



Colchester Borough Homes **Equality Information (January 2021)**

Introduction

Colchester Borough Homes is committed to meeting in full its statutory responsibilities under the Equality Act 2010. Under the 'general duty' of the Public Sector Equality Duty' (PSED), we must have "due regard" to the need to:

- (a) Eliminate unlawful discrimination, harassment and victimisation;
- (b) Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- (c) Foster good relations between people who share a protected characteristic and those who do not.

We also have 'specific duties' which include the publishing of 'Equality Information', which is data by protected characteristic relating to staff and customers. The purpose of this document is to help us meet these duties. You can also visit our website to access additional information including our [Equality Statement](#) and Equality and Safeguarding '[annual report](#)' which details how we are meeting the 'general duty'.

Note:

- 'CBH' has been used as shorthand for Colchester Borough Homes.
- Reference has been made to 2011 National Census data for the Colchester borough which can be found published on the Colchester Borough Council website at: www.colchester.gov.uk.
- Throughout the document, comment and analysis has been highlighted in italics.
- Percentages may not add up to 100 due to rounding.

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Equality Data

(A) Staff

Number of permanent employees: 211

Of 211 employees, 164 (77.7%) were full time and 47 (22.3%) were part time. (In 2020, 76.9% were full time and 23.1% were part time.)

Distribution by Sex

Of 211 employees in 2021, 95 (45.0%) were male and 116 (55.0%) were female. (Of 212 employees in 2020, 45.8% were male and 54.2% female.)

Full-Time/ Part-Time Distribution

	Jan 2021		Jan 2020	
	Full-Time	Part-Time	Full-Time	Part-Time
Male	54.9% (90)	10.6% (5)	55.8% (91)	12.2% (6)
Female	45.1% (74)	89.4% (42)	44.2% (72)	87.8% (43)

There has been only a slight change in the total numbers of employees (which has decreased by one) and in the balance between men and women within the organisation.

Distribution by Age

	Jan 2021		Jan 2020	
Band	Full-Time	Part-Time	Full-Time	Part-Time
20 and under	Zero	Zero	1.2% (2)	Zero
21-30	11.6% (19)	4.3% (2)	14.7% (24)	2.0% (1)
31-40	20.7% (34)	19.1% (9)	19.6% (32)	24.5% (12)
41-50	29.9% (49)	25.5% (12)	29.5% (48)	24.5% (12)
51-60	28.0% (46)	21.3% (10)	27.0% (44)	22.4% (11)
61+	9.8% (16)	29.8% (14)	8.0% (13)	26.5% (13)

The above data shows that more full-time staff fall into the 41-50 age range (than any other) whereas more part-time staff fall into the 61+ age ranges. This is the same position as in 2020.

Distribution by Disability

	Jan 2021		Jan 2020	
	Full-Time	Part-Time	Full-Time	Part-Time
Yes	2.4% (4)	4.3% (2)	3.1% (5)	2.0% (1)
No	53.7% (88)	55.3% (26)	40.0% (65)	40.8% (20)
Declined	0.6% (1)	6.4% (3)	Zero	4.1% (2)
No data	43.3% (71)	34.0% (16)	57.1% (93)	53.1% (26)

Over the period 2020-21, data capture has continued to increase across both full-time and part-time categories. For the first time, a majority of staff have now completed this (optional) element of their personal information record. CBH will continue to encourage staff to complete all sections to increase data capture.

Distribution by Ethnicity

(BAME = Black, Asian and Minority Ethnic)

	Jan 2021		Jan 2020	
	Full-Time	Part-Time	Full-Time	Part-Time
BAME	3.7% (6)	6.4% (3)	2.5% (4)	2.0% (1)
White (All Categories)	78.0% (127)	85.1% (40)	73.0% (119)	89.8% (44)
Other	0.6% (1)	Zero	1.2% (2)	2.0% (1)
Declined	1.2% (2)	Zero	0.6% (1)	Zero
No Data	17.1% (28)	8.5% (4)	22.7% (37)	6.1% (3)

Distribution by Ethnicity excluding 'No Data'

BAME = Black, Asian and Minority Ethnic)

