

Board Equality Monitoring

- Thanks to all Board Members for their help in completing this exercise.
- Completed forms were received from all Board Members.
- The survey demonstrates that the Board is well represented in some areas and under-represented in others, compared to the City of Nottingham.
- The table below sets out results in descending order of how well- or under-represented different groups are.

Under-represented	Well-represented
<ul style="list-style-type: none"> • Younger people (under 45) • Black and minority ethnic (BME) people • Females 	<ul style="list-style-type: none"> • Older people • Minority faith groups (i.e. other than Christian) • Disabled people • Lesbian, gay and bisexual people (LGB) • Males

- These results will set the baseline for any improvements through positive action recruitment as tenant/leaseholder, Elected member, or Independent vacancies arise.

Notes

Note 1: This analysis addresses the six main headings identified by equalities legislation: race, gender, disability, age, faith and sexual orientation.

Note 2:

Census used as a comparator:

- a) for consistency with government workforce performance indicators
- b) due to limitations of tenant data currently available – reliable data currently only exist for ethnicity, gender and age

The Census is likely to under-estimate:

- i) Age of tenant population
- ii) Current BME population in Nottingham
- iii) Number of disabled people in tenant population

It is proposed that tenant and leaseholder population statistics replace Census as the main baseline for comparison from the next AGM, to coincide with planned improvements in tenant profile data levels (Summer 2007). Board may wish to consider other aspects of representation at this time

Note 3:

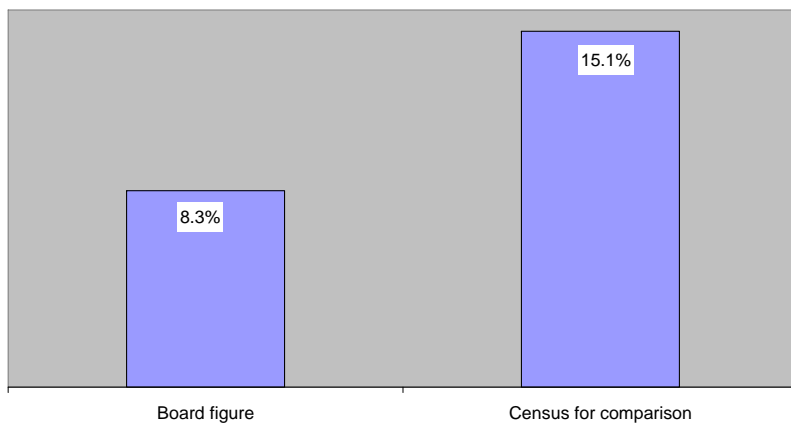
Census does not provide a baseline for LGB population. National Stonewall / Government estimate used.

Note 4:

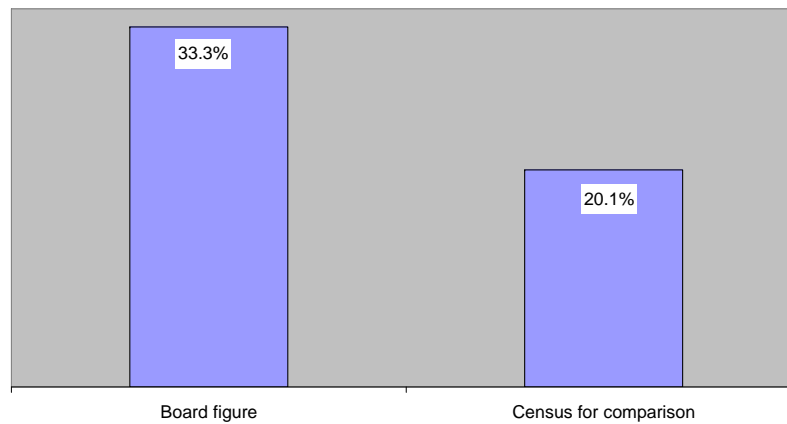
Disabled people defined as Census definition – people declaring a long-term illness or disability that limits their day-to-day activity.

