



# Trafalgar Housing Association

## Equalities Report

April 2024

**Prepared by:**

**Research Resource**

**Prepared for:**

**Trafalgar Housing Association**

**Contact:** Lorna Shaw

**Email:**

[lorna.shaw@researchresource.co.uk](mailto:lorna.shaw@researchresource.co.uk)

**Contact:** Paul McShane

**Email :**

[PaulMcShane@trafalgarha.co.uk](mailto:PaulMcShane@trafalgarha.co.uk)



## CONTENTS PAGE

---

CONTENTS PAGE .....	2
1. INTRODUCTION, BACKGROUND AND METHODOLOGY .....	3
1.1 Introduction.....	3
1.2 Background .....	3
1.3 Methodology .....	4
2. EQUALITIES PROFILE .....	6
2.1 Sex and Gender .....	6
2.2 Age.....	7
2.3 Pregnancy and maternity .....	7
2.4 Marriage and Civil Partnership .....	8
2.5 Disability .....	9
2.6 Religion and belief .....	10
2.7 Sexuality .....	10
2.8 Ethnicity .....	11
Appendix 1 .....	12
Survey Questionnaire.....	12

---

# 1. INTRODUCTION, BACKGROUND AND METHODOLOGY

---

## 1.1 Introduction

This report describes the equalities profile of Trafalgar Housing Association staff, committee members, tenants and applicants, based upon research carried out by Research Resource on behalf of the Association.

## 1.2 Background

The principal piece of equality and diversity legislation in the UK is the Equality Act 2010. It bans unfair treatment and aims to achieve equal opportunities in the workplace as well as in wider society.

The Equality Act 2010 replaced previous duties in respect of race, disability and sex by the duty known as the Public Sector Equality Duty. This Duty contains three elements that cover discrimination, harassment, victimisation, and any other form of conduct prohibited under the Act. The second and third elements of the Duty apply to all of the protected characteristics except marriage and civil partnership.

The equality duty requires specified public bodies (or those that carry out public functions) to:

- eliminate conduct prohibited in law
- advance equality of opportunity between people who share a protected characteristic and those who don't
- foster good relations between people who share a protected characteristic and those who don't.

The latter two elements require specified public bodies (RSLs) to take active measures in implementing their equality strategies.

The Association's business plan makes reference to equality and diversity and outlines the Association's approach and aims with regards to implementing an effective integration of equality and diversity practices.

The Association has a legal responsibility as a public body to collect information on the protected characteristics under the Equality Act 2010. We require to collect data on staff, Committee members, tenants, new tenants (within the last year) and applicants.

Guidance from the Scottish Federation of Housing Associations, the Scottish Housing Regulator and Glasgow West of Scotland Forum of Housing Associations has gone through a major consultation process and was finalised in June 2022.

This Guide is intended to support social landlords in Scotland, both local authorities and registered social landlords, to implement legal and regulatory requirements relating to equality data collection. These requirements flow from the Equality Act 2010, the Scottish Government's Scottish Social Housing Charter and the regulatory requirements issued by the Scottish Housing Regulator.

It provides a range of practical advice on collecting equality data and how equality data can be used. The Guide is advisory and social landlords have flexibility regarding how they establish and develop their equality data collection methods to ensure they reflect organisational needs and local context.

The Guide is also intended to support social landlords to use equality data to deliver quality services to tenants and other customers, and how to use equality data to promote strategies on customer care, equality, and tenant participation.

It is set against this background that Research Resource was commissioned to undertake equalities profiling research on behalf of the Association.

### **1.3 Methodology**

One of the major areas of debate surrounding this guidance was whether to collect data anonymously, which may result in less accurate and up to date information, or whether to collect data which is then tied to a person, which would cause the information to be subject to data protection requirements. The Association has therefore considered this guidance and has implemented a plan to collect this information anonymously.

All data collection methods were entirely voluntary, and those completing the survey also had the option to select 'prefer not to say' on any individual questions.

A copy of the survey questions asked are available in Appendix 1 of this report.

The core groups surveyed were:

- Staff
- Committee members
- Tenants
- Applicants.

A summary of the approach to collecting data for each group is outlined below.

#### Staff

All staff were provided with a link to an online survey which was provided by Research Resource. Staff were able to complete the survey anonymously and the data would be gathered directly by Research Resource, with no data being

provided to the Association in order to preserve anonymity. All data collected is completely anonymous.

