



# Diversity Profile Report

## BREAKDOWN OF DIVERSITY PROFILES

### Age

	Board	Executive Leadership Team	Heads of Service	Colleagues	Tenants	N Lincs	Yorkshire & Humber
Under 20				1%	0.5%	24%	24%
20-29				19%	10%	12%	14%
30-44	17%	20%	25%	39%	26%	19%	20%
45-59	58%	80%	63%	33%	26%	21%	20%
60-74	25%		13%	8%	23%	17%	15%
75-89					13%	7%	7%

### Disability

	Yes	No	Don't Know	Prefer not to say
Board	0%	92%	8.3%	0%
ELT	0%	100%	0%	0%
HoS	0%	100%	0%	0%
Colleagues	8%	83%	8%	1.6%
Tenants	17%	83%	13%	8%
N Lincs	21%	79%	0%	0%
York & Humber	24%	76%	0%	0%

## Marriage/Civil Partnership

	Board	Executive Leadership Team	Heads of Service	Colleagues	Tenants	N Lincs	Yorkshire & Humber
Single	0.00%	20.00%	0.00%	17.6%	44.45%	28.94%	33.90%
Married	58.33%	80.00%	62.50%	35.47%	22.07%	50.28%	46.79%
Civil Partnership					0.10%	0.16%	0.20%
Divorced				3.43%	10.65%	10.49%	9.32%
Partner			37.50%	21.05%	11.02%	0.00%	0.00%
Prefer to not say				2.97%	0.53%	0.00%	0.00%
Widowed				0.69%	7.76%	7.65%	7.21%
Unknown	41.67%			19.22%	3.42%	2.48%	2.57%

## Race

	Board	Executive Leadership Team	Heads of Service	Colleagues	Tenants	N Lincs	Yorkshire & Humber
White British	100.00%	100.00%	100.00%	82.38%	89.59%	92.28%	85.76%
White Irish				0.23%	0.19%	0.43%	0.50%
White Other				4.12%	4.05%	2.69%	2.46%
Mixed (White & Black Caribbean)					0.10%	0.20%	0.63%
Mixed (White & Black African)					0.16%	0.10%	0.18%
Mixed (White & Black Asian)				0.00%	0.14%	0.27%	0.49%
Mixed Other				0.46%	0.13%	0.17%	0.21%
Indian				0.46%	0.04%	0.67%	1.31%
Pakistani				0.46%	0.18%	0.51%	4.28%
Bangladeshi				1.60%	0.70%	0.86%	0.42%
Other Asian					0.32%	0.35%	0.63%
Black Caribbean					0.07%	0.33%	0.44%
Black African					0.49%	0.22%	0.87%
Black Other					0.14%	0.04%	0.02%
Chinese					0.02%	0.32%	0.54%
Other					0.58%	0.39%	0.77%
White Gypsy or Irish Traveller					0.01%	0.05%	0.08%
Arab					0.00%	0.10%	0.40%
No answer				9.61%	3.11%		
Total ethnically diverse (excluding “White Other” - as per Census)	0.00%	0.00%	0.00%	3.66%	2.48%	4.15%	10.43%
Total ethnically diverse (including White Other)	0.00%	0.00%	0.00%	7.78%	6.52%	6.84%	12.89%

## Religion/Belief

	Board	Executive Leadership Team	Heads of Service	Colleagues	Tenants	N Lincs	Yorkshire & Humber
Christian	33.34%	80.00%	62.50%	30.21%	44.18%	66.02%	59.50%
Jewish					0.06%	0.03%	0.19%
Muslim				1.83%	1.54%	1.81%	6.17%
Sikh				0.23%	0.00%	0.32%	0.42%
Buddhist				0.00%	0.11%	0.23%	0.27%
Hindu				0.23%	0.01%	0.27%	0.46%
Other	8.33%			3.89%	2.30%	0.25%	0.31%
No Religion	50.00%	20.00%	37.50%	49.43%	38.28%	23.99%	25.86%
Prefer not to say				2.52%	4.63%	0.00%	0.00%
No Answer	8.33%			11.67%	8.89%	7.08%	6.83%

## Sexual Orientation

	Heterosexual	LGBT	Prefer not to say	Other	Unknown
Board	83.33%	0.00%	16.67%	0.00%	0.00%
ELT	100%	0%	0%	0%	0%
HoS	100%	0%	0%	0%	0%
Colleagues	86.96%	2.29%	6.64%	0.00%	4.12%
Tenants	86.07%	1.34%	6.74%	0.56%	5.29%

## Sex and Gender Reassignment

	Male	Female	Transgender	Unknown
Board	42%	58%		
ELT	80%	20%		
HoS	50%	50%		
Colleagues	43%	57%		
Tenants	39%	61%	0.10%	0.04%
N Lincs	49%	51%		
York & Humber	49%	51%		