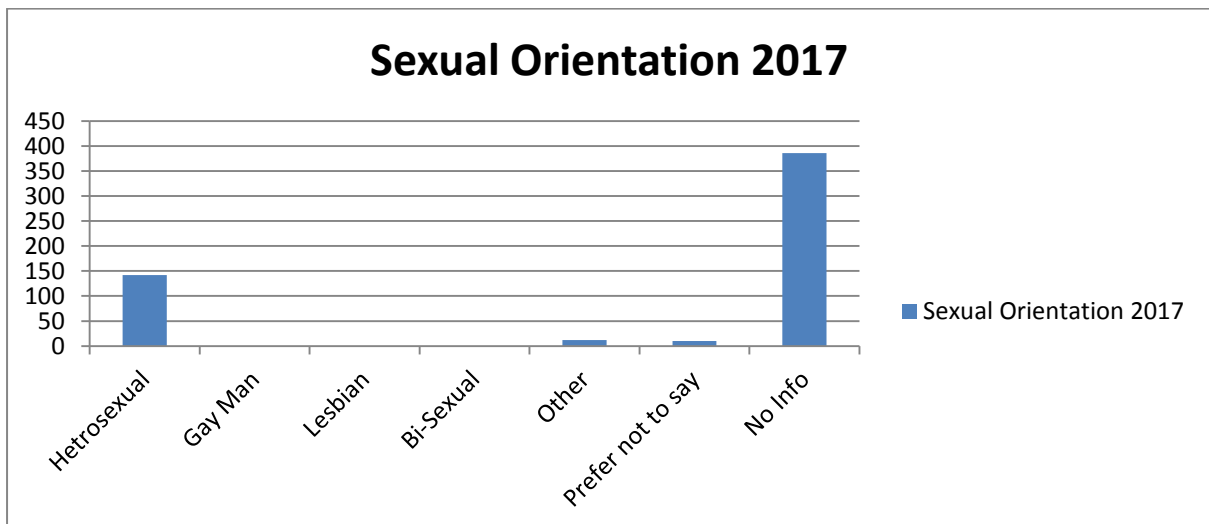
Departmental analysis of disabled employees

Grade	Disabled	Non Disabled	Refused / missing	Total	% Disabled	% Non Disabled
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	28	195	49	272	10.3%	71.7%
SO1-SO2, Plumbers and Electricians Band C	19	195	14	228	8.3%	85.5%
PO level	3	36	2	41	7.3%	87.8%
Head of Service & Exec Team			9	9	0.0%	100.0%
Totals	50	435	65	550		

Religious belief profile

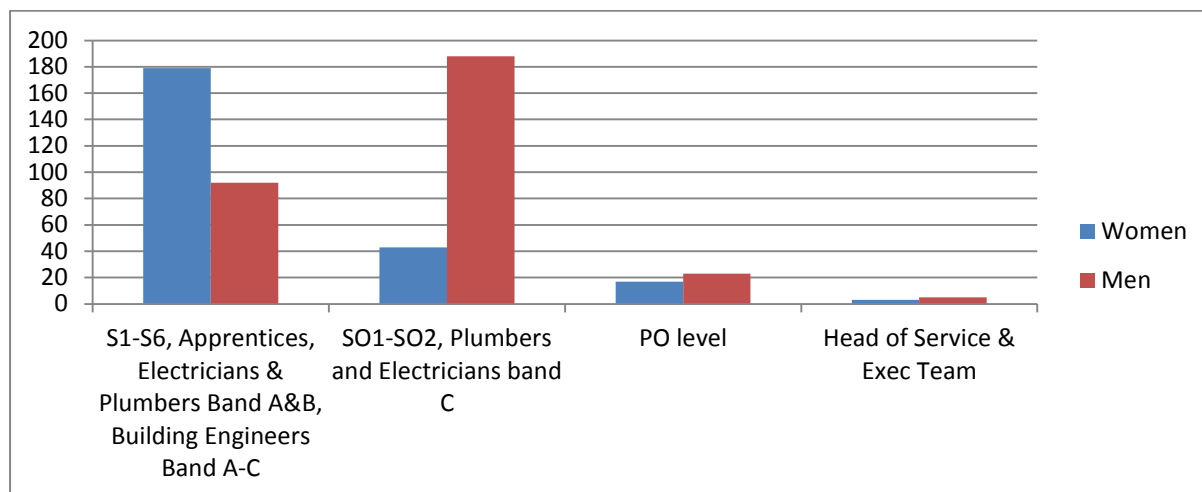


Sexual orientation profile



Gender Profile of current workforce

Grade	Women	Men	Total	% Women	% Men
S1-S6, Apprentices, Electricians & Plumbers Band A&B, Building Engineers Band A-C	179	92	271	66.1%	33.9%
SO1-SO2, Plumbers and Electricians band C	43	188	231	18.6%	81.4%
PO level	17	23	20	85.0%	115.0%
Head of Service & Exec Team	3	5	8	37.5%	62.5%
Totals	242	308	550	44%	56%



