

Equalities in Housing 2023

Introduction

Both the private rental market and the social housing sectors are feeling the effects of the current economic climate. Private sector landlords are leaving the sector due to ever increasing borrowing rates, greater exposure to tax, and regulatory changes. The private sector landlords that are staying are increasing rents, both because of the increase in borrowing rate and due to the fact that demand is outstripping supply.

As private sector accommodation is at a premium this increases the service demand for social housing, as low income families struggle to afford private rental prices.

The housing directorate continues to manage significant challenges in providing a range of core services to its tenants and leaseholders, and in the wider context in respect of accommodation services especially relating to homelessness and the management of Temporary Accommodation (TA).

The Directorate is working on services improvements to ensure the Council meets its statutory and service objectives to ensure compliance with the new Consumer Standards set out by the Regulatory of Social Housing (the Regulator), which include the Home, Tenancy, Neighbourhood and Community, Tenant Involvement and Empowerment and Tenant Satisfaction Measures standards.

One of the recent challenges for the housing directorate was the replacement of its housing management system. This has encountered some implementation issues, leaving the department with limited IT capability. There has been a phased implementation of the new NEC housing system with the allocations module being the most recent to become operational. We now expect to see a significant increase in lets being made, with approximately 60% of these lets going to those currently in Temporary Accommodation, moving those people from TA into more suitable permanent accommodation and reducing the council's TA expenditure. The completion of full implantation of the NEC system is expected in the first quarter of 2024.

Due to the phased implementation of the new NEC housing system the amount of current equalities data presented is limited but this situation will improve as more of the NEC system become operational. Some of the data presented will be from the last data runs from the previous housing system in October 2022.

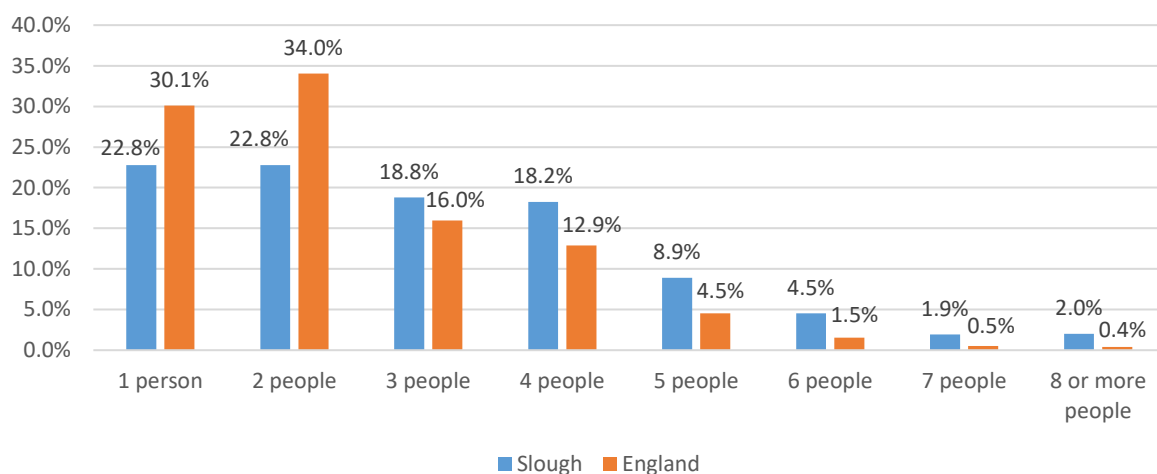
Overview of equalities and housing data in Slough using the 2021 Census data

In the 2021 Census, there were 52,423 households consisting of one or more people in Slough.

Slough has the largest average household size in England and Wales, with 3 people per household, compared to 2.4 for England and Wales.

Slough has higher proportions of larger household size (e.g., 6 or more people) than the England average.

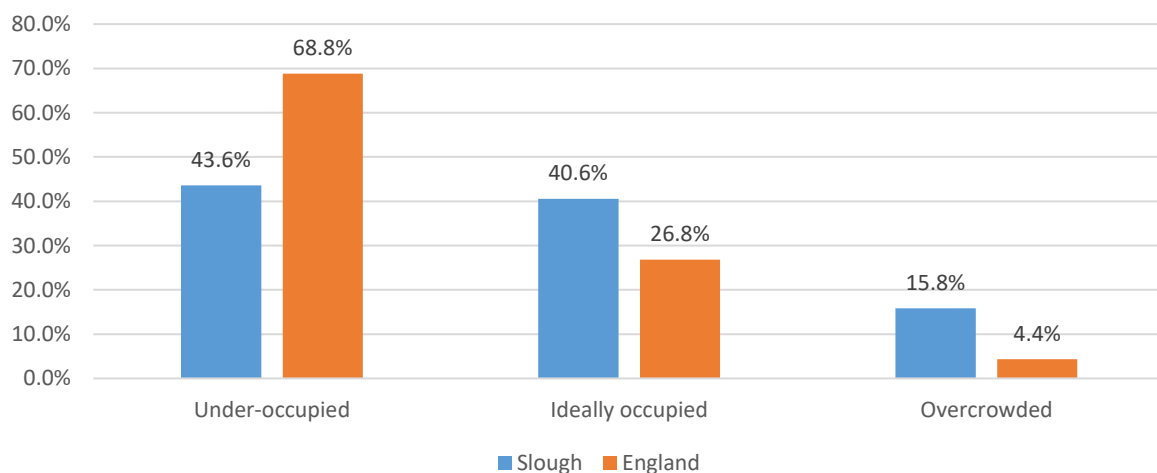
Household size



Household size	Slough residents	Slough %	England %
1 person	11,948	22.8%	30.1%
2 people	11,950	22.8%	34.0%
3 people	9,848	18.8%	16.0%
4 people	9,564	18.2%	12.9%
5 people	4,666	8.9%	4.5%
6 people	2,369	4.5%	1.5%
7 people	1,011	1.9%	0.5%
8 or more people	1,067	2.0%	0.4%

15.8% of Slough’s households are overcrowded, which is much higher than the England average of 4.4%.

