

CORNWALL
HOUSING



Public Sector Equality Duty | 2021

Report



PART OF THE
CORSERY GROUP
**A CORNWALL
COUNCIL COMPANY**

www.cornwallhousing.org.uk

About this report

The purpose of this report is to demonstrate Cornwall Housing's progress in meeting the general duty and specific duties of the Public Sector Equality Duty (PSED).

Legislative context

Cornwall Housing is obliged to produce public sector equality data as the general duty applies to bodies carrying out public functions on behalf of a public authority. Cornwall Housing has specific duties under the Equality Act 2010 to publish information to demonstrate our compliance with the general equality duty.

The three aims of the general equality duty are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act explains that the second aim (advancing equality of opportunity) involves, in particular, having due regard to the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

Cornwall Housing, part of the Corserv Group manages and maintains over 10,000 Cornwall Council-owned home. They also develop new social housing, provide supported housing, care for people who need additional housing-related support, provide accommodation to people who are sleeping rough or homeless, and manages Gypsy and Traveller sites. Cornwall Housing look after leaseholders, managing garages and shops, land in neighbourhoods with council-owned housing and delivering the Homechoice and Housing Options and advice service on behalf of Cornwall Council.

We are committed to promoting fairness and opportunity and working towards further developing good practice around equality and diversity outcomes. We will support improving the quality of life for local communities, supporting its workforce, promoting equality, eliminating discrimination, harassment, hate crime and will ensure a fair and open access to all services we deliver.

Workforce profile by gender (based on 100% of workforce data)

Year	Headcount	Female	%	Male	%
2021	400	197	49.2%	203	50.8%
2020	425	204	48%	221	52%
2019	458	224	48.91%	234	51.09%

Headcount by area of business 2021

	Female	Male	Total
Heads of Department	1	3	4
Manager	24	32	56
Skilled/Trade	4	94	98
*Support	167	71	238
Apprenticeship	1	3	4
Total	197	203	400

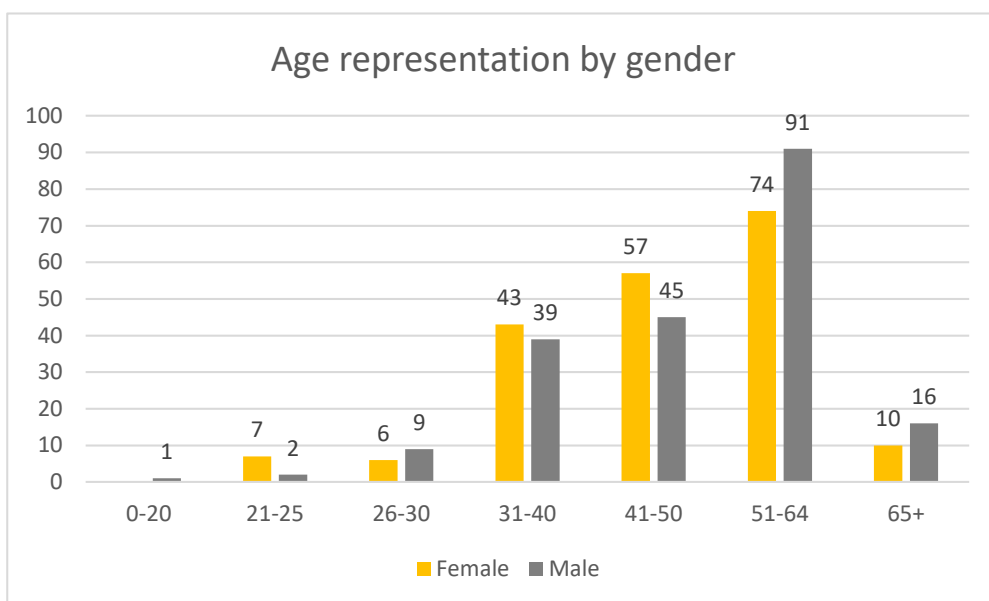
*Includes tenant support, gypsy and traveller, rough sleeping, technical, financial, lettings and property support roles.

There is clear gender segregation in some roles within the company but largely this is isolated where it would be expected and as a whole the company is represented fairly evenly.

