

**Equality, Diversity, and Inclusion
Annual Report
2021-2022
Data Appendix**

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South Tyneside Borough data¹

Much of the data we have about the Borough of South Tyneside is from the 2011 census. We are awaiting fresh data from the most recent census and there is an action in our Equality, Diversity and Inclusion Strategy to analyse and report on this.

When considering the data, please bear in mind that the 2021 census data is due to be released in Spring 2022.

Disability

- Statistics released by the Office for National Statistics for August 2017 show South Tyneside to have around 7,380 claiming Disability Living Allowance. This equates to 7.3% of the Borough's total population.
- Although those over 65 have the highest rate of claimants - 13.5%, residents aged 50-64 also have a similar rate - 11.5%. Residents over the age over 50 account for two thirds of the total claimants.
- The most common condition suffered by Disability Living Allowance is Arthritis, with over 20% of claimants. The three most common conditions, Arthritis, Learning Difficulties, and Disease of the Muscles, Bones or Joints, account for over 40% of all claimants.
- Annual Population Survey data for April 2016 - March 2017 shows that those with health conditions or illnesses lasting more than 12 months are much less likely to be employed than the overall population, 40% compared to 67%

Gender reassignment

- The 2011 Census did not collect information about gender identity
- In 2009, the Gender Identity Research and Education Society (GIRES) published a report that was funded by the Home Office. The report estimated that, in 2007 on a UK level, the prevalence of people who had sought medical care for gender variance was 20 per 100,000, i.e. 10,000 people, of whom 6,000 had undergone transition. 80% were assigned as boys at birth (now trans women) and 20% as girls (now trans men).
- If the rate of 20 per 100,000 people estimated for the UK is applied to South Tyneside for those aged over 15 it would mean there were around 25 transgendered people in the Borough.

¹ <https://www.southtyneside.gov.uk/article/62652/Equality-and-Diversity-Characteristics>

Marriage and civil partnerships

- The number of marriage registrations in South Tyneside varies from year to year. However, generally there are between 450 and 500 couples who give notice of marriage every year.
- In 2015 there were 449 marriages in South Tyneside. 438 were opposite sex couples and 11 same sex couples.
- Between 2008 and 2014 there were 52 civil partnerships in South Tyneside, there were no civil partnerships in 2015 or 2016.

Pregnancy and maternity/paternity

- Data from the Office for National Statistics show South Tyneside to have a slightly higher maternity rate than the national average. In 2016 South Tyneside had just under 1,687 live births, or 63.1 births per 1,000 females aged 15 to 44. This was higher than the North East birth rate of 57.0.
- Nationally, over half of children born in 2016 had parents who were either married or part of a civil partnership.

Race

- In 2011 it was estimated that 95.1% of South Tyneside's Population was "White: English/Welsh/Scottish/Northern Irish/British". Regionally the rate was 93.6%, and across England it was 79.8%
- The Asian / Asian British population accounts for around 45% half of South Tyneside's people from ethnic minority backgrounds, with around 3,300 residents or 2.2% of the total population.
- With regards to people with ethnic minority backgrounds, South Tyneside's population is similar with most local authorities across Tyne and Wear.

Religion and belief

- The most recent Borough level religion data is from the 2011 Census. The Census showed that most residents in South Tyneside consider themselves to be Christian - 70.3% (down from 81.9% in 2001).
- Of the remaining South Tyneside population 21.1% stated they had no religion (up from 8.9% in 2001). 5.8% didn't provide a reply.
- The remaining 2.8% were from other religions.
- Of the 4,174 residents that stated they were from non-Christian religions, 2,854 were Muslim - 68.4%.

Sex

- In 2016 South Tyneside was estimated to have a gender split of 51.5% female to 48.5% male.
- Given the longer life expectancy in females the gender split widens as the population ages. This split is almost exclusively caused by over 65s, where 55.6% are female.

