

REPORT TO THE MANAGEMENT COMMITTEE MEETING OF 29 OCTOBER 2019

DIVERSITY REVIEW - 2019

<i>STATUS - for noting</i>

1. Last year we did our first formal Diversity policy and this is a report giving an update and review for 2019.
2. The main points from the last report were as follows:
 - a. There is a very good representation of women on the Management Committee and two of the three office-bearer posts are held by women. In relation to the staff there is a closer balance in the gender of staff, though the two top posts are held by men. Although there will be a gender pay gap, we do score well on the difference between the senior staff members salary and the average salary of other employees.
 - b. There are a number of people reporting a disability present on the Committee.
 - c. The age profile of the Committee has changed with the recruitment of the two most recent Committee members.
3. We have a very low turnover of tenants so there is not going to be any large changes in the diversity of our tenants. The information from last year was as follows:

White 91.9 %, Asian 2.2% Black 1.6% Mixed/multiple ethnic 3.2%, Other ethnic 1.1%
4. There are a number of matters to report on in the last 12 months which will have a degree of bearing upon Diversity at Lister, as follows:
 - a. We have had several good debates within Committee about the matter of gathering Equality Act 2010 data for monitoring purposes and the role of the Regulator in demanding such activity. Whilst the matter is under flux and guidance is awaited, it is good that there are healthy debates and there is the opportunity and willingness of Committee members to discuss this serious topic.
 - b. We have had an election for Management Committee places for the first time in a very long period, in June 2019. This shows that democracy is strong at Lister and people feel empowered to volunteer to contribute. There were 10 people vying for 8 places. Women comprised 80% of the new people standing. Women comprised 75% of the successful people elected. Most of the new applicants were younger, reducing the average age of the Committee.
 - c. We have had two job vacancies in the last 12 months - the Housing Assistant and the Gardener/Handyperson, with a woman and a man recruited for each post. The short list for the HA was all women; the one for the Gardener included a woman. 4 of the 32 applicants for the HA post were from an ethnic minority, though none were short-listed.

5. In the wider housing world it is now very common for women to be appointed to Chief Executive posts in RSLs in Scotland. Whilst each organisation carries out its own recruitment, this is a good trend and shows that there is less of a glass ceiling in the sector. It also means that if one of the bigger RSLs is looking for a Chief Executive, there are women doing that role in smaller RSLs who could compete for the post.
6. Whilst, in Scottish RSLs, many of the traditional 'maintenance officers' are male, there are an increasing number of women in managerial maintenance/asset management posts in a range of RSLs.
7. As a small organisation we can hardly change ourselves quickly, sometimes; never mind the world. However being aware and taking an active role in these issues is very important and the Committee and Lister should continue with its good work here.

Alistair Cant
DIRECTOR
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Ref: eqd