



# **BLACKPOOL COASTAL HOUSING**

## **EQUALITY & DIVERSITY MONITORING 2009/10**

## Document Information

<b>Issue Date</b>	October 2009	
<b>Version/Issue Number</b>	V.1	
<b>Effective From Date</b>	August 2009	
<b>Document Status (Draft or Final)</b>	Final	
<b>Circulation Level</b>	Chief Executive, HR, BCH Website	
<b>Scope of Document</b>	To research the ethnic and diverse background of employees within Blackpool Coastal Housing	
<b>Objective</b>	Monitoring of ethnic and diverse background of employees.	
<b>Document Sponsor</b>	Name	Claire Smith
	Job Title	HR Manager
	Division	BCH HR
<b>Approved by/ Unapproved and Date</b>		
<b>Author</b>	Name	Cheryl Bell/Yvonne Hammond
	Job Title	HR Officer/E&D Officer
	Team	Human Resources
	Contact Tel:	01253 477690

## Amendment Record

Date	Issue No.	Section/ Page	Details of Change	Authorised By:

## Contents

Introduction.....	4
Summary of Ethnicity.....	5
Summary of Age Range.....	6
Summary of Gender.....	7
Gender assigned at Birth .....	8
Employees with illness or Disability.....	9
Summary of Religion and Faith.....	10
Summary of Sexual Orientation.....	11
Caring Responsibilities - is the employee a carer.....	12
Caring Responsibilities - who does the employee care for.....	13
Caring Responsibilities - time employee spends caring.....	14
Communication Needs – is English your first language.....	15
Appendix 1 – Equality and Diversity Monitoring Questionnaire.....	16

## **Introduction**

This report provides an equality profile of the Blackpool Coastal Housing's workforce.

The information within this report will be used to ensure that people from all backgrounds are represented and their views and needs are taken into account. The data will ensure that we act fairly and all our employees have equal opportunities. The confidential information provided by the employees is protected by data protection legislation.

An Equality and Diversity Monitoring Questionnaire was issued to all Blackpool Coastal Housing (BCH) employees in July 2009 (see Appendix 1). A total of 174 questionnaires were distributed and 169 were returned. The information has been collated and the results compiled for this report.

### Summary of Ethnicity

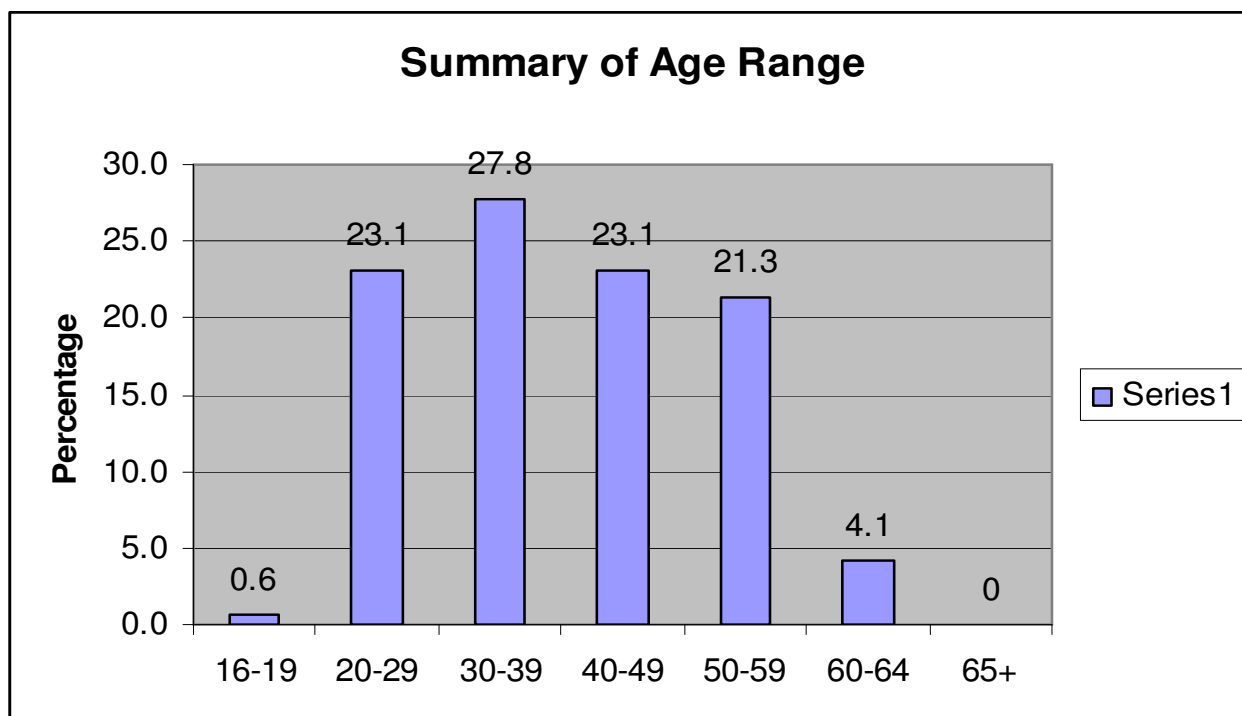
The ethnic background of BCH employees is as follows:

