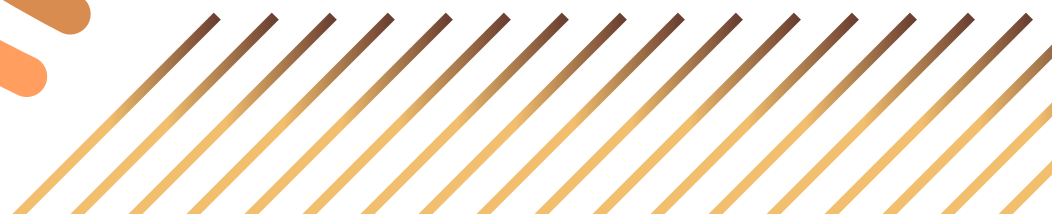




Chartered  
Institute of  
Housing

# Equality, diversity and inclusion

Census result 2023





# Part one: Overview

## Why the census is required

At CIH we are committed to improving equality, diversity and inclusion 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

In November 2022 we launched the EDI census to better understand the membership of CIH. Our request to complete the EDI census was and remains voluntary. Members can choose to answer all, some or none of the questions and participation in the survey has no bearing on your CIH membership or status.

The questions, mostly, mirror the characteristics protected under the 2010 Equality Act, however we have gone beyond this to ask questions about socio-economic status.


CIH is committed to continuing to capture EDI data from its members in 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.

## Response rate

This report has been prepared from the data collected up to and including 31 July 2023. At the time of writing 766 CIH members had completed, or part completed, the EDI census. The response from these members form the basis of the report below.

## Summary findings - who are our members

- The most common age of our members is 45-54
  - Our membership is 63 per cent female
  - Our membership is more likely to be lesbian gay or bisexual at 11.3 per cent (compared to between 2.1 and 3.1 percent in the population).
  - The ethnicity of our membership broadly reflects the diversity seen in the wider population. Though our membership has higher numbers of individuals identifying as black and lower numbers identifying as Asian than is seen in the wider population.
  - Our membership has a lower proportion of individuals with a disability (as defined by the Equality Act 2010) than is in the wider population.
  - 41.7 per cent of our members speak or understand a recognised minority language, with Scots being the most prevalent.
- 

## Recommendations

After reviewing the data in part two, CIH has made the following recommendations as to how the EDI census can be improved for future years. To understand the context behind each recommendation please read part two in full.

- Recommendation one: Look at how we can ensure more input from Scotland, Wales, Northern Ireland and the Republic of Ireland in future EDI Census' to improve our EDI analysis.
- Recommendation two: Add a question to the EDI Census on what level within an organisation an individual works at e.g., entry level or senior management. This will enable us to assess the diversity at all levels within housing organisations.
- Recommendation three: Expand the question on disability to allow for members to disclose mental health concerns and whether they are neurodiverse as these individuals may not classify themselves as disabled.



# Part two: The results

## Notes on the data

When we looked at the data for the EDI census, we established that seventy-two per cent of responders (551 members) live or work in England. Response levels for other areas are:

- Northern Ireland: Three per cent (20 responses)
- Republic of Ireland: three per cent (23 responses)
- Scotland: Thirteen per cent (99 responses)
- Wales: six per cent (48 responses)

We do not have location data for two percent of respondents (18 members).

These response rates for each country are comparable with CIH membership rates, with each nation containing the following proportion of CIH members.

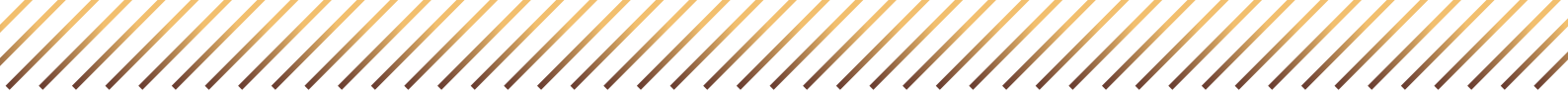
- England: Seventy-three per cent of members
- Northern Ireland: Three per cent of members
- Republic of Ireland: Two per cent of members
- Scotland: Fourteen per cent of members
- Wales: Seven per cent of members
- International/ Unknown: One percent of members

When examining the data on protected characteristics we recognise the EDI data sets for the devolved nations and Republic of Ireland is often too low for robust country specific determinations. Nonetheless we have used CIH EDI data to compare against Census data for each of the four UK nations and the Republic of Ireland where possible. Scotland and the Republic of Ireland delayed their Census to 2022. Therefore, for Scotland household data is taken from the 2018 Scottish Household Survey which is the latest iteration of the survey to include data on the composition and characteristics of households in Scotland. For the Republic of Ireland some initial Census data has been published. However, where there are gaps, data is taken from their population projections based on Census 2011. We will update this report in 2024 once the full Census 2022 data is available for the Republic of Ireland and Scotland.

