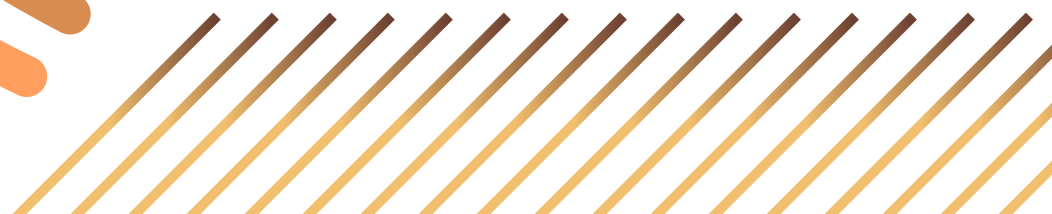




Chartered
Institute of
Housing

Equality, diversity and inclusion

Census result 2024



Part one: Overview

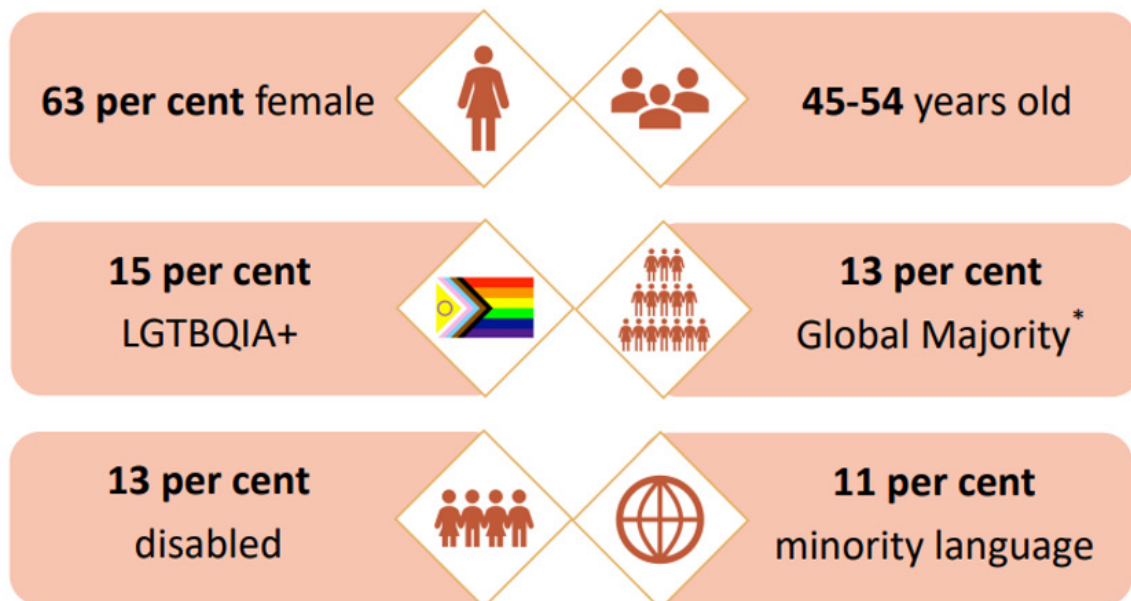
Why the census is required

At the Chartered Institute of Housing (CIH) we are committed to improving equality, diversity and inclusion (EDI) in our organisation, throughout our membership and across the housing sector. In order to do this, we developed our EDI census so we can continuously capture data and discover what our membership looks like across the UK. It also allows us to see where our membership might not be representative of the wider population, so we can consider how going forward, we can make our membership (and more broadly access to the housing sector) more inclusive.

What we asked and when

We initially launched the census in November 2022 to better understand the membership of CIH. This was followed by our first ever report on the EDI characteristics of our membership in October 2023. Following on from this report we have continued to ask our members to complete the EDI census on a voluntary basis. Members can choose to answer all, some or none of the questions. The questions align with the characteristics protected under the 2010 Equality Act, however we have gone beyond the protected characteristics to ask questions about language, socio-economic status and education history. CIH is committed to continuing to capture EDI data from its members on an ongoing basis. There is no end date to the EDI census. A list of all questions in the census is included in the [Appendix](#).

Summary findings - who are our members



*meaning all ethnic groups except white British and other white groups, including white minorities

Part two: The results

Response rate

This report has been prepared from data collected from the launch of the census in 2022 up to and including 31 July 2024.

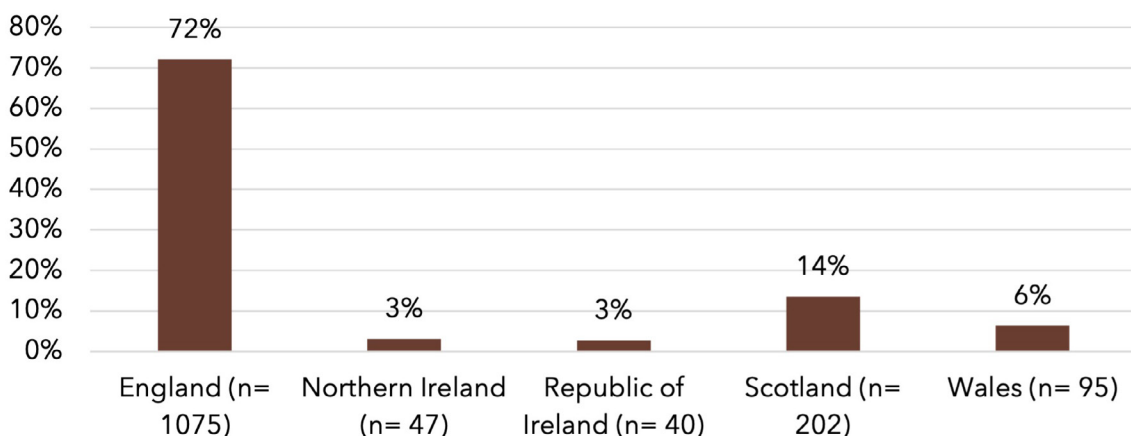
To date, 1,491 CIH members have completed the EDI census including 846 new completions of the census in 2024. Please note that not all respondents have completed every question. Some have provided a 'prefer not to answer' response, others left responses blank. We have made the decision to omit blank responses from our analysis where they occur. We have provided in this report the proportion of members who stated they preferred not to answer the question.

Where we have EDI census data, we have established that 72 per cent of respondents (1,075 members) live or work in England. A similar proportion was seen in the 2023 report. In the 2023 EDI census report we made a recommendation to explore ways in which we could ensure more input from Scotland, Wales, Northern Ireland and the Republic of Ireland in 2024. We are pleased to report that we have seen an increase in the total number of responses from these nations. The increases in total responses are:

- Northern Ireland: 27 responses
- Republic of Ireland: 17 responses
- Scotland: 103 responses
- Wales: 47 responses

Figure one provides a breakdown of the proportion and number of responses for each of the four UK nations and the Republic of Ireland for the EDI data collated up to and including 31 July 2024.

Figure one: Response rate



NB: We do not have regional data for two per cent of responses.

The response rates outlined in figure one for the four UK nations and the Republic of Ireland are comparable to the CIH membership base:

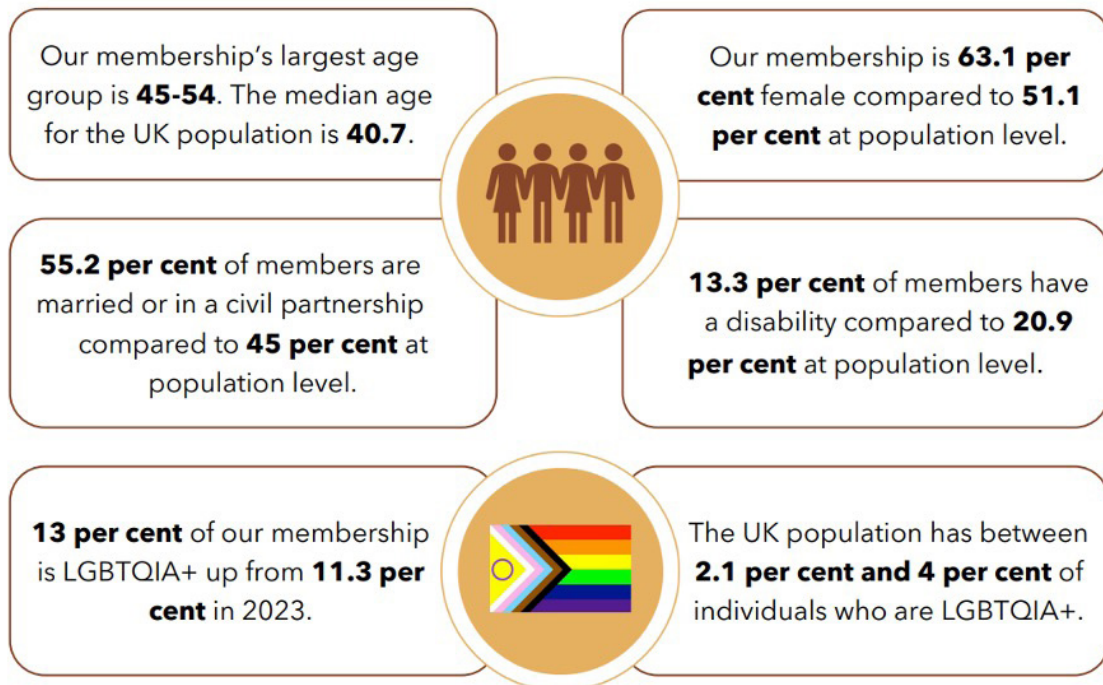
- England: 73 per cent of members
- Northern Ireland: Three per cent of members
- Republic of Ireland: Two per cent of members
- Scotland: 14 per cent of members
- Wales: Seven per cent of members
- International/Unknown region: One per cent of members