Overcrowding

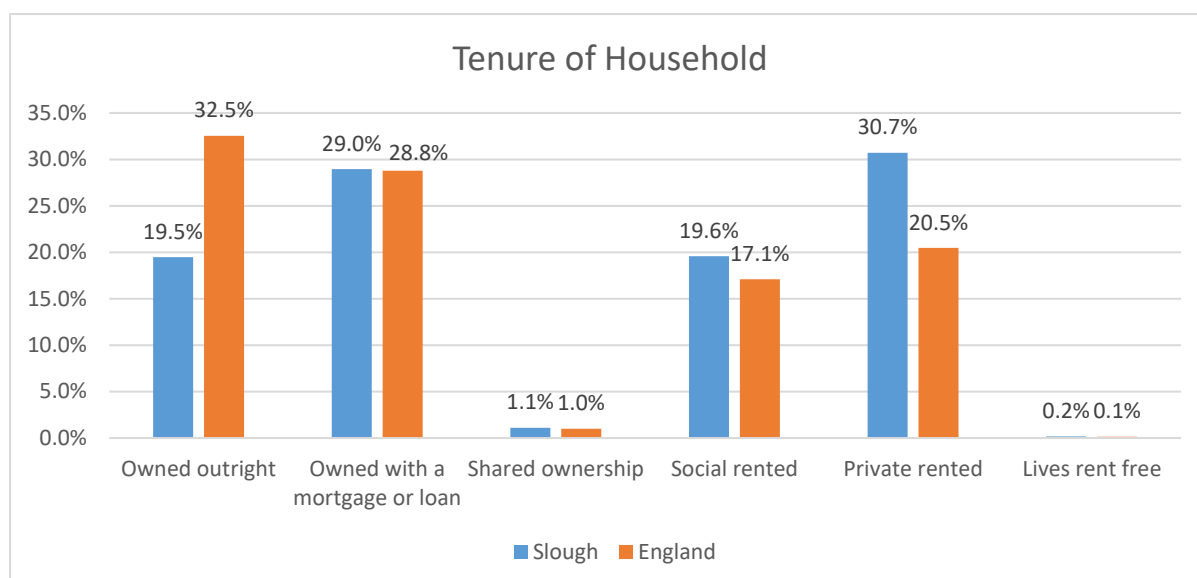


Occupancy rating	Slough residents	Slough %	England %
Under-occupied	22,864	43.6%	68.8%
Ideally occupied	21,272	40.6%	26.8%
Overcrowded	8,287	15.8%	4.4%

Slough has a larger proportion of purpose-built blocks of flats and a smaller proportion of detached houses than the England average.

Accommodation type	Slough residents	Slough %	England %
Detached	5,453	10.4%	22.9%
Semi-detached	15,513	29.6%	31.5%
Terraced	13,775	26.3%	23.0%
In a purpose-built block of flats or tenement	15,533	29.6%	17.1%
Part of a converted or shared house	1,422	2.7%	3.5%
Part of another converted building	220	0.4%	0.8%
In a commercial building	434	0.8%	0.8%
A caravan or other mobile or temporary structure	72	0.1%	0.4%

Slough has larger proportions of socially and privately renting households than the England average and a smaller proportion of households that own their home outright.



Tenure of household	Slough residents	Slough %	England %
Owned outright	10,215	19.5%	32.5%
Owned with a mortgage or loan	15,186	29.0%	28.8%
Shared ownership	573	1.1%	1.0%
Social rented	10,266	19.6%	17.1%
Private rented	16,095	30.7%	20.5%
Lives rent free	88	0.2%	0.1%

Age

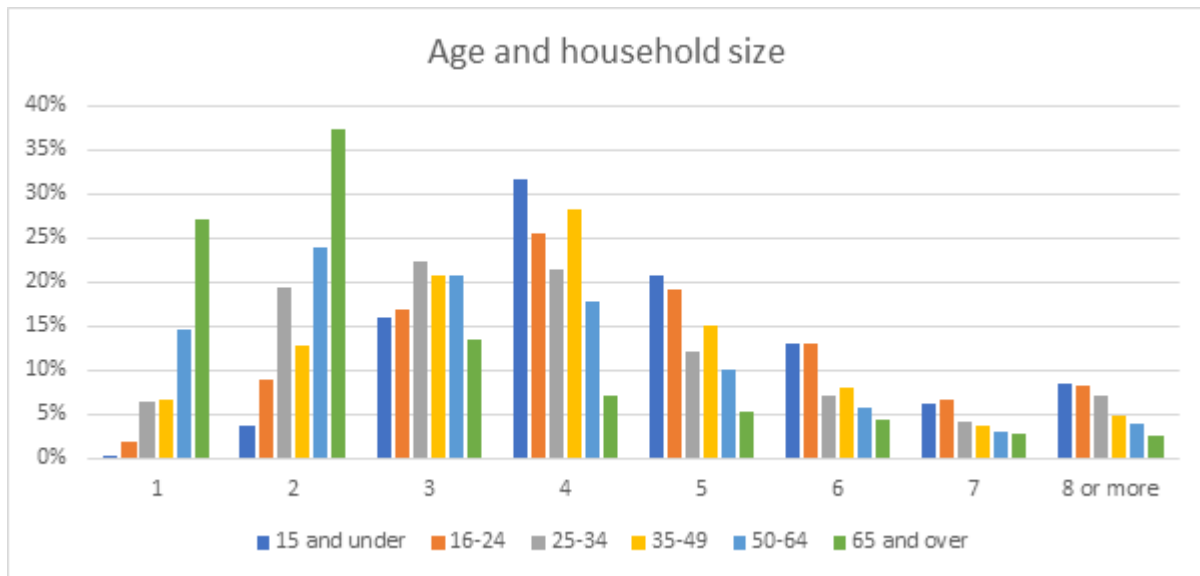
Slough's population in the 2021 Census was 158,500. Slough has a young population, with 25% of residents aged 0 -15, 65.4% aged 16-64, and 9.7% aged 65 or over. Slough's average age is 34, compared to 41 for the South East and 40 for England. Slough has the second highest proportion of children aged 15 or under in England and Wales.

The proportion of Slough’s population aged 15 and under has increased since 2011 (although the number of 0-4 year olds has decreased by 8%) while the proportions of residents aged 16 to 24 and 25 to 34 have decreased.

Household size

Proportions based on age

8% of all Slough residents aged 0-15 and residents aged 16-24 live in large households of 8 or more people.