Economic activity

- Statistics released by the Office for National Statistics show the contrasts between the economic activity of 16–64-year-old males and females residing in the borough.
- Although there is a gender gap in the employment rate it is not significant. However, male residents are significantly more likely to be self-employed than females.
- Female residents are far more likely to be economically inactive and not seeking employment than their male counterparts.
- Typically, economically inactive are people without a job who have not sought work in the last four weeks or are not available to start work in the next two weeks. This would include stay at home parents or those who have retired at an earlier age.

Sexual orientation

- The Annual Population Survey (APS) is a combined survey of households in Great Britain. Its purpose is to provide information on key social and socioeconomic variables between the 10-yearly censuses. Since 2013 it has asked respondents about their sexual orientation.
- In 2016 93% of adults across England identified themselves as "Heterosexual/Straight", 1.2% of the surveyed population identified themselves as "Gay or Lesbian", 0.8% as "Bisexual", and 0.4% as "Other". 5% of adults stated they "Don't know", refused the question, or offered no response.
- While the South Tyneside level data is not available regional estimates are released. In 2016 96% of North East respondents identified themselves as "Heterosexual or straight". 1.2% of respondents identified themselves to be gay or lesbian while 0.2% considered themselves bisexual.

People affected by our policies and practices

We know everyone is different and has different needs. Thus, providing the same services, in the same way, does not always mean that everyone has equal access to our services. A key priority is to understand the needs of our individual residents and diverse communities to enable us to tailor services to meet individual needs as far as possible. Therefore, we collect profiling data about our residents. Information is gathered when new tenants join South Tyneside Homes (STH) and when existing tenants contact us. There has been a real drive to collect as much data as possible. Further work is underway to fill key gaps, especially around physical disabilities and support needs of our residents.

Our customers

STH have three distinct sets of customers, current tenants of STH, customers who are looking to rent a home via the Housing Options service and the customers who we encounter via our tenure blind services.

The first two sets of customers we hold some data on, the customers who use our tenure blind services we may not hold any equality and diversity information on.

Current tenants and leaseholders

38.4% of tenants are male and 58.9% are female. The gender of the tenant is not recorded for 2.6% of tenants. In 2016 South Tyneside was estimated to have a gender split of 51.5% female to 48.5% male. Given the longer life expectancy in females the gender split widens as the population ages. This split is almost exclusively caused by over 65s, where 55.6% are female.²

The tables below set out the diversity breakdown of current tenants:

The age profile of tenants is broadly evenly spread across each age banding, except for the younger age groups 18 – 34. Young, single people are often not in priority need in allocations policies and are often found in higher numbers in temp accommodation/private rented sector.

Age range	Number of tenants	Percentage of tenants
18-24	492	3.1%
25-34	2182	13.8%
35-44	2610	16.5%
45-54	2579	16.3%
55-64	2898	18.3%
65-74	2526	16.0%

² Data from Housing and Corporate Services Committee report, Board and Customer Profile, 1 March 2022

75+	2481	15.7%
no details held	58	0.4%

Table 1: age profile of tenants

There are a much higher proportion of tenants who have a disability compared to the local community (the comparison used is with the proportion eligible to claim Disability Living Allowance so won't cover all residents with a disability). The high number of tenants with a disability needs to be considered in our service design and when carrying out equality impact assessments of individual service areas.

The number of tenants with a disability could still be under-reported as some of this information may have been collected several years ago and not updated as a tenant's health deteriorated.

Disability	Number of tenants	Percentage of tenants	Community Comparison (South Tyneside)
None	6721	42.5%	92.7%
Mobility	2040	12.9%	7.3% currently claim Disability Living Allowance (across all disabilities)
Other	1197	7.6%	
Mental health	990	6.3%	
Multiple disabilities	343	2.2%	
Deaf	232	1.5%	
Learning disability	206	1.3%	
Hearing impairment	165	1.0%	
Didn't say	160	1.0%	
Wheelchair user	125	0.8%	
Visual impairment	84	0.5%	
Blind	74	0.5%	
Literacy issues	72	0.5%	

Table 2: Number of tenants with a disability

As there are a high number of tenants where the tenant has not provided their ethnicity, it is difficult to draw a meaningful comparison. However, we recognise that there is the potential that some ethnic groups are under-represented in our tenant profile.