Age Representation

Age Categories	0-20	21-25	26-30	31-40	41-50	51-64	65+
No.	1	9	15	82	102	165	26
%	0.3%	2.3%	3.8%	20.5%	25.5%	41.3%	6.5%

Cornwall Housing continues to have the greatest proportion of their demographic above the age of 41 years old. 73.3% of their workforce fall into the 41+ age range which is an increase of 2.7% compared to 2020. Other demographic areas have also increased with 3.2% in 51-64 and 1.1% in 65+. There is significant work to be done with succession planning, development and retention of the younger workforce, as well as a renewed approach to attract a younger workforce to the company.



There are pockets of the organisation where there are more females than males represented within the age category. This is encouraging and indicative of the relatively even split across the genders within the company as a whole.

Average age vs Continuous Service

Year	Average Age	Average Length of Service
2021	48.8	10.7
2020	48	10.4
2019	46.6	9

The average age versus length of continuous service has remained relatively consistent. As a company Cornwall Housing would like to improve their attraction to a younger workforce to increase the diversity within the teams and strengthen the succession planning activities.

Age Representation

Continuous Service Categories (years)	Age (years)						
	0-20	21-25	26-30	31-40	41-50	51-64	65+
0-5	1	9	12	48	41	69	7
6-10			3	15	21	27	5
11-15				9	17	23	1
16-20				9	9	15	3
21-25				1	8	8	2
26-30					3	8	1
30+					3	15	7

There is still quite a large proportion of the workforce joining the company post 40 years old suggesting that Cornwall Housing may not attract talent across the age categories.

Cornwall Housing has a diverse range of interesting career pathways and continues to look to provide opportunities locally and to the younger workforce.

Workforce Data – Full-time vs Part-Time

Year	Headcount	Full-Time	%	Part- Time	%
2021	400	325	81.3%	75	18.8%
2020	425	341	80.2%	84	19.8%
2019	458	364	79%	94	21%

Workforce Data – Full-time vs Part-Time (by gender)

Year	Full-Time				Part-Time			
	Female	%	Male	%	Female	%	Male	%
2021	137	34.3%	188	47%	60	15%	15	3.8%
2020	140	32.9%	201	47.3%	64	15.1%	20	4.7%
2019	183	40%	215	47%	41	9%	19	4%

The data continues to remain relatively consistent, however there is still a significant split between full-time and part-time work due to the nature of roles within the business, particularly that the skilled trade workforce make up a large proportion of the company and are likely to be full-time.

Workforce Data – Permanent vs Temporary

Year	Headcount	Permanent	%	Temporary	%
2021	400	379	94.8%	21	5.3%
2020	425	364	85.7%	61	14.3%
2019	458	399	87%	59	13%

Cornwall Housing does include lines of business with flexible workloads (Skilled Trade in particular) and therefore it is likely to see an element of temporary workers. What is encouraging is that in comparison to 2020, a significant increase of 9.1% has resulting in a larger proportion of the workforce being in permanent, stable employment.

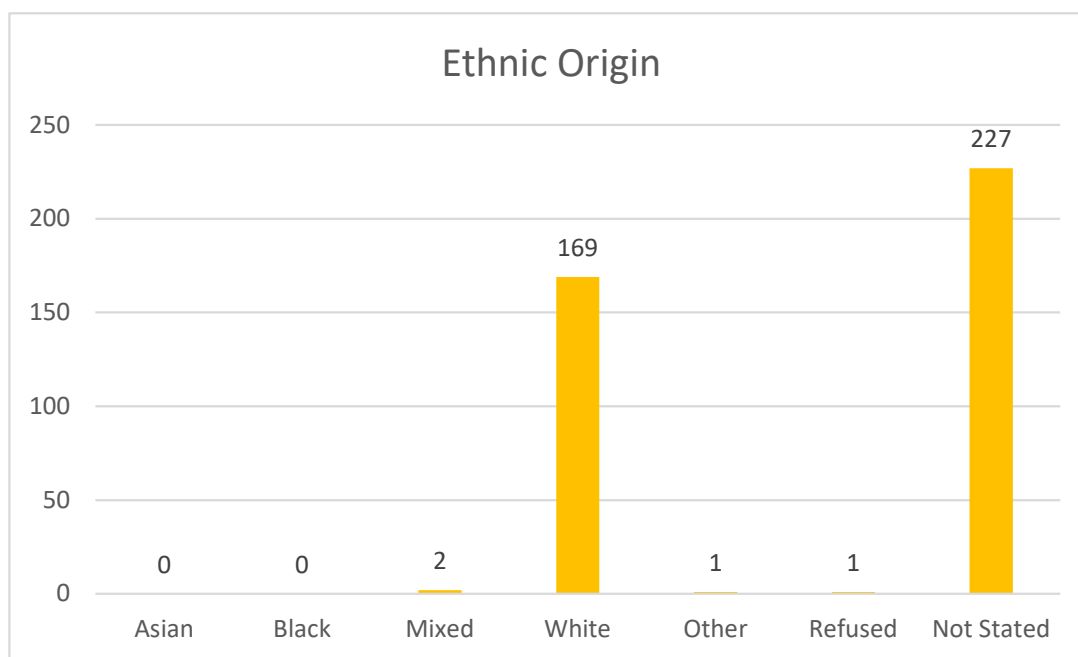
Workforce Data – Protected characteristics