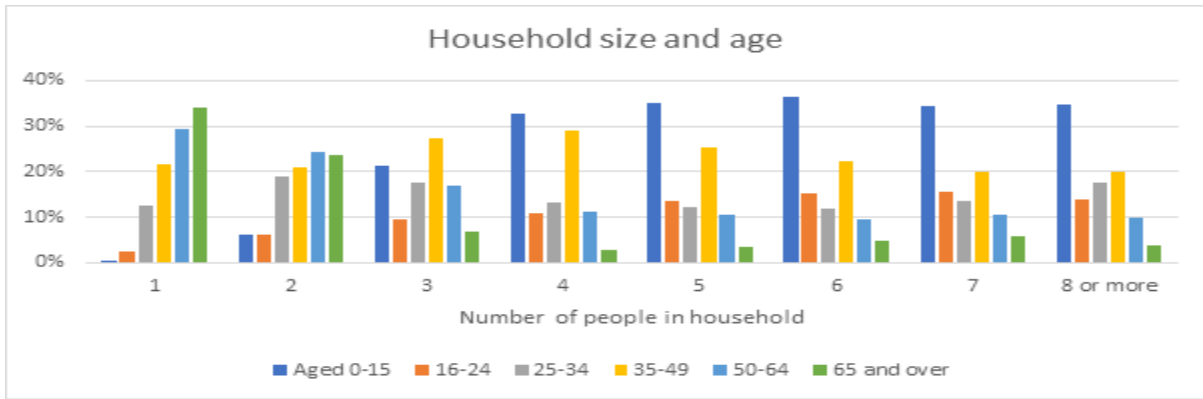
Census data 2021

Age	1	2	3	4	5	6	7	8 or more
15 and under	0%	4%	16%	32%	21%	13%	6%	8%
16-24	2%	9%	17%	25%	19%	13%	7%	8%
25-34	6%	19%	22%	21%	12%	7%	4%	7%
35-49	7%	13%	21%	28%	15%	8%	4%	5%
50-64	15%	24%	21%	18%	10%	6%	3%	4%
65 and over	27%	37%	13%	7%	5%	4%	3%	2%

Census data 2021

Proportions based on household size

35% of all residents living large households of 7 people and 8 or more people are children aged 0-15.



Census data 2021

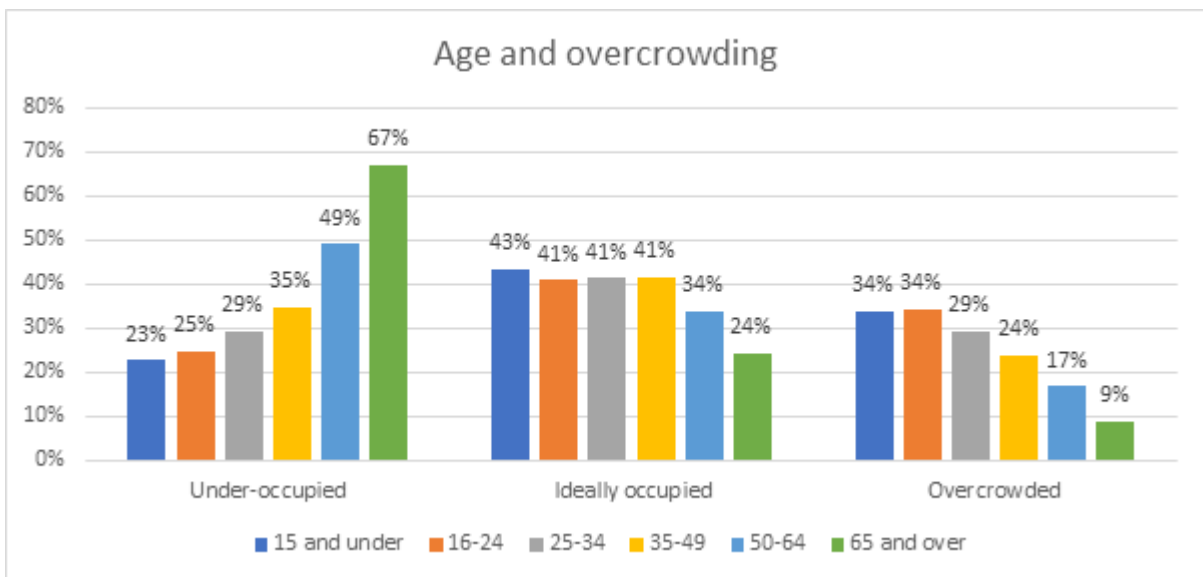
Age	1	2	3	4	5	6	7	8 or more
15 and under	0%	6%	21%	33%	35%	36%	35%	35%
16-24	2%	6%	9%	11%	14%	15%	16%	14%
25-34	13%	19%	18%	13%	12%	12%	14%	18%
35-49	22%	21%	28%	29%	25%	22%	20%	20%
50-64	29%	24%	17%	11%	10%	10%	10%	10%
65 and over	34%	24%	7%	3%	3%	5%	6%	4%

Census data 2021

Overcrowding

Proportions based on age

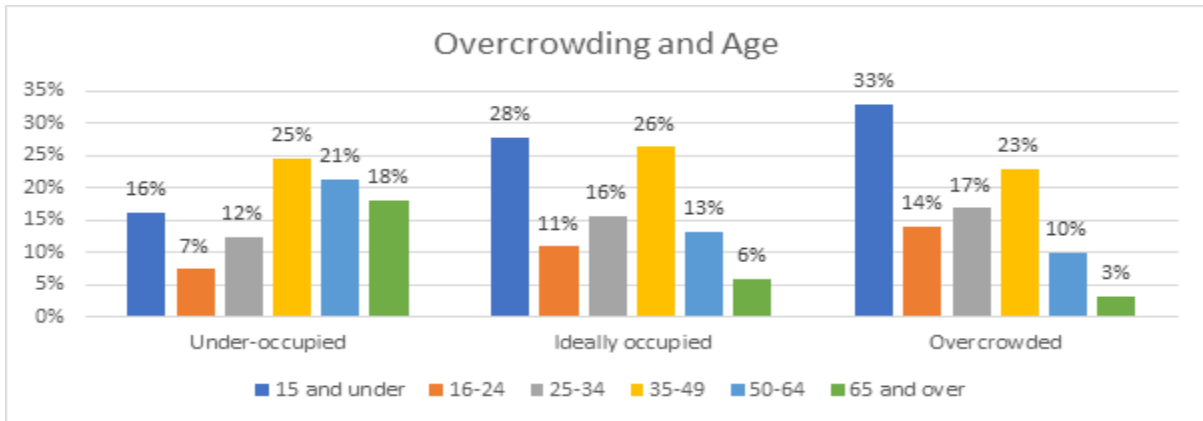
34% of residents aged 15 and under and residents aged 16-24 live in overcrowded households.



Census data 2021

Proportions based on occupancy rating

33% of all residents living in overcrowded households are children aged 0-15.



