



Colchester Borough Homes 'Equality Information' (January 2022)

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 National Census data for the Colchester borough (2011) 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.
- For the first time, this report uses the term 'Diverse Ethnic Communities' in recognition of the fact that the term 'Black, Asian and minority ethnic' (and/or its acronym BAME) has become perceived as being 'narrow' and non-inclusive.
- 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 (on 1st January 2022), 172 (81.5%) were full time and 39 (18.5%) were part time. (In 2021, 77.7% were full time and 22.3% were part time.)

There has been no change in the total numbers of employees although there has been a slight increase in the proportion of full-time as opposed to part-time staff.

Distribution by Sex

Of 211 employees, 98 (46.5%) were male and 113 (53.6%) were female. In 2021, 95 (45.0%) were male and 116 (55.0%) were female.

Over the period January 2021 to January 2022, there has been a slight increase in the proportion of staff who are male. The ratio of men to women in the company has therefore become more equal.

Distribution by Age

Band	Jan 2022		Jan 2021	
	Full-Time	Part-Time	Full-Time	Part-Time
20 and under	0.6% (1)	Zero	Zero	Zero
21-30	12.2% (21)	2.6% (1)	11.6% (19)	4.3% (2)
31-40	17.5% (30)	23.1% (9)	20.7% (34)	19.1% (9)
41-50	25.6% (44)	25.6% (10)	29.9% (49)	25.5% (12)
51-60	33.7% (58)	15.4% (6)	28.0% (46)	21.3% (10)
61+	10.5% (18)	33.3% (13)	9.8% (16)	29.8% (14)

In 2022, more full-time staff fell into the 51-60 age range (than any other) whereas most part time staff fell into the 61+ age range. This has changed from 2021 when more full-time staff fell into the 41-50 age range.

Distribution by Disability

	Jan 2022		Jan 2021	
	Full-Time	Part-Time	Full-Time	Part-Time
Yes	3.5% (6)	2.6% (1)	2.4% (4)	4.3% (2)
No	61.1% (105)	59.0% (23)	53.7% (88)	55.3% (26)
No data	35.5% (61)	38.5% (15)	43.9% (72)	40.4% (19)

Over the period 2021-22, data capture has continued to increase across both full-time and part-time categories. 64% of all staff have completed this (optional) element of their personal information record.

Distribution by Ethnicity

	Jan 2022		Jan 2021	
	Full-Time	Part-Time	Full-Time	Part-Time
Ethnically Diverse Communities	2.3% (4)	5.1% (2)	3.7% (6)	6.4% (3)
White (All Categories)	82.0% (141)	82.1% (32)	78.0% (127)	85.1% (40)
Other	0.6% (1)	Zero	0.6% (1)	Zero
Declined	1.2% (2)	Zero	1.2% (2)	Zero
No Data	14.0% (24)	12.8% (5)	17.1% (28)	8.5% (4)

Distribution by Ethnicity excluding 'No Data'

	Jan 2022		Jan 2021	
	Full-Time	Part-Time	Full-Time	Part-Time
Ethnically Diverse Communities	2.7% (4)	5.9% (2)	4.4% (6)	7.0% (3)
White (All Categories)	95.2% (141)	94.1% (32)	93.4% (127)	93.0% (40)
Other	0.7% (1)	Zero	0.7% (1)	Zero
Declined	1.4% (2)	Zero	1.5% (2)	Zero

Data suggests that the organisation has become marginally less ethnically diverse, Excluding 'no data', the proportion of staff from Ethnically Diverse Communities has decreased from 4.4% to 2.7% (full-time) and from 7.0% to 5.9% (part-time). Data capture has increased over the period from 84.8% to 86.3%. CBH will continue to encourage staff to complete the (optional) personal information record and advertise posts as widely as possible to reach all sections of the community.