Ethnic Group	Quantity	Percentage
White British	161	95.3
White Polish	0	0
White Irish	1	0.6
Mixed - White and Asian	1	0.6
White-Other White	5	3.0
Asian or British Asian- Pakistani	0	0
Black or Black British- African	0	0
Other	0	0
Mixed- White and Black Caribbean	0	0
Mixed- White and Black African	1	0.6
Any other mixed background	0	0
Asian or British Asian- Indian	0	0
Asian or British Asian- Bangladeshi	0	0
Any other Asian background	0	0
Black or Black British- Caribbean	0	0
Any other Black or Black British background	0	0
Chinese	0	0
<b>Total</b>	<b>169</b>	<b>100</b>

### Summary of Age Range

BCH employees stated they belong to the following age groups. The figures show that BCH employ an evenly balanced age range.

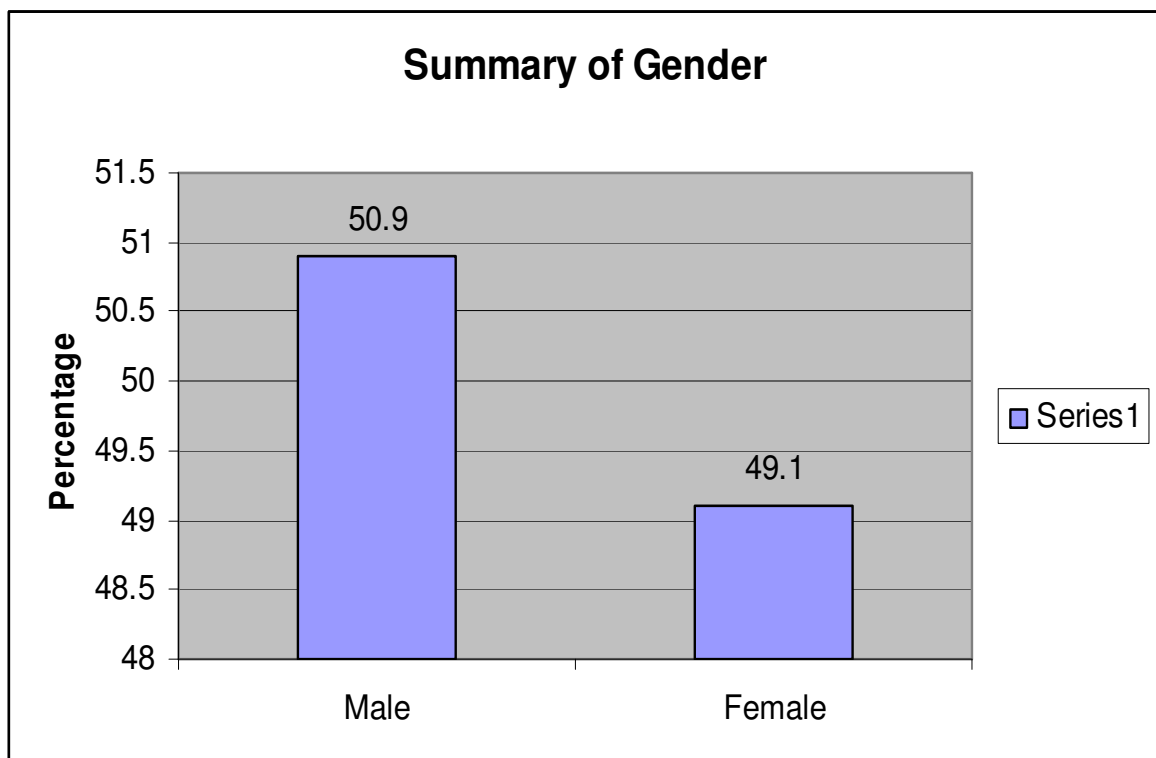
Age	Quantity	Percentage
16-19	1	0.6
20-29	39	23.1
30-39	47	27.8
40-49	39	23.1
50-59	36	21.3
60-64	7	4.1
65+	0	0
<b>Total</b>	<b>169</b>	<b>100</b>



### Summary of Gender

BCH currently employs an almost equal amount of male and female employees.