4.4 Gender profile of the top 5% of earners

Out of 28 people (top 5%) 11 are women = 39% and 17 are men = 61%

4.5 Ethnic origin profile of top 5% earners

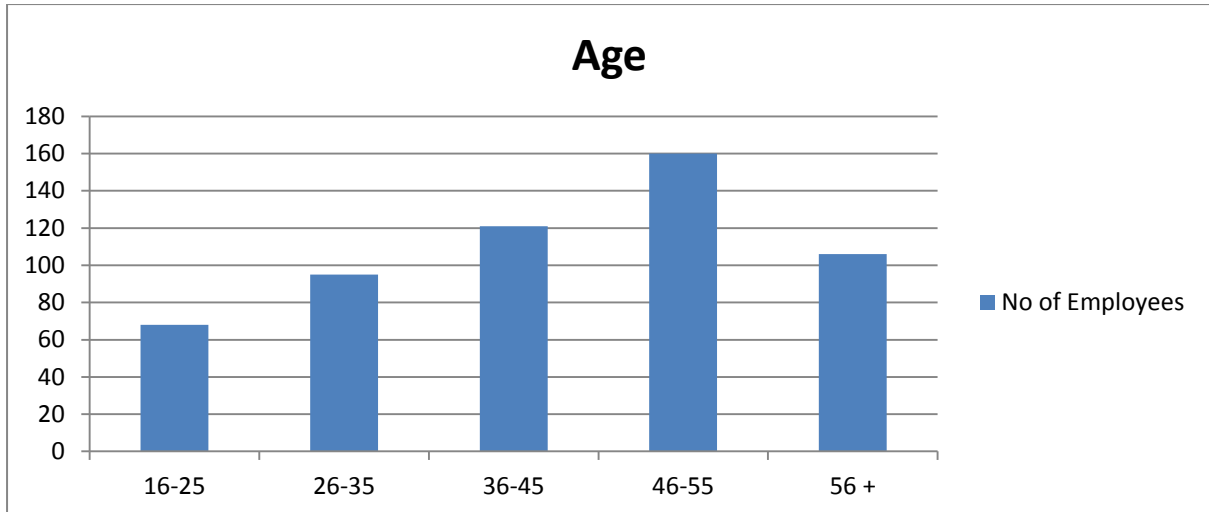
Out of 28 people (top 5%) 25 employees are White and 3 employees are from a Minority Ethnic group = 10.7%

4.6 Disability in the top 5% earners

Out of 28 people (top 5%) 2 employees have declared they consider themselves disabled = 7%

Age Profile of current workforce

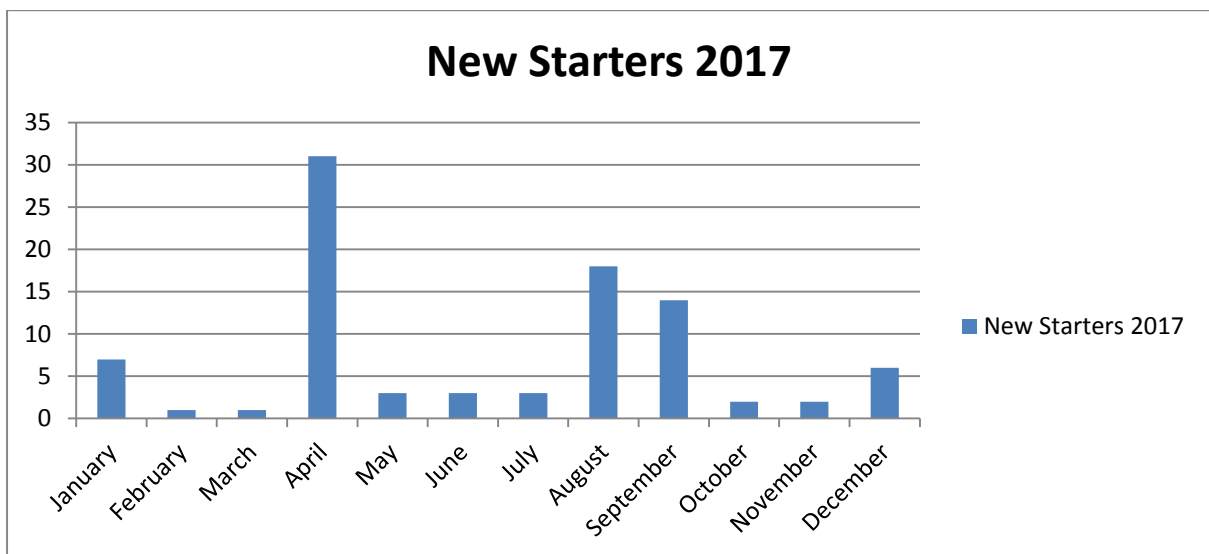
Age group	No of Employees	% of employees
16-25	68	12.4%
26-35	95	17.3%
36-45	121	22.0%
46-55	160	29.1%
56 +	106	19.3%
Totals	550	
Total Percentages (%)		



