

Why do we collect staff diversity data?

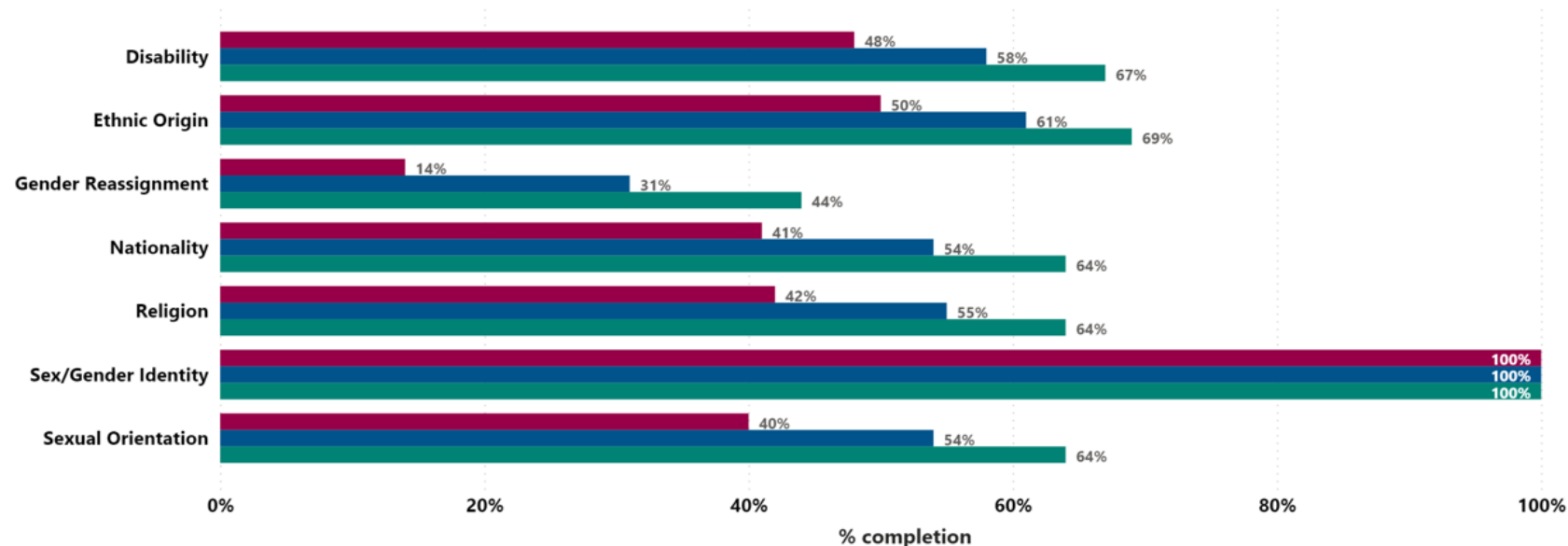
We are committed to being an inclusive company with a diverse workforce and equal opportunities. In line with this, we encourage our employees to provide us with information about themselves that we use to gain insight into the characteristics of our workforce, compare this with the customers and communities we work with, and target our equality, diversity, and inclusion initiatives accordingly.

Completeness of data:

We have recently undertaken an internal awareness campaign to improve the data we hold on our employees. The following graph shows the increase we have achieved in percentage of employees who have provided us with information in relation to each of the categories.

% completion by Category and Date

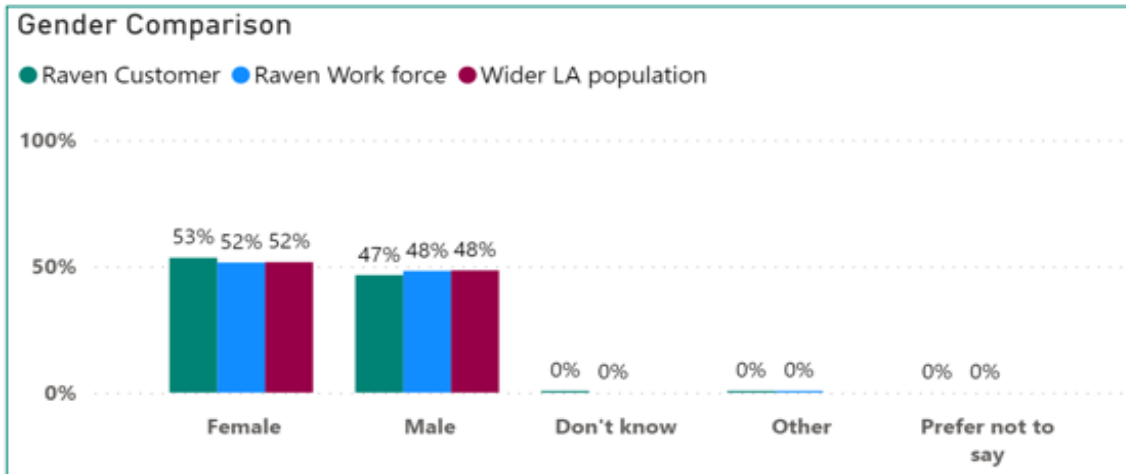
Date of Data Snapshot ● 22 June 2021 ● 16 July 2021 ● 2 August 2021