**Recommendation one: Look at how we can ensure more input from Scotland, Wales, Northern Ireland and the Republic of Ireland in future EDI Census' to improve our EDI analysis.**

## Where are our biggest data gaps?

When analysing the EDI census data, it would have been useful to see whether diversity changes depending on the seniority of the role within the organisation. Recent research undertaken by Tai Pawb found that in Wales diversity was low at management levels. Anecdotal evidence suggests that this observation is similar across the four UK nations and the Republic of Ireland, but we need more data on an individual's level of seniority within an organisation as part of the EDI census to accurately assess levels of diversity at all levels within the housing sector.




**Recommendation two: Add a question to the EDI census on what level within an organisation an individual works at e.g., entry level or senior management. This will enable us to assess the diversity at all levels within housing organisations.**

We had a high response rate for most questions relating to an individual's protected characteristics except for sexual identity where 3.5 per cent chose not to answer the question. Though this is lower than the average no response rate of 7.5 per cent seen in the wider population.

We had a reduced response rate to the questions on socioeconomic background though this could be due to these questions being in part two of the EDI census questionnaire. This will need to be considered in future iterations of the EDI census.

## What does our membership look like?

### Key findings

- Our membership is slightly older than the general population. Our largest age group is 45-54 whereas the median age for the UK population is 40.4.
  - Our membership is more female than the general population 63 per cent compared to 51 per cent at population level.
  - Our membership is more likely to be lesbian gay or bisexual at 11.3 per cent compared to between 2.1 and 3.1 percent in the population.
  - Our members are more likely to be married or in a civil partnership at 55 per cent compared to an average of 45.9 per cent in the population.
  - The ethnicity of our membership does broadly reflect the diversity seen in the wider population. Though our membership has higher numbers of individuals identifying as black and lower numbers identifying as Asian than is seen in the wider population.
  - Just under 50 per cent of our membership has no religion higher than the proportion with no religion in England, Wales, Northern Ireland and the Republic of Ireland. Although more Scots (59%) identify as non-religious than our membership. The largest religion practised by our members is Christianity.
  - Our membership has a lower proportion of individuals with a disability than is seen in the wider population. Wales and England have the highest proportion of members with a disability at 18.8 percent. In contrast 5 per cent of members in Northern Ireland have a disability and members in Scotland.
  - Currently 41.7 per cent of our members speak a recognised minority language with Scots being the most prevalent language spoke. Yet most of those members able to understand or speak Scots live in England.
  - The proportion of members able to speak or understand any other language was 16.8 per cent. For many this was in addition to a recognised minority language.
  - Our membership, except for Wales and Northern Ireland, has a higher proportion of members where the parental occupation at age 14 was professional compared to the wider population.
  - Overall 6.5 percent of our membership attended a private school compared to the national benchmark of 7.5 per cent
  - The proportion of our membership who received free school meals was 25.5 per cent compared to the UK average of 15 per cent.
- 

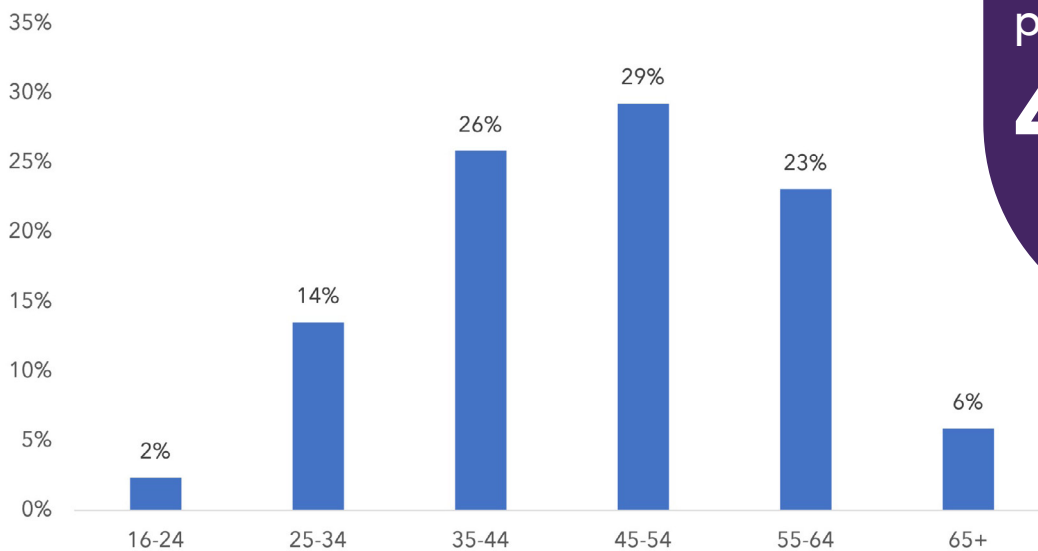
## Age

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

- England: 40
- Northern Ireland: 39
- Republic of Ireland: 39
- Scotland: 423
- Wales: 421

Our membership is older than the median ages for the five nations with our largest age group being 45-54 as shown in figure 1.