	Jan 2021		Jan 2020	
	Full-Time	Part-Time	Full-Time	Part-Time
BAME	4.4% (6)	7.0% (3)	3.2% (4)	2.2% (1)
White (All Categories)	93.4% (127)	93.0% (40)	94.4% (119)	95.7% (44)
Other	0.7% (1)	Zero	1.6% (2)	2.2% (1)
Declined	1.5% (2)	Zero	0.8% (1)	Zero

Data suggests that the organisation has become more ethnically diverse, The 'BAME' staff contingent has increased from 3.2% to 4.4% (full-time) and from 2.2% to 7% (part-time). Although data capture remains incomplete, it has risen from 81% to 85%. CBH will continue to encourage staff to complete the (optional) personal information record and will continue to advertise posts as widely as possible to reach all sections of the community.

Distribution by Sexual Orientation

	Jan 2021		Jan 2020	
	Full-Time	Part-Time	Full-Time	Part-Time
Heterosexual/ Straight	70.1% (115)	78.7% (37)	63.8% (104)	75.5% (37)
Gay	2.4% (4)	Zero	2.5% (4)	Zero
Lesbian	1.8% (3)	Zero	1.8% (3)	Zero
Bisexual	0.6% (1)	Zero	0.6% (1)	Zero
Other	1.8% (3)	2.1% (1)	1.8% (3)	Zero
Declined	0.6% (1)	8.5% (4)	1.2% (2)	8.2% (4)
No Data	22.6% (37)	10.6% (5)	28.2% (46)	16.3% (8)

Distribution by Sexual Orientation excluding 'No Data'

	Jan 2021		Jan 2020	
	Full-Time	Part-Time	Full-Time	Part-Time
Heterosexual/ Straight	90.6% (115)	88.1% (37)	88.9% (104)	90.2% (37)
Gay	3.1% (4)	Zero	3.4% (4)	Zero
Lesbian	2.4% (3)	Zero	2.6% (3)	Zero
Bisexual	0.8% (1)	Zero	0.9% (1)	Zero
Other	2.4% (3)	2.4% (1)	2.6% (3)	Zero
Declined	0.8% (1)	9.5% (4)	1.7% (2)	9.8% (4)

Data comparison with the wider community remains problematic as estimates vary significantly. Although there has been no statistically significant change in the staff profile over the period, data capture has increased from 75.5% to 80.1%. We continue to seek to ensure that no unfair treatment on the basis of sexual orientation takes place at any stage during the recruitment process, or during employment.

Distribution by Religion

	Jan 2021		Jan 2020	
	Full-Time	Part-Time	Full-Time	Part-Time
Any Other Religion	1.8% (3)	4.3% (2)	3.1% (5)	4.1% (2)
Buddhist	0.6% (1)	2.1% (1)	0.6% (1)	2.0% (1)
Christian	31.1% (51)	36.2% (17)	28.2% (46)	38.8% (19)
Declined	0.6% (1)	6.4% (3)	2.5% (4)	6.1% (3)
Hindu	1.2% (2)	Zero	1.2% (2)	Zero
Muslim	0.6% (1)	2.1% (1)	0.6% (1)	2.0% (1)
Sikh	0.6% (1)	Zero	Zero	Zero
No religion	39.6% (65)	38.3% (18)	33.7% (55)	30.6% (15)
No Data	23.8% (39)	10.6% (5)	30.1% (49)	16.3% (8)

Distribution by Religion excluding 'No Data'

	Jan 2021		Jan 2020	
	Full-Time	Part-Time	Full-Time	Part-Time
Any Other Religion	2.4% (3)	4.8% (2)	4.4% (5)	4.9% (2)
Buddhist	0.8% (1)	2.4% (1)	0.9% (1)	2.4% (1)
Christian	40.8% (51)	40.5% (17)	40.4% (46)	46.3% (19)
Declined	0.8% (1)	7.1% (3)	3.5% (4)	7.3% (3)
Hindu	1.6% (2)	Zero	1.8% (2)	Zero
Muslim	0.8% (1)	2.4% (1)	0.9% (1)	2.4% (1)
Sikh	0.8% (1)	Zero	Zero	Zero
No religion	52.0% (65)	42.9% (18)	48.2% (55)	36.6% (15)

CBH data appears to broadly reflect local and national trends. 40.7% of all employees have indicated 'Christian' (which is a decrease from 41.9% in 2020). Conversely, the proportion of all staff indicating 'No religion' has increased from 45.5% to 49.7% (2021). For comparison, 2011 census figures for the Colchester borough are 57.7% 'Christian' and 31.4% 'No Religion'. Over the period, data capture on Religion has increased from 72.6% to 79.1%.