The Association has 7 members of staff and all 7 members of staff responded to the survey.

#### Committee members

All committee members were provided with a link to an online survey which was provided by Research Resource. committee members were able to complete the survey anonymously and the data would be gathered directly by Research Resource, with no data being provided to the Association in order to preserve anonymity. All data collected is completely anonymous.

The Association has 9 committee members and 9 committee members responded to the survey.

#### Tenants

Collection of data on equalities characteristics was done as part of the Association's three yearly large-scale satisfaction survey. This ensured that the data was anonymous to staff. The survey was carried out in May 2023. Overall, a total of 177 interviews were completed with Trafalgar tenants, representing a 59% response rate from in scope tenants.

Tenant interviews were spread across each area of the Association's stock to ensure coverage of the full range of the Association's tenants and stock.

This provides data accurate to +4.7% based upon a 50% estimate at the 95% confidence level, providing robust data upon which the Association can be confident about making decisions.

#### Applicants

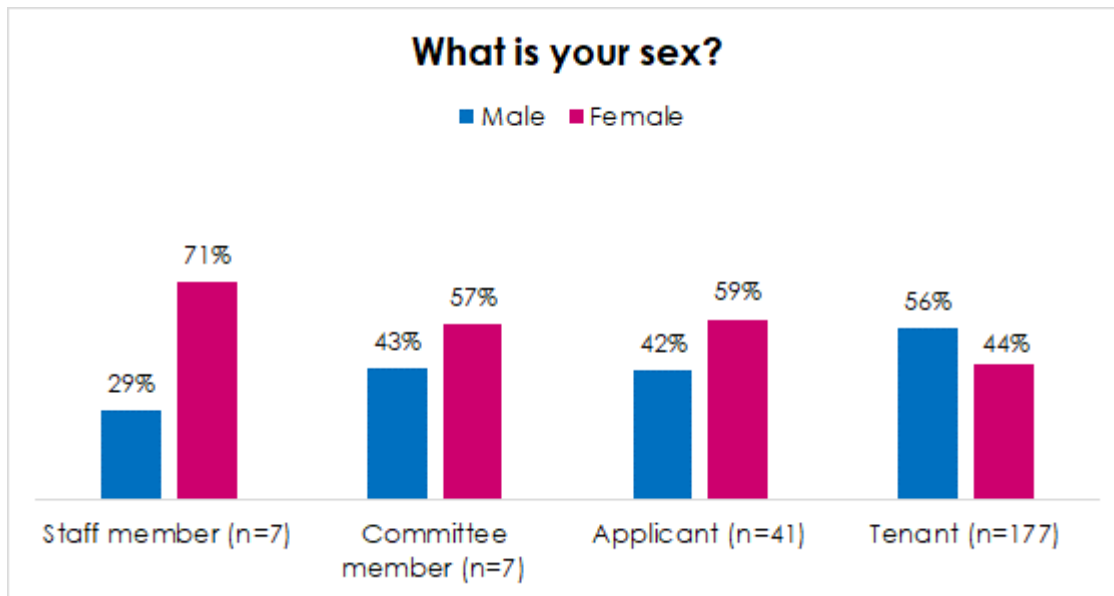
All current applicants were provided with a link to an online survey which was provided by Research Resource. Applicants were able to complete the survey anonymously and the data would be gathered directly by Research Resource, with no data being provided to the Association in order to preserve anonymity. All data collected is completely anonymous.

A total of 41 applicants responded to the survey.

## 2. EQUALITIES PROFILE

### 2.1 Sex and Gender

When considering the profile of respondents, staff, committee and applicants were more likely to be female than male, with staff most likely to be female (71%). However, tenants who responded to the survey were slightly more likely to be male (56%) than female (44%)