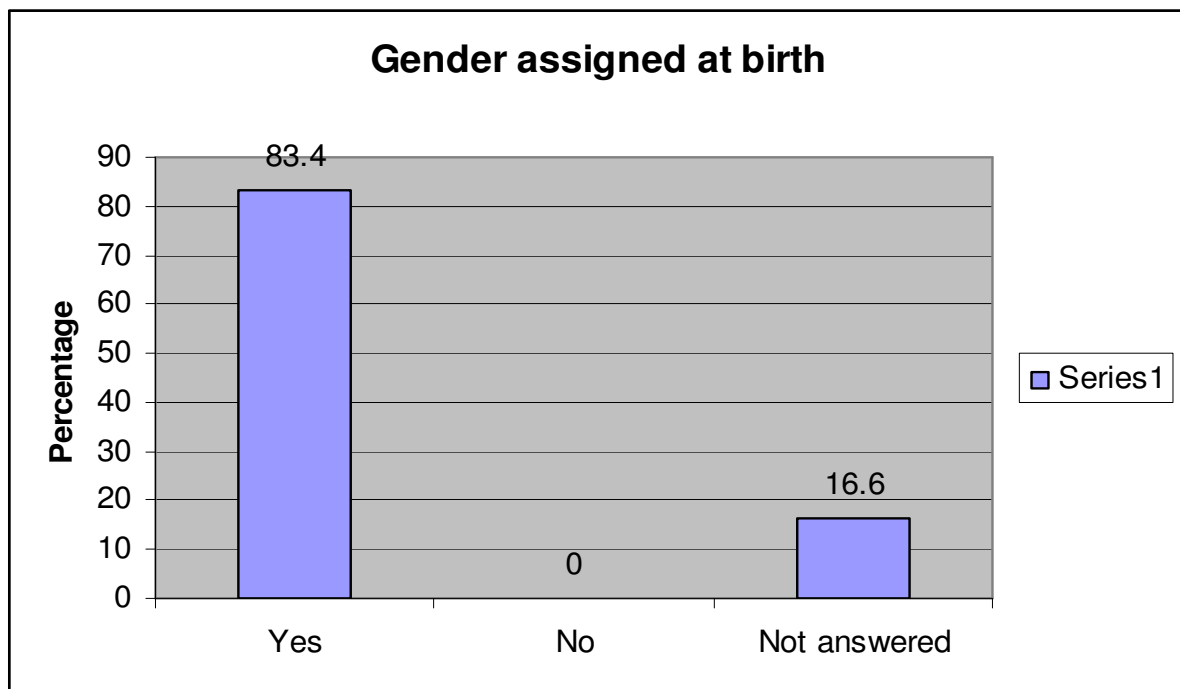
Gender	Quantity	Percentage
Male	86	50.9
Female	83	49.1
<b>Total</b>	<b>169</b>	<b>100</b>



### Gender assigned at birth

BCH employees were asked if their gender identity was the same as the gender they were assigned at birth. Most employees replied 'Yes' however 16.6% preferred not to respond.