Workforce profiling aligned to protected characteristics is improving across Cornwall Housing. However, we are confident that this will improve as individuals now have the ability to use our self-service HR function and update their information.

Set out below is the completion rate against each criteria area:

Ethnic Origin

Ethnic Origin	Headcount	%
Asian	0	0.0%
Black	0	0.0%
Mixed	2	0.5%
White	169	42.3%
Other	1	0.25%
Refused	1	0.25%
Not Stated	227	56.7%

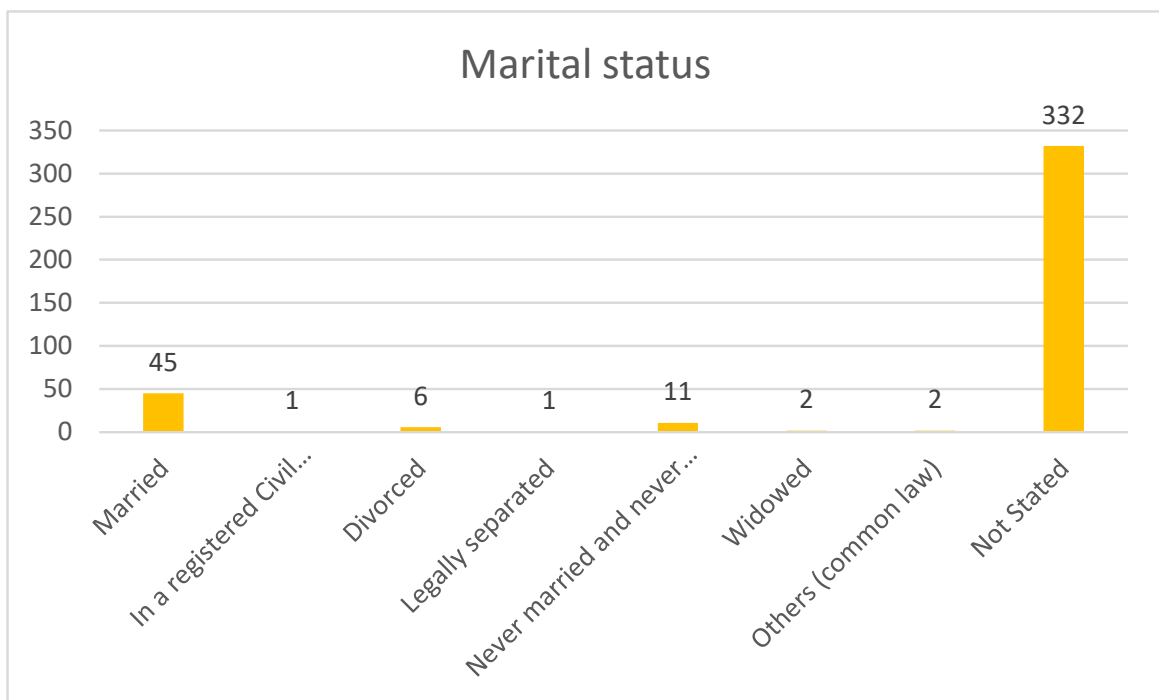


Gender and Sexual orientation.

