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|  | | Report to: Northwards Housing Board 22nd May 2008 | | Item No: <h1>7c</h1> | |
| Title: | | Board Equality Monitoring | | | |
| Date: | | 7 th May 2008 | | | |
| Author: | | Tara Kelly | | Tel No: 0161 227 3044 | |
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| Confidential: | | | | | |
| For: (Please tick action required) | | NOTING ✓ | DISCUSSION | | APPROVAL |
| PURPOSE OF REPORT | | | | | |
| To inform the Board of the breakdown of people involved in the governance of Northwards Housing through Board and Area Panel membership. | | | | | |
| RECOMMENDATION | | | | | |
| It is recommended that the Board note the breakdown people that are currently involved and take into consideration recommendations made within the report to encourage under-represented groups to become more involved in the governance of the organisation. | | | | | |
| IMPLICATIONS | | | | | |
| Equality & Diversity: | | Northwards must take into account the diverse needs of all our community and be representative of the people living in our area. | | | |
| Financial: | | None | | | |
| Staffing: | | None | | | |
| Decency Target: | | None | | | |
| Governance: | | The Board needs to be aware of how representative the organisation is of the area at present, and of the steps that need to be meet the needs of the whole community. | | | |
| Risk Assessment: | | The organisation needs to be aware of the needs of under-represented groups to ensure we offer a fair and equal service to all members of the local community and that we do not indirectly discriminate against any individuals or groups. | | | |

Equality & Diversity Implications (Please tick where relevant):

| | | | |
|--------|-------------------------------------|----------------------------------|-------------------------------------|
| BME | <input checked="" type="checkbox"/> | Lesbian/Gay/Bisexual/Transgender | <input checked="" type="checkbox"/> |
| Gender | <input checked="" type="checkbox"/> | Single Parents | <input checked="" type="checkbox"/> |
| Age | <input checked="" type="checkbox"/> | Domestic Violence | <input type="checkbox"/> |

Disability

Alcohol/Drug Mis-users

Consultation/Consideration:

| | Yes, No or N/A: | Name: | Date: |
|--------------------------|--------------------|-------|-------|
| Sub-Committee: | N/A | | |
| Area Panel: | N/A | | |
| Task Groups: | N/A | | |
| Ward Councillors: | N/A | | |

Northwards Housing Governance Diversity Report

1.0 Background

1.1 The Audit Commission, The Commission for Equality and Human Rights and best practice recommends that the composition of those involved in the governance of an organisation should be monitored to ensure that it reflects, and is influenced by, the community it serves. This should occur on an annual basis.

2.0 Introduction

2.1 Northwards carried out a 'Fair and Equal' survey with all members of Northwards Board and Area Panels. These surveys were designed to capture confidential information about the people involved in the organisation by equality category, as well as some important information on the communication needs of members.

2.2 The confidential information has been used in this report to inform the Board of the breakdown of people involved with Northwards at the end of March 2008.

2.3 The report then goes on to suggest steps that need to be taken to encourage involvement from under-represented groups.

3.0 Make-up of North Manchester

3.1 Northwards recognises that the information gathered through the Census 2001 may not be a true reflection of north Manchester at this present time. As a result, we are in the process of gathering information on all our residents through the Customer Profile Strategy.

3.2 When this information has been collected Northwards will use the results to set targets for recruitment and representation within the organisation. This information will be available in June 2008.

3.3 Until such time, and for the purposes of this report, Northwards will measure representation against the diversity figures from the Census 2001. However, following the Customer Profiling Report in June the diversity breakdown of the

organisation will be measured against these new figures and targets will be set for the involvement of under-represented groups.

4.0 Breakdown of Board Membership

4.1 The following statistics are based on returns from 15 out of 16 Board members and Co-optees, and 17 out of a possible 31 Area Panel members.

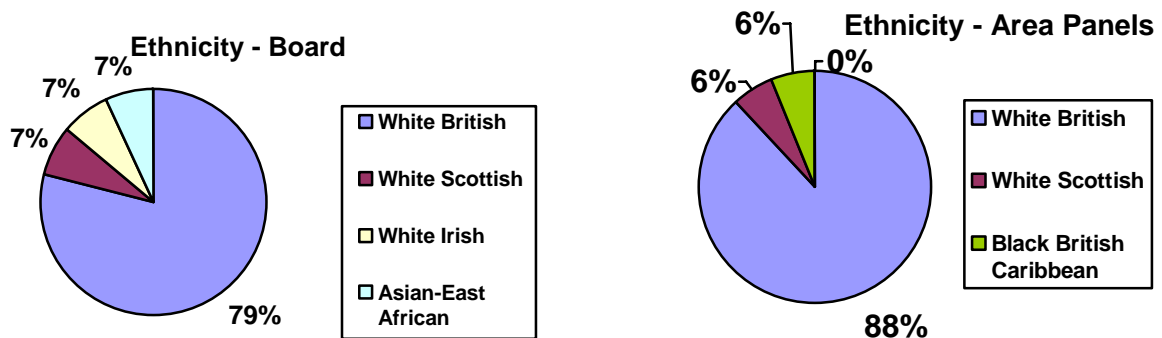
4.2 The Census 2001 recorded the Ethnic Breakdown in north Manchester as follows:

| <u>Census Figures</u> | | <u>Northwards Board</u> | |
|-----------------------|-------|-------------------------|-----|
| White British: | 86.2% | White British: | 79% |
| Pakistan: | 5.65% | Pakistan: | 0% |
| Black African: | 0.98% | Black African: | 0% |
| Indian: | 0.8% | Indian: | 0% |
| Other: | 6.37% | Other: | 21% |

The following charts highlight the results from Northwards survey of Board member and Area Panel member ethnic backgrounds.