**Figure 1: Age**



There is also a significant under representation of younger people. According to the Census 2021 individuals aged 16-24 make up 19 per cent of the population . They account for 2.4 per cent of our membership. The proportion of our membership 65+ is also lower than the general population though this is unsurprising as economic activity reduces as we age, and retirees may not retain their membership with us.

Our membership is slightly older than the general population. Our largest age group is

**45-54**

whereas the median age for the UK population is

**40.4.**

## Sex

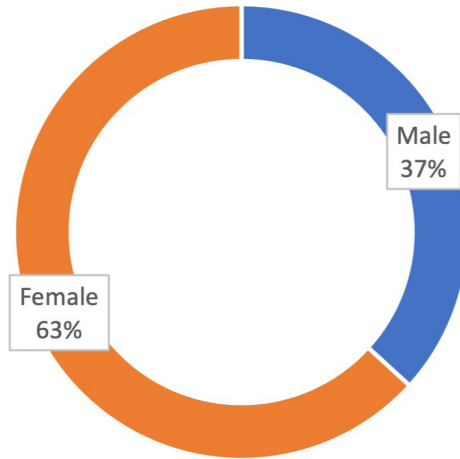
All four devolved nations and the republic of Ireland have a male female split of 51 per cent female and 49 per cent male. This mirrors the split seen for the whole of the UK. This is different to the split seen in our membership as shown in figure 2.

Our membership is more female than the general population

**63** per cent compared to

**51** per cent at population level

Figure 2 : Gender Identity



In addition, the EDI census showed that 0.6 per cent of our membership indicated that their gender identity is different to their sex registered at birth. Within the UK population 0.5 per cent have a different gender identity to the one registered at birth .

## Sexual Identity

Questions on an individual's sexual identity was a new question for the 2021 Census in Northern Ireland and the England and Wales Census 2021. Scotland also included a question in their 2022 census, but this detailed data has not been published at time of writing. The only data available for Scotland is the total proportion of the population that identifies as lesbian, gay, bisexual or other sexual orientation. The Republic of Ireland did not include a question on sexual identity in their latest Census.

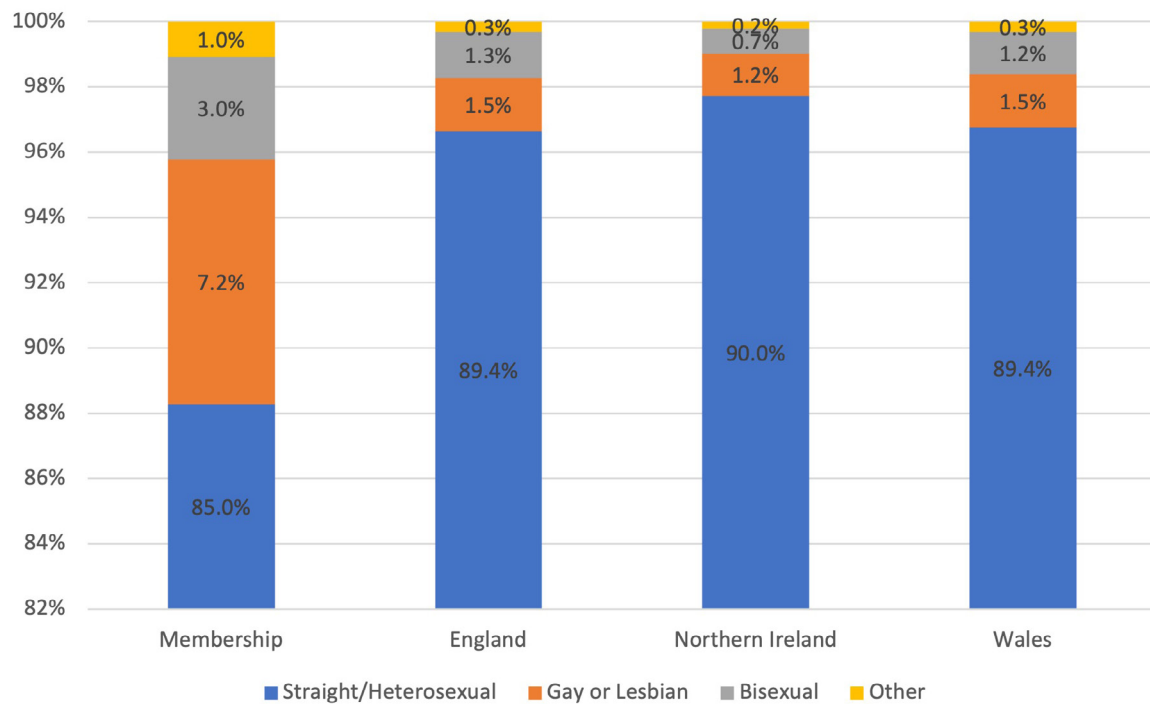
The EDI census showed that 11.3 per cent of our membership identified as lesbian, gay, bisexual or other sexual orientation. The proportion for UK nations is:

- England: 3.1 per cent
- Scotland: 3.1 per cent
- Northern Ireland: 2.1 per cent
- Wales: 3 per cent

This data shows that our membership is slightly more likely to be lesbian, gay or bisexual than the general population.