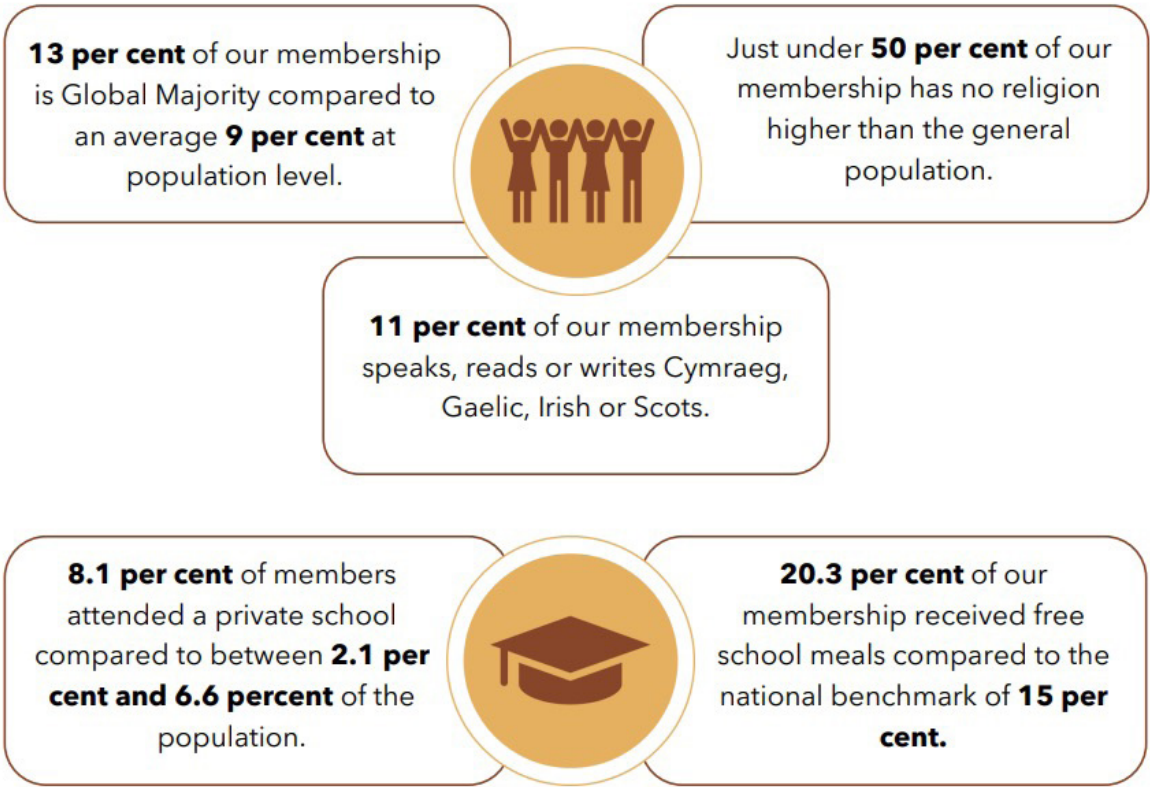
Notes on the data

When examining the data on protected characteristics, we recognise the EDI census data for the devolved nations and the Republic of Ireland is often too low for robust country specific determinations. Nonetheless we have used the CIH EDI census data to compare against the national census data for each of the four UK nations and the Republic of Ireland where possible. Scotland delayed their census to 2022 and as such at the time of writing, data on health determinants was not available. We have therefore used data from the 2011 Scottish Census. We will update the data for Scotland once it is published.

What does our membership look like?

Key findings:





Age

The median ages for the five nations that make up the membership of the UK and the Republic of Ireland are:

- England: 40.5¹
- Northern Ireland: 40¹
- Republic of Ireland: 38.8²
- Scotland: 43¹
- Wales: 42.91¹

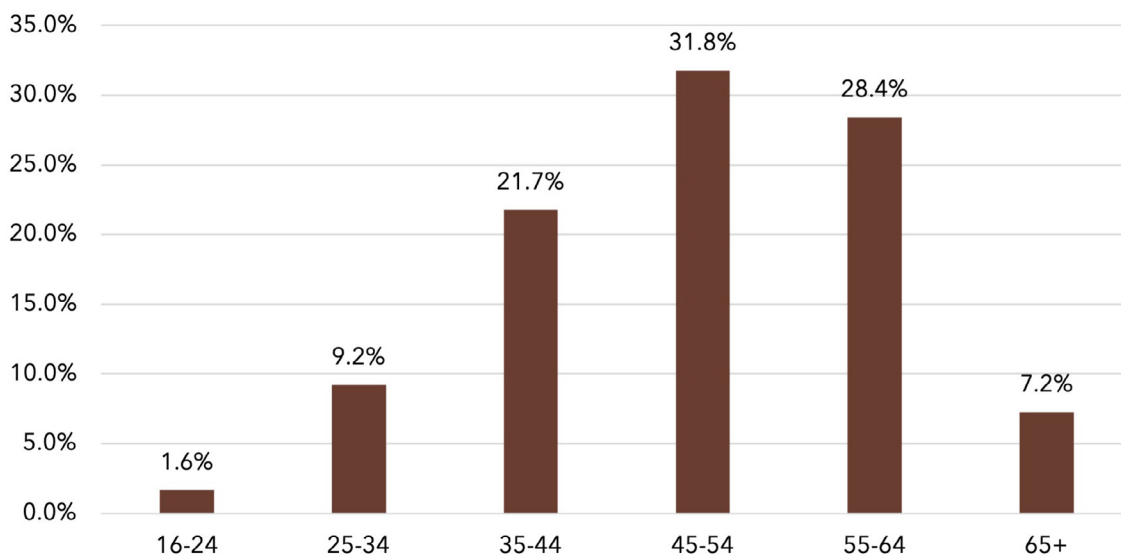
Our membership is older than the general population. Our largest age group is **45-54** whereas the median age for the UK population is **40.4**.

¹Population estimates for the UK, England, Wales, Scotland, and Northern Ireland: mid-2022. <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/annualmidyearpopulationestimates/mid2022#:~:text=The%20UK%20population%20at%20mid,square%20kilometre%20at%20mid%2D2022>.

²Census of Population 2022 - Summary Results. <https://www.cso.ie/en/releasesandpublications/ep/p-cpsr/censusofpopulation2022-summaryresults/populationchanges/#:~:text=The%20average%20age%20of%20the,males%20and%2039.4%20for%20females>.

The EDI census data shows that our membership is older than the median ages for the four UK nations and the Republic of Ireland. With our largest age group being 45-54, compared to a UK median age of 40.4. Figure two shows the breakdown for each age group within our membership.

Figure two: Age



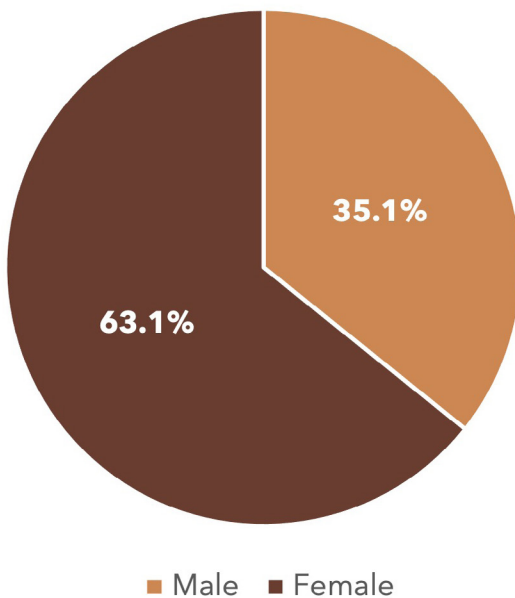
Our EDI census is showing a significant under representation of younger people (those under the age of 35), mirroring what was seen in 2023. According to the latest population estimates, 16- 24-year olds make up 10.6 per cent of the UK population³ whereas they account for 1.6 per cent of our membership.

³National level population estimates by year, age and UK country.
<https://stats.wales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/nationallevelpopulationestimates-by-year-age-ukcountry>

Gender

The proportion of males and females in the population of the four UK nations according to the mid-year 2022 population estimate is 48.9 per cent male and 51.1 per cent female . This is similar to the Republic of Ireland where the population split is 49 per cent male and 51 per cent female⁵. Yet whilst the general population is almost evenly split male and female, our EDI census data shows that our membership is more female than the general population as shown in figure three:

Figure three: Gender⁶



NB: 1.8 per cent preferred not to answer this question.

Our EDI census also included a question on whether or not the individual's gender identity is different to their sex registered at birth, 0.7 per cent of respondents stated their gender identity is different to their sex registered at birth. The proportion identified in the Census 2021 for England and Wales was 0.5 per cent⁶ and the Scottish Census 0.4 per cent⁷. Northern Ireland and the Republic of Ireland did not include a question on gender identity in their latest census.

Our membership
is more female
than the general
population

63.1
per cent
compared to

51.1
per cent at
population level

⁴National level population estimates by year, sex and UK country. <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Estimates/nationallevelpopulationestimates-by-year-sex-ukcountry>

⁵Population of Ireland 1971- 2022. <https://www.cso.ie/en/releasesandpublications/ep/p-ieu50/irelandandtheeuat50/society/population/>

⁶Gender identity, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021>

⁷Scotland's Census 2022 - Sexual orientation and trans status or history. [https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/#:~:text=More%20males%20\(46%2C290\)%20than%20females,'Other%20sexual%20orientation'%20category.](https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/#:~:text=More%20males%20(46%2C290)%20than%20females,'Other%20sexual%20orientation'%20category.)