While the overall representation of BME members on the Board reflects the area we serve, we do not have representation from three of the largest BME populations in the area.

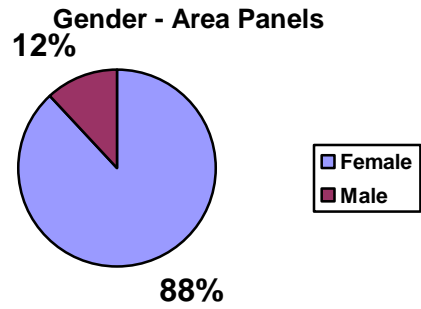
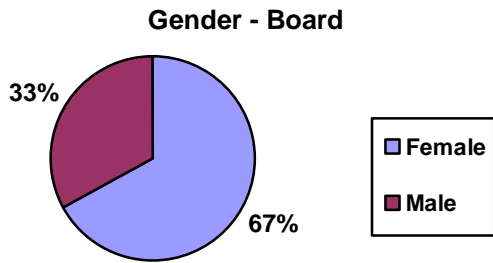
The chart below also indicates that Northwards Area Panels do not reflect the ethnic breakdown of people living in the area. BME members are generally under-represented on the Panels and there is no representation from the three largest BME populations living in the area.



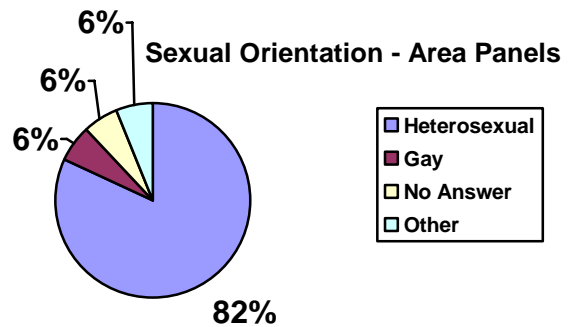
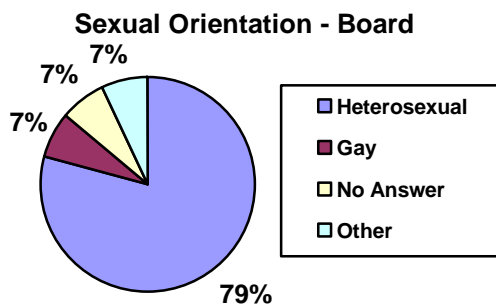
4.3 Results from the Census 2001 indicated that the Gender Breakdown in north Manchester is as follows:

| <u>Census Figures</u> | | <u>Northwards Board</u> | |
|-----------------------|-----|-------------------------|-----|
| Female: | 52% | Female: | 67% |
| Male: | 48% | Male: | 33% |

As the following chart illustrates, both the Northwards Board and the Area Panels exceed the percentage of female representatives compared to females living in the local area.



4.4 There are no official statistics for the number of Gay, Lesbian and Bisexual people living in the UK. The estimated figure is around 6% nationally. As the following charts show, based on these national estimates, Northwards Board and Area Panels are representative of the community in this particular area.



4.5 The Census 2001 highlighted that the most prevalent Religions/Beliefs practiced in north Manchester are:

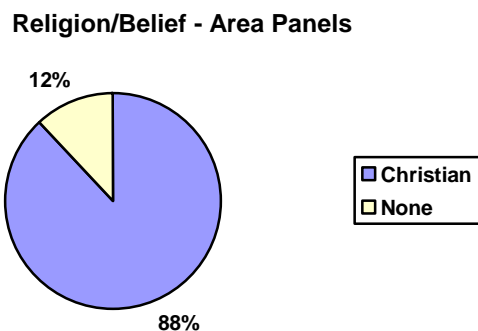
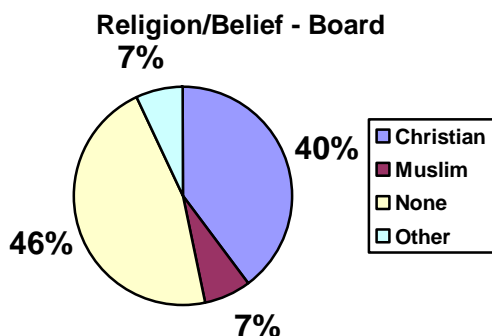
Census Figures

| | |
|--------------|-----|
| Christian: | 72% |
| No religion: | 13% |
| Muslim: | 5% |
| Other: | 10% |