Distribution by Sexual Orientation

	Jan 2022		Jan 2021	
	Full-Time	Part-Time	Full-Time	Part-Time
Heterosexual/ Straight	74.4% (128)	74.4% (29)	70.1% (115)	78.7% (37)
Gay or Lesbian	4.1% (7)	Zero	4.3% (7)	Zero
Bisexual	Zero	2.6% (1)	0.6% (1)	Zero
Other	1.7% (3)	Zero	1.8% (3)	2.1% (1)
Declined	1.7% (3)	7.7% (3)	0.6% (1)	8.5% (4)
No Data	18.0% (31)	15.4% (6)	22.6% (37)	10.6% (5)

Distribution by Sexual Orientation excluding 'No Data'

	Jan 2022		Jan 2021	
	Full-Time	Part-Time	Full-Time	Part-Time
Heterosexual/ Straight	90.8% (128)	87.9% (29)	90.6% (115)	88.1% (37)
Gay or Lesbian	5.0% (7)	Zero	5.5% (7)	Zero
Bisexual	Zero	3.0% (1)	0.8% (1)	Zero
Other	2.1% (3)	Zero	2.4% (3)	2.4% (1)
Declined	2.1% (3)	9.1% (3)	0.8% (1)	9.5% (4)

Over the relevant period, there has been a marginal fall in the proportion of staff who identify as Gay or Lesbian (from 5.5% to 5.0%). Data capture has continued to increase from 80.1% in 2021 to 82.5% in 2022. Data comparison with the wider community remains problematic as estimates vary significantly. 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 2022		Jan 2021	
	Full-Time	Part-Time	Full-Time	Part-Time
Any Other Religion	3.5% (6)	7.7% (3)	1.8% (3)	4.3% (2)
Buddhist	0.6% (1)	Zero	0.6% (1)	2.1% (1)
Christian	32.6% (56)	33.3% (13)	31.1% (51)	36.2% (17)
Declined	1.7% (3)	5.1% (2)	0.6% (1)	6.4% (3)
Hindu	Zero	Zero	1.2% (2)	Zero
Muslim	Zero	Zero	0.6% (1)	2.1% (1)
Sikh	0.6 (1)	Zero	0.6% (1)	Zero
No religion	42.4% (73)	41.0% (16)	39.6% (65)	38.3% (18)
No Data	18.6% (32)	12.8% (5)	23.8% (39)	10.6% (5)

Distribution by Religion excluding 'No Data'

	Jan 2022		Jan 2021	
	Full-Time	Part-Time	Full-Time	Part-Time
Any Other Religion	4.3% (6)	8.8% (3)	2.4% (3)	4.8% (2)
Buddhist	0.7% (1)	Zero	0.8% (1)	2.4% (1)
Christian	40.0% (56)	38.2% (13)	40.8% (51)	40.5% (17)
Declined	2.1% (3)	5.9% (2)	0.8% (1)	7.1% (3)
Hindu	Zero	Zero	1.6% (2)	Zero
Muslim	Zero	Zero	0.8% (1)	2.4% (1)
Sikh	0.7% (1)	Zero	0.8% (1)	Zero
No religion	52.1% (73)	47.1% (16)	52.0% (65)	42.9% (18)

CBH data appears to broadly reflect local and national trends. Overall (across full-time and part-time staff) 39.7% of staff providing data have indicated 'Christian' (which is a decrease from 40.7% in 2021). Conversely, the proportion of staff providing data who have indicated 'no religion' has increased from 50.0% to 51.1%. For comparison, 2011 census figures for the Colchester borough are 57.7% 'Christian' and 31.4% 'no religion'. Over the period, 'data capture' has continued to increase from 79.1% to 82.5%.

Information relating to additional 'protected characteristics' during 2021.

- We are not aware of any staff having reassigned their gender.
- 1 employee took maternity leave (down from 5 in 2020).