Census data 2021

Disability

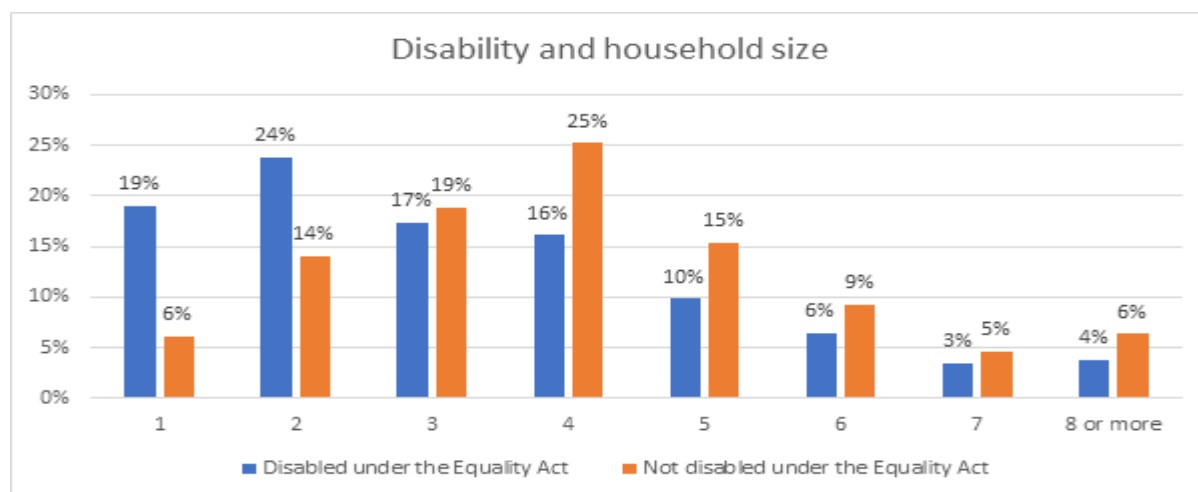
11.3% of Slough's population are disabled under the Equality act and 88.7% are not disabled.

Disability (under the Equality Act)	Slough 2021	% of population
Disabled: Total	17,977	11.3%
Not disabled: Total	140,523	88.7%
Disabled: Activities limited a lot	7,880	5.0%
Disabled: Activities limited a little	10,095	6.4%
Not disabled: Has long-term physical or mental health condition	6,234	3.9%
Not disabled: No long-term physical or mental health conditions	134,289	84.7%
Total population	158,500	

Household size and overcrowding

Household size

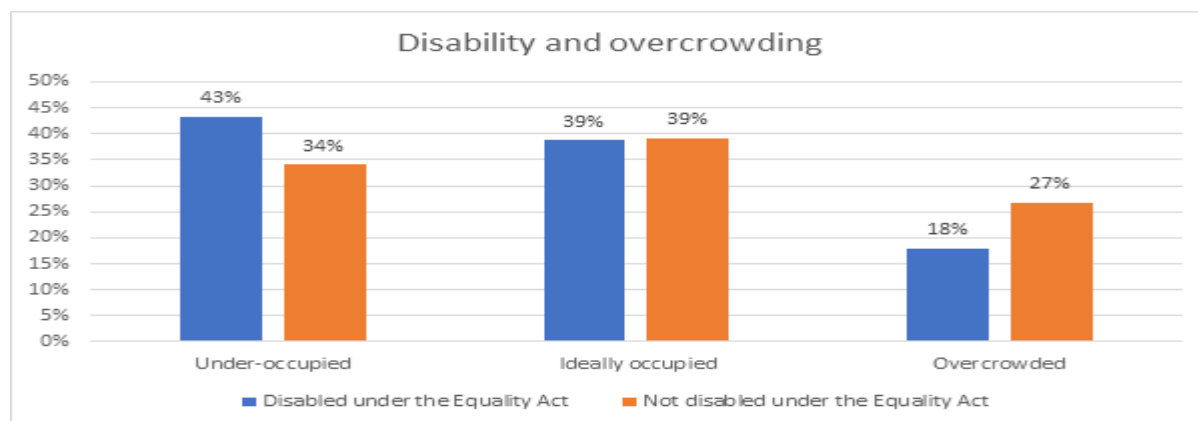
The data shows a trend towards disabled residents living in smaller 1-2 person households and not disabled residents living in 3-4 person households.



Census data 2021

Overcrowding

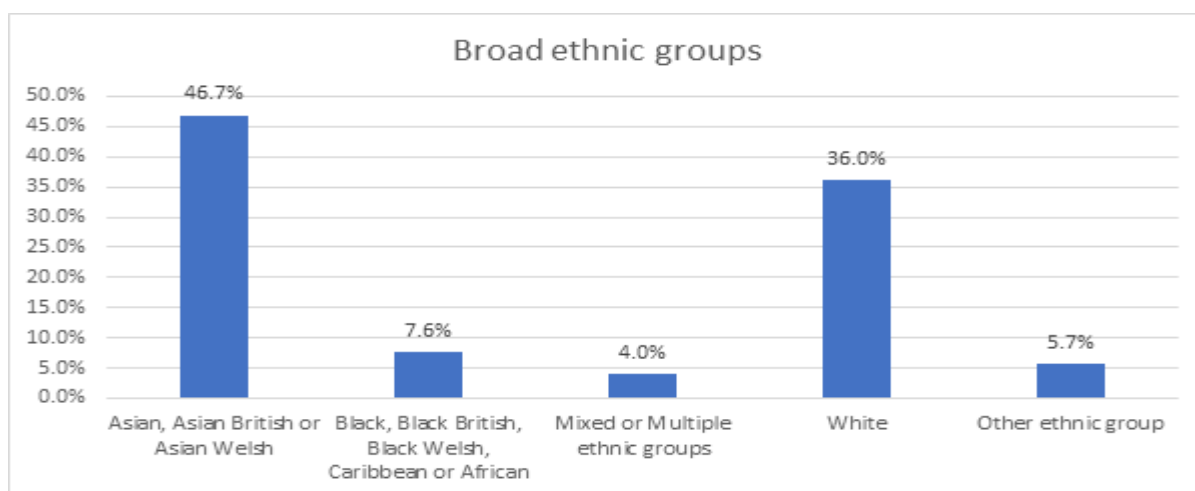
18% of disabled residents in Slough live in overcrowded homes compared to 27% of not disabled residents.



Census data 2021

Ethnicity

46.7% of Slough's population are from Asian ethnic groups and 36% are from White ethnic groups.