Information relating to additional 'protected characteristics':

- We are not aware of any staff having reassigned their gender.
- Five employees took maternity leave.

Additional information relating to staff (2020).

- There were three flexible working request all of which were approved.
- There were no dismissals in 2020.
- There were two grievances raised, both of which progressed to investigation. One was partially upheld and the other is not concluded.

All of the above contain small samples, whose data by 'protected characteristic' has not been published due to associated potential privacy issues.

B) Tenants and Leaseholders

Colchester Borough Homes' core business is the management and maintenance of social housing owned by Colchester Borough Council. The majority of its customers are either tenants or leaseholders.

Tenants and Leaseholders

	Jan 2021	Jan 2020
Tenants	7005	6815
Leaseholders	1332	1364

Distribution by Sex

	Jan 2021		Jan 2020	
	Tenants	Leaseholders	Tenants	Leaseholders
Female	63.0% % (4412)	51.1% (681)	63.1% (4298)	50.4% (688)
Male	37.0% (2590)	44.8% (597)	36.9% (2514)	44.7% (610)
Unrecorded	0.0% (3) (0.04%)	4.1% (54)	Zero	4.8% (66)

The fact that 63% of tenants are female may reflect, in part, different housing needs between men and women, and the fact that more women compared with men are primary carers for children. Data may also reflect higher overall life expectancy for women. The gender difference is less marked with regard to leaseholders.

Distribution by Age

	Jan 2021		Jan 2020	
	Tenants	Leaseholders	Tenants	Leaseholders
17-24	2.6% (180)	0.5% (6)	2.3% (159)	0.5% (7)
25-34	12.0% (840)	5.8% (77)	11.5% (784)	6.1% (83)
35-44	16.2% (1137)	10.2% (136)	16.2% (1103)	9.5% (129)
45-54	17.8% (1248)	12.7% (169)	18.1% (1234)	13.6% (186)
55-64	19.0% (1330)	15.1% (201)	18.5% (1261)	14.1% (193)
65-74	17.6% (1233)	12.7% (169)	17.6% (1202)	12.7% (173)
75+	14.8% (1036)	11.3% (150)	15.7% (1071)	35.3% (482)
No data	0.0% (1) (0.01%)	31.8% (424)	0.0% (1) (0.01%)	8.1% (111)

The average age of CBH tenants remains unchanged at 55. This compares with the average age of Colchester borough residents of 39 (Census, 2011). The proportion of tenants who are over 65 is 32.4% which is marginally down from 33.3% (2020). A majority of leaseholders are over 65.

Distribution by Disability Type

	Jan 2021		Jan 2020	
	Tenants	Leaseholders	Tenants	Leaseholders
Hearing Impairment	7.0% (166)	Not available	7.4% (162)	20.3% (26)
Learning Disability	8.8% (209)		6.8% (148)	7.0% (9)
Mental Health Disability	29.3% (693)		29.6% (647)	14.8% (19)
Mobility/ Physical Disability	32.6% (772)		48.1% (1052)	43.8% (56)
Visual Impairment	5.7% (134)		5.1% (112)	10.9% (14)
Other	0.1% (2)		3.1% (68)	3.1% (4)
Medical conditions	16.6% (393)		N/A	N/A

The table above relates to the distribution of disability types. For example, it shows that 7% of tenant disability records are for a hearing impairment. There are 2369 records (in total) relating to 1737 tenants. 24.8% of all tenants (1737) have at least one disability.

The total number of tenant disability records is 2369 which is an 8% increase on 2020. Disability types now include 'Medical conditions' which may account for the fall in records for 'Mobility/ Physical disability' (above). Current leasehold data has not been available for publication.