Ethnicity	Number of tenants	Percentage of tenants	Community Comparison (South Tyneside)
White British	13984	88.4%	94.63%
No details held	709	4.5%	N/A
Prefer not to say	575	3.6%	N/A
Asian/Asian British	222	1.26%	2.01%
White other	164	1.0%	0.67%
Black/Black British	97	0.7%	1.34%
Other Ethnic Group	40	0.3%	0.67%
Mixed / multiple ethnic groups	38	0.04%	0.67%

Table 3: ethnicity profile of tenants

As there are a high number of tenants where the tenant has not provided their religion or belief, it is difficult to draw a meaningful comparison. However, we recognise that there is the potential that some religious groups are under-represented in our tenant profile.

Religion or belief	Number of tenants	Percentage of tenants	Community Comparison (South Tyneside)
Christian	6411	40.5%	70.3%
None	6185	39.1%	21.1%
No details held	2160	13.7%	5.8%
Didn't want to say	557	3.5%	
Other	291	1.8%	0.2%
Muslim	195	1.2%	1.9%
Buddhist	15	0.1%	0.2%
Sikh	7	0.04%	0.3%

Hindu	4	0.03%	0.2%
Jewish	1	0.006%	0.0%

Table 4: profile of tenants' religion or belief

There is an even higher number of tenants where either details aren't held of their sexual orientation or they have actively chosen not to provide this information.

Sexual orientation	Number of tenants	Percentage of tenants	Community Comparison (North east)
Heterosexual	8568	54.1%	96%
Details not held	5853	37.08%	N/A
Prefer not to say	1269	8.0%	2.6%
Lesbian	57	0.4%	1.4%
Bisexual	45	0.3%	
Gay man	34	0.2%	

Table 5: profile of tenants' sexual orientation

Profile of applicants on the housing register

The profile of applicants on the housing register has been analysed, as follows:

There are significantly higher number of females on the housing register than males. This potentially could relate to higher number of females falling into a priority need category due to caring responsibilities, fleeing domestic abuse, or females having a higher life expectancy, but further analysis would be required to determine if this is the case.

	Number of applicants	Percentage of applicants
Female	1820	60.8%
Male	1172	39.1%
Trans-gender (male)	2	0.07%

Table 6: gender profile of the housing register

The age profile of applicants on the housing register has a much greater proportion of younger applicants. This is in contrast to the age profile of tenants.

Age banding	Number of applicants	Percentage of applicants
18-24	352	11.8%
25-34	774	25.9%
35-44	575	19.2%
45-54	349	11.7%
55-64	406	13.6%
65-74	318	10.6%
75+	220	7.4%

Table 7: age profile of the housing register

The housing register has a greater proportion of applicants from a diverse ethnic groups you than either the local population or the current tenant profile. Further analysis is required to understand what the cause of this is and whether there are any barriers or unmet housing need.

Ethnicity	Number of applicants	Percentage of applicants	Community Comparison (South Tyneside)
White British	2701	90.2%	94.6%
No details held	55	1.8%	N/A
Prefer not to say	11	0.4%	N/A
Asian/Asian British	104	3.5%	2.0%
White other	41	1.4%	0.7%
Black/Black British	31	1.4%	1.3%
Other Ethnic Group	17	0.6%	0.67%
Mixed / multiple ethnic groups	34	1.1%	0.67%

Table 8: ethnicity profile of the housing register

There is a high proportion of applicants on the housing register who have not provided their religion or belief, which makes it difficult to draw meaningful conclusions from the data above. The highest proportion of the housing register responded with 'none' to the question about their religion or belief.