Census data 2021

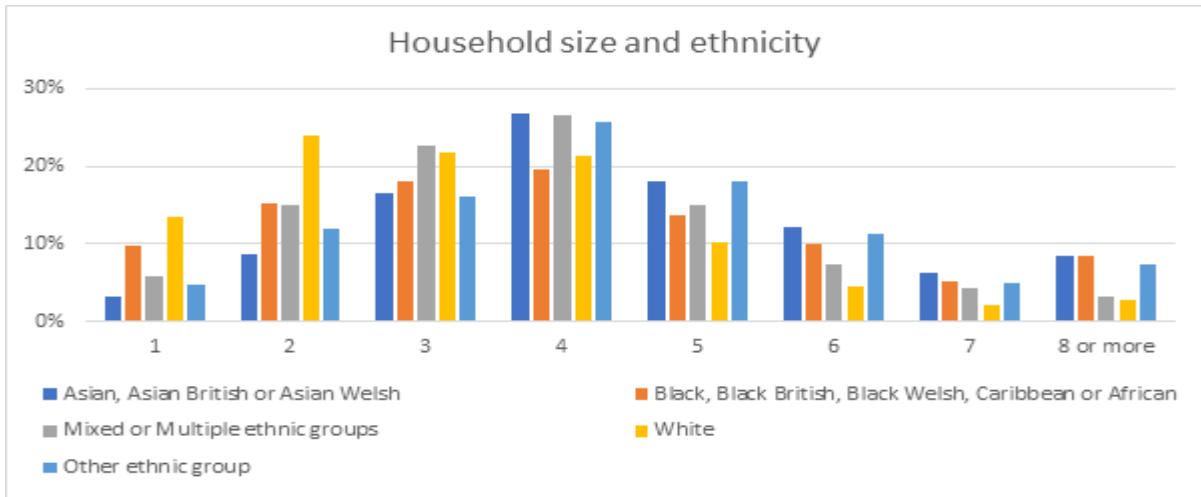
Ethnic group	Slough 2021
Asian, Asian British or Asian Welsh	74,093
Black, Black British, Black Welsh, Caribbean or African	11,992
Mixed or Multiple ethnic groups	6,311
White	57,134
Other ethnic groups	8,970
Total population	158,500

“Other ethnic groups” includes Sikh (as a separate group to “Asian, Asian British or Asian Welsh: Sikh”), Arab, and other write-in responses.

Household size and overcrowding

Household size

There are larger proportions of residents from Asian, Black, and other ethnic groups in large households of 6 or more people than residents from White or Mixed/Multiple ethnic groups

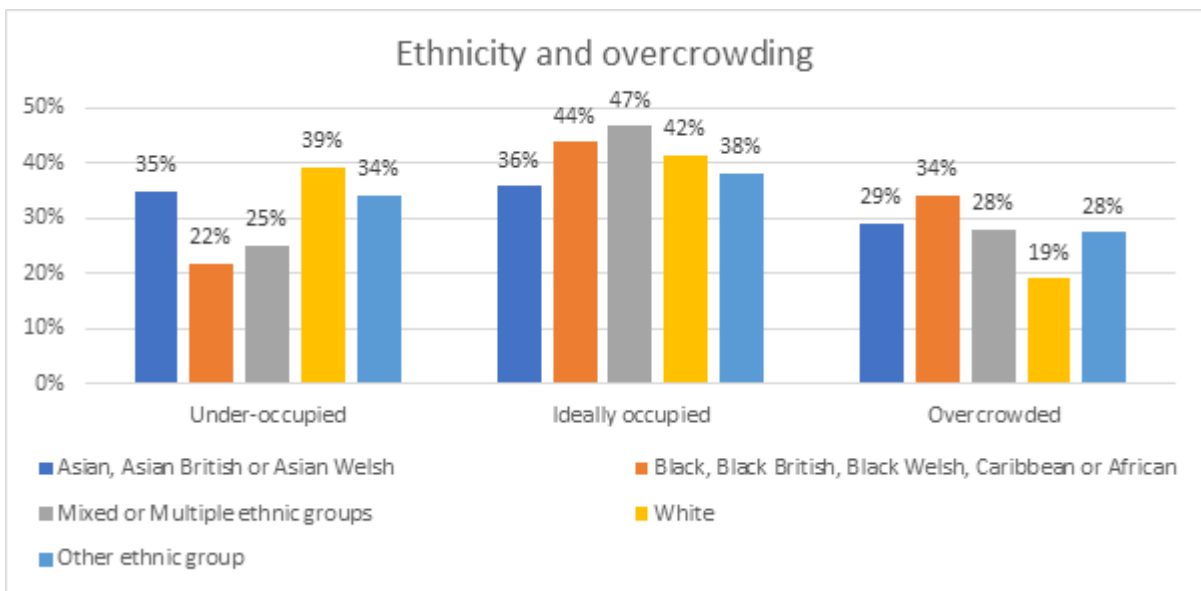


Census data 2021

Ethnicity	1	2	3	4	5	6	7	8 or more
Asian, Asian British or Asian Welsh	3%	9%	16%	27%	18%	12%	6%	8%
Black, Black British, Black Welsh, Caribbean or African	10%	15%	18%	20%	14%	10%	5%	8%
Mixed or Multiple ethnic groups	6%	15%	23%	27%	15%	7%	4%	3%
White	13%	24%	22%	21%	10%	5%	2%	3%
Other ethnic groups	5%	12%	16%	26%	18%	11%	5%	7%

Overcrowding

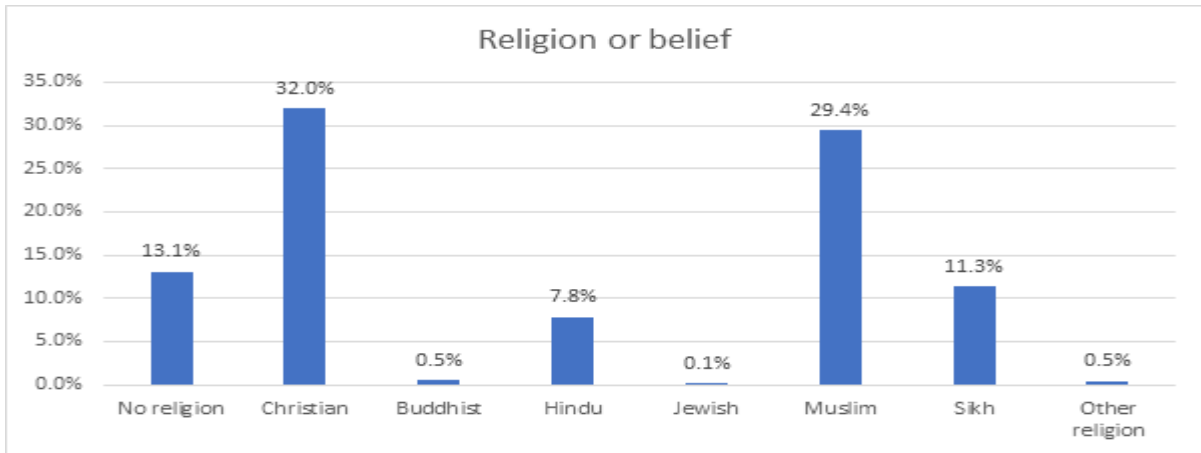
There are larger proportions of residents from Asian, Black, Mixed/Multiple and Other ethnic groups in overcrowded households than residents from White ethnic groups. 34% of residents from Black ethnic groups live in overcrowded households.



Census data 2021

Religion or belief

32% of Slough's population are Christian and 29.4% are Muslim.