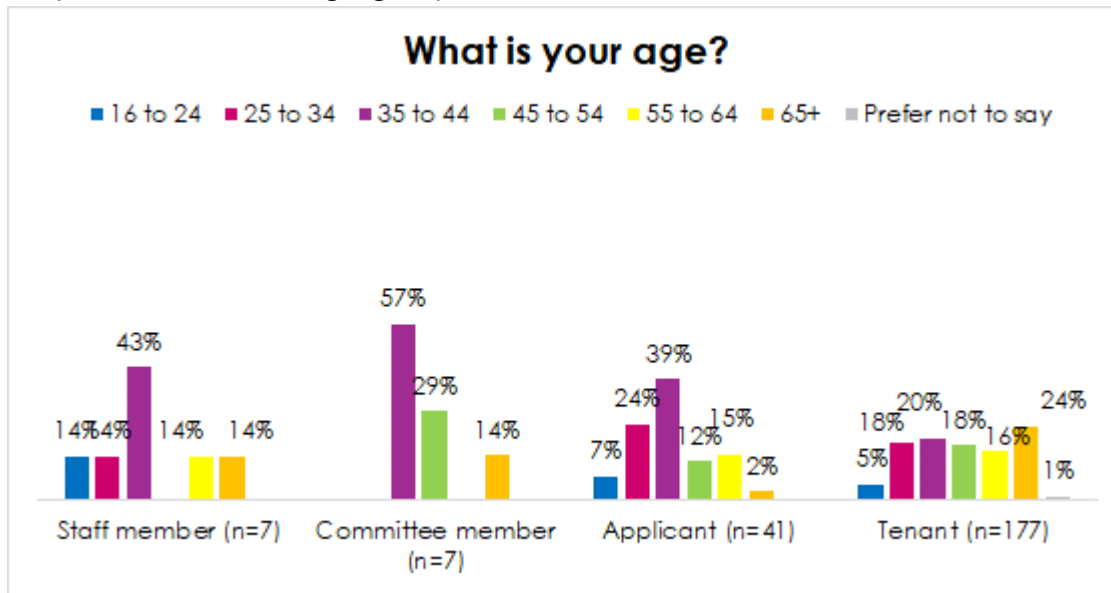


No respondents in any group said that they consider themselves to be a trans person.