Additional information relating to staff during 2021:

- There were 5 flexible working request all of which were approved. (This compares with 3 requested and approved during 2020.)
- There was 1 dismissal in 2021 which compares with zero in 2020.
- There were 3 grievances raised in 2021 compared with 2 in 2020. Of these, 1 was managed informally, 1 was not upheld and 1 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 2022	Jan 2021
Tenants	6668	6743 ¹
Leaseholders	1251	1332

Distribution by Sex

	Jan 2022		Jan 2021	
	Tenants	Leaseholders	Tenants	Leaseholders
Female	63.4% (4227)	52.7% (659)	63.0% (4412)	51.1% (681)
Male	36.5% (2437)	45.9% (574)	37.0% (2590)	44.8% (597)
Unrecorded	0.06 (4)	1.4% (18)	0.04% (3)	4.1% (54)

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 remains less marked with regard to leaseholders.

Distribution by Age

	Jan 2022		Jan 2021	
	Tenants	Leaseholders	Tenants	Leaseholders
17-24	2.3% (155)	0.2% (3)	2.6% (180)	0.5% (6)
25-34	11.4% (758)	4.8% (60)	12.0% (840)	5.8% (77)
35-44	16.2% (1082)	9.2% (115)	16.2% (1137)	10.2% (136)
45-54	17.6% (1176)	11.6% (145)	17.8% (1248)	12.7% (169)
55-64	19.8% (1321)	15.5% (194)	19.0% (1330)	15.1% (201)
65-74	17.0% (1132)	13.0% (163)	17.6% (1233)	12.7% (169)
75+	15.6% (1042)	12.3% (154)	14.8% (1036)	11.3% (150)
No data	0.0% (2) (0.03%)	33.3% (417)	0.0% (1) (0.01%)	31.8% (424)

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 32.6% which is marginally up from 32.4% (2021).

¹ Revised figure

Distribution by Disability Type

	Jan 2022		Jan 2021	
	Tenants	Leaseholders	Tenants	Leaseholders
Hearing Impairment	6.1% (136)	Not available	7.0% (166)	Not available
Learning Disability	6.6% (147)		8.8% (209)	
Mental Health Disability	31.3% (701)		29.3% (693)	
Mobility Disability	30.1% (673)		32.6% (772)	
Visual Impairment	5.1% (113)		5.7% (134)	
Other	0.5% (11)		0.1% (2)	
Medical conditions	20.4% (456)		16.6% (393)	

The table above details a total of 2237 records relating to 1629 tenants. The number and proportion of mobility disability records has fallen whereas those relating to a mental health disability have increased marginally. A greater number and proportion of records relate to 'medical conditions' when compared with 2021. Over the past 12 months, disability records have undergone a process of 'data cleansing' which has resulted in 132 fewer records overall. Current data is more reliable and accurate, and this process may account for some of the changes noted above.

Distribution by Sexual Orientation

	Jan 2022		Jan 2021	
	Tenants	Leaseholders	Tenants	Leaseholders
Bisexual	0.1% (5)	Data not sought	0.1% (5)	Data not sought
Homosexual/ Gay or Lesbian	0.3% (23)		0.3% (18)	
Heterosexual/ Straight	25.9% (1721)		26.0% (1819)	
Other	0.1% (5)		0.0% (2) (0.03%)	
Declined	1.9% (129)		2.0% (137)	
No Data	71.8% (4785)		71.7% (5024)	

Distribution by Sexual Orientation excluding 'No Data'

	Jan 2022		Jan 2021	
	Tenants	Leaseholders	Tenants	Leaseholders
Bisexual	0.3% (5)	Data not sought	0.3% (5)	Data not sought
Homosexual/ Gay or Lesbian	1.2% (23)		0.9% (18)	
Heterosexual/ Straight	91.4% (1721)		91.8% (1819)	
Other	0.3% (5)		0.1% (2)	
Declined	6.9% (129)		6.9% (137)	