Figure 3 provides a full breakdown for Wales, England, and Northern Ireland. The axis starts at 82 per cent which exaggerates the small percentage differences in lesbian, gay, bisexual, and other sexual identity.

Figure 3: Sexual orientation



There were also 3.5 per cent of members who preferred not to answer the question on sexual orientation. Though this is significantly lower than the average 7.7 per cent that did not answer the question in the Census 2021 in England, Northern Ireland, and Wales.

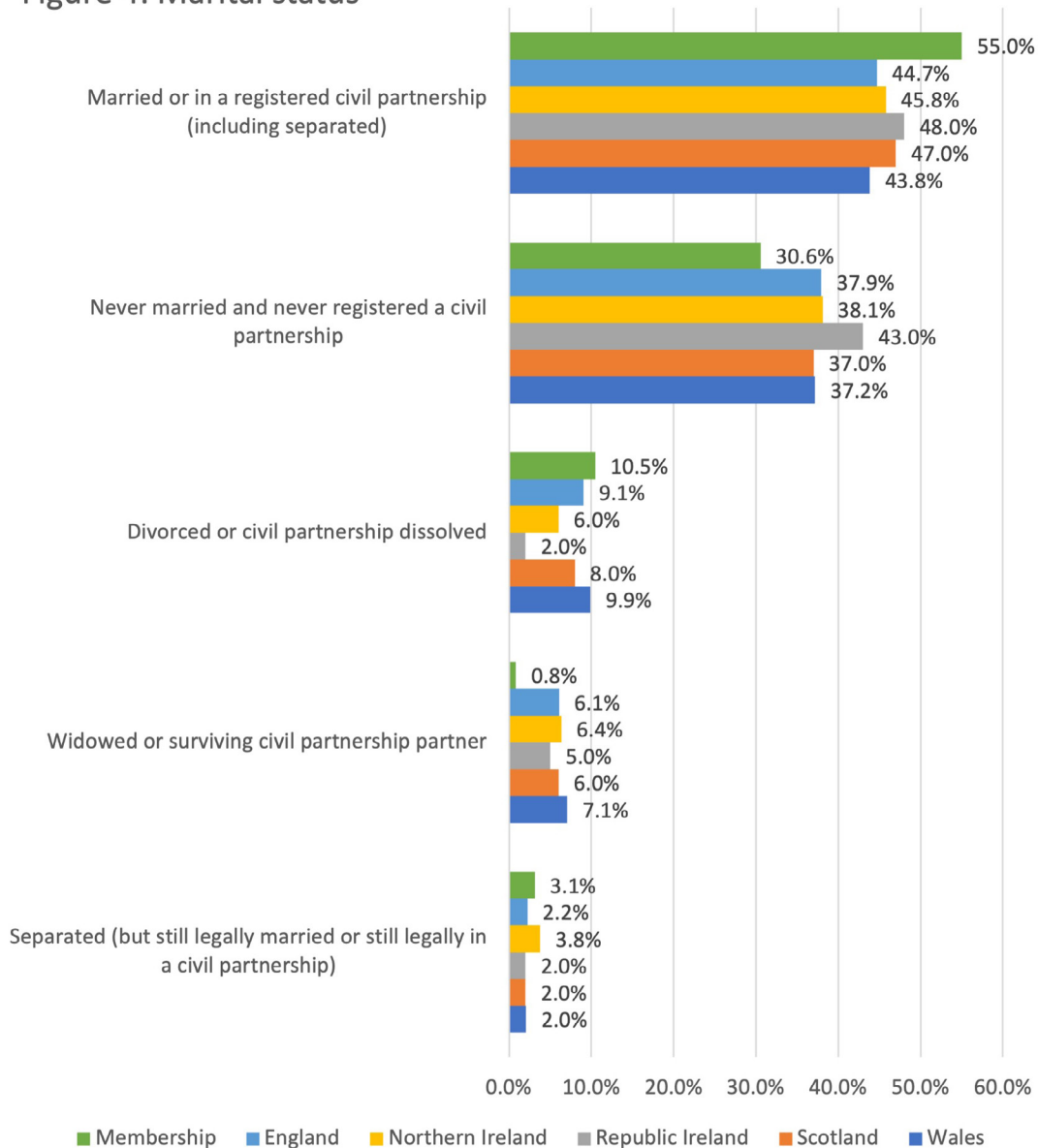




## Marital Status

The results of the EDI census show that most of our members are married or in a civil partnership. Most of the population are also married or in a civil partnership though a lower proportion than seen in our membership. Our membership also has a lower number of individuals who have never been married or are widowed or a surviving civil partner. Apart from Northern Ireland there is a larger proportion of individuals who are separated but legally still married or in a civil partnership. A full breakdown is shown in Figure 4.

