



## Report to:

Northwards Housing Board

11<sup>th</sup> November 2008

## Item No:

# 10c

<b>Title:</b>	Board Equality Monitoring and Targets		
<b>Date:</b>	26 October 2008		
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<b>Confidential:</b>			
<b>For:</b> (Please tick action required)	<b>NOTING</b>	<b>DISCUSSION</b>	<b>APPROVAL</b> ✓
<b>PURPOSE OF REPORT</b>			
To inform the Board of the breakdown of Northwards Housing Board Members by equality strand and to propose targets to address under-representation when compared to the community served.			
<b>RECOMMENDATION</b>			
It is recommended that the Board is aware of the diverse nature of the local community, how Northwards as an organisation reflects this through Board membership and what steps need to be taken to increase involvement from under-represented groups.			
It is also recommended that the Board approve the proposed targets for membership over the next five years.			
<b>IMPLICATIONS</b>			
<b>Equality &amp; Diversity:</b>	Northwards must take into account the diverse needs of all our community and be representative of the people living in our area.		
<b>Financial:</b>	None		
<b>Staffing:</b>	None		
<b>Decency Target:</b>	None		
<b>Governance:</b>	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 taken to meet the needs of the whole community.		
<b>Risk Assessment:</b>	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	<input checked="" type="checkbox"/>	Alcohol/Drug Mis-users	<input type="checkbox"/>

**Consultation/Consideration:**

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

**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 Housing Board. These surveys were designed to capture confidential information about Board members by equality category, as well as some important information on the communication needs of directors.

2.2 The confidential information has been used in this report to highlight the breakdown by equality category of Northwards Board Members.

2.3 The report goes on to propose targets that should be set to encourage people from under-represented groups to become involved in Northwards Housing Board.

3.0 Make-up of Northwards Tenants

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 carried out a process of gathering information on all our residents through the Customer Profile Strategy.

- 3.2 Northwards have surveyed 14,348 tenants, of which 10,626 have returned surveys and 9720 have completed them in full.
- 3.3 Northwards now proposes to use the results from customer profiling to measure how representative the Board is of our tenants, and to set targets for future Board recruitment. Targets will be set over a five year period.
- 4.0 Breakdown of Board Membership
- 4.1 The following statistics offer a comparison between the breakdown by equality category of Northwards' Tenants and Northwards' Board, and propose targets by equality strand for the next five years.
- 4.2 **Ethnicity** - Based on a response of 12 out of 12 Board members and 9261 tenants.

	<b>Customer Profiling</b>	<b>Board</b>	<b>Proposed Target 2013</b>
White:	88.8%	91.6%	83.4%
Mixed:	2.1%	0%	-
Asian/Asian British:	2.2%	8.3%	8.3%
Black/Black British:	5.6%	0%	8.3%
Other Ethnic Group:	1.2%	0%	-

The chart highlights the results from Northwards 'Fair and Equal Survey' of Board Members' ethnic backgrounds as compared to the ethnic breakdown of Northwards tenants.

The table shows that the Board reflects the predominantly White British, Irish and other white backgrounds of Northwards tenants. The Board is also representative of the Asian/Asian British tenants living in the Northwards area.

However, the statistics also illustrate that there is no representation on the Northwards Board of the second largest ethnic group of Northwards tenants, which is Black or Black British. It is therefore recommended that Northwards addresses under-representation of this group over the next five years.

It is also recommend that, as Board membership turnover is relatively low and targets must be realistic and attainable, the under-representation of this group should be prioritised and the targets set over the next five years should reflect this.

- 4.3 **Gender** - Based on a response of 12 out of 12 Board members and 9386 tenants.

	<b>Customer Profiling</b>	<b>Board</b>	<b>Proposed Target 2013</b>
Female:	60.78%	66.67%	58.3%
Male:	39.19%	33.33%	41.7%
Other: *	0.04%	0%	-

\* Northwards have included Transgender in this section of the survey, which indicates a small percentage of response of other gender identity.

As the chart illustrates, the Board more than represents the number of female tenants living in the Northwards area. Northwards is encouraged by these figures and has proposed targets to maintain this high level of representation.

Northwards also recognises that we need to continue to promote opportunities to become involved in Northwards' Board to all members of the community. As

the figure for transgender people living in the area is very low no target has been set for involvement in the next five years. However, we must still ensure that our recruitment practices are fair and equal and do not discriminate against any individuals or groups, including the transgender community.