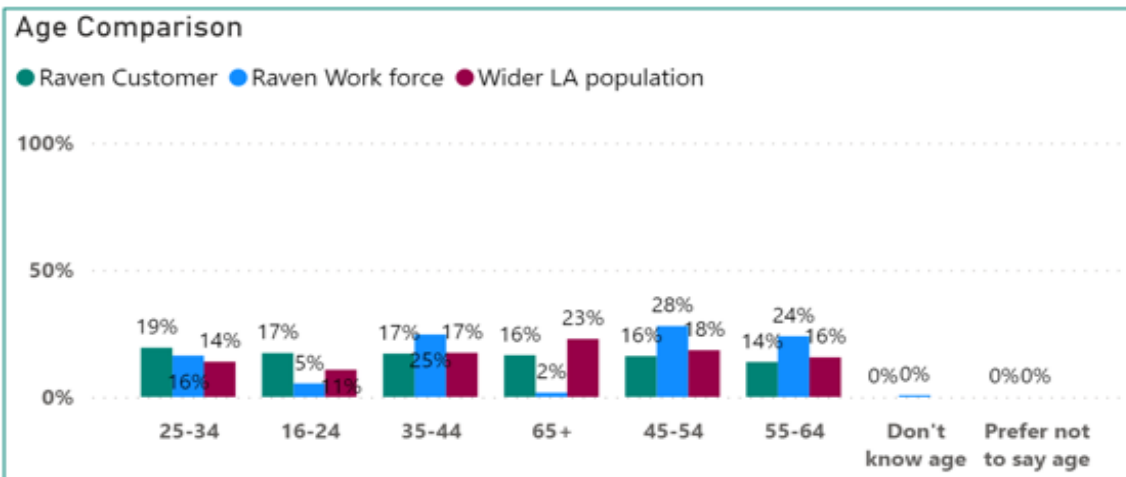
Diversity data:

As part of our commitment to diversity and to ensure transparency, we publish our workforce diversity data in comparison to our own customers and to the wider local authority population in which we provide housing and services. This data is correct as of 2nd August 2021.

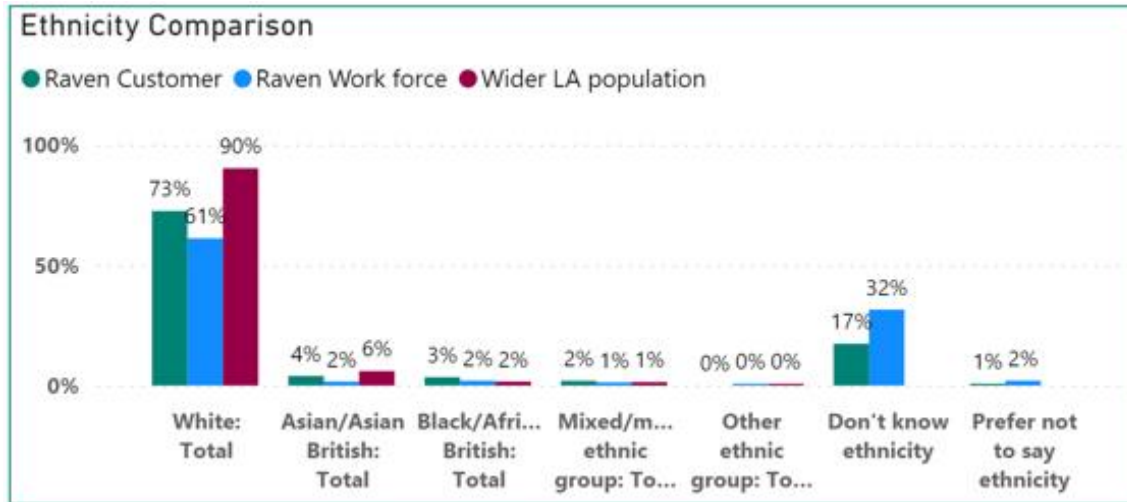
Gender:



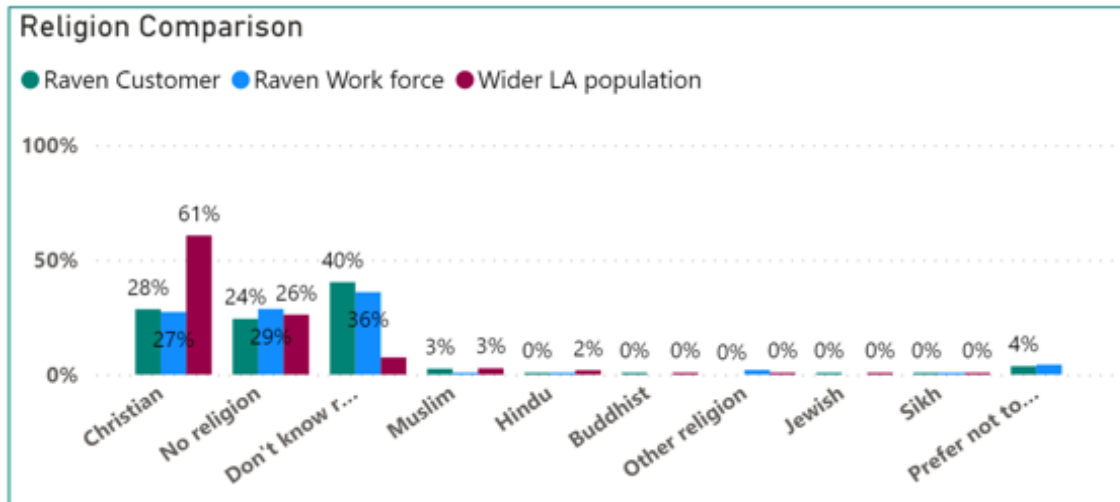
Age:



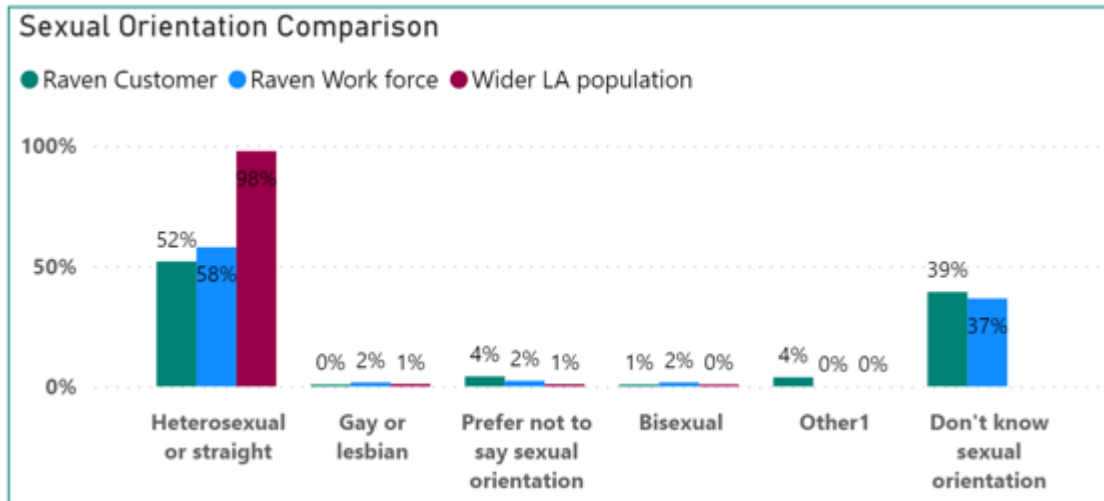
Ethnicity:



Religion:



Sexual Orientation:



Disability:

