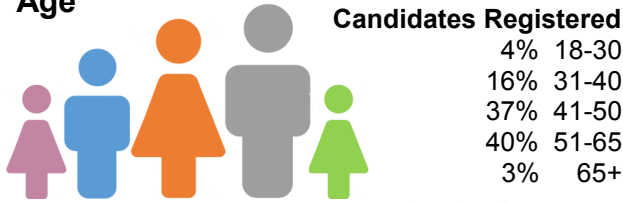




The Housing Executive has an unequivocal commitment to the principle and operation of equality in terms of how we deliver the best recruitment service. We believe that a service that values diversity in its candidates, will attract talented people from the widest range of backgrounds. Through our Equal Opportunities monitoring of candidates that register with us each year and those we are successful in placing into roles, we are able to clearly demonstrate our ability to deliver a fair and high quality recruitment service.

## Age



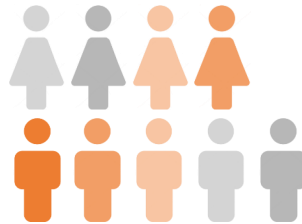
## Candidates Placed



## Gender

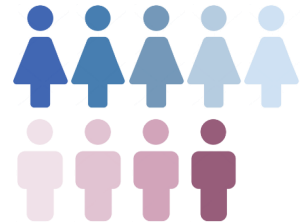
### Candidates Registered

47% Female 53% Male



### Candidates Placed

55% Female 45% Male



Our monitoring form also includes options for identifying as **Non-binary** and **Other**.

## Caring Responsibilities



**24%** candidates registered indicated they have caring responsibilities. This compares to **15%** candidates placed by The Housing Executive. A figure consistent with our performance in 2017. We encourage our clients to consider flexible working arrangements, so that roles are accessible to all.

## Religion/Belief



### Candidates Registered

50% Christian  
 4% Muslim  
 1% Buddhist  
 1% Jewish  
 1% Sikh  
 39% None  
 4% Preferred not to say

### Candidates Placed

50% Christian  
 33% None  
 17% Preferred not to say



## Disability

**3%** Candidates placed in 2018 identified themselves as having a disability. This is consistent with the **5%** of candidates that registered with us last year. The Housing Executive actively encourages people with disabilities to register and apply for jobs advertised by us.



## Sexual Orientation

### Candidates Registered

3% Bisexual, 6% Gay Man, 1% Gay Woman/Lesbian  
 89% Heterosexual/Straight, 1% Preferred not to say



### Candidates Placed

8% Gay Man, 2% Gay Woman/Lesbian,  
 65% Heterosexual/Straight, 25% Preferred not to say

## Ethnicity

### Candidates Registered

8% Asian, 24% Black, 4% Mixed, 64% White



### Candidates Placed

8% Asian, 15% Black, 8% Mixed, 69% White

We are committed to encouraging clients to adopt the principles and spirit of the Rooney rule, if not the rule itself. Find out more at [leadership2025.co.uk](http://leadership2025.co.uk)



For more information on equal opportunities please visit the Equality and Human Rights Commission at: [www.equalityhumanrights.com](http://www.equalityhumanrights.com)