

 <p><b>Northwards Housing</b> North Manchester's Council Homes</p>		<b>Report to:</b> Northwards Housing Board 28 April 2020		<b>Item No:</b> <h1>9b</h1>	
<b>Title:</b>		Governance Diversity Report			
<b>Date:</b>		20 April 2020			
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<b>Confidential:</b>		<b>No</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 and Co-optee Members by protected characteristic compared to the community served.					
<b>RECOMMENDATION</b>					
It is recommended that the Board is aware of the diverse nature of the local community and how Northwards as an organisation reflects this through Board and Co-optee membership.					
<b>IMPLICATIONS</b>					
<b>Risk Management</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.			
<b>Regulatory &amp; legal compliance</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.			

**Consultation/Consideration:**

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

## **Governance Diversity Report**

### **1.0 Background**

- 1.1 In line with recommendations from the Equality and Human Rights Commission and the NHF Code of Governance, 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 review should take place on an annual basis.
- 1.2 Northwards carry out annual equality monitoring of Northwards Housing Board and Co-opted members following the AGM. Information is collected on Board members and Co-Optees by equality category, as well as some important information on the communication needs of directors.
- 1.3 The information has been used in this report to highlight the equality profile of Northwards Board and Co-optees, and to measure how representative the Board and Co-optees are of our customer base.

### **2.0 Board Diversity at Northwards**

- 2.1 The table in *Appendix 1* shows a comparison between the profile of Northwards' tenants and Northwards' Board, including Co-optees. Just for information the Board is operating with an Independent Board Member vacancy at present.
- 2.2 There have been major changes to the makeup of the Board over the last 12 months with the Board gaining five new members in October 2019.
- 2.3 Northwards Board is generally representative of the area it serves. BME representation on the Board has dropped compared with 2019.
- 2.4 The average age of a Northwards Board/Co-opted member has increased slightly from 55 to 56. Northwards Board does in general have a diverse age representation. However, it is recognised that people under the age of 25 are unlikely to be involved in formal governance structures, but Northwards will continue to promote vacancies to people under the age of 25.

### **3.0 Recommendations**

- 3.1 It is recommended that the Board notes this report, particularly how Northwards as an organisation reflects the diversity of the community through Board and Co-opted membership.

## Appendix 1: Northwards Board and Co-optee Equality Profile 2020

	Customer Profile (%) 2020	Northwards Board (%) 2019	Northwards Board (%) 2020
<b>Age</b>			
16-24	2.0	-	-
25-34	12.5	-	-
35-44	20.0	7.1	7.1
45-54	21.3	42.9	28.6
55-64	18.8	28.6	42.9
65+	24.8	21.4	21.4
Not disclosed	0.6	-	-
<b>Disability</b>			
Yes	27.5	7.1	21.4
No	72.5	92.9	78.6
<b>Sex</b>			
Male	40.6	42.9	35.7
Female	59.2	57.1	64.3
Not disclosed	0.2	-	-
<b>Ethnicity</b>			
White	70.6	71.4	85.7
Mixed	3.8	-	-
Asian/Asian British	4.5	7.1	-
Black/Black British	14.8	21.4	14.3
Other Ethnic Group	2.0	-	-
Not disclosed	4.3	-	-
<b>Religion/Belief</b>			
Christian	56.7	64.3	50
Muslim	8.7	7.1	-
Other	4.9	-	-
None	22.8	28.6	50
Not disclosed	6.9	-	-
<b>Sexual Orientation</b>			
Heterosexual	88.2	85.7	78.6
Lesbian, Gay or Bisexual	2.6	7.1	14.3
Not disclosed	9.2	7.1	7.1