Religion or belief	Number of applicants	Percentage of applicants	Community Comparison (South Tyneside)
None	1233	41.2%	21.1%
Christian	917	30.6%	70.3%
Not known	463	15.5%	5.8%
Prefer not to say	168	5.6%	
Muslim	108	3.6%	1.9%
Other	77	2.6%	0.2%
Agnostic	22	0.7%	N/A
Sikh	3	0.1%	0.3%
Buddhist	2	0.07%	0.2%
Hindu	2	0.07%	0.2%

Table 9: housing register profile broken down by religion or belief

There is a high proportion of applicants on the housing register who have not provided their sexual orientation, but this is much lower compared to the profile of existing tenants.

Sexual orientation	Number of applicants	Percentage of applicants	Community Comparison (North East)
Bisexual	31	1.0%	1.4%
Gay Man	25	0.8%	
Gay Woman/Lesbian	23	0.8%	
Heterosexual	2341	78.2%	96%
Not known	415	13.9%	N/A
Prefer not to say	159	5.3%	2.6%

Table 10: housing register profile broken down by sexual orientation

The largest categories of disability of applicants from the Housing Register are mobility (4.81%), mental health (3.88%), multiple disabilities (2.77%) and progressive disability/chronic illness (1.67%).

Disability	Number of applicants	Percentage of applicants	Community Comparison (South Tyneside)
None	1095	36.61%	92.7%
Autistic	7	0.23%	7.3% currently claim Disability Living Allowance (across all disabilities)
Blind	1	0.03%	
Deaf	1	0.03%	
Does not wish to disclose	9	0.30%	
Hearing impairment	16	0.53%	
Learning disability	28	0.94%	
Mental health	116	3.88%	
Mobility	144	4.81%	
Multiple disabilities	83	2.77%	
Other	55	1.84%	
Progressive disability / chronic illness	50	1.67%	
Unseen impairment	6	0.20%	
Visual impairment	2	0.07%	

Table 11: housing register profile broken down by disability

Customer satisfaction data

A new annual tenant survey has taken place recently, but we are in the process of compiling and analysing this data.

Employees

Workforce composition as of April 2022

Staff data was last refreshed in 2018 and is scheduled for a refresh.

Ethnicity

There has been a small decrease in “White British” and a small decrease in “All other white”. There has been a small increase in “Asian/Asian British” compared to 2020/21. The organisation continues to have a slightly higher percentage of “White British” workers compared to the community population of South Tyneside with smaller percentages compared to the borough population in each of the of other ethnicity categories.

Ethnicity	2018/19	2019/20	2020/21	2021/22	Community Comparison (South Tyneside)
White British	96.13%	96.20%	95.58%	95.20%	94.63%
All other white	0.16%	0.16%	0.31%	0.15%	0.67%
Mixed/Multiple ethnic groups	0.32%	0.16%	0.16%	0.31%	0.67%
Asian/Asian British	0.97%	0.63%	0.79%	0.93%	2.01%
Black/African/Caribbean/ Black British	0.48%	0.63%	0.63%	0.31%	1.34%
Other Ethnic group	0.16%	0.16%	0.16%	0.15%	0.67%
Prefer not to say	1.78%	2.06%	2.37%	2.94%	N/A

Ethnicity data broken down by Directorate:

Ethnicity	2021/22	Exec	Assets & Property Services	Housing & Corporate Services
White British	95.20%	100%	96.60%	92.41%
All other white	0.15%	0%	0%	0.45%
Mixed/Multiple ethnic groups	0.31%	0%	0.24%	0.45%
Asian/Asian British	0.93%	0%	0.73%	1.34%

Black/African/Caribbean/ Black British	0.31%	0%	0.24%	0.45%
Other Ethnic group	0.15%	0%	0	0.45%
Prefer not to say	2.94%	0%	2.18%	4.45%

Disability

The percentage of staff with disabilities (2.48%) has dropped this year after three years consistency. Further analysis is required to compare the workforce to people of working age who have a disability in South Tyneside to enable a more accurate comparison to take place.