Distribution by Ethnicity – Summary Data (BAME = Black, Asian and Minority Ethnic)

	Jan 2021		Jan 2020	
	Tenants	Leaseholders	Tenants	Leaseholders
BAME	4.7% (327)	3.2% (42)	4.5% (308)	3.5% (48)
White (All Categories)	92.1% (6452)	75.6% (1007)	93.5% (6369)	77.1% (1051)
Other	0.8% (59)	1.4% (18)	0.9% (58)	1.0% (14)
No Data	2.4% (167)	19.9% (265)	1.2% (80)	18.4% (251)

Data shows that the ethnicity profile of CBH tenants is similar to that of the wider borough. 2011 Census records indicate that 'White (All Categories)' account for 92.0% of the borough population. However, 7.6% of the borough population fall within 'BAME' groups, which is a higher figure than that for CBH tenants. Data indicates therefore that CBH tenants are less ethnically diverse than the wider borough.

Distribution by Sexual Orientation

	Jan 2021		Jan 2020	
	Tenants	Leaseholders	Tenants	Leaseholders
Bisexual	0.1% (5)	Data not sought	0.1% (4)	Data not sought
Homosexual/ Gay or Lesbian	0.3% (18)		0.3% (18)	
Heterosexual/ Straight	26.0% (1819)		26.1% (1778)	
Other	0.0% (2) (0.03%)		0.0% (2) (0.03%)	
Declined	2.0% (137)		1.0% (59)	
No Data	71.7% (5024)		72.8% (4954)	

Distribution by Sexual Orientation excluding 'No Data'

	Jan 2021		Jan 2020	
	Tenants 1981	Leaseholders	Tenants	Leaseholders
Bisexual	0.3% (5)	Data not sought	0.2% (4)	Data not sought
Homosexual/ Gay or Lesbian	0.9% (18)		1.0% (18)	
Heterosexual/ Straight	91.8% (1819)		95.5% (1778)	
Other	0.1% (2)		0.1% (2)	
Declined	6.9% (137)		3.2% (59)	

Data on sexual orientation remains incomplete. Where data is available, 0.9% of tenants identify as being gay or lesbian. This compares with estimates of 5-10% in the general population. To an extent, this may reflect an unwillingness to disclose diversity due to societal experiences of intolerance, harassment or discrimination. CBH aims to increase data capture since equality analysis can indicate unfair treatment that may subsequently be addressed through positive action.

Distribution by Religion and Belief

	Jan 2021		Jan 2020	
	Tenants	Leaseholders	Tenants	Leaseholders
Buddhist	0.1% (4)	Data not sought	0.1% (5)	Data not sought
Christian	11.2% (785)		11.7% (795)	
Hindu	Zero		Zero	
Muslim	0.2% (16)		0.2% (15)	
Any Other Religion	1.1% (80)		1.2% (82)	
No Religion	6.2% (437)		6.5% (440)	
No Data	81.1% (5683)		80.4% (5478)	

Distribution by Religion and Belief excluding 'No Data'

	Jan 2021		Jan 2020	
	Tenants	Leaseholders	Tenants	Leaseholders
Buddhist	0.3% (4)	Data not sought	0.4% (5)	Data not sought
Christian	59.4% (785)		59.5% (795)	
Hindu	Zero		Zero	
Muslim	1.2% (16)		1.1% (15)	
Any Other Religion	6.1% (80)		6.1% (82)	
No Religion	33.1% (437)		32.9% (440)	

Data on Religion and Belief also remains incomplete. Where data is available, 59.4% of tenants have indicated a 'Christian' belief, which compares closely with 2011 Census data of 57.7%. 33.1% of tenants have indicated 'No Religion' which also identifies closely with 2011 Census data of 31.4%.

Distribution by Gender Reassignment

In 2021, 0.2% of tenants (11) were recorded as transgender. This compares to 0.3% (19) in 2020. No data is available for leaseholders.

No reliable population data exists for comparison although estimates for transgender or 'trans' people range from 65,000 to 300,000 in the UK (between 0.1% and 0.6% of the population).