Data on sexual orientation remains incomplete. Where data has been provided, 1.2% identify as being gay or lesbian. This is a slight increase (from 0.9% in 2021) but still 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 continue 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 2022		Jan 2021	
	Tenants	Leaseholders	Tenants	Leaseholders
Buddhist	0.1% (5)	Data not sought	0.1% (4)	Data not sought
Christian	11.2% (747)		11.2% (785)	
Hindu	Zero		Zero	
Muslim	0.2% (15)		0.2% (16)	
Any Other Religion	1.1% (75)		1.1% (80)	
No Religion	6.1% (404)		6.2% (437)	
No Data	81.3% (5423)		81.1% (5683)	

Distribution by Religion and Belief excluding 'No Data'

	Jan 2022		Jan 2021	
	Tenants	Leaseholders	Tenants	Leaseholders
Buddhist	0.4% (5)	Data not sought	0.3% (4)	Data not sought
Christian	60.0% (747)		59.4% (785)	
Hindu	Zero		Zero	
Muslim	1.2% (15)		1.2% (16)	
Any Other Religion	6.0% (75)		6.1% (80)	
No Religion	32.4% (404)		33.1% (437)	

Data on Religion and Belief also remains incomplete. Where data is available, 60.0% of tenants have indicated a 'Christian' belief, which compares closely with 2011 Census data of 57.7%. 32.4% of tenants have indicated 'No Religion' which also identifies closely with 2011 Census data of 31.4%.

Distribution by Gender Reassignment

In January 2022, 0.1% of tenants (5) were recorded as transgender. This compares to 0.2% (11) in 2021. 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 01/01/2021 and 20/12/2021). 2021 data is supplemented by 2020 data for comparison.

Distribution by Sex

2021	Active Applicants	CBH Housed
Female	66.9% (1958)	58.3% (207)
Male	32.9% (962)	41.4% (147)
Trans	0.2% (7)	0.3% (1)

2020	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)

The above data indicates that a greater proportion of men as opposed to women continue to be housed (compared with ‘active applicants’). However, this is true to a less marked extent in 2021 compared with 2020. (41.4% of male applicants were housed in 2021 compared with 45.4% in 2020). 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	11.2% (327)	13.2% (47)
25-34	32.7% (958)	21.7% (77)
35-44	25.1% (735)	15.8% (56)
45-54	14.0% (410)	11.5% (41)
55-64	9.2% (270)	17.5% (62)
65-74	5.2% (152)	13.8% (49)
75+	2.6% (75)	6.5% (23)

2020	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)

The above data indicates that applicants who fall within the lowest age band (17-24), and those who are over 55, are more likely to be housed when compared with other age bands. This is likely to reflect the particular vulnerabilities associated with these age groups.

Distribution by Ethnicity

2021	Active Applicants	CBH Housed
Ethnically Diverse Communities	7.6% (223)	3.4% (12)
White (All Categories)	86.0% (2517)	92.1% (327)
Other	5.0% (147)	3.1% (11)
Declined	1.3% (38)	1.1% (4)
No Data	0.1% (2)	0.3% (1)

2020	Active Applicants	CBH Housed
Ethnically Diverse Communities	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)

Data indicates that a higher proportion of 'Active Applicants' belong to Ethnically Diverse Communities when compared with those who are 'CBH Housed'. Conversely, those identifying as 'White' (all categories) make up a larger proportion of 'CBH Housed' when compared with 'Active Applicants'. It is unclear why this is the case. Allocations are processed strictly on the basis of need and 'Gateway to Homechoice' monitors equality data on an annual basis.

Distribution by Disability

2021	Active Applicants	CBH Housed
Disability	27.9% (817)	49.6% (176)
No Disability	69.6% (2036)	44.8% (159)
Not Stated	2.5% (74)	5.6% (20)

2020	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)

Data confirms that applicants with a disability are significantly more likely to be housed than those without, and that this has become more marked over the past year. 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, can be addressed to: Andrew.harley@cbhomes.org.uk (Business Partner: Equality and Safeguarding).