Disability	2018/19	2019/20	2020/21	2021/22	Community Comparison (South Tyneside)
Yes	3.23%	3.17%	3.32%	2.48%	7.3%
No	85.62%	86.03%	86.25%	86.69%	92.7%
Prefer not to say	11.15%	10.80%	10.43%	10.83%	-

Disability data broken down by Directorate:

Disability	2021/22	Exec	Assets & Property Services	Housing & Corporate Services
Yes	2.48%	0%	1.94%	3.57%
No	86.69%	100%	84.95%	89.29%
Prefer not to say	10.83%	0%	13.11%	7.14%

The gender split across the organisation continues to remain broadly static in percentage terms. There has been a small increase in the percentage of male workers in 2021/22. There are higher level of male and lower level of female staff when compared to the Borough. When you break down the gender data further by directorate you can see that our Property Services directorate is overwhelmingly

majority male whilst our Housing and Corporate Services directorate is majority female.

Gender	2018/19	2019/20	2020/21	2021/22	Community Comparison (South Tyneside)
Male	68.34%	68.73%	68.88%	69.97%	48.3%
Female	31.66%	31.27%	31.12%	30.03%	51.7%
Prefer not to say	0%	0%	0%	0%	-

Gender data broken down by Directorate:

Gender	2021/22	Exec	Assets & Property Services	Housing & Corporate Services
Male	69.97%	60%	93.69%	26.79%
Female	30.03%	40%	6.31%	73.21%
Prefer not to say	0%	0%	0%	0%

Age

The company has an ageing workforce and therefore this causes a risk to the business in terms of lost skills and knowledge. This will be considered as the company continues to develop its workforce plan.

Age Range	2018/19	2019/20	2020/21	2021/22	Community Comparison (South Tyneside)
16-29	15.35%	16.5%	17.06%	18.27%	17.5%
30-44	33.12%	32.4%	32.39%	30.18%	18.5%
45-59	43.13%	43%	41.07%	41.49%	21.9%
60+	8.4%	8.1%	9.48%	10.06%	24.6%

Age data broken down by Directorate:

Age Range	2021/22	Exec	Assets & Property Services	Housing & Corporate Services
16-29	18.27%	0%	19.17%	17.41%
30-44	30.18%	20%	25.97%	38.39%
45-59	41.49%	70%	42.72%	37.95%
60+	10.06%	10%	12.14%	6.25%

Sexual orientation

Compared to the regional LGBTQ data, we have a high level of staff who have refused to answer the sexual orientation question or offered no response. This suggests that further work is required to develop the organisation's culture so that all staff understand why we ask this question and staff feel comfortable to disclose their sexual orientation.

Sexual Orientation	2018/19	2019/20	2020/21	2021/22	Community Comparison (North East)
LGBTQ+	0.65%	0.48%	0.32%	0.62%	1.4%
Heterosexual	82.71%	83.65%	84.04%	83.90%	96%
Prefer not to say	16.64%	15.87%	15.64%	15.48%	2.6%

Sexual orientation broken down by Directorate

Sexual Orientation	2021/22	Exec	Assets & Property Services	Housing & Corporate Services
LGBTQ+	0.62%	0%	0%	1.79%
Heterosexual	83.90%	90%	82.28%	86.61%
Prefer not to say	15.48%	10%	17.72%	11.60%

Religion or belief

There has been very little change in the composition over the past few years. There has been a slight drop in Christian staff and a slight increase in 'none/not stated'. There is a significant level of staff with no religion or not stated making figures difficult to compare to the average of the Borough.

