

Diversity Targets (ethnicity) 2007

Access to Housing

Overall access to housing targets have been agreed as follows:

- 9% of lettings to non white British applicants EMH
- 50% of lettings overall to non white British applicants FHA

These reflect the 2001 Census data for the East Midlands region.

It should be noted, however, that a target of 50% of lettings are to Local Authority nominations over which the EMH Group has little control. The Census data used to set these targets relates to the population as a whole and is not adjusted by age, economic activity or income levels.

Census data from 2001 shows that the Local Authorities with which EMH work have a wide variance in the proportion of their populations from a non-white British ethnic group.

Targets are set and lettings monitored on a Local Authority basis where the non-white British population is above 5%. Within Leicester EMH and FHA have a substantial stock holding in two particular wards. Targets relate to these wards. The table below provides 2001 Census data for these Local Authority and Ward areas:

Local Authority with > 5% non white British population 2001	% non white British	Target lettings to non-white British
Derby UA	15.6%	16%
Leicester UA	39.5%	40%
➤ Charnwood Ward	49.9%	50%
➤ Evington	44.9%	45%
Nottingham UA	18.9%	19%
Blaby	7.6%	8%
Charnwood	10.8%	11%
Oadby and Wigston	18.2%	18%
Kettering	6.2%	6%
Northampton	12.3%	12%
Wellingborough	11.7%	12%
Broxtowe	6.8%	7%
Gedling	6.1%	6%
Rushcliffe	6.7%	7%
EAST MIDLANDS REGIONAL TOTAL	8.7%	9% EMH 50% FHA

Employment

Employment performance is monitored by geographical area and by organisation. It includes employment by junior, middle and senior staff based on salary grades. It also covers learning and development activities. Monitoring includes ethnicity, gender and disability and age.

Targets area based on the ethnic population of the Local Authority in which offices are located. The total reflects the overall % for the East Midlands region.

Employment Targets	North (Ash-field DC)	West (NWLD C)	East (LCC)	South (NBC)	EMH Total	FHA (LCC)	East Mids Region
Census % White British	98.1%	97.4%	60.5%	87.7%		60.5%	91.3%
% non-white British	1.9%	2.6%	39.5%	12.3%		39.5%	8.7%
Target	2%	3%	40%	12%	9%	50%	

Governance

Targets based on non-white British Census data 2001 for East Midlands Region:

- EMH 9% BME Board Members
- FHA 80% BME Board Members (specialist BME association)
- MRH 9% BME Board Members

Resident Satisfaction

Assuming a + or – tolerance of 4% in STATUS survey methodology, EMH Group has a target that BME residents' satisfaction should be within + or – 4% of White British resident satisfaction on all STATUS survey measures.

Where this is not the case, further investigation will be undertaken to understand potential reasons, and appropriate actions taken.

Resident involvement

Membership of recognised residents groups should be proportionate to the ethnicity breakdown of the area they represent:

Residents' associations: Individual targets set by ward

Sounding board: 9% non white British

Customer Excellence panels: 9% non white British

Procurement

Diversity procurement targets have been set relating to the make up of the work force of contractors. These are based on 2001 Census Data. For EMH targets relate to Regions rather than areas as this reflects procurement arrangements and the use of regionally based contractors. For FHA the target relates to the East region rather than to Leicester.

	North	West	East	South	EMH Total	FHA
Census % BME	5.3%	5.3%	9.0%	7.0%	9%	9%
	North Region	South Region	EMH total		FHA	
BME Targets	5%	8%	9%		20%	

FHA's target in this area reflects their commitment to working alongside suppliers in the minority ethnic communities that they serve.

Last reviewed and approve March 07