5. New employees 2017

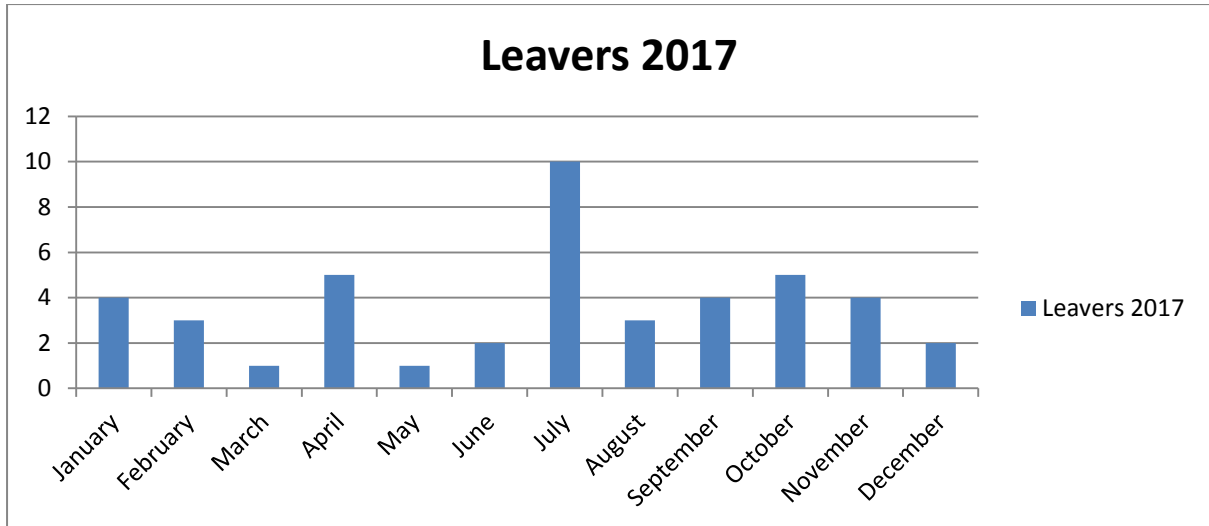
5.1 In 2017 there were 91 new employees who started work at Derby Homes.

5.2 NB this figure is different from the recruitment data as a number of employees transferred from Derby City Council. These employees did not go through a recruitment process.



6. Leavers 2017

6.1 In 2017, 44 employees left Derby Homes



7. Gender Pay Gap

7.1 Derby Homes' statement on the gender pay gap for April 2017

Derby Homes pays men and women equally for the same role. Our headline figure is that our overall average hourly pay for women is 8% less than for men. To a large extent this gap exists as a result of our maintenance team taken on from Derby City Council in 2010, where the workforce is predominantly male and is paid a higher rate than for many housing management roles where there are a majority of female employees. If maintenance is excluded from the figures, the pay gap for the rest of the company falls to 2% or 30 pence an hour.

7.2 Women's Hourly Rate

8%	18%
Lower (mean)	Lower (Median)

7.3 Pay Quartile

Top quartile 67%	33%
Men	Women
Upper middle quartile 76%	24%
Men	Women
Lower Middle Quartile 45%	55%
Men	Women
Lower Quartile 41%	59%
Men	Women

7. **Bonus Pay**
No Bonus Paid

8. Training and Development

- 8.1 Derby Homes use a blended approach to training; we use our e-learning portal and also face to face courses.

Face to face training courses delivered in 2017:

Course name	Number completed
Abrasive Wheel	10
Asbestos	138
CDM	52
Fire Safety	17
First Aid at Work	6
Insurance and Risk Awareness	6
Manual Handling for Manual Workers	14
Manual Handling for non-manual workers	36
Professional Boundaries	46
Recruitment and Selection	41
Safe Assembly & Use Of Aluminium Towers	17
Safeguarding	192
Sharps	5

- 8.2 Currently only new employee's complete mandatory courses as part of their induction on our e-learning portal. During 2018 we will be rolling out a refresher of all e-learning courses to all employees to complete on a regular basis, as we are re-procuring a new e-learning portal.

E-learning training courses accessed in 2017:

Course name	Number completed
Welcome to Derby Homes	73
You and Your Employment (Policies and Procedures)	55
Equality & Diversity	37
Health & Safety	37
Safeguarding	39
Data Protection	42
Display Screen Equipment	65

- 8.3 We ensure all employees and managers are up to date with various new legislations and issue that affect Derby by providing regular staff briefing and managers briefings. In 2017 we held three Staff Briefings and three Manager Briefing sessions.
- 8.4 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 2017, 25 employees were supported to study a qualification.

9. Disciplinary investigations and grievances

- 9.1 During 2017 there were 3 Disciplinary investigations resulting in 2 written warnings being issued.

10. Monitoring and moving forward

- 10.1 We monitor our equality in employment statistics through our performance management tool.
- 10.2 Reports on the performance management tool are produced quarterly and presented to Strategic Directors at Chief Officer Group meetings.
- 10.3 Our Diversity Forum Group will be examining these statistics and adding any positive action initiatives.