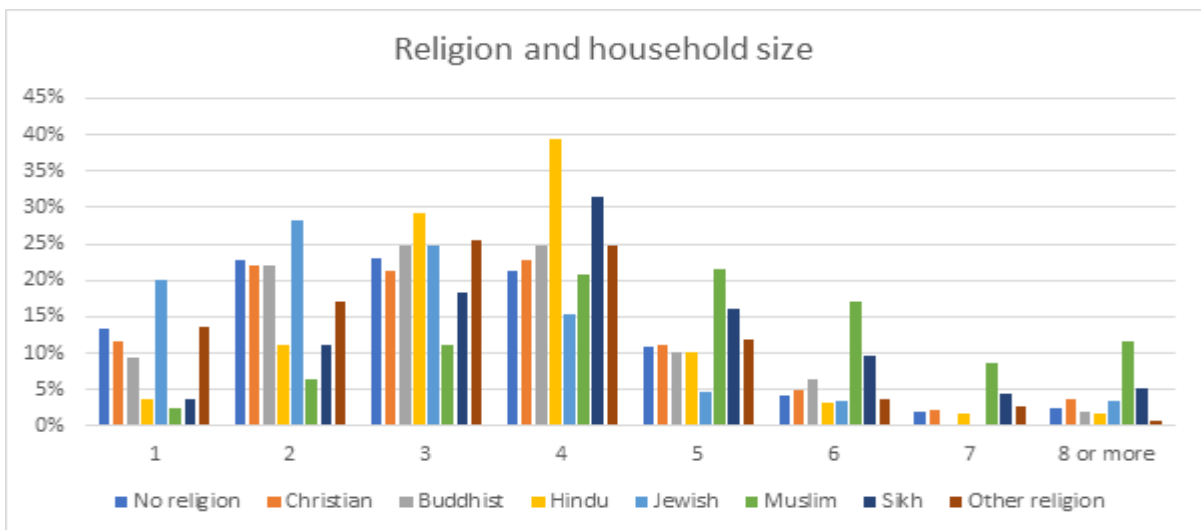
Census data 2021

Religion or belief	Slough 2021
No religion	20,726
Christian	50,664
Buddhist	776
Hindu	12,343
Jewish	85
Muslim	46,661
Sikh	17,985
Other religion	716
Not answered	8,544
Total population	158,500

Household size and overcrowding

Household size

There are larger proportions of Muslim residents in large households of 6 or more than residents with other religions or beliefs.

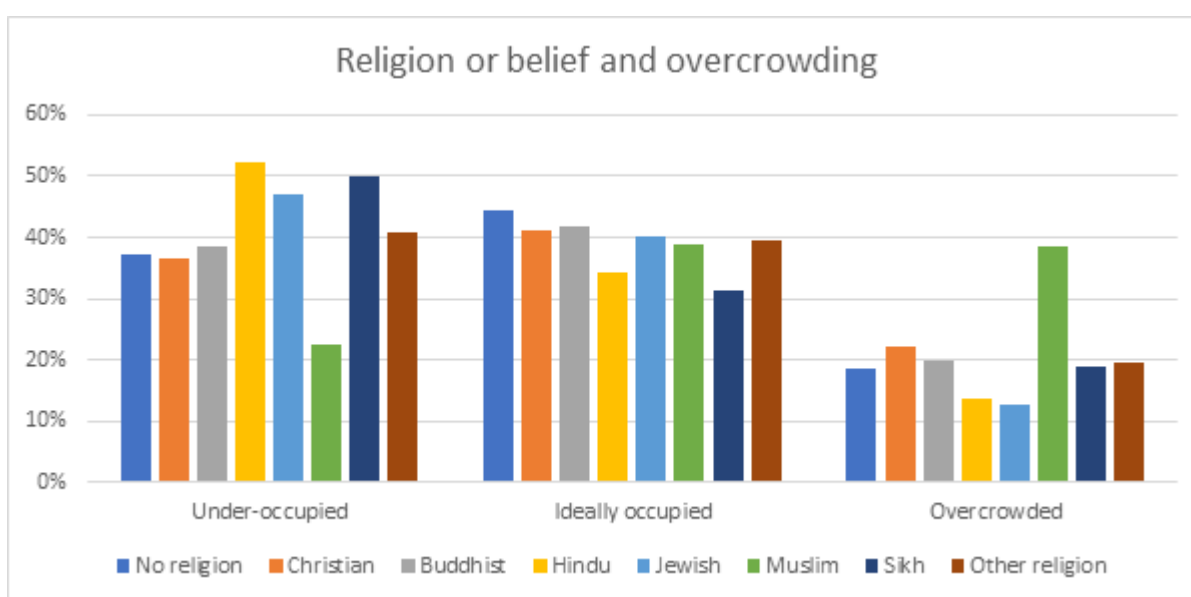


Census data 2021

Religion or belief	1	2	3	4	5	6	7	8 or more
No religion	13%	23%	23%	21%	11%	4%	2%	2%
Christian	12%	22%	21%	23%	11%	5%	2%	4%
Buddhist	9%	22%	25%	25%	10%	6%	0%	2%
Hindu	4%	11%	29%	39%	10%	3%	2%	2%
Jewish	20%	28%	25%	15%	5%	4%	0%	4%
Muslim	3%	6%	11%	21%	22%	17%	9%	12%
Sikh	4%	11%	18%	32%	16%	10%	4%	5%
Other religion	14%	17%	25%	25%	12%	4%	3%	1%

Overcrowding

39% of Muslim residents live in overcrowded households compared to 13-22% for residents with other religions or beliefs.



Census data 2021

Religion or belief	Under-occupied	Ideally occupied	Overcrowded
No religion	37%	44%	19%
Christian	37%	41%	22%
Buddhist	38%	42%	20%
Hindu	52%	34%	13%
Jewish	47%	40%	13%
Muslim	22%	39%	39%
Sikh	50%	31%	19%
Other religion	41%	40%	20%

Sexual Orientation

88.2% of Slough's population (aged 16 and over) identify as Straight or Heterosexual and 1.9% identify as an LGB+ orientation.

Sexual orientation	Slough 2021	% of population aged 16 and over
Straight or Heterosexual	104,943	88.2%
Gay or Lesbian	806	0.7%
Bisexual	1,095	0.9%
All other sexual orientations	413	0.3%
Not answered	11,677	9.8%
All LGB+ orientations	2,314	1.9%
Population aged 16 and over	118,934	

“Other” includes Asexual, Queer, and other write-in responses.