We offer the option for anyone who would like to provide more information on their gender or sexual orientation details, however in 2021 no data has been provided. The options for gender include: Female, Gender fluid, Intersex, Male, Non binary, Not specified, Other and Prefer not to say. The options for sexual orientation include: Asexual, Bisexual, Gay man, Heterosexual/Straight, Lesbian/Gay woman, Other, Prefer not to say and withheld.

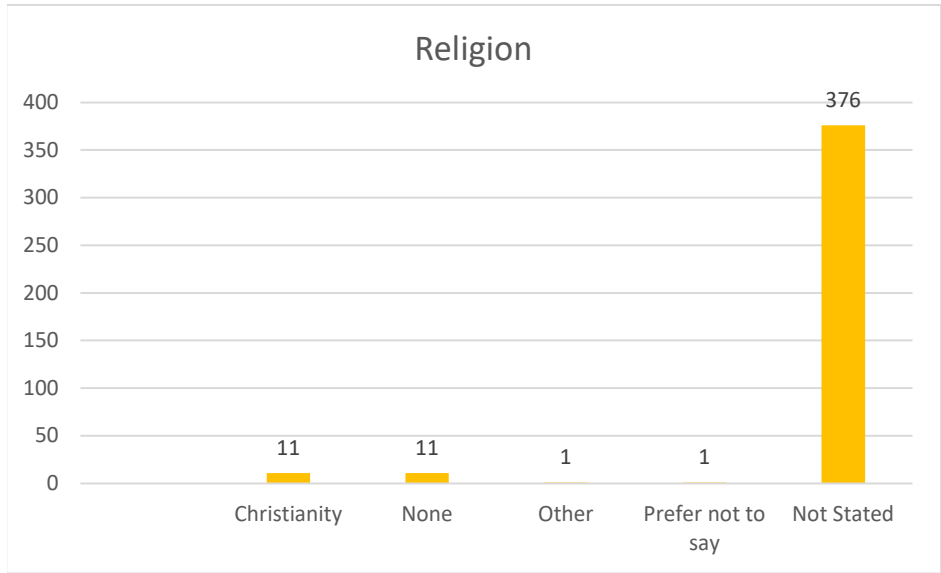
Marital Status

Marital Status	Headcount	%
Married	45	11.25%
In a registered Civil Partnership	1	0.25%
Divorced	6	1.5%
Legally separated	1	0.25%
Never married and never registered a Civil Partnership	11	2.75%
Widowed	2	0.5%
Others (common law)	2	0.5%
Not Stated	332	83%



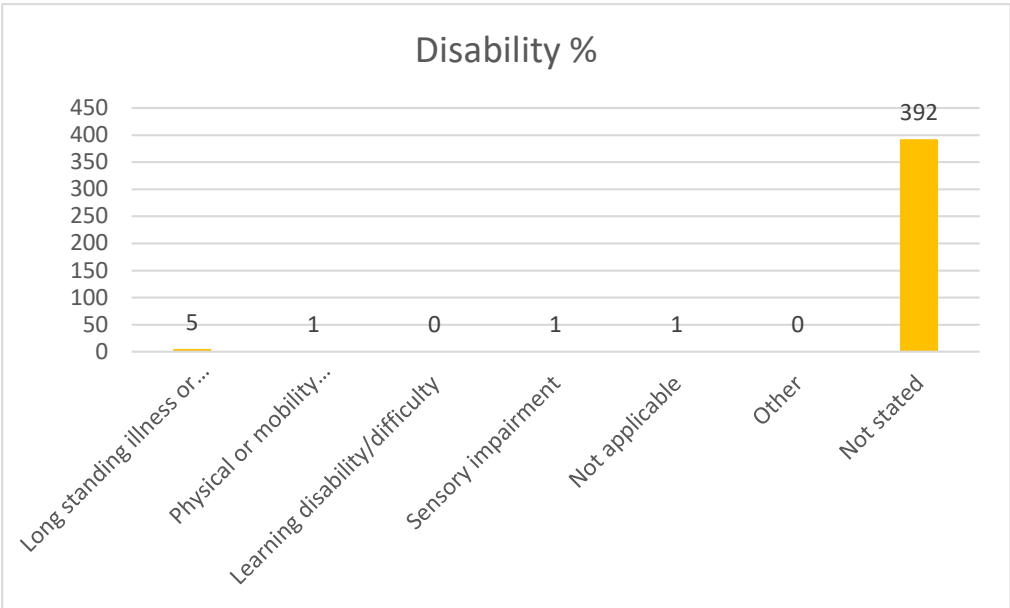
Religion

Religion	Headcount	%
Christianity	11	2.75%
None	11	2.75%
Other	1	0.25%
Prefer not to say	1	0.25%
Not Stated	376	94%