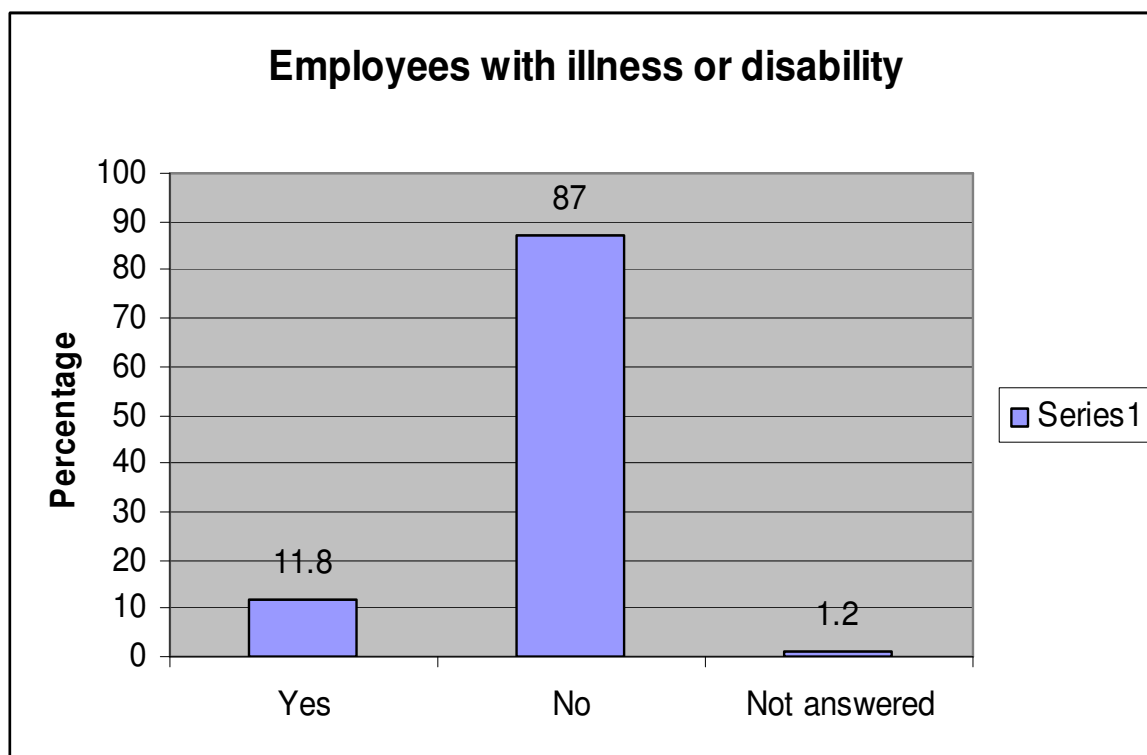
Gender assigned at birth	Quantity	Percentage
Yes	141	83.4
No	0	0
Not Answered	28	16.6
<b>Total</b>	<b>169</b>	<b>100</b>



### Employees with a long term illness or Disability

BCH employees were asked if they consider themselves to have a long term/progressive illness or disability and the nature of the disability. 98.8% responded and 1.2% preferred not to respond.

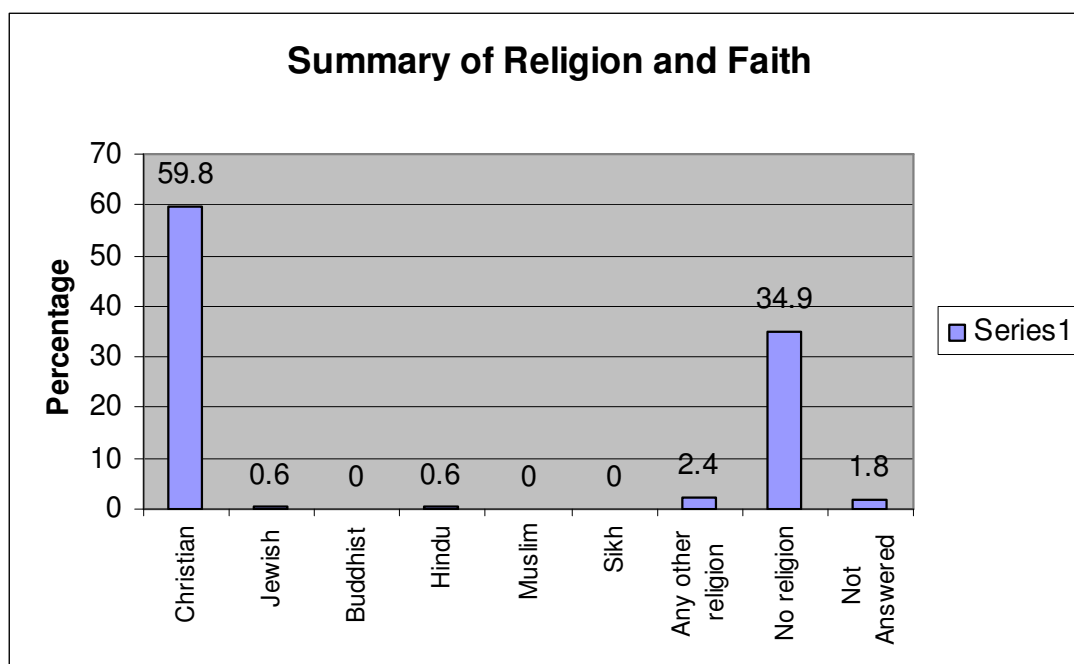
Disability	Quantity	Percentage
Yes	20	11.8
No	147	87.0
Not answered	2	1.2
<b>Total</b>	<b>169</b>	<b>100</b>



### Summary of Religion and Faith

BCH employees were asked to indicate which of the following faith groups they belong to.