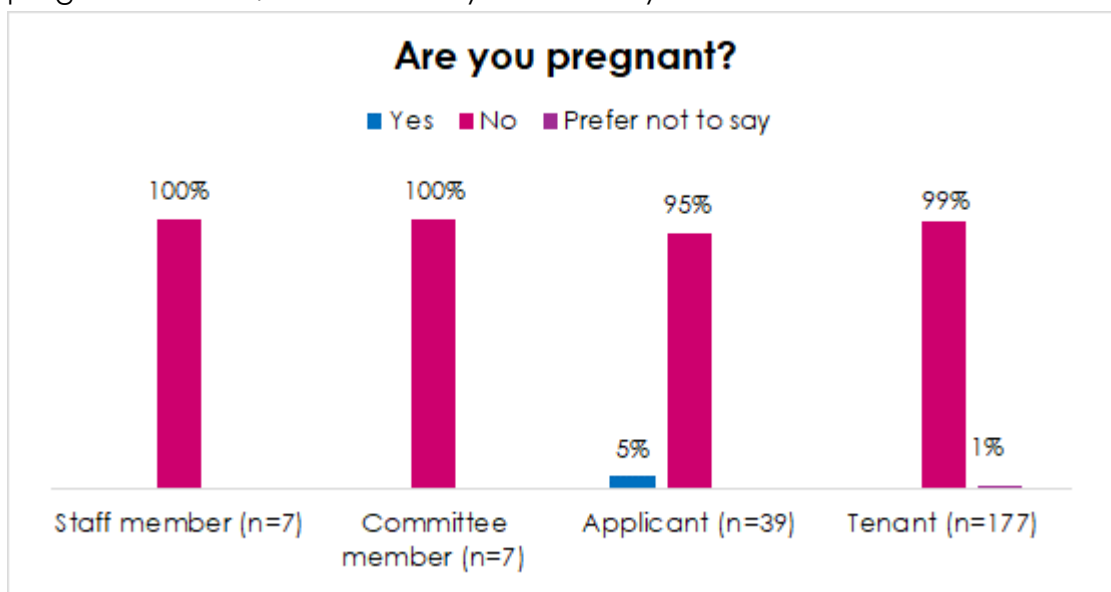
## 2.2 Age

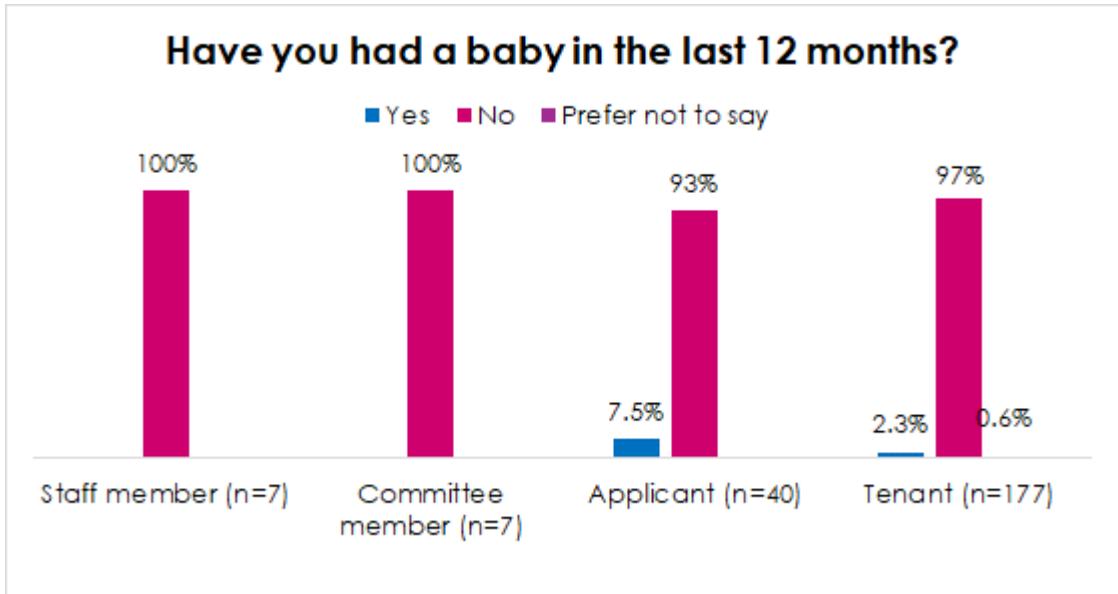
In terms of the age profile of respondents, staff, committee and applicants were all most likely to report that they were in the 35 to 44 age group. However, for tenants, there was a greater spread of ages with 5% in the 16 to 24 age group and fairly similar proportions of tenants in all other age groups up to 65+, which was the most common age group. 24% of tenants who responded to the satisfaction survey said they were in the 65+ age group.



## 2.3 Pregnancy and maternity

The vast majority of respondents from all groups said that they were not currently pregnant nor had they had a baby in the last 12 months. This was the case for all staff and committee members. Just 5% of applicants responding said that they were pregnant and 7.5% said that they had a baby in the last 12 months.

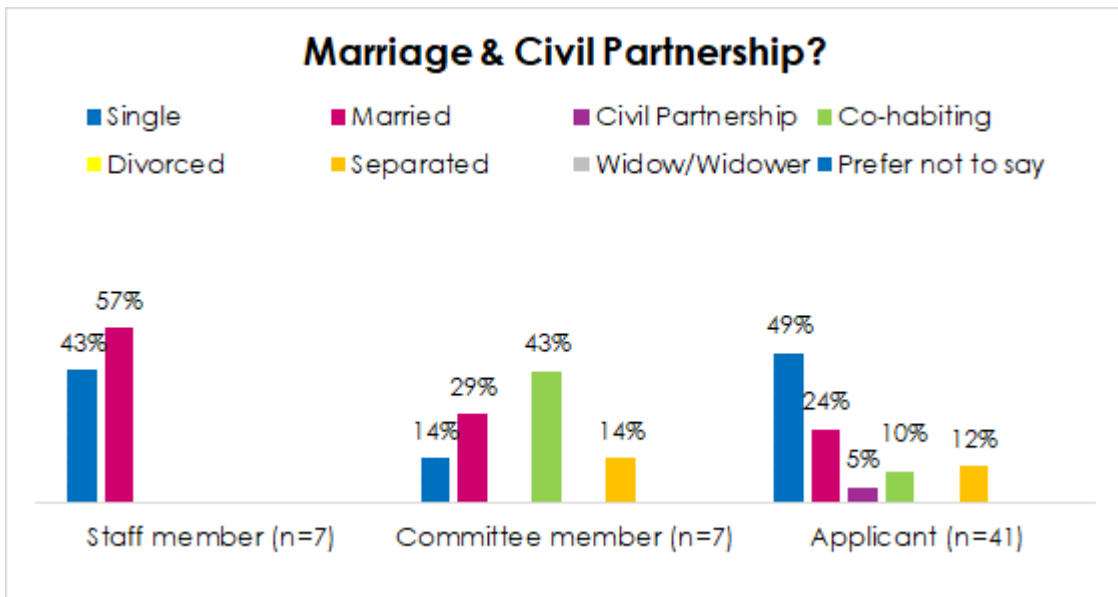




## 2.4 Marriage and Civil Partnership

Marriage and civil partnership, in line with the guidance issued, was not asked of existing tenants.