Disability

Disability	Headcount	%
Long standing illness or health Condition (cancer, HIV, diabetes, chronic heart disease)	5	1.25%
Physical or mobility impairment	1	0.25%
Learning disability/difficulty	0	0%
Sensory impairment	1	0.25%
Not applicable	1	0.25%
Other	0	0%
Not stated	392	98%



Challenges

This year has been another challenging year not only due to the business disruption caused by Covid-19, but also the impact on the labour market.

“Some workers are disproportionately economically impacted by the coronavirus outbreak. Workers who are from an ethnic minority group, young workers, low paid workers and disabled workers, have been most negatively economically impacted by the coronavirus.” (Gov.uk, 20 Dec 2021)

According to 2011 Census (carried out every 10 years) – Cornwall

Cornwall represents an aging population which reflects the workforce at Cornwall Housing. This coupled with the impact of Covid-19 restrictions which has limited young people’s opportunities to gain meaningful work experience and helping them make informed decisions about future careers, is compounding the difficulties in attracting a young workforce. Ongoing work mapping more sustainable succession planning will continue to focus on attraction, as well as retention, to deliver a more diverse representation across the service delivery.

Gender segregation by role remains in line with national patterns, industry norms and the rest of the county. In Cornwall Housing there are traditional gender splits across certain roles. Skilled trade roles are traditionally dominated by males, and community roles are pre- dominantly females. We have and will continue to be involved in a number of projects to challenge stereotypes e.g. women in construction events and diversity campaigns. There will be a renewed focus on promotion of our career pathways, particularly to those disproportionately impacted by the pandemic. By doing this we hope to contribute towards the broader message that all careers are open to everyone. Future trends will start to see a more diverse workforce, however, this may not be recognised for a number of years.

Ethnic group representation is low in Cornwall with 98.2% of the population identifying as white. This does indicate that the company split is representative for county; whilst we would expect to see a change in this as we expand our talent pool more nationally to tackle skill shortages and to adapt to a more technologically mobile work environment, Brexit is likely to counteract this. We may find this still happens as a consequence of attracting a younger workforce from wider afield.

Equality Objective January 2020

(These are reviewed and new equality objectives set every four years. The next timeline is January 2024.)

A clear focus on improving the company awareness of Equality and Diversity as well as being able to define an informed approach.

With this in mind Cornwall Housing will be looking to:

- Deliver clear and meaningful training to teams covering Equality and Diversity
- Actively encourage employees to update their equality information within the new HR system

This should help to provide a more accurate picture of the Equality landscape within the company and support our employees in feeling empowered when talking about Equality and Diversity issues.

Progress on our objectives - January 2022

Equality, Diversity and Inclusion training is available for all employees.

Bespoke workshops and training have been offered in topics such as Menopause, Makaton, Autism and LGBT+.

Regular awareness events are communicated and have included LGBT+ History month, St Pirans Day, Black History Month, International Women's Day and Men's Health week.

- New Corporate Social Responsibility Policy adopted January 2021
- New Corserv Equality, Diversity and Inclusion Policy adopted in September 2021.
- Implementation of a new electronic recruitment system (HCM Oracle Recruitment Cloud) in July 2021. This is an area for further development as the system has capability to track and report candidates' progress, including equality, diversity and inclusion data.

We ran an equality data campaign to encourage all our employees to provide or update their personal details within our self-service HR function. This also allowed for more options to provide gender and sexual orientation details.

A representative from Cornwall Housing attends the Corserv Equality & Diversity Steering Group to add value to the companies' work in this area and assist to engage in best practice, consistent approaches, training, policy development and procedures.

Our intranet site with a dedicated page for Health and Wellbeing and a section for Equality and Diversity continues to provide employees with our commitment to Equality and Diversity, our policy, information on our steering group and access to a wide range of resources.

If you would like this information in another format, please contact: Corserv Comms,
Higher Trenant Road, Wadebridge, PL27 6TW

Email: comms@corservltd.co.uk

Public Sector Equality Duty

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