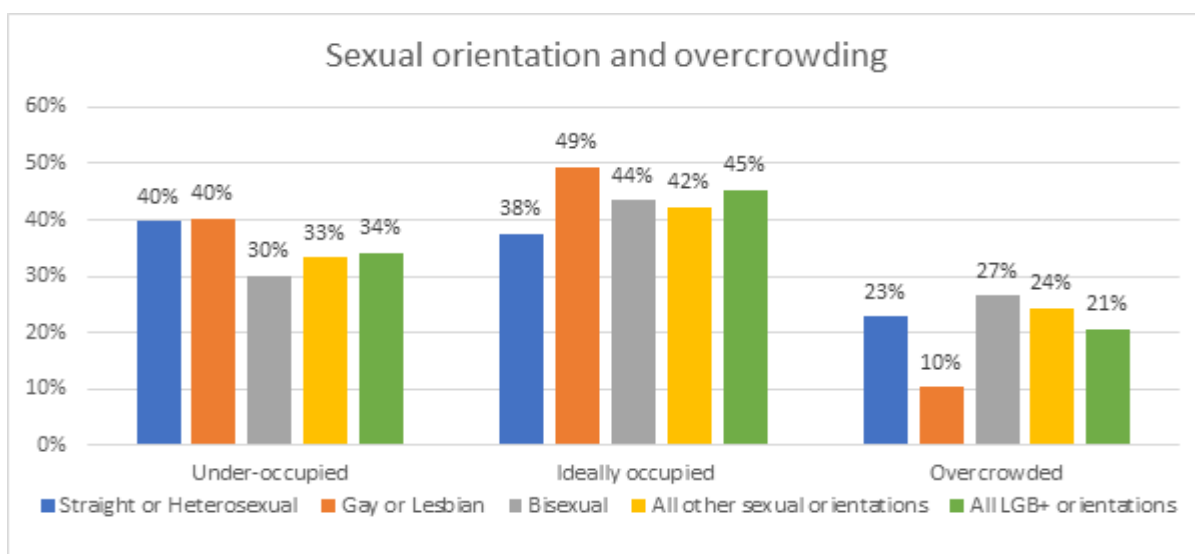
Household size and overcrowding

Household size

It was not possible to combine the sexual orientation and household size data.

Overcrowding

23% of Slough residents (aged 16 and over) who identify as Straight or Heterosexual and 21% of residents who identify as an LGB+ orientation live in overcrowded households.



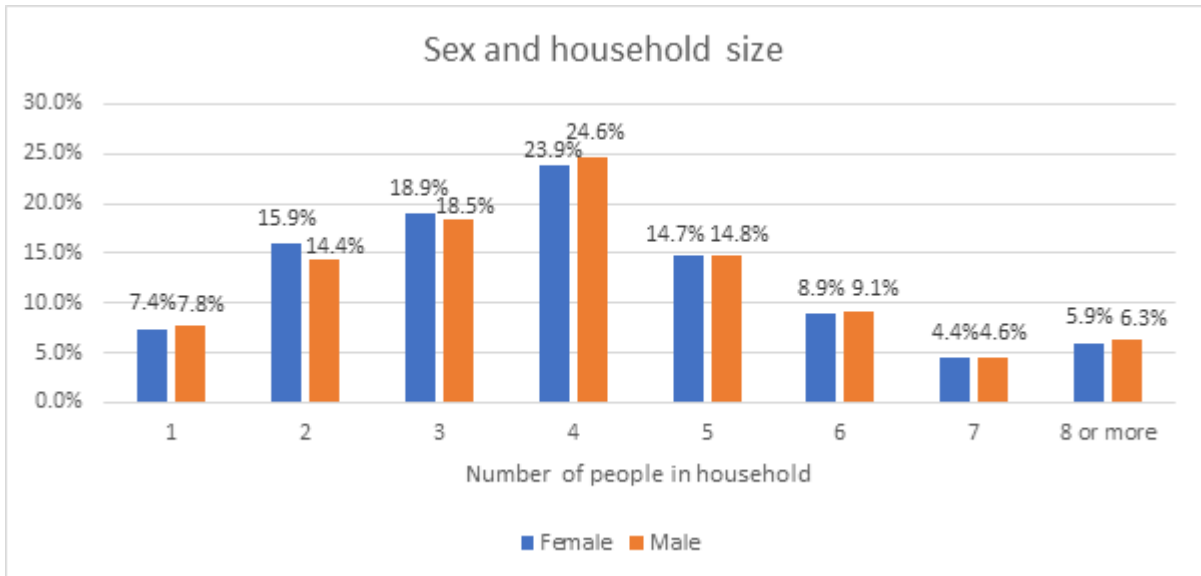
Census data 2021

Sex

Household size and overcrowding

Household size

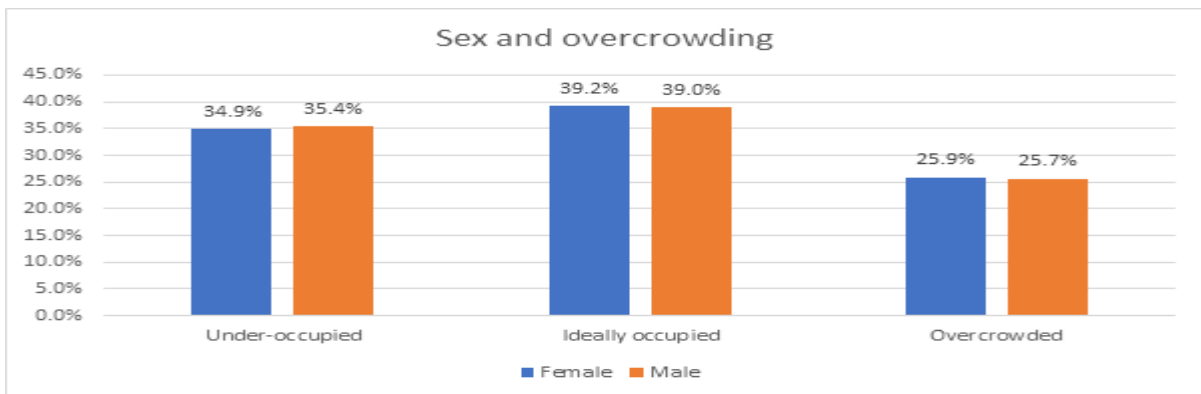
The proportions of male and female residents in each household size are similar.



Census data 2021

Overcrowding

The proportions of male and female residents in households with each occupancy rating are similar.



Census data 2021

Gender

90.4% of Slough's population (aged 16 and over) identify as the same gender as their sex registered at birth and 0.9% identify as a different gender to their sex registered at birth.