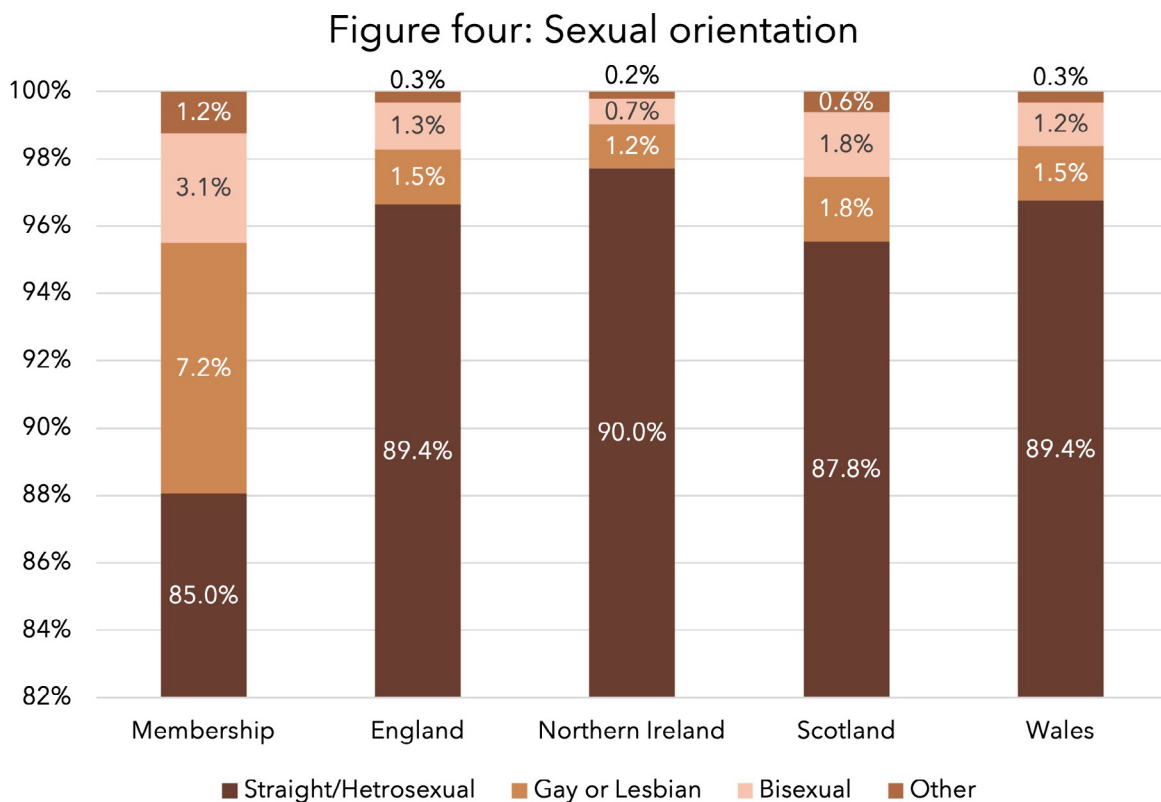
Sexual orientation

The 2021 Census in Northern Ireland, England and Wales included a new question on an individual's sexual orientation. The 2022 Scottish Census also included a question on sexual orientation. The Republic of Ireland Census did not include a question on sexual orientation.

Our EDI census data in 2024 shows that 15 per cent of our membership stated they were LGBTQIA+. In 2023 the proportion was 11.3 per cent. Our membership continues to have a higher proportion of individuals who state they are LGBTQIA+ than is seen in the four UK nations:

- England: 3.1 per cent⁸
- Scotland: 4 per cent⁹
- Northern Ireland: 2.1 per cent¹⁰
- Wales: 3 per cent⁸

Figure four provides a full breakdown for the EDI census and the data collated from the UK nations Census. The axis starts at 82 per cent so that the small percentage differences in lesbian, gay, bisexual and other sexual identity can be easily seen.



⁸Sexual orientation, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021>

⁹Scotland's Census 2022 - Sexual orientation and trans status or history. [https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/#:~:text=More%20males%20\(46%2C290\)%20than%20females,'Other%20sexual%20orientation'%20category.](https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/#:~:text=More%20males%20(46%2C290)%20than%20females,'Other%20sexual%20orientation'%20category.)

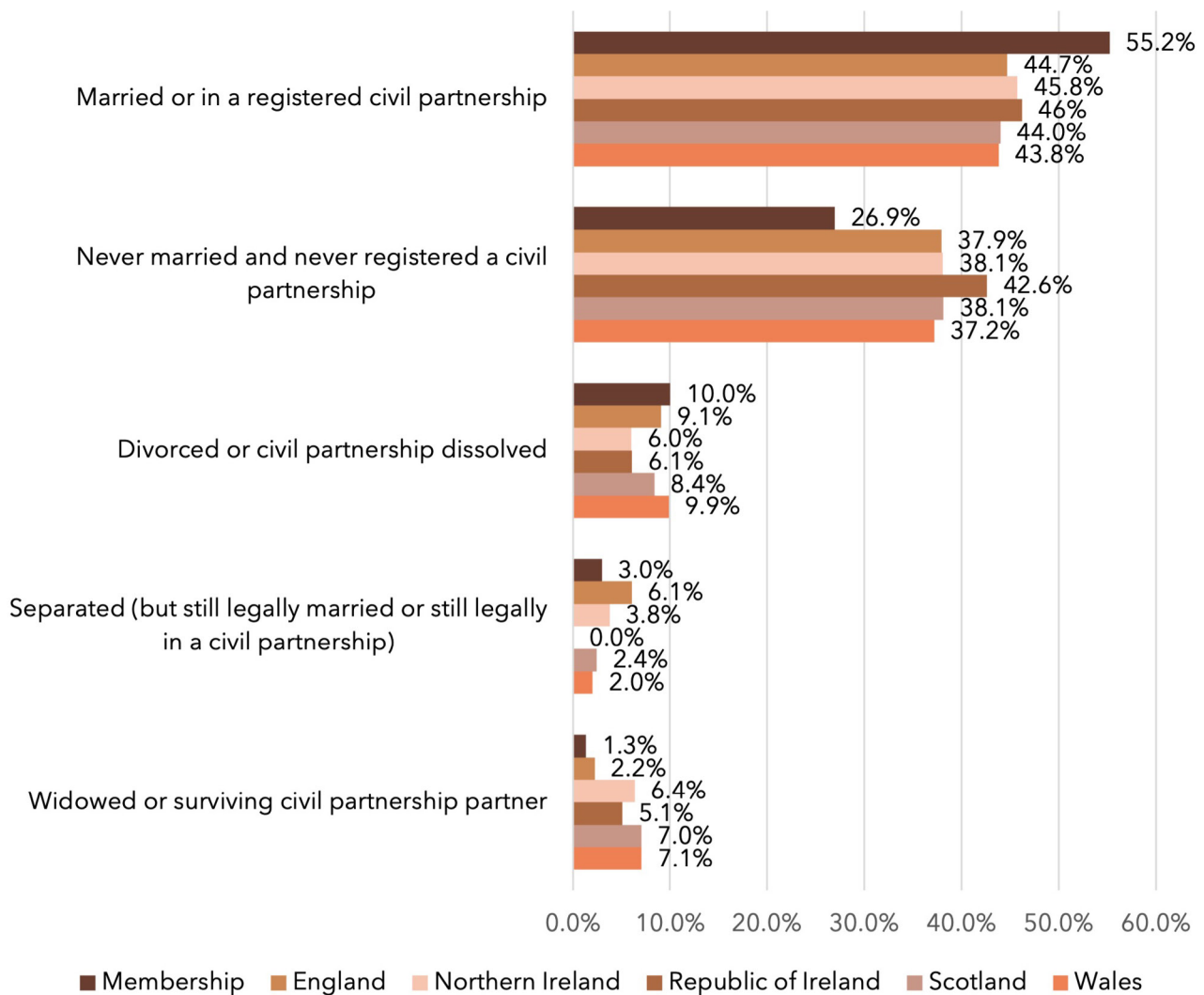
¹⁰Main statistics for Northern Ireland Statistical bulletin Sexual orientation. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-3-statistical-bulletin-sexual-orientation.pdf>

There were also 3.4 per cent of members who preferred not to answer the question on sexual orientation. This is lower than the average 7.8 per cent of the general population that did not answer the question in the Census 2021¹¹ ¹² and Census 2022¹³.

Marital status

The EDI census data shows that a higher proportion of our membership is married or in a registered civil partnership than the general population. The proportion for our membership is 55 per cent and the average for the general population is 44.9 per cent. The proportion for our membership in 2024 is the same as in 2023. A full breakdown of marital status for our membership is shown in figure five.

Figure five: Marital status



¹⁰Sexual orientation, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021>

¹¹Main statistics for Northern Ireland Statistical bulletin Sexual orientation. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-3-statistical-bulletin-sexual-orientation.pdf>

¹²Scotland's Census 2022 - Sexual orientation and trans status or history. [https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/#:~:text=More%20males%20\(46%2C290\)%20than%20females,'Other%20sexual%20orientation'%20category](https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/#:~:text=More%20males%20(46%2C290)%20than%20females,'Other%20sexual%20orientation'%20category)

¹³Scotland's Census 2022 - Sexual orientation and trans status or history. [https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/#:~:text=More%20males%20\(46%2C290\)%20than%20females,'Other%20sexual%20orientation'%20category](https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census-2022-sexual-orientation-and-trans-status-or-history/#:~:text=More%20males%20(46%2C290)%20than%20females,'Other%20sexual%20orientation'%20category)

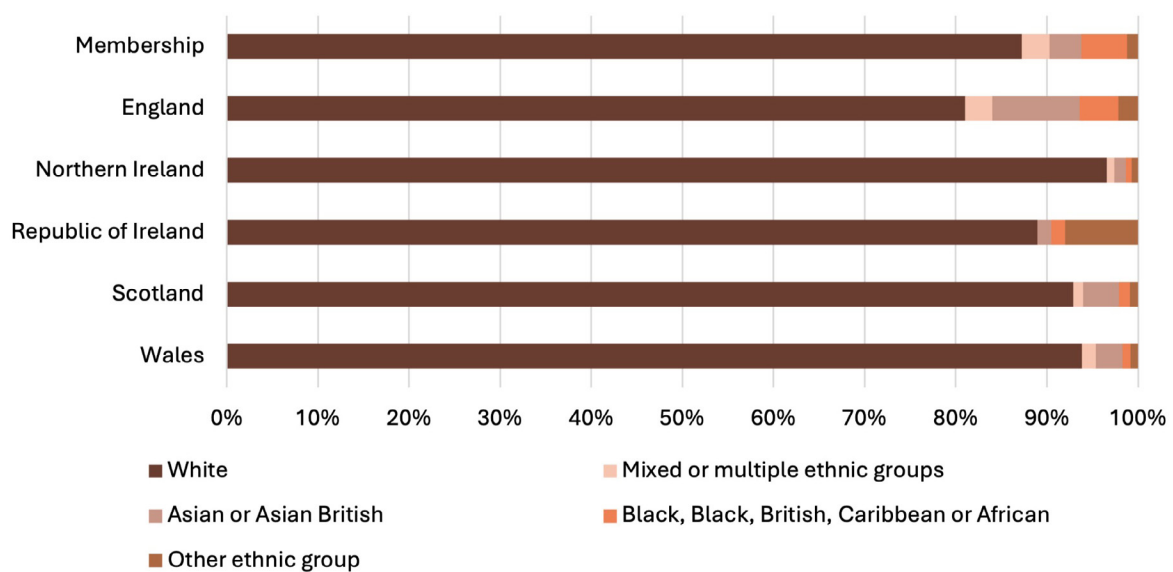
Ethnicity

The general population data is taken from the latest census data for the four devolved nations and the Republic of Ireland. The data for the Republic of Ireland on other ethnic groups is larger than the four devolved nations as they include mixed ethnic groups in the other ethnic group category.

Our EDI census data shows that 87.2 per cent of our membership has a white ethnic background. Our data for 2023 put this proportion at 87.1 per cent and the proportion for new completions in 2024 is 88.2 per cent. Figure six provides a breakdown of the ethnicity of our membership compared to the population of the four UK nations and the Republic of Ireland. This shows that our membership has similar proportions of individuals from a white ethnicity to those seen in the wider population.

Figure six: Ethnicity (High level groups).

T.



14 15 16 17 18 19 20 21

Given the high proportion of individuals with white ethnicity, we have in figure seven provided the data on ethnicity excluding the white ethnic group to make it easier to see the proportions of the four high level ethnic groups that make up a small percentage of our membership and the overall population. This mirrors the data analysis of the Office for National Statistics (ONS) Census 2021 in England and Wales.

¹⁴Legal partnership status. <https://www.ons.gov.uk/datasets/TS002/editions/2021/versions/3/filter-outputs/1d2c932a-d33a-40e4-b695-2a890253c160#get-data>

¹⁵Census 2021 main statistics demography tables - household relationships. <https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-household-relationships>

¹⁶Census of Population 2022 - Summary Results. <https://www.cso.ie/en/releasesandpublications/ep/p-cpsr/censusofpopulation2022-summaryresults/householdsizeandmaritalstatus/>

¹⁷Scotland's Census 2022 - National Records of Scotland Table UV104 - Marital and civil partnership status. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>

All people aged 16 and over

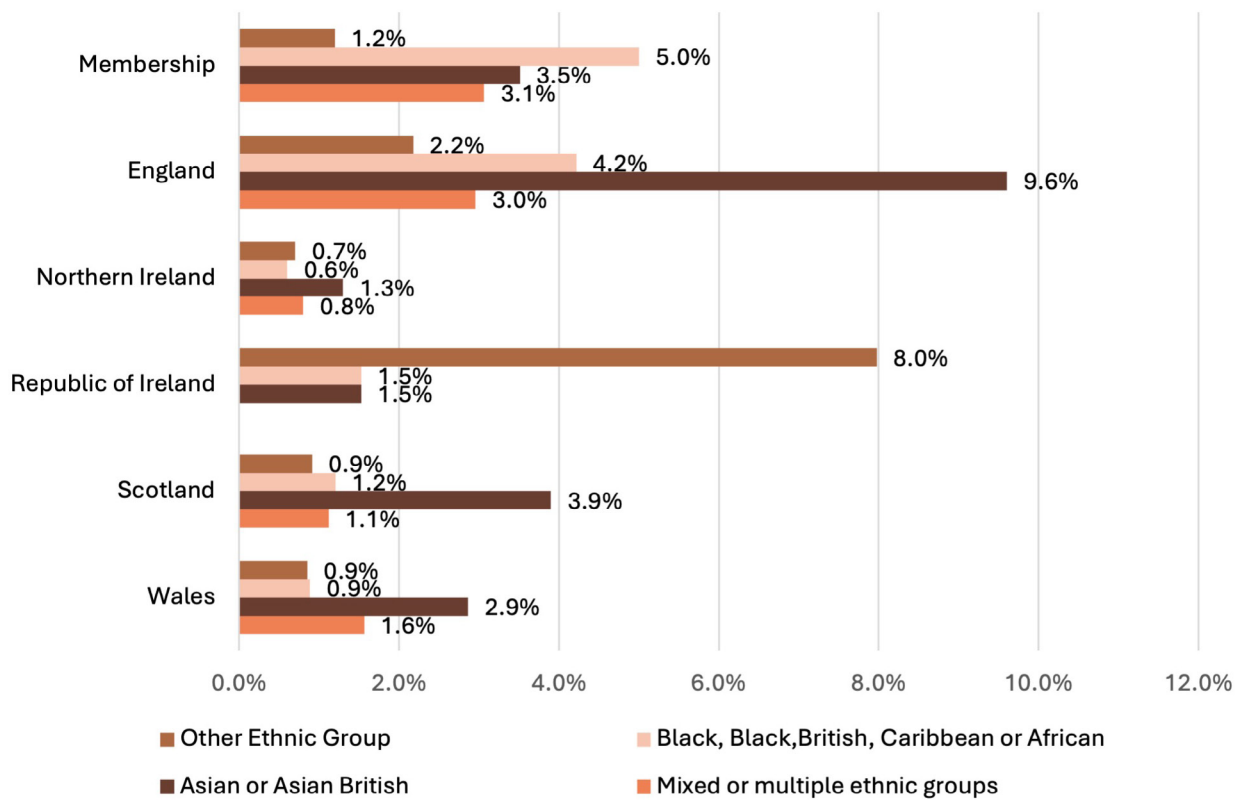
¹⁸Ethnic group by age and sex in England and Wales. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/datasets/ethnicgroupbyageandsexinenglandandwales>

¹⁹Scotland's Census 2022 - National Records of Scotland Table UV201 - Ethnic group All people. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>

²⁰Population Usually Resident and Present in the State. <https://data.cso.ie/table/FY023>

²¹Main statistics for Northern Ireland Statistical bulletin Ethnic group. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-1-statistical-bulletin-ethnic-group.pdf>

Figure Seven: Ethnicity (High level groups excluding white)



22 23 24 25

The Republic of Ireland Census 2022 shows a high proportion of individuals with other ethnicity as this census categorises mixed ethnicities as other ethnicities.

Our ethnicity data for our membership shows that our membership is ethnically diverse and broadly reflects the ethnicity of the populations within the four UK nations and the Republic of Ireland.

²²Ethnic group by age and sex in England and Wales. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/datasets/ethnicgroupbyageandsexinenglandandwales>

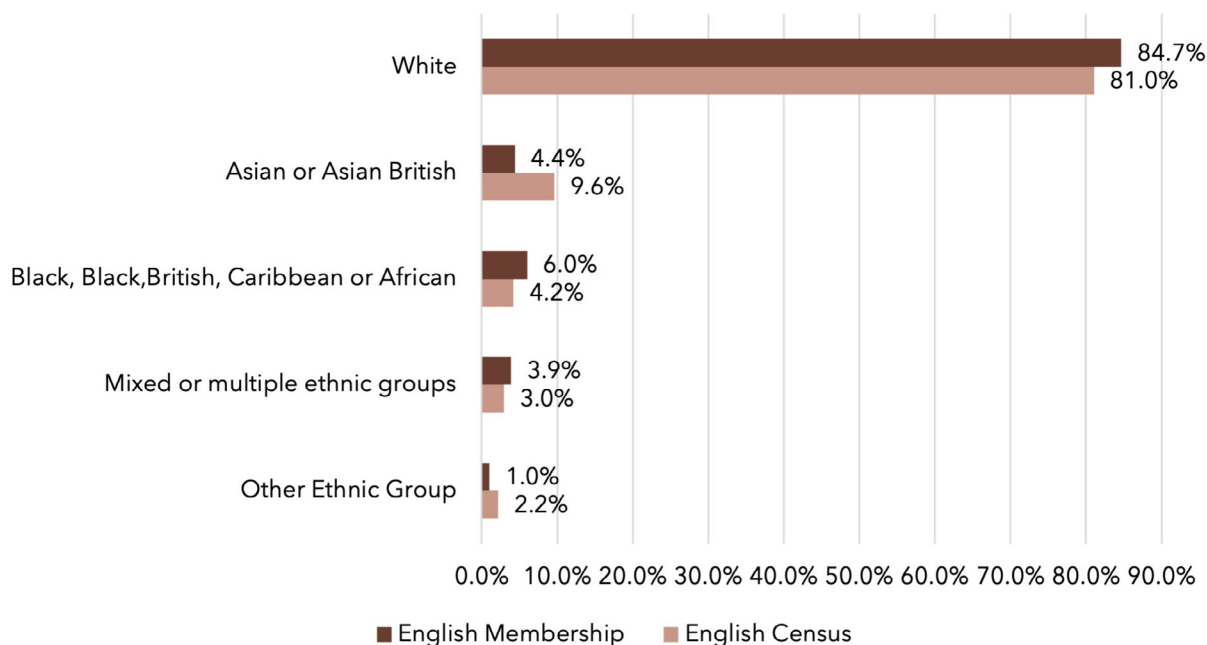
²³Scotland's Census 2022 - National Records of Scotland Table UV201 - Ethnic group All people. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>

²⁴Population Usually Resident and Present in the State. <https://data.cso.ie/table/FY023>

²⁵Main statistics for Northern Ireland Statistical bulletin Ethnic group. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-1-statistical-bulletin-ethnic-group.pdf>

As previously outlined in the [response rate](#), 72 per cent of responses to the EDI census were from England. Due to this high level of responses, we have compared our EDI census data to the high-level ethnicity groups data collected in the 2021 Census in figure eight.