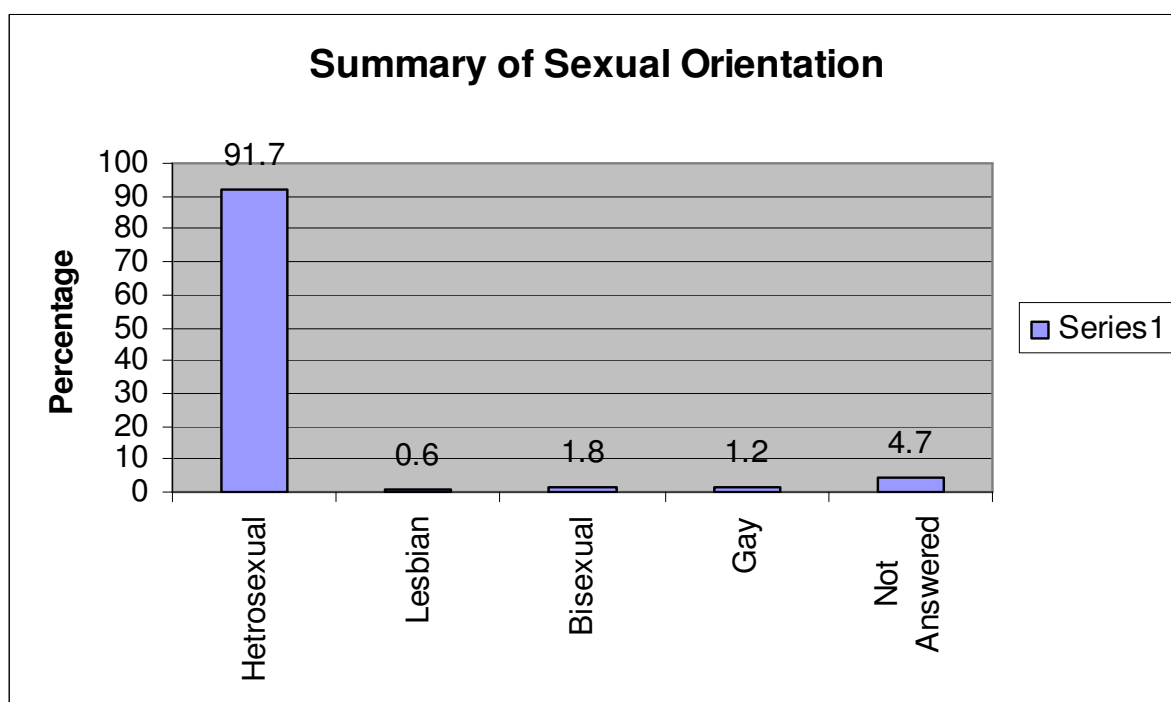
Religion	Quantity	Percentage
Christian	101	59.8
Jewish	1	0.6
Buddhist	0	0
Hindu	1	0.6
Muslim	0	0
Sikh	0	0
Any other religion	4	2.4
No religion	59	34.9
Not answered	3	1.8
<b>Total</b>	<b>169</b>	<b>100</b>



### Summary of Sexual Orientation

BCH employees were asked to indicate their sexual orientation.