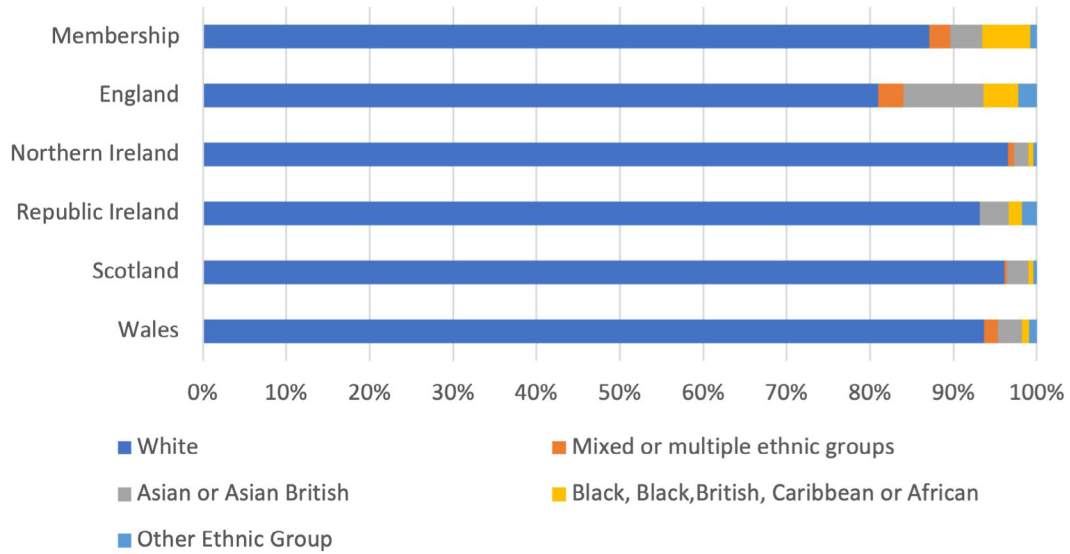
Figure 4: Marital status



## Ethnicity

We have detailed the ethnicity for each of the five nations of the UK and Ireland in Figure 5 below.

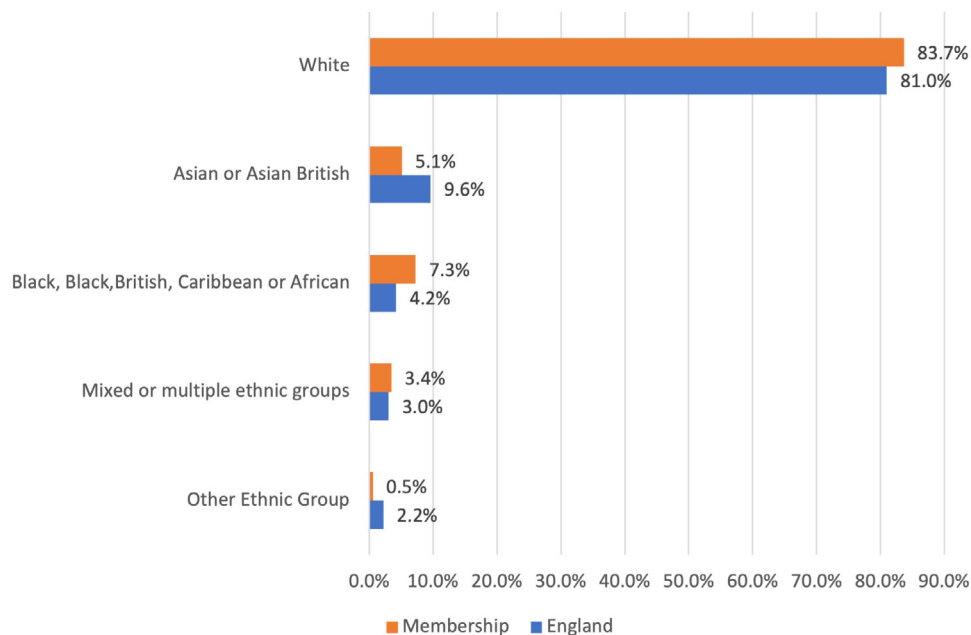
Figure 5: Ethnicity (high level groups)



What the data shows is our membership has a lower proportion of individuals with white ethnicity for every nation except for England. Suggesting that our membership is more diverse than the wider population seen in Wales, Scotland, Northern Ireland and The Republic of Ireland. Though we need to be cautious in drawing conclusions due to the low response rate for these nations.