Figure eight: Ethnicity (high level groups) England only



This shows that our membership in England is ethnically diverse and broadly mirrors the wider population as seen in the 2021 census data²⁶. There are a couple of exceptions. There are twice as many individuals from an Asian or Asian British population in the English population than our membership. In addition, our membership has more individuals who identify in the Black, Black British, Caribbean or African ethnic group than seen in the English population.

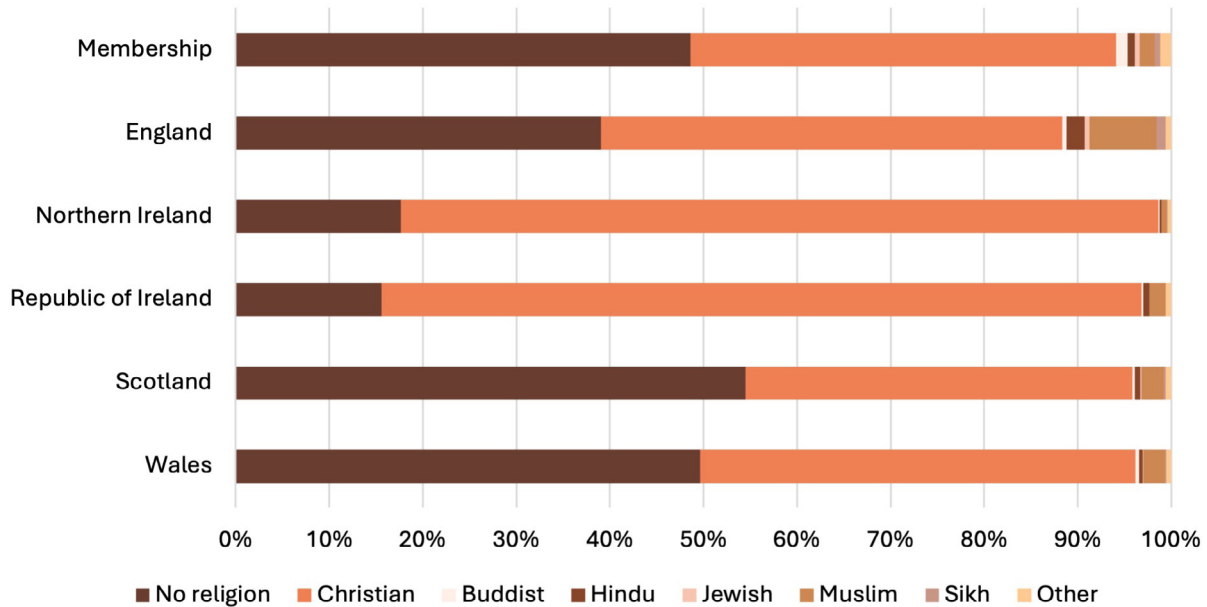
²⁶Ethnic group by age and sex in England and Wales. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/datasets/ethnicgroupbyageandsexinenglandandwales>



Religion

The EDI census data for 2024 shows that apart from Wales and Scotland, our membership has a higher proportion of individuals with no religion than the general population. This is also seen in the census data collated in 2024 and mirrors what was seen in the 2023 EDI census. Figure nine provides a full breakdown of religion for the 2024 EDI census.

Figure nine: Religion



27 28 29 30

To better understand the proportion of members with a minority religion and how this compares to the four UK nations and the Republic of Ireland, we have also presented the data on religion in figure 10 without the data on 'No religion' and 'Christianity'. This enabled us to clearly see that our membership has, with the exception of England, a larger proportion of individuals who practice a minority religion compared to the general population.

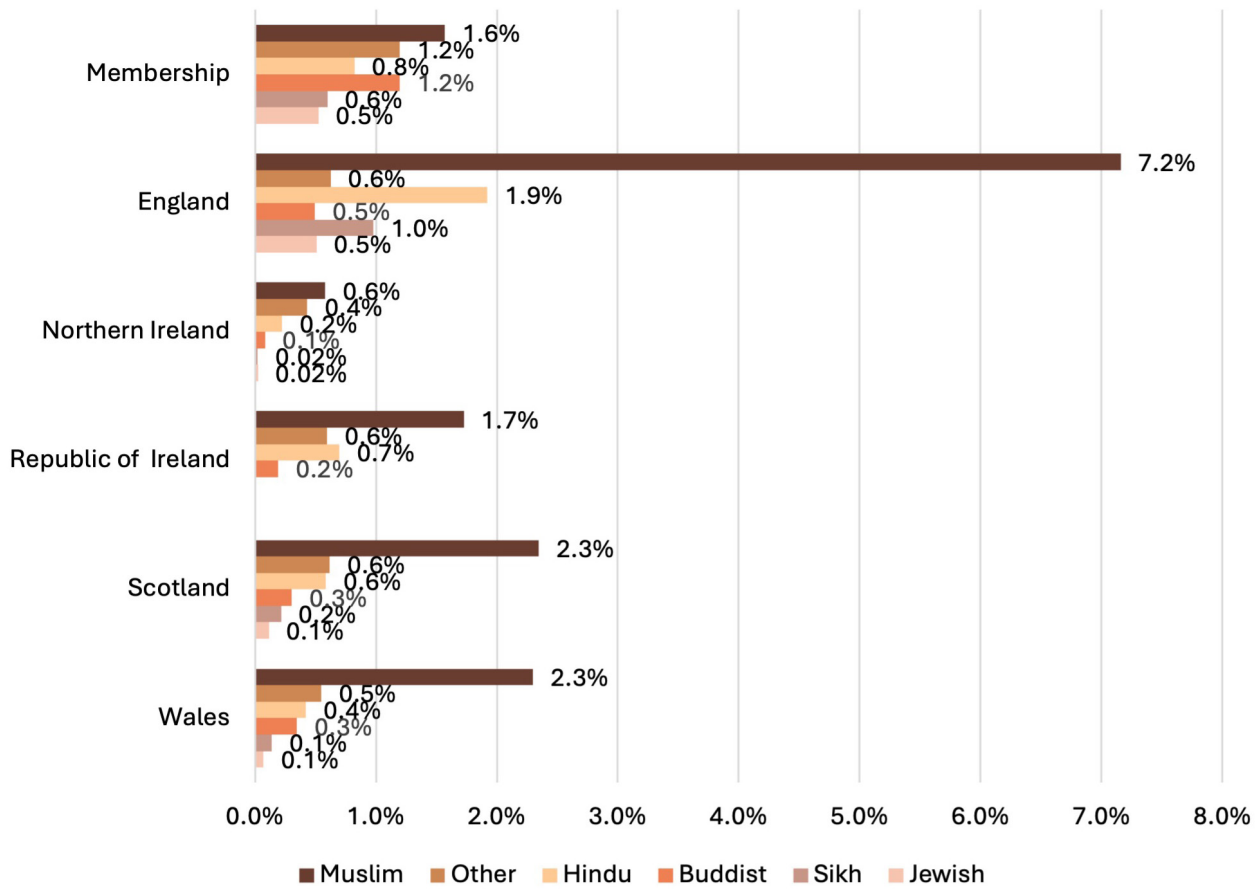
²⁷Religion, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021#religion-in-england-and-wales>

²⁸Scotland's Census 2022 - National Records of Scotland. Table UV205 - Religion. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>

²⁹Census 2021 main statistics religion tables <https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-b21.xlsx>

³⁰<https://data.cso.ie/table/F5070>

Figure ten: Minority religions



31 32 33 34

When we examine the data, we see that, with the exception of England, our membership has a higher proportion of individuals who practice a minority religion with the largest minority religion being Islam.