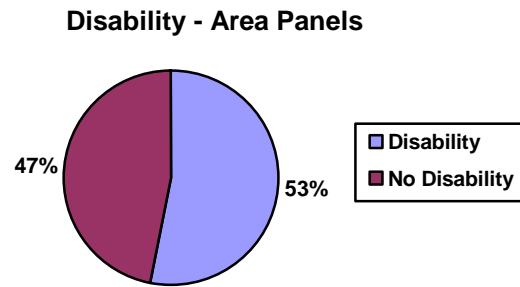
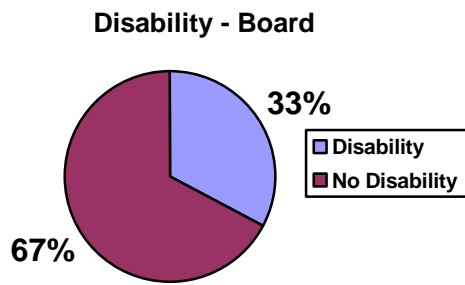
Northwards Board

| | |
|--------------|-----|
| Christian: | 40% |
| No religion: | 46% |
| Muslim: | 7% |
| Other: | 7% |

As the following tables highlight Northwards Board is reflective of these statistics in its current make-up. The Area Panels, however, do not reflect any of the diverse religions/beliefs held in the local area other than Christianity.



4.6 According to the Census 2001, 25% of people living in north Manchester declared having a disability. As the chart below indicates, Northwards Board and Area Panels exceed this figure and is representative of the number of disabled people living in the local area.

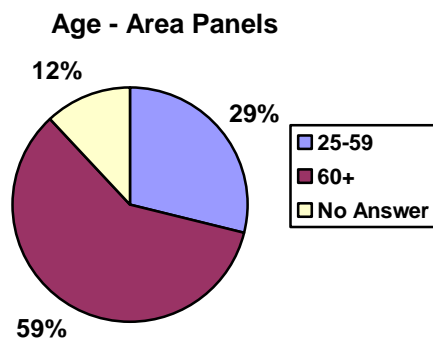
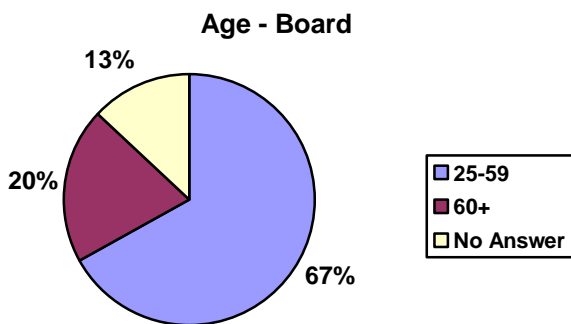


4.7 The age ranges of people living in the local area, according to the Census 2001 are as follows:

| Census Figures | | Northwards Board | |
|----------------|--------|------------------|-----|
| 0-15: | 23.25% | 0-15: | 0% |
| 16-24: | 11.82% | 16-24: | 0% |
| 25-59: | 44.63% | 25-59: | 67% |
| 60 + | 20.03% | 60+ | 20% |

The chart below indicates that Northwards Board is reflecting the number of people living in the area that are over 60, as well as the highest age range of the population living in the area. However, there is no reflection on the Board of people aged 16-24 living in north Manchester.

The chart also shows that people in the local community aged 25-59 are under-represented on the Area Panels.



5.0 Summary of Results and Actions required to Increase Involvement

5.1 The statistics have shown that Northwards Board is broadly representative of the area it serves.

5.2 Areas where representation could be improved include having a greater reflection of involvement from the three largest BME populations in the area, and attracting more people between the ages of 16-24 to become involved in the governance of the organisation.

- 5.3 The Area Panels are clearly under-represented when it comes to membership from BME communities, and from people under the age of 60. However, Area Panel members have undertaken a recent session on 'Breaking the Barriers to Involvement' to help identify the reasons why people are not getting involved, and to analyse how this can be addressed.
- 5.4 All three Area Panels decided on one positive step that could be taken to increase involvement from under-represented groups. This included working with local faith groups to help understand barriers and promote Area Panel membership, working with young people in the area to provide alternative ways of involvement beside traditional meetings and the introduction of a "buddy" system to help welcome new members onto the Panels. These initiatives will be monitored and reviewed over a six month period.
- 5.5 Northwards Housing's Board has been successful in attracting a diverse range of members. However, these endeavours must continue to ensure that opportunities which arise in the future are promoted fairly and equally to all members of the community. Northwards in particular must take into account how it advertises and promotes vacancies on the Board to the Pakistani, Black African and Indian communities, as well as thinking about other ways to involve young people in the governance of the organisation.
- 6.0 Recommendations
- 6.1 It is recommended that the Board is aware of the diverse nature of the local community, how Northwards as an organisation reflects this through the governance of the organisation and the steps that need to be taken to increase involvement from under-represented groups.
- 6.1 After completion of the Customer Profiling Strategy in June 2008, it is recommended that Northwards sets new targets for involvement to reflect the breakdown of residents living in the local area.