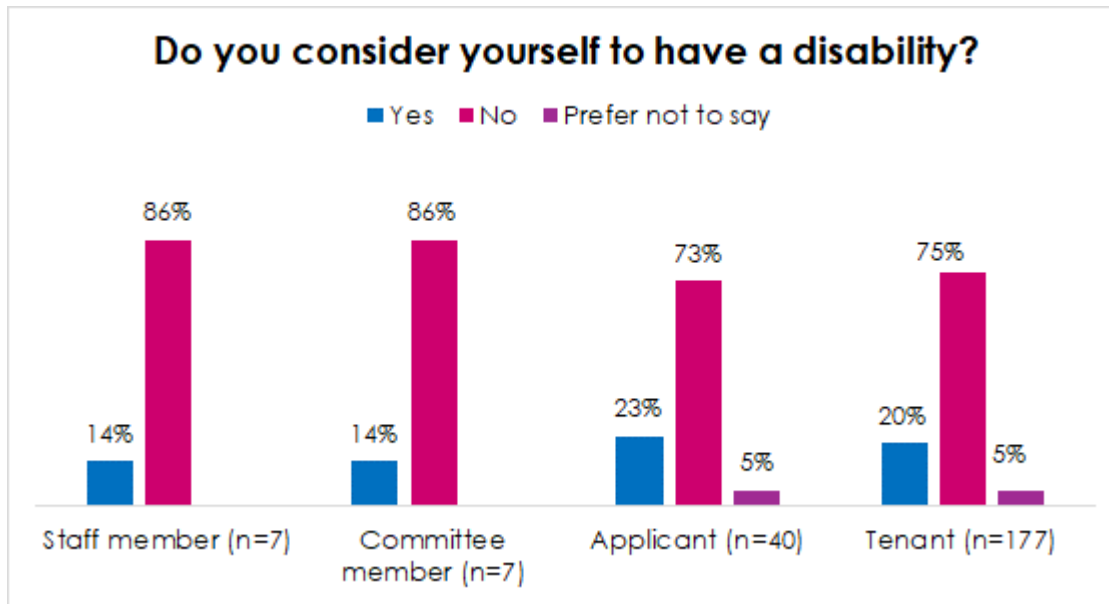
For staff members, 43% were single and 57% married. Committee members were most commonly co-habiting (43%), followed by married (29%). For applicants, the greatest proportion were single (49%).



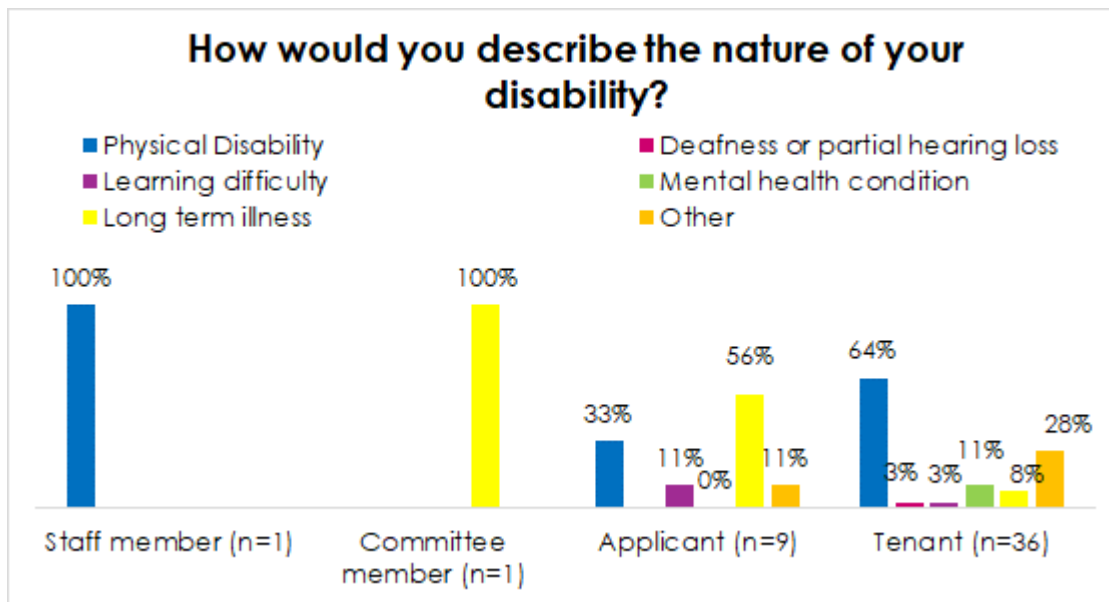


## 2.5 Disability

A minority of respondents considered themselves to have a disability. 14% of both staff and committee members said that they did, 23% of applicants and 20% of tenants.