³¹Religion, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021#religion-in-england-and-wales>

³²Scotland's Census 2022 - National Records of Scotland. Table UV205 - Religion. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>

³³Census 2021 main statistics religion tables <https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-b21.xlsx>

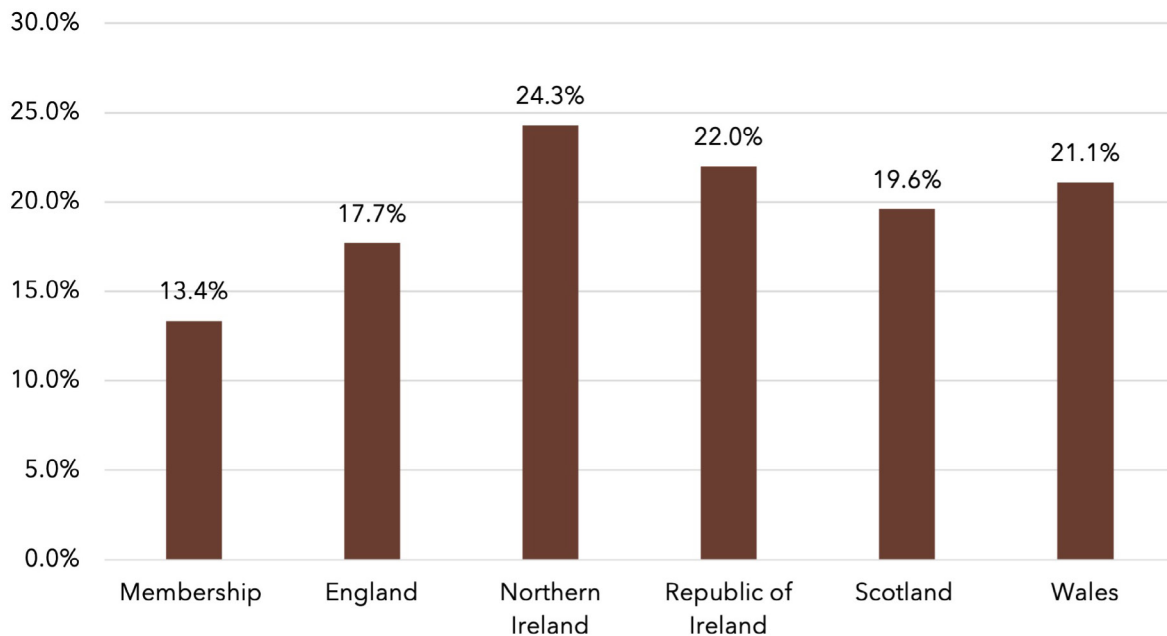
³⁴<https://data.cso.ie/table/F5070>

Disability

Our EDI census data in 2024 shows that 13.3 per cent of our members have a disability, this is the same proportion for new EDI census completions in 2024. Yet this proportion is lower than seen in the 2023 EDI census when 16.2 per cent of members stated they had a disability. In addition, the proportion of members with a disability continues to be much lower than the proportion of individuals with a disability in the four UK nations and the Republic of Ireland as seen in figure 11.

Our membership has a lower proportion of individuals with a disability, **13.3 per cent** of members have a disability compared with an average of **20.9 per cent** in the general population.

Figure 11: Disability



35 36 37 38

³⁵Census 2022 Profile 4 - Disability, Health and Carers. <https://www.cso.ie/en/releasesandpublications/ep/p-cpp4/census2022profile4-disabilityhealthandcarers/>

³⁶Main statistics for Northern Ireland Statistical bulletin Health, disability and unpaid care. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-2-statistical-bulletin-health-disability-and-unpaid-care.pdf>

³⁷Health. <https://www.scotlandscensus.gov.uk/census-results-at-a-glance/health/>

³⁸Disability, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021>

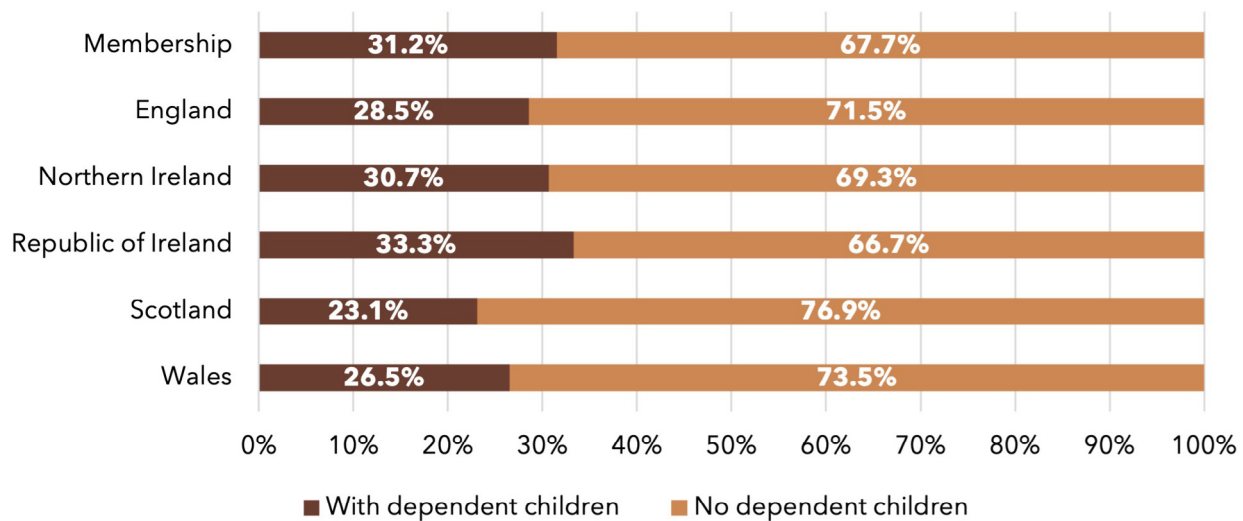
Caring responsibilities for dependent children

In 2024, our EDI census data showed that 31.2 per cent of members have caring responsibilities for a dependent child. This is the same proportion for new responses received in 2024. The overall proportion in 2023 was lower with 22.5 per cent of members stating that they had caring responsibilities for dependent children.

In 2023, the proportion of members with caring responsibility for a dependent child was lower than the general population. The data for the 2024 EDI census shows that our membership now has a higher proportion of individuals with caring responsibility for a child than the general population. A full comparison of our membership to the population of the four UK nations and the Republic of Ireland is shown in figure 12.

31.2
per cent of our
members have
dependent
children
compared to
28.4
per cent of
the general
population.

Figure 12: Dependent children



39 40 41 42

³⁹Household composition statistics. [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Household_composition_statistics#:~:text=Presence%20and%20number%20of%20children,The%20household%20breakdown&text=Around%20one%20third%20of%20households,\(17.8%20%25\)%20included%20children](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Household_composition_statistics#:~:text=Presence%20and%20number%20of%20children,The%20household%20breakdown&text=Around%20one%20third%20of%20households,(17.8%20%25)%20included%20children).

⁴⁰Scotland's Census 2022 - National Records of Scotland Table UV116 - Household type. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>

⁴¹Private Households by Size, Total Persons in the Household and Average Household Size. <https://data.cso.ie/table/F3039>

⁴²Households containing dependent children: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/datasets/householdscontainingdependentchildrencensus2021>

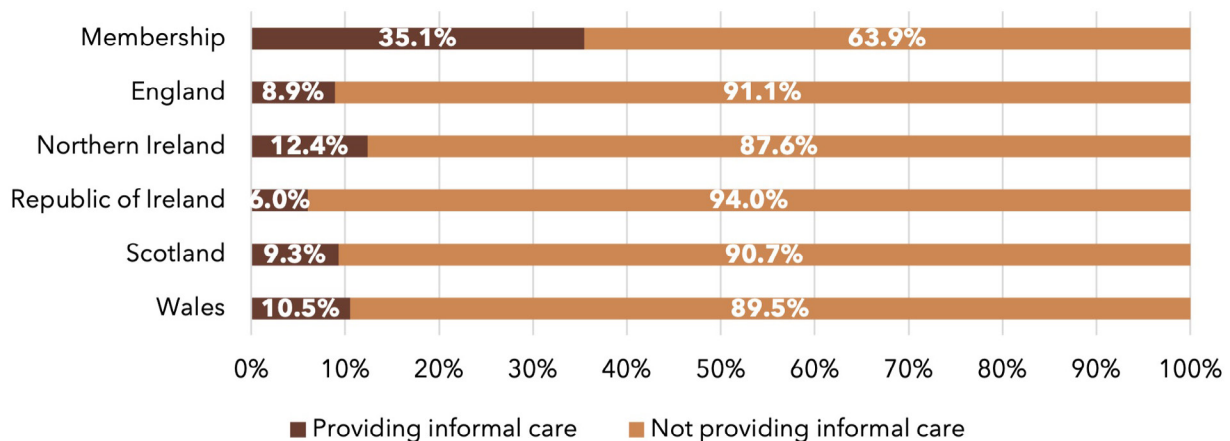
Other caring responsibilities

Our members were asked if they looked after or gave support to an individual due to ill health or problems related to old age. In 2023, the proportion of members with caring responsibility was 23.2 per cent. In 2024, the proportion was significantly higher at 35.1 per cent.

The census data for the four UK nations and the Republic of Ireland asks people to identify whether or not they provide unpaid care. Yet depending on level of income, someone may provide informal care and receive some level of carers allowance. The latest DWP data puts the proportion of the population receiving carers allowance at two per cent⁴³. From the UK Census data and DWP data available it appears that a significantly higher proportion of our membership are providing some form of informal care than the general population.

35.1
per cent of
our members
provide
informal care
compared to
9.4 per
cent of the
general
population.