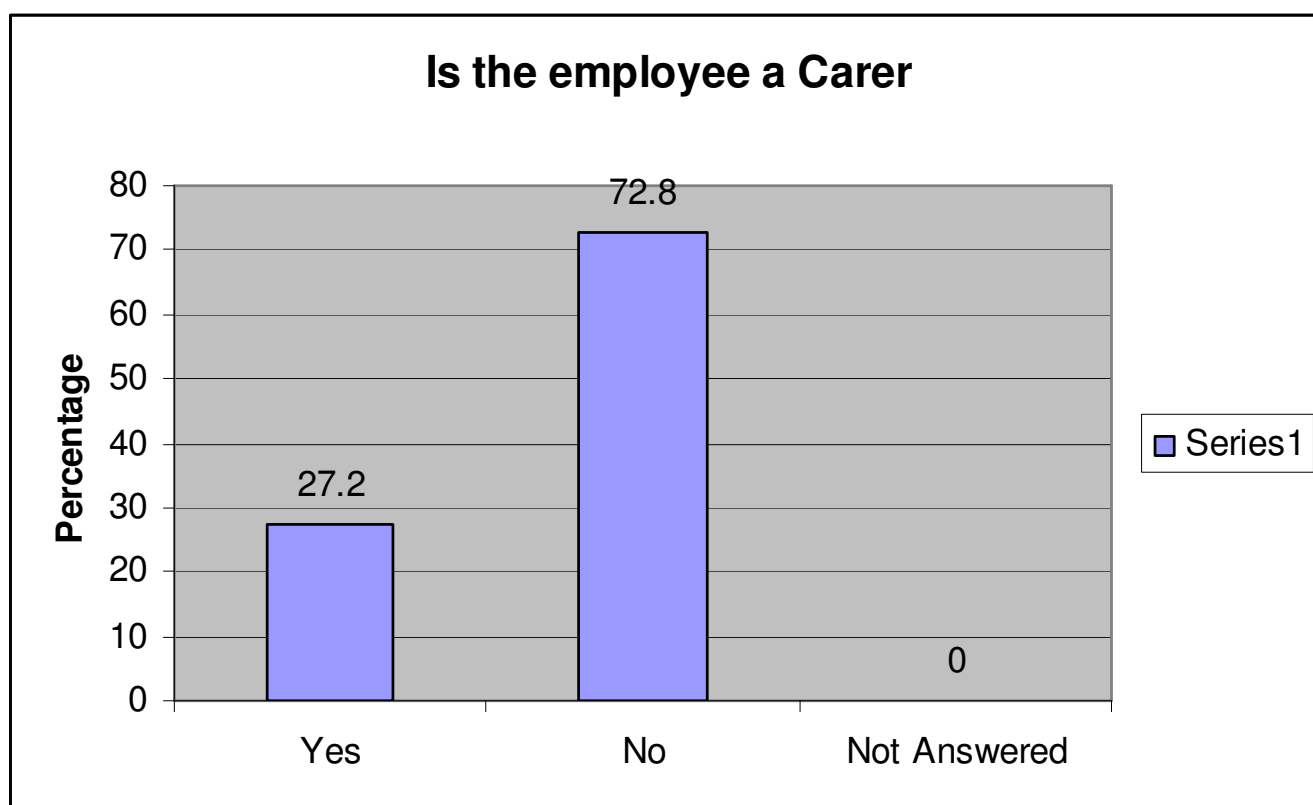
Sexual Orientation	Quantity	Percentage
Heterosexual	155	91.7
Lesbian	1	0.6
Bisexual	3	1.8
Gay	2	1.2
Not answered	8	4.7
<b>Total</b>	<b>169</b>	<b>100</b>



### Caring Responsibilities - Is the Employee a Carer?

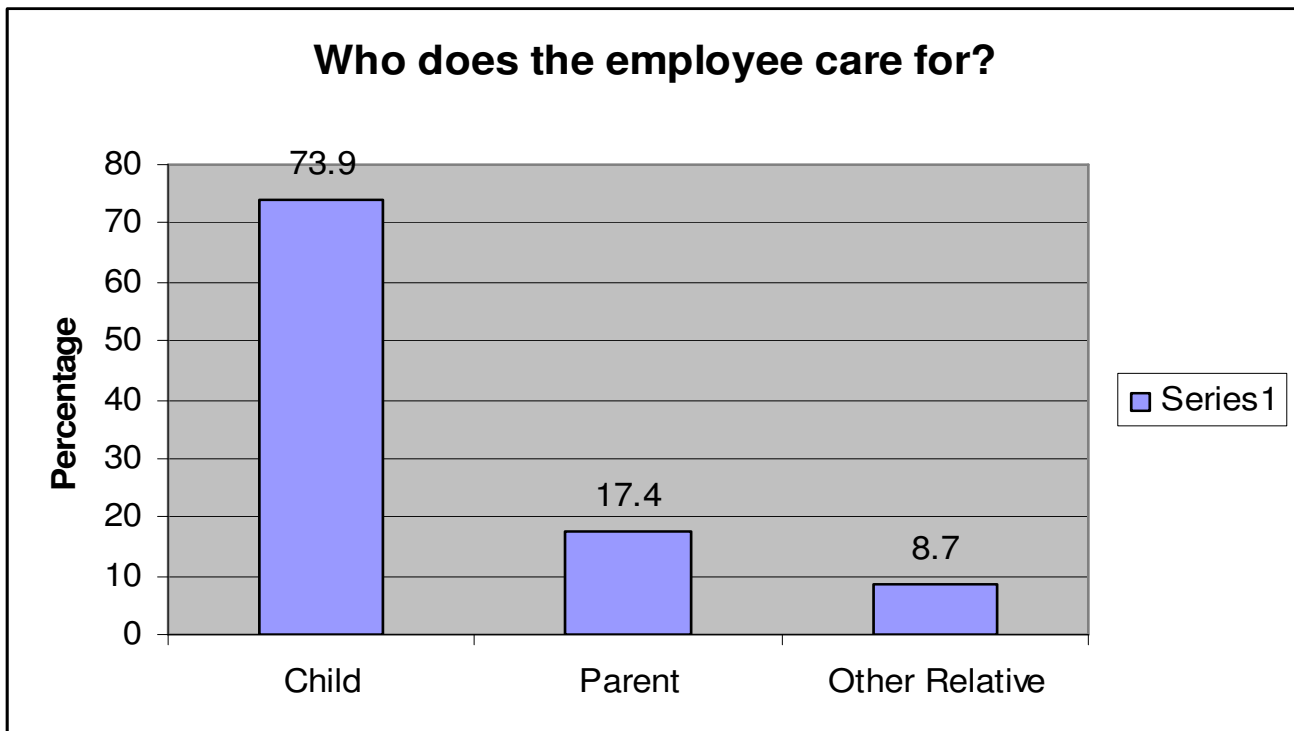
In this section BCH employees were asked if they provide care for a relative who has a long term illness or disability or a child under 16 years of age. 46 employees indicated that they regarded themselves as carers.