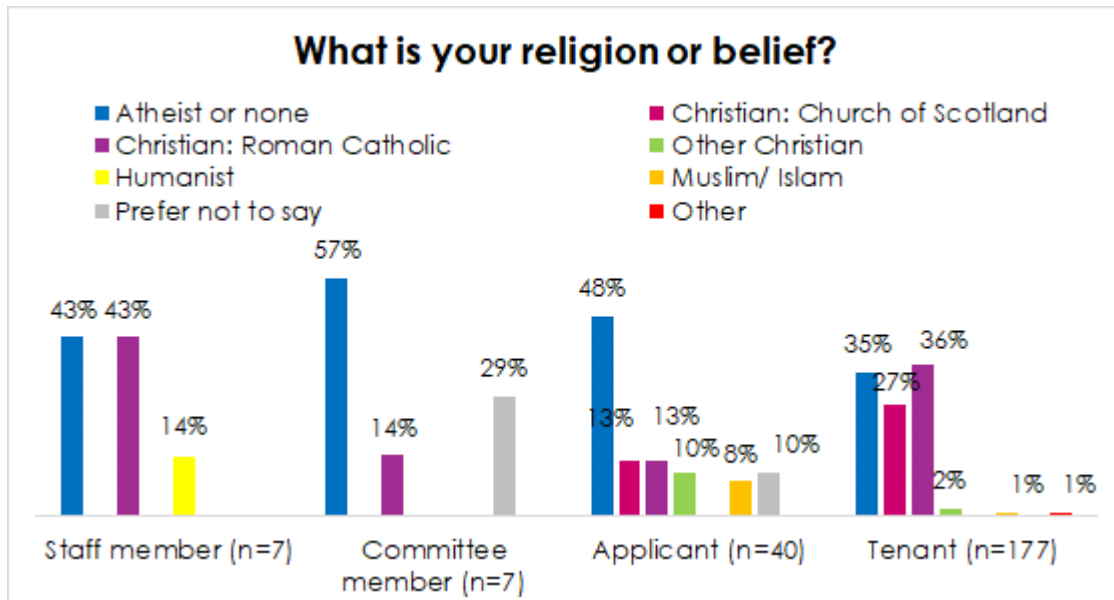
Due to the small numbers noting that they have a disability, analysis is not significant. However, it showed that for existing tenants, physical disability was most likely to be noted (64%). However for applicants, long term illness was most commonly noted (56%) followed by physical disability (33%).



## 2.6 Religion and belief

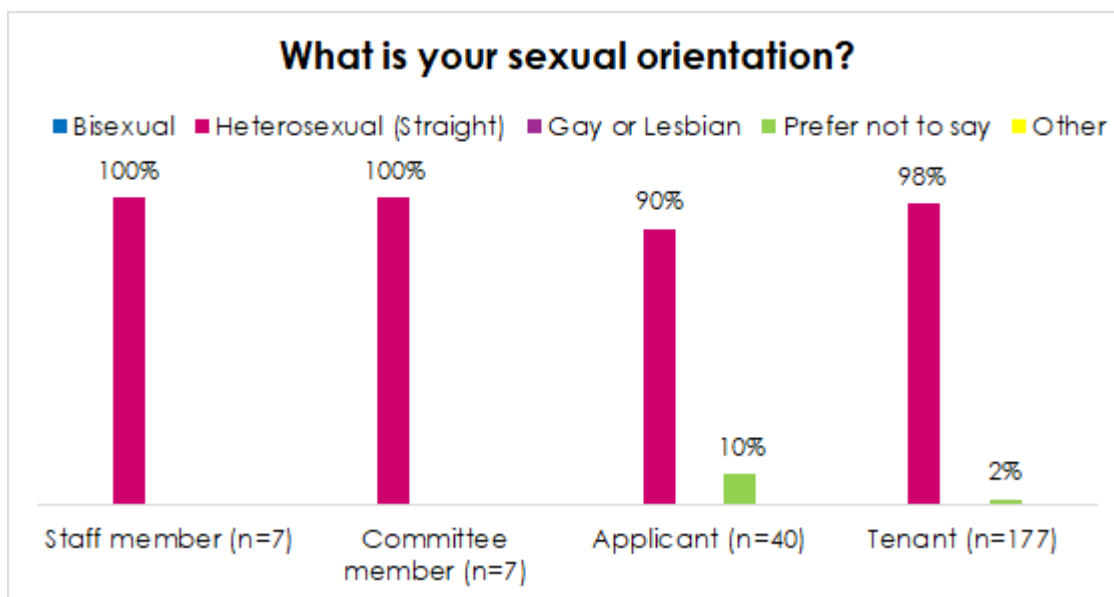
The greatest proportion of most groups was atheist or no religion or belief with 43% of staff, 57% of Committee members, 48% of applicants and 35% of tenants noting this.

Also commonly noted for staff and tenants was Roman Catholic, which was noted as the religion or belief of 43% of staff and 36% of tenants.



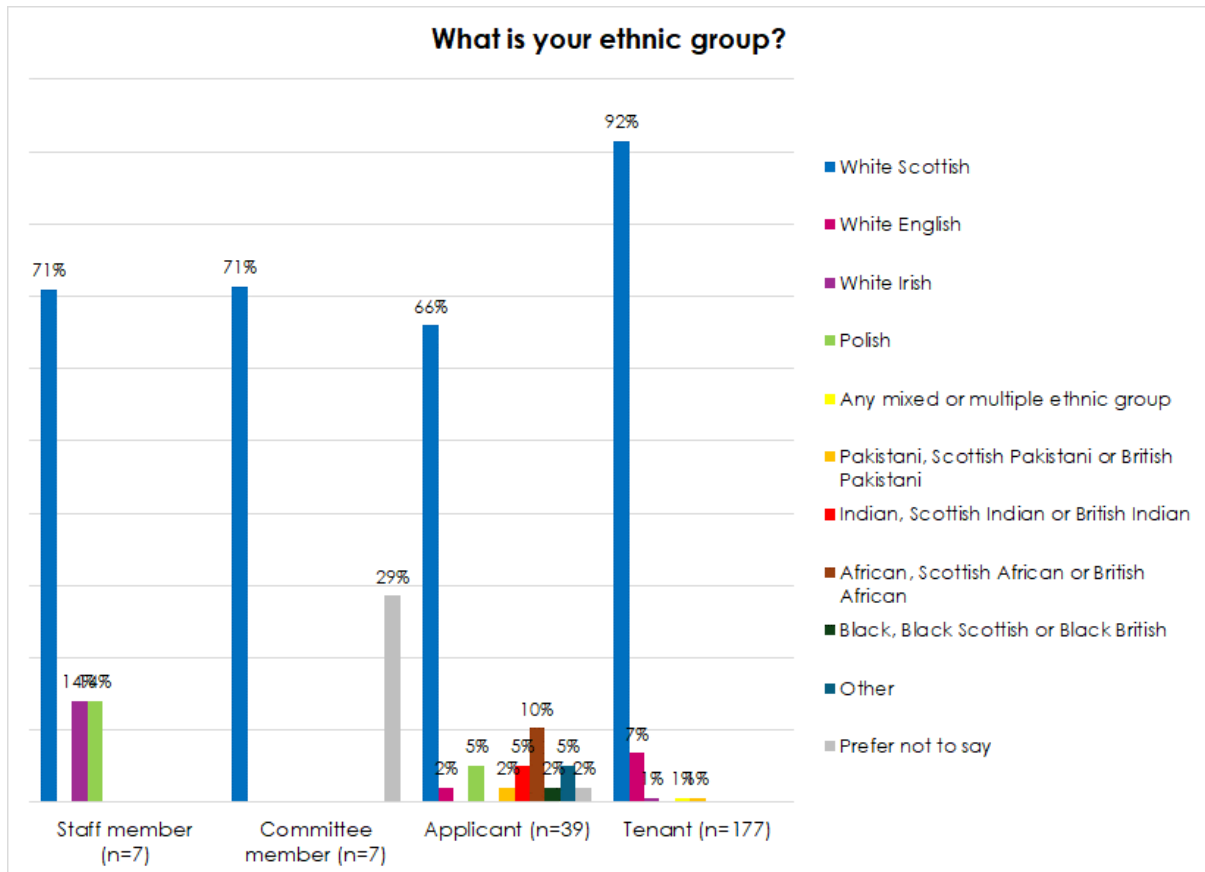
## 2.7 Sexuality

The majority of respondents considered themselves to be heterosexual/ straight. Indeed, all respondents who disclosed their sexual orientation stated this. 10% of applicants said they would prefer not to say and 2% of tenants said they would prefer not to say.