Figure 13: Informal care



43 44 45 46 47

⁴³DWP benefits statistics: February 2024. <https://www.gov.uk/government/statistics/dwp-benefits-statistics-february-2024/dwp-benefits-statistics-february-2024#sect-5>

⁴⁴Census 2022 Profile 4 - Disability, Health and Carers. <https://www.cso.ie/en/releasesandpublications/ep/p-cpp4/census2022profile4-disabilityhealthandcarers/carers/>

⁴⁵Main statistics for Northern Ireland Statistical bulletin Health, disability and unpaid care. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-2-statistical-bulletin-health-disability-and-unpaid-care.pdf>

⁴⁶Scottish Council Area 2011 by Provision of unpaid care by Term-time Address (Indicator). <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>

⁴⁷Unpaid care, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/unpaidcareenglandandwales/census2021>

Language

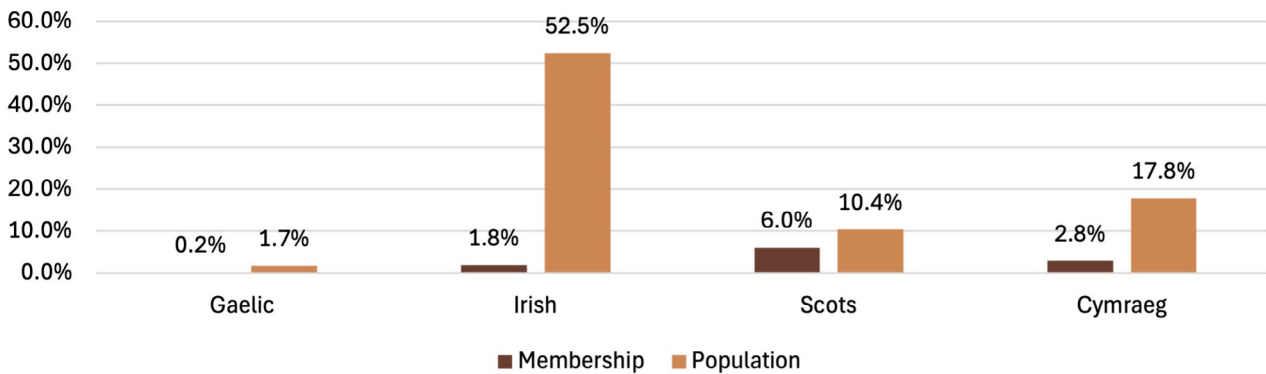
As part of the EDI census, we asked members whether they understood, spoke, read, or could write one of the following recognised minority languages:

- Gaelic
- Irish
- Scots
- Welsh

To avoid double counting in 2024, we changed the way we ask this question. As one individual in the 2023 census could state they, understood, wrote, or read a minority language and could end up being counted more than once. To prevent this going forward we now ask 'Do you read, speak, write or understand one of the minority languages?'. This change means that we are now establishing a new baseline for minority language use in our membership, and it is this we are analysing here.

Our data shows that 10.9 per cent of our membership speak a minority language. Figure 14 shows a breakdown of the proportion of our membership that speaks each minority language compared to the general population.

Figure 14: Minority language



48 49 50 51

⁴⁸Press Statement Census 2022 Results Profile 8 - The Irish Language and Education. <https://www.cso.ie/en/csolatestnews/pressreleases/2023pressreleases/presstatementcensus2022resultsprofile8-theirishlanguageandeducation/>

⁴⁹Gaelic language plan 2022 to 2027. <https://www.gov.scot/publications/scottish-governments-gaelic-language-plan-2022-2027/pages/4/>

⁵⁰Census 2021 main statistics language tables. <https://www.nisra.gov.uk/publications/census-2021-main-statistics-language-tables>

⁵¹2021 Census. <https://www.welshlanguagecommissioner.wales/policy-and-research/research/2021-census#:~:text=The%202021%20Census%20results%20show,has%20been%20decreasing%20since%202001.>

Socio-economic background

There are three separate categories in the EDI census that ask questions relating to the socio-economic background of our membership. As we are not able to accurately establish regional data for the 2024 EDI census, we have looked at the data as a whole and compared it to wider population data where it is available.

Socio-economic background - parental occupation at age 14.

This question looks at the occupation type for the main income earner of the household the individuals resided in at age 14. The categories of employment have been categorised by the social mobility commission as:

- Professional - modern professional and traditional occupations; senior or junior managers or administrators
- Intermediate - clerical and intermediate occupations; small business owners
- Working class - technical and craft occupations; long-term unemployed; routine, semi routine manual and service occupations.

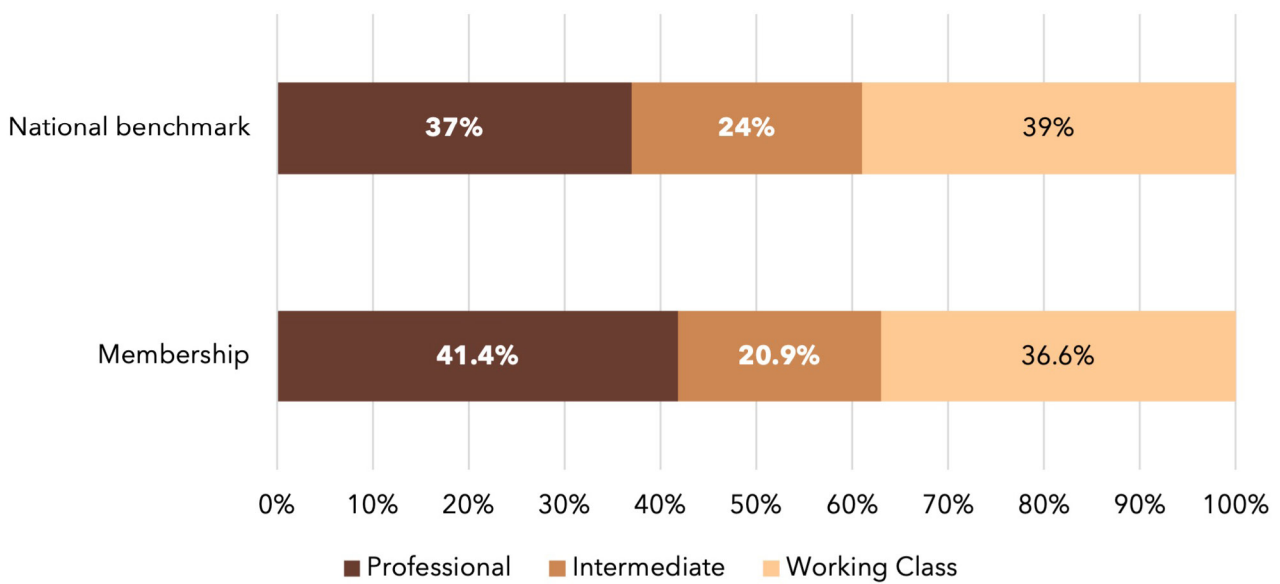
They have also provided the following benchmarks for employers to establish how the socio-economic background of their workforce compares.



When we look at the data for the 2024 census, just 1.2 per cent of members preferred not to answer the question or left the question blank. A much better result than in 2023 when 22 per cent of members preferred not to answer the question or left the question blank.

When we compare the national benchmark to our whole membership in figure 15, we see that our membership has a similar proportion of individuals whose parents' main occupation at age 14 was working class. We also see that our membership has a higher proportion of professional occupation and a lower level of intermediate than the national benchmark.

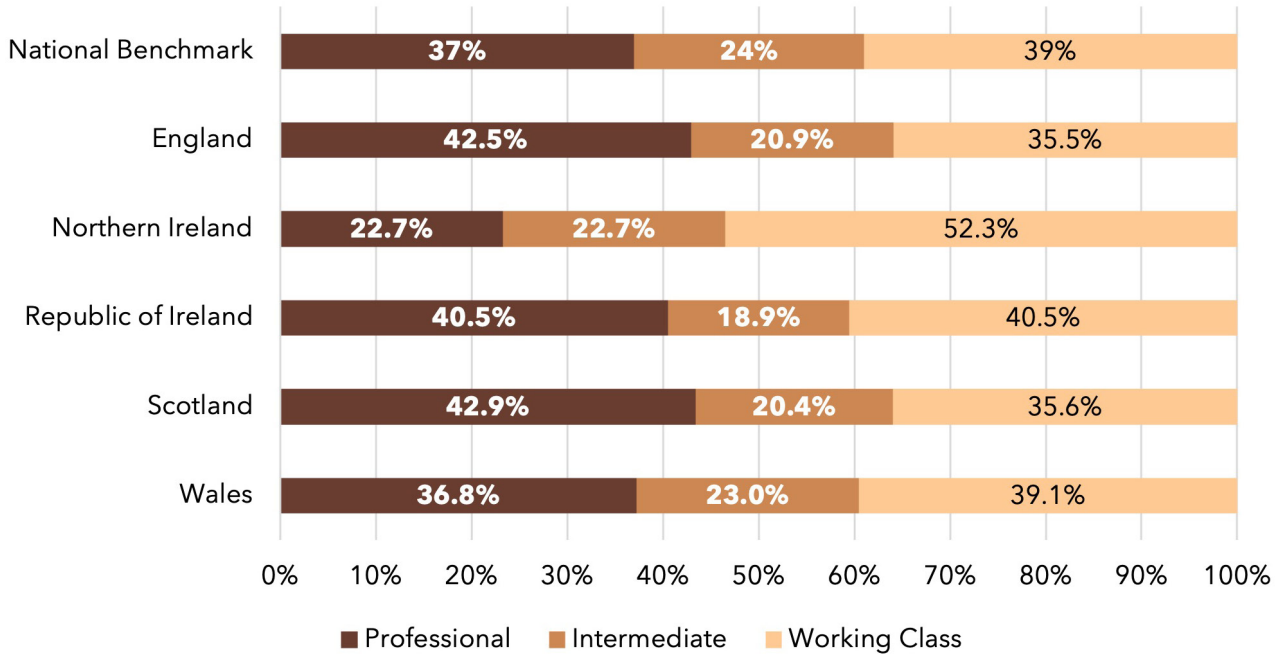
Figure 15: Socio-economic background parental occupation at age 14



⁵³Socio-economic diversity and inclusion: employers' toolkit. <https://socialmobility.independent-commission.uk/resources/socio-economic-diversity-and-inclusion-employers-toolkit/>

We have broken our whole member data into the four UK nations and the Republic of Ireland in figure 16.

Figure 16: Socio-economic background parental occupation at age 14 (Membership regions)



54

Socio-economic background - independent school

For this question 0.3 per cent of respondents to the EDI census stated they preferred not to answer this question. This is a big improvement from 2023 when 30 per cent of respondents chose not to answer this question.