(C) Housing Applicants

Colchester Borough Homes is part of the Gateway to Homechoice choice-based lettings scheme which advertises council and Housing Association properties in much of Suffolk and Essex. CBH allocates housing on behalf of Colchester Borough Council. When a person joins the housing register they are given a priority band based on need.

The equality data below allows comparison between Gateway to Homechoice “Active Applicants” which includes ‘accepted homeless’, ‘direct applicants’ and those seeking ‘transfers’ with “CBH Housed” lead tenants (those accommodated between 01/01/2020 and 20/12/2020). 2021 data is supplemented by 2020 data for comparison.

Distribution by Sex

2021	Active Applicants	CBH Housed
Female	66.5% (1944)	54.2% (160)
Male	33.3% (975)	45.4% (134)
Trans	0.2% (6)	0.3% (1)

2020	Active Applicants	CBH Housed
Female	66.6% (1876)	60.9% (212)
Male	33.4% (939)	39.1% (136)

The above data indicates that a greater proportion of men as opposed to women are housed (compared with active applicants), and that this is true to a greater extent on the basis of 2021 data (than 2020 data). Allocations are processed strictly on the basis of need, so the above suggests that a male applicant (on average) has a stronger case for housing. It is unclear why this may be the case although it may reflect a greater reticence (amongst men) to seek help when having an equivalent level of need.

Distribution by Age

2021	Active Applicants	CBH Housed
17-24	12.3% (360)	12.2% (36)
25-34	31.3% (916)	22.4% (66)
35-44	23.3% (682)	21.0% (62)
45-54	14.5% (424)	13.9% (41)
55-64	9.8% (287)	13.2% (39)
65-74	5.9% (174)	12.2% (36)
75+	2.8% (82)	5.1% (15)

2020	Active Applicants	CBH Housed
17-24	10.4% (292)	15.2% (53)
25-34	29.2% (821)	22.1% (77)
35-44	23.1% (649)	17.8% (62)
45-54	16.6% (466)	15.5% (54)
55-64	10.8% (304)	12.9% (45)
65-74	6.6% (187)	8.9% (31)
75+	3.4% (97)	7.5% (26)

The above data indicates that applicants who fall within the over 65 age bands are more likely to be housed when compared with lower age bands, and that this is more marked in 2021 data compared with 2020 data. For example, 12.2% of those housed are 65-74 whereas only 5.9% of applicants are 65-74. This is likely to reflect the significant vulnerabilities (including disability) which are more prevalent amongst older age groups which affects priority given.

Distribution by Ethnicity

(BAME = Black, Asian and Minority Ethnic)

2021	Active Applicants	CBH Housed
'BAME'	11.2% (329)	8.1% (24)
White (All Categories)	85.7% (2507)	88.5% (261)
Other	1.4% (41)	1.4% (4)
Declined	1.5% (45)	1.4% (4)
No Data	0.1% (3)	0.7% (2)

2020	Active Applicants	CBH Housed
'BAME'	10.7% (300)	7.8% (27)
White (All Categories)	86.2% (2426)	89.1% (310)
Other	1.4% (38)	0.3% (1)
Declined	1.8% (51)	2.9% (10)
No Data	0.0% (1) (0.04%)	Zero

The ethnicity profile of active applicants fairly closely reflects those housed. Nevertheless, data indicates that 'BAME' groups are marginally less likely to be housed compared with other groups (accounting for 11.2% of applicants and 8.1% of housed).

Distribution by Disability

2021	Active Applicants	CBH Housed
Disability	27.5% (805)	41.7% (123)
No Disability	68.7% (2010)	52.5% (155)
Not Stated	3.8% (110)	5.8% (17)

2020	Active Applicants	CBH Housed
Disability	27.3% (768)	39.9% (139)
No Disability	68.9% (1941)	54.0% (188)
Not Stated	3.8% (107)	6.0% (21)

Data confirms that applicants with a disability are significantly more likely to be housed than those without. This reflects the fact that disability often brings increased vulnerability which can impact upon 'priority' given within the housing allocation process.

Any enquiries relating to this published data, or about how Colchester Borough Homes is meeting its Public Sector Equality Duty, may be addressed to: Andrew.harley@cbhomes.org.uk (Business Partner: Equality and Safeguarding).