Carer	Quantity	Percentage
Yes	46	27.2
No	123	72.8
Not answered	0	0
<b>Total</b>	<b>169</b>	<b>100</b>



### Caring Responsibilities – Who does the Employee care for?

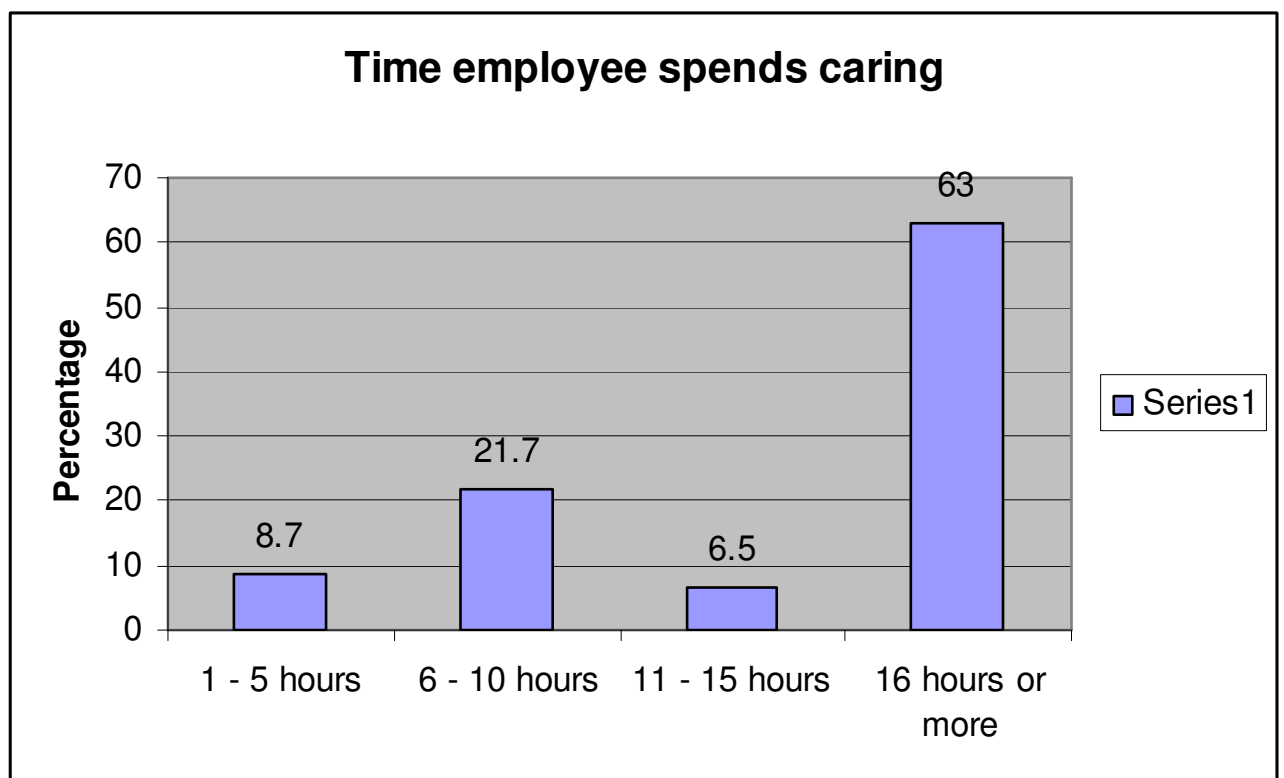
Person being cared for is	Quantity	Percentage
Child	34	73.9
Parent	8	17.4
Other relative	4	8.7
<b>Total</b>	<b>46</b>	<b>100</b>



**Caring responsibilities – Time employee spends caring**

BCH employees were asked how much time they spend on their caring responsibilities per week.