**4.4 Sexual Orientation** – Based on a return of 11 out of 12 Board Members and 8623 tenants.

There are no official statistics for the number of Lesbian, Gay and Bisexual (LGB) people living in the UK. The estimated figure is around 6% nationally. However, Northwards' Customer Profiling survey indicates the following.

	<b>Customer Profiling</b>	<b>Board</b>	<b>Proposed Target 2013</b>
Heterosexual:	97.74%	90.91%	91.7%
Gay Man:	1.22%	0%	-
Lesbian:	0.37%	9.09%	8.3% (LGB)
Bisexual:	0.36%	0%	-
Other:	0.31%	0%	-

Based on these figures, the Board reflects the make-up of the Lesbian, Gay and Bisexual community, predominantly through the lesbian population.

Northwards is keen to ensure that we encourage members of the LGB community to become actively involved in the governance of the organisation and will ensure that our recruitment practices reflect this objective.

It is envisioned that at least one member of the Northwards Board should be from the Lesbian, Gay and Bisexual communities. As such a target is being set for LGB members over the next five years to ensure this is reflected.

**4.5 Religion and Belief** – Based on a return of 12 out of 12 Board Members and 9044 tenants.

	<b>Customer Profiling</b>	<b>Board</b>	<b>Proposed Target 2013</b>
Christian:	74.49%	33.33%	33.3%
Buddhist:	0.42%	0%	-
Hindu:	0.03%	0%	-
Muslim:	3.91%	8.33%	8.3%
Jewish:	0.30%	0%	-
Sikh:	0.07%	0%	-
None:	18.56%	41.67%	41.7%
Other:	2.21%	16.67%	16.7%

The Board does reflect the two largest religious groups in the Northwards area, which are Christian and Muslim. As such, in the next five years we aim to maintain this level of representation and set targets accordingly.

Northwards is aware that there are many other religions/beliefs held in the local area and whilst the two largest religious groups are represented, it is important that Northwards is aware of how we reflect the needs of these other groups. As such, when recruiting for new Board members it is vital that recruitment practices do not exclude or present barriers to these groups becoming involved.

4.6 **Disability** – Based on a return of 12 out of 12 Board members and 8966 tenants.

	<b>Customer Profiling</b>	<b>Board</b>	<b>Proposed Target 2013</b>
Disabled:	38.49%	16.67%	24.8%
Not Disabled:	61.51%	83.33%	75.2%

Northwards' customer profiling exercise revealed that a large percentage of our residents define themselves as having a disability. The most prevalent disabilities that were disclosed were physical impairments, long term illnesses and mental health problems. Whilst the Board has a clear representation of disabled people, this does not entirely reflect the large percentage of disabled people living in the area.

As such, in line with our statistics Northwards are keen to ensure that we continue to promote and reflect the needs of our disabled tenants, and that this is reflected by an increased representation of disabled people on the Board in the next five years.

4.7 **Age** - Based on a return of 12 out of 12 Board Members and 8453 tenants.

	<b>Customer Profiling</b>	<b>Board</b>	<b>Proposed Target 2013</b>
16-24:	4.98%	0%	-
25-34:	13.51%	0%	8.3%
34-44:	19.51%	33.32%	33.3%
45-54:	16.80%	24.99%	25.0%
55-64:	16.53%	33.33%	25.0%
65+	28.68%	8.33%	8.3%

The statistics indicate that Northwards' Board is broadly reflecting the range of people living in the local area who are above the age of 34. However, around 19% of Northwards' tenants are under the age of 34 and this age group is not at present reflected in the Board membership.

Northwards is aware that the formal structures of Board Meetings are not always an appropriate forum to involve and encourage contribution from young people. As such, whilst this opportunity will still be promoted to people under the age of 34, and this is reflected in the targets for the next five years, it is recommended that under-representation in this area is also addressed through other youth involvement initiatives. These actions are to be addressed through the Resident Involvement Strategy.

5.0 Summary of Targets

- 5.1 The statistics have shown that, whilst Northwards Board is broadly representative of the area it serves, there are some areas of under-representation which need to be addressed.
- 5.2 Areas where under-representation could be improved include having a greater representation from Black/Black British communities, increasing the number of disabled people on the Board and attracting more people under the age of 34 to become involved.
- 5.3 As such, targets have been proposed for all areas of equality in the next five years. It is proposed that these targets will be monitored on an annual basis.

5.4 In order to meet these targets, it is recognised that new Board Recruitment and Succession Planning Strategy must be developed. The Strategy will outline actions required to meet recruitment objectives.

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 Board membership and what steps need to be taken to increase involvement from under-represented groups.

6.1 It is also recommended that the Board approves the proposed targets for membership over the next five years.