**ITEM: 5
APPENDIX A**

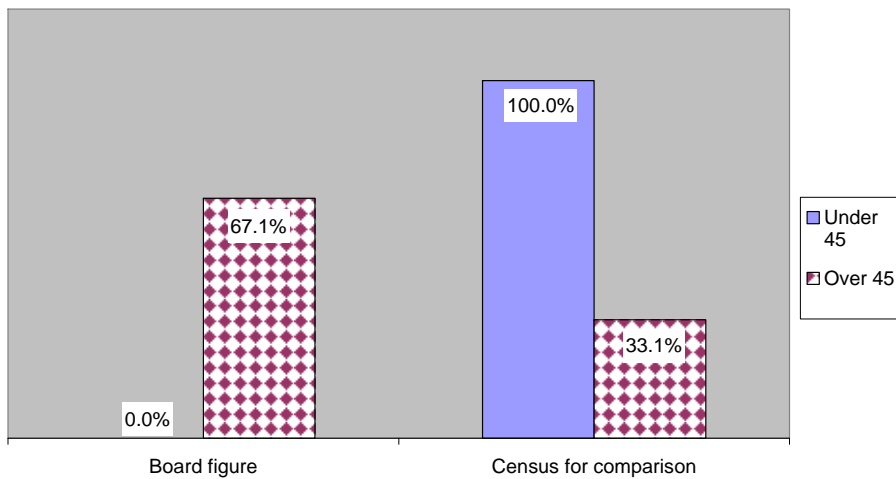
Black and Minority Ethnic (BME) Board members



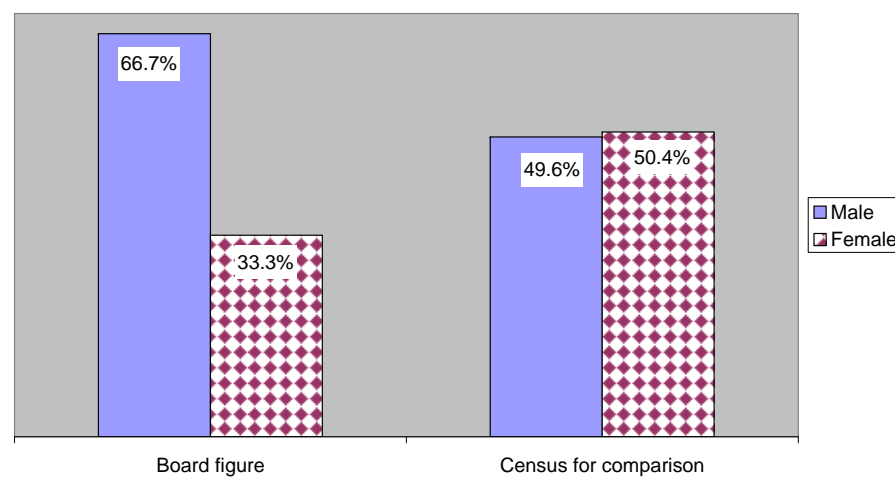
Disabled Board members



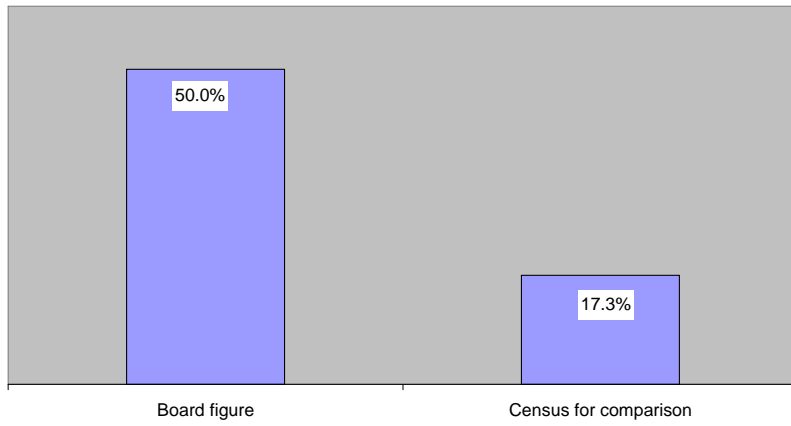
Age of Board members



Gender of Board members



Minority faith groups



Lesbian, gay or bisexual (LGB) Board members