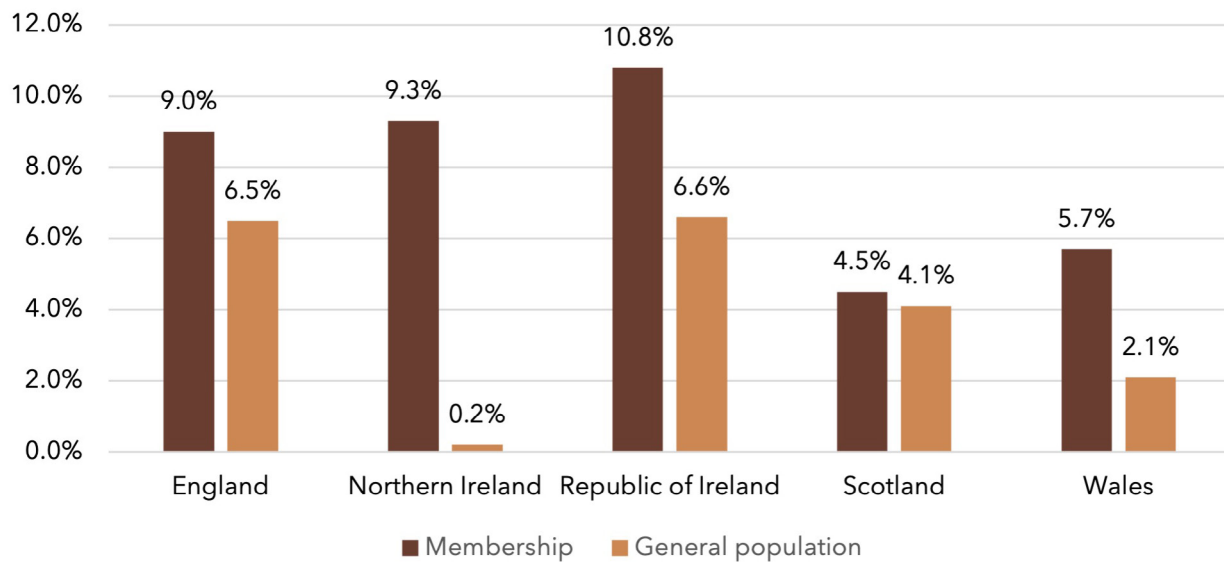
Our EDI census data shows that 8.1 per cent of our members attended an independent school between the ages of 11 and 16. This is an increase on 2023 when 6.5 per cent of members stated that they went to an independent school. Though this could be partly due to a lower 'prefer not to answer' proportion in 2024. When we look at the proportion of school attendance at independent schools in the four UK nations and the Republic of Ireland, we see that our proportion of 8.1 per cent is higher than the general population.

⁵⁴Socio-economic diversity and inclusion: employers' toolkit. <https://socialmobility.independent-commission.uk/resources/socio-economic-diversity-and-inclusion-employers-toolkit/>

- England: 6.5 per cent⁵⁵
- Northern Ireland: 0.2 per cent⁵⁶
- Republic of Ireland: 6.6 per cent⁵⁷
- Scotland: 4.1 per cent⁵⁸
- Wales: 2.1 per cent⁵⁹

When we consider the proportion of our membership in each of the four UK nations and the Republic of Ireland, we see that our regional membership, with the exception of Scotland, has a much higher proportion of individuals who attended an independent school than is seen in the general population. This breakdown is shown in figure 17.

Figure 17: Socio-economic background - attended an independent school



⁵⁵Number of schools and pupils, by school type, 2015/16 to 2023/24 <https://explore-education-statistics.service.gov.uk/data-tables/fast-track/619504bd-65e7-42bf-b0bd-08dc6f35f09f>

⁵⁶Enrolment by school management type 200-01 to 2023-24 <https://www.education-ni.gov.uk/sites/default/files/publications/education/Revised%20-%20Enrolment%20by%20school%20management%20type%202000-01%20to%202023-24.XLSX>

⁵⁷Post Primary Schools 2023/2024. <https://assets.gov.ie/300010/783e4679-7b83-4b19-b4eb-4f39b31692bd.xlsx>

⁵⁸Annual Census. <https://www.scis.org.uk/facts-and-figures/#:~:text=SCIS%20uses%20the%20information%20collected,4.1%25%20of%20pupils%20in%20Scotland>

⁵⁹Schools' census results: January 2023. <https://www.gov.wales/schools-census-results-january-2023-html#:~:text=The%20table%20shows%20that%20there%20were%20469%2C872%20pupils%20in%20local,194%20compared%20with%20February%202022.>

Socio-economic background - free school meals

Free school meals have been used for several years as a measure of extreme economic disadvantage. The national benchmark for free school meals is 15 per cent⁶⁰.

The data from our EDI census shows that 20.3 per cent of our members received free school meals, which is higher than the national benchmark. When we consider the membership in the four UK nations and the Republic of Ireland, only the Republic of Ireland had a lower proportion of members who received free school meals than the national benchmark. The full breakdown is provided in figure 18.

The proportion of our membership that received free school meals is

20.3 per cent. The national benchmark is

15 per cent.

⁶⁰Socio-economic diversity and inclusion: employers' toolkit. <https://socialmobility.independent-commission.uk/resources/socio-economic-diversity-and-inclusion-employers-toolkit/>



Part three: Conclusion

The first EDI census published in November 2022 was the initial step on a journey for CIH to understand the make-up of our membership. We are pleased to see that we have been able to build on the data collated in 2023 to provide a more nuanced analysis of what our membership currently looks like and how representative our members are of the communities they work in.

We still have small sample sizes outside of England, but we have been able to see areas where our membership is diverse, inclusive and broadly reflects the diversity of the countries we work within. Yet despite these positives there are areas where more work is needed to reflect the diversity of the four UK nations and the Republic of Ireland. Our members are more representative of the LGBTQIA+ community than the wider population, however, our members are less likely to identify as disabled than the population of the four UK nations and the Republic of Ireland.

The unequal representation of diversity among our membership highlights that no one approach to equality, diversity and inclusion will suffice for the sector. Members and housing organisations need support across a range of protected characteristics and CIH as the home of professional standards is well placed to show leadership on these issues and is already doing so. From the development of practical support such as our EDI framework and improving accessibility at our conference and events we are starting to show leadership in this area, but we know there is more to do to - both for ourselves and for the sector.

What we need to focus our efforts on in continuing to promote and ensure diversity among our membership, is data and evidence. The additional response to our census helps will this but we need to continue to build our response rate to ensure we can continue to hone our knowledge on what the UK housing profession looks like. We will continue to finesse our assessment to ensure the data we collect is accurate and is useful for informing decisions. We continue as an organisation to be committed to EDI, ensuring it remains at the centre of our work and to take the action you expect from your professional body on EDI.



Appendix

EDI question 2024

1. Age - How old are you?

- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

2. Which one of the following best describes your sex? This should be your sex as described on your birth certificate or gender recognition certificate

- Male
- Female
- Prefer not to say

3. Is the gender you identify with the same as your sex registered at birth?

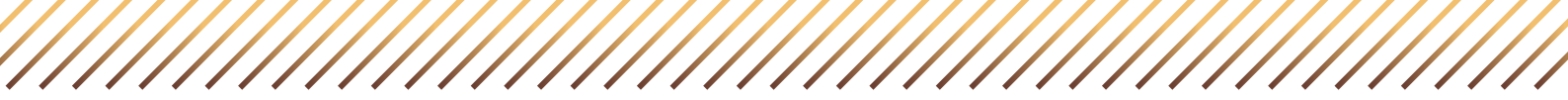
- Yes
- No

4. Sexual orientation

- Straight/heterosexual
- Gay or lesbian
- Bisexual
- Other sexual orientation (please write in) _____
- Prefer not to say

5. What is your legal marital or same-sex civil partnership status?

- Never married and never registered a civil partnership
- Married or in a registered civil partnership
- Divorced or dissolved civil partnership
- Widowed or surviving civil partner
- Separated, but still legally married or in a civil partnership



6. To which of these ethnic groups do you feel you belong? These options are based on the five categories in the 2021 Census.

- Asian or Asian British
- Black, Black British, Caribbean or African
- Mixed or Multiple Ethnic Groups
- White
- Other ethnic group

7. Your ethnicity (further question)

(Question dependent on response to previous question)

8. What is your religion?


- No religion
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Other (describe)

9. Do you consider yourself to be disabled as set out in the Equality Act 2010?

- Yes
- No
- Prefer not to say

10. Do you have children under the age of 18 years in full-time education who live with you at least part of the time?

This could include biological children, adopted children or stepchildren. It does not include children aged 16 to 18 years who have a spouse, partner or their own child living in the household.

- Yes
 - No
 - Prefer not to say
- 

11. Do you look after, or give any help or physical support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age?

Do not include paid employment.

- Yes
- No
- Prefer not to say

12. Can you understand, speak, read or write this language?

Select all that apply

- Scots
- Gaelic
- Cymraeg
- Irish
- Other (describe)

13. What level of fluency are you in 'chosen language'?

- Understand
- Speak
- Read
- Write
- None
- Prefer not to say

14. What was the occupation of your main household earner when you were aged about 14?

- Modern or traditional professional occupation
- Junior to senior managers or administrators
- Clerical and intermediate occupation
- Technical and craft occupations
- Routine, manual and service occupations
- Long term unemployed
- Small business owner
- Other
- Prefer not to say

15. What type of school did you attend for the most time between the ages of 11 and 16?

- A state run or state funded school
- Independent or fee-paying school
- Independent or fee-paying school, where I received a bursary covering 90% or more of my tuition
- Attended school outside the UK
- I don't know
- Prefer not to say

16. If you finished school after 1980, were you eligible for free school meals at any point?

- Yes
- No
- Not applicable (finished school before 1980 or went to school overseas)
- I don't know
- Prefer not to say