## 2.8 Ethnicity

In terms of ethnicity the majority of respondents were of White Scottish ethnicity. This was the case for 71% of staff and committee members, 66% of applicants and 92% of tenants. Analysis does show a more diverse ethnic profile of applicants than of tenants, staff and committee members.



## **Appendix 1**

### **Survey Questionnaire**

# Trafalgar Housing Association Equalities Survey

## Why do we want this information?

As part of our commitment to equalities and human rights and in line with the Scottish Housing Regulator's (SHR) Regulatory Framework, we want to tailor our services and support to meet the individual needs of our customers; develop trust within our community and inform our policies and services. To help achieve this the Housing Association aim to collect data relating to each of the protected characteristics for our existing tenants, new tenants, people on waiting lists, governing body members and staff. In addition, we aim to demonstrate that equality and human rights issues are fully considered when making all of our decisions in our day-to-day service delivery.

1. **Which of the following best describes your relationship to the Association?**  
1. **Which of the following best describes your relationship to the Association?**

- Staff member
- Committee member
- Applicant

2. **What is your Gender?**

- Male
- Female
- Intersex
- Prefer not to say
- My gender is not represented here

I would describe my gender as:

---

3. **Do you consider yourself to be a trans person?**

- Yes
- No
- Not sure
- Prefer not to say

4. **What is your age?**

- 16 to 24
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- 65 to 74
- 75 to 84
- Over 85

- Prefer not to say

5. **What is your sexual orientation?**

- Bisexual
- Heterosexual (Straight)
- Gay or Lesbian
- Prefer not to say
- My sexual orientation is not represented here

I would describe my sexual orientation as:

---

6.a **Are you pregnant?**

- Yes
- No
- Prefer not to say

6.b **Have you had a baby in the last 12 months?**

- Yes
- No
- Prefer not to say

7. **Marriage & Civil Partnership?**

- Single
- Married
- Civil Partnership
- Co-habiting
- Divorced
- Separated
- Widow/Widower
- Prefer not to say

8. **What is your religion or belief?**

- Atheist or none
- Christian: Church of Scotland
- Christian: Roman Catholic
- Other Christian
- Baha'i
- Buddhist
- Hindu
- Humanist
- Jewish
- Muslim
- Pagan
- Sikh
- Prefer not to say
- My religion or belief is not represented here

I would describe my religion as:

---

9. **What is your ethnic group?**

- White Scottish
- White English
- White Welsh
- White Northern Irish
- White Irish
- Gypsy / Traveller
- Polish
- Any mixed or multiple ethnic groups, please write in
- Pakistani, Scottish Pakistani or British Pakistani
- Indian, Scottish Indian or British Indian
- Bangladeshi, Scottish Bangladeshi or British Bangladeshi
- Chinese, Scottish Chinese or British Chinese
- African, Scottish African or British African
- Caribbean, Caribbean Scottish or Caribbean British
- Black, Black Scottish or Black British
- Arab, Arab Scottish or Arab British
- Other ethnic group, please write in
- Prefer not to say

If any mixed or multiple ethnic groups, please specify

---

If any other ethnic group, please specify

---

10. **Do you consider yourself to have a disability?**

- Yes
- No
- Prefer not to say

11. **How would you describe the nature of your disability from the following list?**

- Physical Disability
- Deafness or partial hearing loss
- Learning difficulty (e.g., dyslexia)
- Blindness or partial sight loss
- Mental health condition
- Development disorder (e.g., Autistic Spectrum Disorder or Asperger's Syndrome)
- Long term illness, disease, or condition
- Learning disability (e.g., Down's Syndrome)
- Prefer not to say
- My condition is not represented here

I would describe my condition as:

---

12. **Please advise us if you have any requirements relating to a disability:**

---

---

Please click **Submit** to send us your responses.

THANK YOU FOR TAKING PART  
For more information about Research Resource and our Privacy Notice  
[www.researchresource.co.uk](http://www.researchresource.co.uk)