As 75 percent of respondents for the EDI census were from England, we have also provided a comparison of our membership in England to the latest census data for England in figure 6. This analysis has enabled us to establish that our membership in England is ethnically diverse and does broadly represent the population it works within. Though there is a slightly larger proportion in our membership who identify as black and a smaller proportion who identify as Asian.

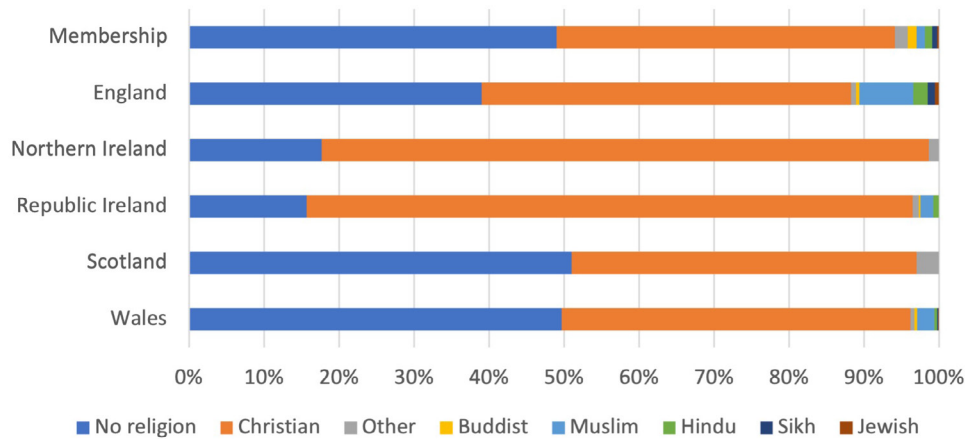
Figure 6: Ethnicity (high level groups) for England only



## Religion

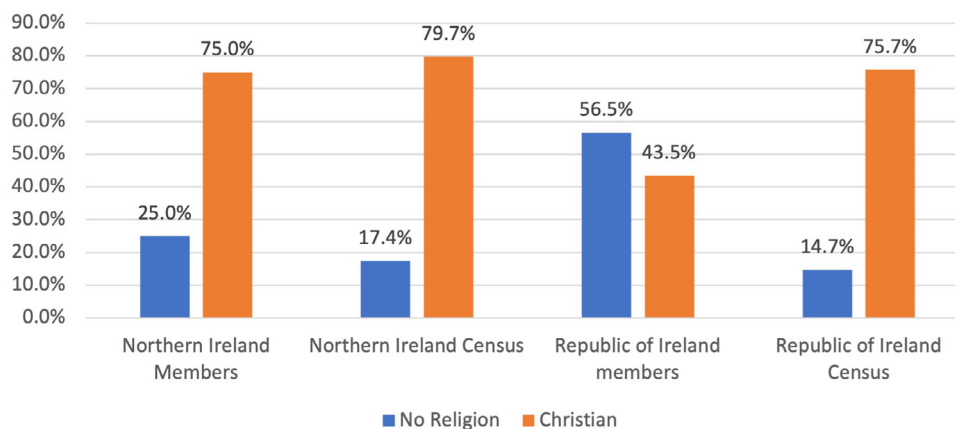
When we look at our data on religion our membership mirrors what is seen in the Scottish and Wales population data with no religion and Christianity being of similar proportions. England Census 2021 data shows that there are more individuals identifying as Christian in the population. A full breakdown is provided in Figure 7.

Figure 7: Religion



When we consider the data for individual countries, we see that most of the population of Northern Ireland and the Republic of Ireland are Christian. Yet when we consider the membership for these nations as shown in Figure 8 our Northern Ireland membership mirrors the wider population of Northern Ireland. Yet our membership in the Republic of Ireland has lower levels of individuals identifying as Christian and higher numbers stating they have no religion than is seen in the wider population. Though we need to be cautious with these conclusions due to the low response rates seen for the EDI census in Northern Ireland and the Republic of Ireland.

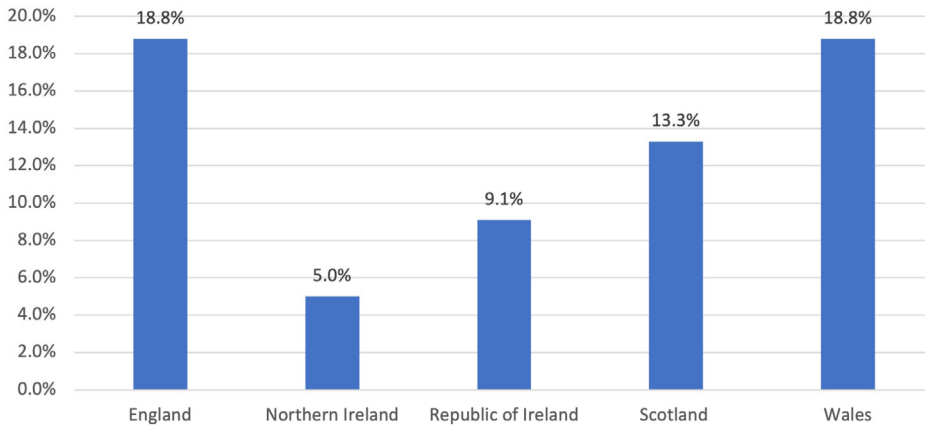
Figure 7: Religion in Northern Ireland and Republic of Ireland