Average time employee spends caring per week	Quantity	Percentage
1-5 hours	4	8.7
6-10 hours	10	21.7
11-15 hours	3	6.5
16 hours or more	29	63.0
<b>Total</b>	<b>46</b>	<b>100</b>



### Communication Needs

In order to establish communication needs BCH employees were asked if English was their first language.

Is English your first language?	Quantity	Percentage
Yes	167	98.8
No	1	0.6
Not answered	1	0.6
Total	169	100



## Appendix 1

### EQUALITY & DIVERSITY MONITORING QUESTIONNAIRE



#### 1 YOUR DETAILS

Name

Age 16-19  20-29  30-39  40-49  50-59  60-64  65+

Gender Male  Female

Is your gender identity the same as the gender you were assigned at birth? Yes  No

#### 2 ETHNICITY

a) Please indicate which of the following groups you belong to

White: British	<input type="checkbox"/>	Black or Black British: Caribbean	<input type="checkbox"/>
White: Irish	<input type="checkbox"/>	Black or Black British: African	<input type="checkbox"/>
White: Other White	<input type="checkbox"/>	Black or Black British: Other Black	<input type="checkbox"/>
Mixed: White and Black Caribbean	<input type="checkbox"/>	Asian or Asian British: Indian	<input type="checkbox"/>
Mixed: White and Black African	<input type="checkbox"/>	Asian or Asian British: Pakistani	<input type="checkbox"/>
Mixed: White and Asian	<input type="checkbox"/>	Asian or Asian British: Bangladeshi	<input type="checkbox"/>
Mixed: Other Mixed	<input type="checkbox"/>	Asian or Asian British: Other Asian	<input type="checkbox"/>
Other Ethnic Group (Please state below)	<input type="checkbox"/>	Chinese	<input type="checkbox"/>

#### 3 DISABILITY

a) Do you consider yourself to have a long term illness or disability? Yes  No

b) If you have answered yes please indicate the nature of your disability

Dyslexia	<input type="checkbox"/>	Deaf/hearing loss	<input type="checkbox"/>
Mobility (physical disability)	<input type="checkbox"/>	Learning disability	<input type="checkbox"/>
Mental health difficulty	<input type="checkbox"/>	Multiple disabilities	<input type="checkbox"/>
Blind/partially sighted	<input type="checkbox"/>	Progressive disability/chronic illness	<input type="checkbox"/>

Other (Please state)

#### 4 CARING RESPONSIBILITIES

a) Do you provide care for a relative who has a long term illness or disability or a child under 16 years of age?

Yes  No

b) Is the relative a Child  Parent  If other relative, please state the relationship to you?

c) If you answered yes, how much time do you spend on your caring responsibilities?

1 to 5 hours per week  11 to 15 hours per week   
6 to 10 hours per week  16 or more hours per week

#### 5 RELGION & FAITH

a) Please indicate which of the following faith groups you belong to (Tick one)

Christian	<input type="checkbox"/>	Muslim	<input type="checkbox"/>
Buddhist	<input type="checkbox"/>	Sikh	<input type="checkbox"/>
Hindu	<input type="checkbox"/>	No religion	<input type="checkbox"/>
Jewish	<input type="checkbox"/>	Any other religion	<input type="checkbox"/>

#### 6 SEXUALITY

Please indicate if you are:

Heterosexual (attracted to the opposite sex)	<input type="checkbox"/>	Gay man	<input type="checkbox"/>
Lesbian	<input type="checkbox"/>	Bisexual	<input type="checkbox"/>

#### 7 COMMUNICATION NEEDS

Is your first language English? Yes  No (If not please state below): -

Thank you for filling this out. Please be assured your information will remain confidential. Should you have any queries on Equality and Diversity monitoring, please refer to the attached monitoring form or contact Yvonne Hammond on 477783 or Email:- Yvonne.Hammond.bch.co.uk