Gender identity	Slough 2021	% of population aged 16 and over
Gender identity the same as sex registered at birth	107,503	90.4%
Gender identity different from sex registered at birth	1,081	0.9%
Gender identity not known	10,351	8.7%
Total population aged 16 and over	118,934	

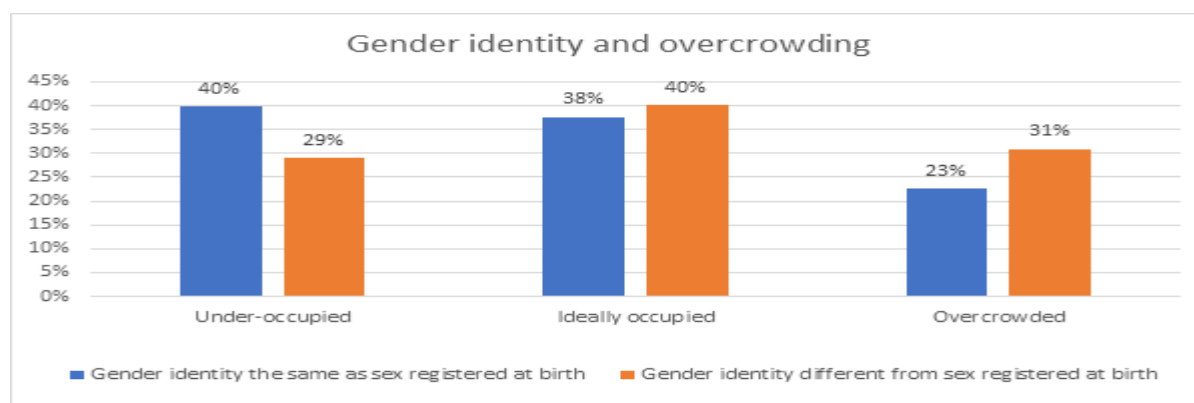
Household size and overcrowding

Household size

It was not possible to combine the gender identity and household size data from the 2021 Census.

Overcrowding

31% of Slough residents (aged 16 and over) who identify as a different gender to their sex registered at birth live in overcrowded households compared to 23% for residents who identify as the same gender as their sex registered at birth.



Census data 2021

Slough Borough Council – Housing Register, Lettings, Council Social Housing

Stock and Tenants

Housing register

The allocation of social housing (both Council owned homes and housing association properties) is largely driven by government policy. Prior to the Localism Act 2011, social housing was allocated to those who were ‘most in need’ who were granted ‘lifetime’ tenancies. The Localism Act gave local authorities the freedom to determine their own allocations schemes and set the eligibility criteria that must be met in order for a household to be placed on the Housing Register and also introduced Flexible (fixed term) Tenancies with the aim of supporting local landlords to make the best use of their housing stock.

The following table represents the ethnicity of those on the housing register as at 03/10/22, with a percentage comparison against the previous data reported 03/01/20. There was no change to the largest ethnic groups represented: they still show as Pakistani, White British and Other White but Pakistani has increased by just under 3% while White British has reduced by 4.32%.

Ethnic breakdown of the main applicant on the Housing Register	Number of cases at 03/10/2022	Representative percentage 03/10/2022	Percentage comparison 03/01/2020
PA - Pakistani	491	32.47%	29.50%
WB - White British	276	18.25%	22.57%
OW - Other White	220	14.55%	13.42%
AF - African	170	11.24%	11.11%
OA - Other Asian	99	6.55%	6.59%
IN - Indian	53	3.51%	3.79%
OT - Other	36	2.38%	1.38%
NS - Not Stated	34	2.25%	1.52%
CB - Caribbean	33	2.18%	3.05%

Ethnic breakdown of the main applicant on the Housing Register	Number of cases at 03/10/2022	Representative percentage 03/10/2022	Percentage comparison 03/01/2020
MC - Mx White/Blk Caribbean	31	2.05%	2.31%
OB - Other Black	18	1.19%	1.08%
OM - Other Mixed	17	1.12%	1.23%
BA - Bangladeshi	12	0.79%	0.34%
MA - Mixed White / Asian	7	0.46%	0.69%
MB - Mx White/Blk African	7	0.46%	0.74%
WI - White Irish	7	0.46%	0.69%
CH - Chinese	1	0.07%	0.00%
Total	1512	100.00%	100.00%

(As at 03/10/22 SBC Capita Data)

Lettings to those on the Housing Register

The total number Housing Register lets as with all types of housing lets in 2022-23 were down considerably due to issues with the implementation of a new Housing System. In 2021-22 there were a total of 234 Housing Register Lets compared to just 160 in 2022-23.

It is difficult to make any comparisons between the those on the Housing Register and those who have received a property let, this is due to a number of factors such as size, type, location of the property to name but a few.

The same top six ethnic codes appear in the letting table as those on the Housing Register table with only the codes White British swapping places with Pakistani. White British had 25.00% of the Housing Register lets and Pakistani very close with

24.38%.

Ethnic breakdown of the main applicant for Housing Register Lettings	Number of cases for year 2022-23	Representative percentage 2022-23	Comparative percentage 2021-22
WB - White British	40	25.00%	23.61%
PA - Pakistani	39	24.38%	25.75%
OW - Other White	29	18.13%	24.03%
AF - African	20	12.50%	8.58%
OA - Other Asian	8	5.00%	6.01%
IN - Indian	4	2.50%	3.86%
NS - Not Stated	4	2.50%	0.00%
CB - Caribbean	3	1.88%	1.29%
MC - Mx White/Blk Caribbean	3	1.88%	1.72%
OM - Other Mixed	3	1.88%	1.29%
MB - Mx White/Blk African	3	1.88%	0.00%
OT - Other	2	1.25%	1.29%
OB - Other Black	2	1.25%	0.43%
BA - Bangladeshi	0	0.00%	0.43%

Ethnic breakdown of the main applicant for Housing Register Lettings	Number of cases for year 2022-23	Representative percentage 2022-23	Comparative percentage 2021-22
MA - Mixed White / Asian	0	0.00%	0.43%
WI - White Irish	0	0.00%	1.29%
CH - Chinese	0	0.00%	0.00%
Total	160	100.00%	100.00%

(SBC Capita & NEC data)

(This does not include transfers, homeless & mutual exchanges)

Slough Council Housing Stock & Tenancies

Slough council stock and tenancy information reports are still being developed from NEC housing system we are able to present the following limited data as at 26th August 2023. There were a total of 5852 tenancies across both its Weekly HRA Rent Group and Affordable Rent Group properties.

Rent Group	Number
Weekly HRA	5704
Affordable Rents	148
Total	5852

Within the 5852 tenancies there are 14374 recorded occupants of the relevant properties, below is a breakdown of Gender, Age & Ethnicity

Gender

Just over 53% of the occupants are female this percentage is the same as reported in 2020.

Gender	Number
Female	7696
Male	6674
Not Known	3
Transgender	1
Total	14374

Age

As expected and reported in 2020 most people who live in a council property are of working age and this percentage figure has increased over the past three years.

Age Group	Number 2023	% 2023	% 2020
0 – 19	3385	24%	26%
20 – 65	8767	61%	59%
66 & Over	2209	15%	15%
Unknown	13	0%	
Total	14374	100%	100%