## Disability

The latest available data from the department of works and pensions puts the proportion of the UK population that is disabled at 24 per cent . In the republic of Ireland, the proportion is 13.5 per cent . The proportion of our members in each country that class themselves as disabled is below the proportion seen in the wider population as shown in Figure 9.

Figure 9 : Disability



caveat that due to the low responses seen outside of England the lack of data could be giving a less inclusive picture that there actually is.

Whilst the question on disability used the definition as set out in the Equality Act 2010 there is scope to expand the question to provide additional data on mental health and neuro diversity. We know from Tyfu Tai's research that two thirds of housing professionals in Wales were reporting reduced mental wellbeing as a direct result of work pressures . It would therefore be useful to see the proportion of our members with mental health concerns and whether this is changing over time. As outlined in the GMB report neurodiversity in the workplace individuals with a neurodiversity may not consider themselves disabled. Yet knowing whether someone is neurodiverse is important so that reasonable adjustments can be made. By collecting data on neurodiversity, we can effectively evaluate if housing as a profession is attracting neurodiverse individuals and how this is changing over time.

**Recommendation three: Expand the question on disability to allow for members to disclose mental health concerns and whether they are neurodiverse as these individuals may not classify themselves as disabled.**

## Caring responsibilities

The EDI census contained two separate questions on caring responsibilities one was in relation to having dependent children living at home the other was caring for someone because of ill health or caring for older people. Even though we have broken down the data into the four UK Countries and Republic of Ireland most responses were from members in England. This has distorted the picture of those with caring responsibilities.

Our membership has a lower proportion of individuals with a disability than is seen in the wider population. Wales and England have the highest proportion of members with a disability

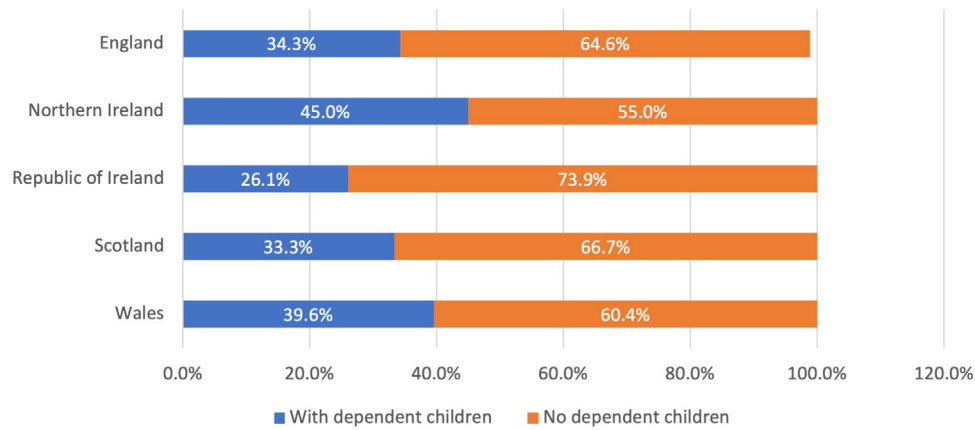
at **18.8 per cent.**

In contrast **5 per cent** of members in Northern Ireland have a disability and members in Scotland.

## Dependent children

What the available data does show us as outlined in Figure 9 is that the highest proportion of members with dependent children live in Northern Ireland. The lowest proportion of members with dependent children live in the Republic of Ireland. The proportion of members with dependent children in the rest of the UK are at similar levels.