Faith	2018/19	2019/20	2020/21	2021/22	Community Comparison
Christian	53.80%	53.65%	52.3%	50.46%	70.3%
Buddhist	0.32%	0.32%	0.32%	0.31%	0.2%
Hindu	0%	0%	0%	0%	0.2%
Jewish	0%	0%	0%	0%	0.0%
Muslim	0.32%	0.16%	0.16%	0.15%	1.9%
Sikh	0.16%	0%	0.16%	0.31%	0.3%
Other	1.30%	1.27%	1.26%	1.71%	0.2%
None/not stated	44.10%	44.60%	45.81%	47.06%	5.8%

Religion of belief broken down by Directorate

Faith	2021/22	Exec	Assets & Property Services	Housing & Corporate Services
Christian	50.46%	60%	48.30%	54.01%
Buddhist	0.31%	0%	0.49%	0%
Hindu	0%	0%	0%	0%
Jewish	0%	0%	0%	0%
Muslim	0.15%	0%	0%	0.45%
Sikh	0.31%	0%	0.24%	0.45%
Other	1.71%	0%	2.43%	0.45%

Staff data has not been broken down by gender reassignment, marriage and civil partnership or pregnancy and maternity. This is an action on the new Equality, Diversity and Inclusion Strategy 2022.

In line with the organisation’s objective to become an “Employer of Choice” some further work will be completed during 2022/23 to ensure that there are no barriers attracting staff under any of the 9 protected characteristics as defined in the Equality Act 2010 and where appropriate taking pro-active action to attract diverse candidates so that STH has an effective diverse workforce.

Gender Pay Gap

As of April 2021, the Company had a mean gender pay gap of 4.34% which is the difference between the mean (average) hourly rate of pay of male and female full pay relevant employees. This is an increase from 3.2% in April 2020. The median gender pay gap is the difference between the median hourly rate of male and female full pay relevant employees and is 0% which has decreased from 0.93% in April 2020. For further details please see the full Gender Pay Report in full see <https://www.southtynesidehomes.org.uk/article/65964/Gender-Pay-Gap-Report>

Pay information for our top 10% of earners by diversity strands

All of our top earners are ‘White British’.

Ethnicity	2021/22	2021/22
	Top 5%	Top 10%
White British	25	45
All other white	0	0
Mixed/Multiple ethnic groups	0	0
Asian/Asian British	0	0
Black/African/Caribbean/ Black British	0	0
Other Ethnic group	0	0
Prefer not to say	0	0

Only 1 of our top earners has declared a disability.

Disability	2021/22	2021/22
	Top 5%	Top 10%
Yes	1	1
No	22	41
Prefer not to say	2	3

Most of our top earners are male.

Gender	2021/22	2021/22
	Top 5%	Top 10%
Male	17	30
Female	8	15
Prefer not to say	0	0

All of our top earners are aged 30-59.

Age Range	2021/22	2021/22
	Top 5%	Top 10%
16-29	0	0
30-44	6	20
45-59	19	25
60+	0	0

Only one member of our top earners has declared that they are LGBTQ+.

Sexual Orientation	2021/22	2021/22
	Top 5%	Top 10%
LGBTQ+	0	1
Heterosexual	22	38
Prefer not to say	3	6

Most of our top earners are either Christian or have selected 'none/not stated'.

Faith	2021/22	2021/22
	Top 5%	Top 10%
Christian	17	29
Buddhist	0	0
Hindu	0	0
Jewish	0	0
Muslim	0	0
Sikh	0	0
Other	0	2
None/not stated	8	14

We have not yet broken-down pay information by 'gender reassignment', 'marriage and civil partnership' or 'pregnancy and maternity'.

Board and committee diversity

Due to the low numbers of members of the Board, the diversity profile isn't broken down into numbers to protect individual members personal data and identity. The following is provided instead as a summary:

- The gender profile is currently evenly balanced.
- There is a high proportion of Board Members aged over 65 (55%).
- All current Board Members are White British.
- The proportion of Board Members with a disability is representative of the community. It is important that discussions regarding reasonable adjustments are ongoing to enable Board Members to fulfil their role and actively participate.

The committees are also fairly balanced with gender except for the Asset and Property Services Committee which has two men and four women. The committees are also weighted to the over 60 age range.