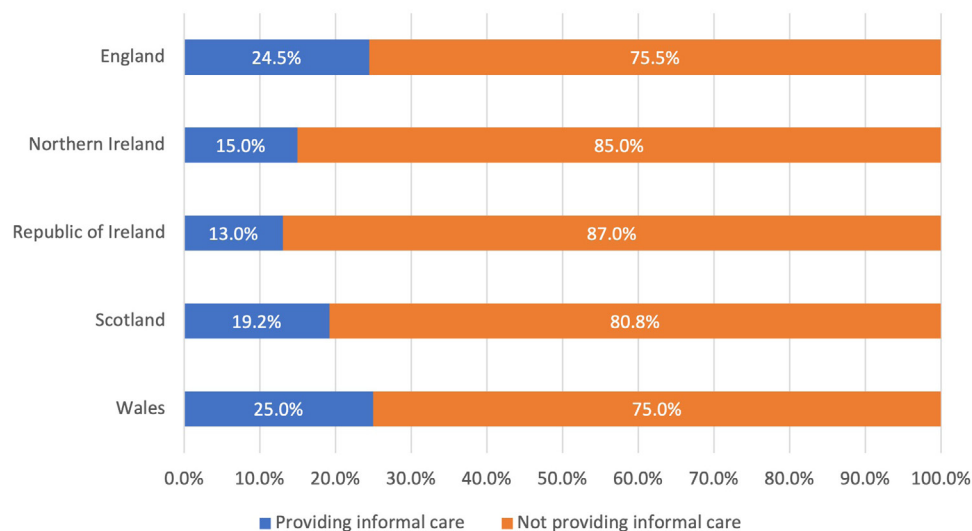
Figure 10: Dependent Children



## Other caring responsibilities

Members were also asked if they looked after or gave any support to an individual due to ill health or problems related to old age. The data in figure 10 clearly shows us that most of our members are not providing informal care.

Figure 10: Caring responsibilities - informal care



Though to improve the analysis of whether housing is inclusive to those individuals with dependent children or providing informal care we also need to widen our questions so that we can analyse at what level in housing organisations those with caring responsibilities are most likely to work in.

## Languages

### Minority languages

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

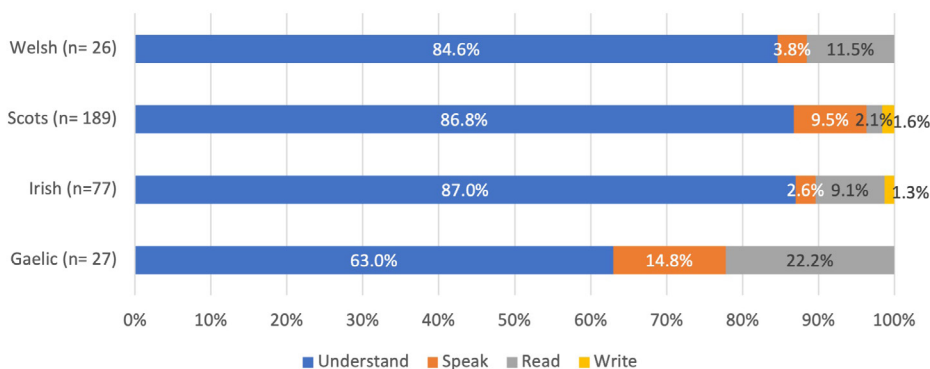
- Gaelic
- Irish
- Scots
- Welsh

The proportion of members that speak or understand a recognised minority language is 41.7 per cent. The numbers for each language are:

- Gaelic: 27
- Irish: 77
- Scots: 189
- Welsh: 26

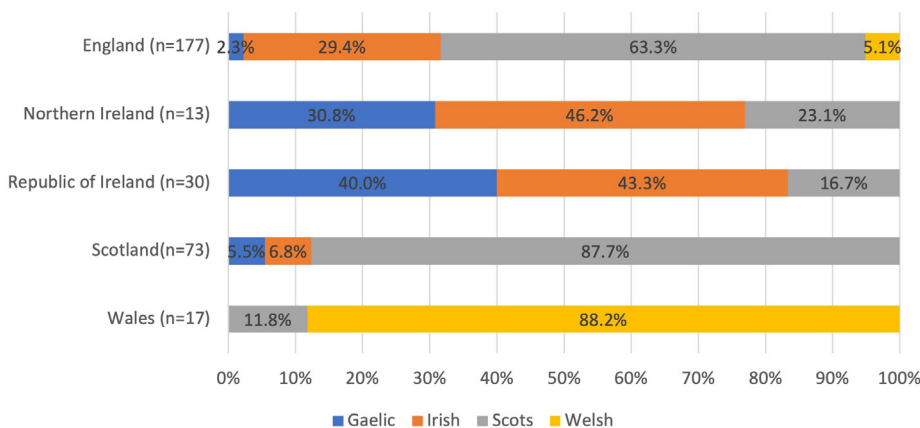
Currently  
**41.7**  
per cent of our members speak a recognised minority language with Scots being the most prevalent language spoke. Yet most of those members able to understand or speak Scots live in England.

Figure 11: Minority language



We have also established from the EDI census data that most minority language users are from England where the most prevalent minority language is Scots. A full breakdown of where minority language users live is provided in Figure 12.

Figure 12: Where minority language users live



## Other languages

We also asked in our EDI census whether members spoke or understood any other language. We found that 16.8 per cent of members spoke or understood another language. Some were in addition to a minority language. The main other languages spoken were:

- Arabic
- Urdu
- Bengali
- Gujarati
- French
- German
- Polish

## Socio-economic background

There are three separate categories that have been added to the census to look at the socio-economic background of our workforce.

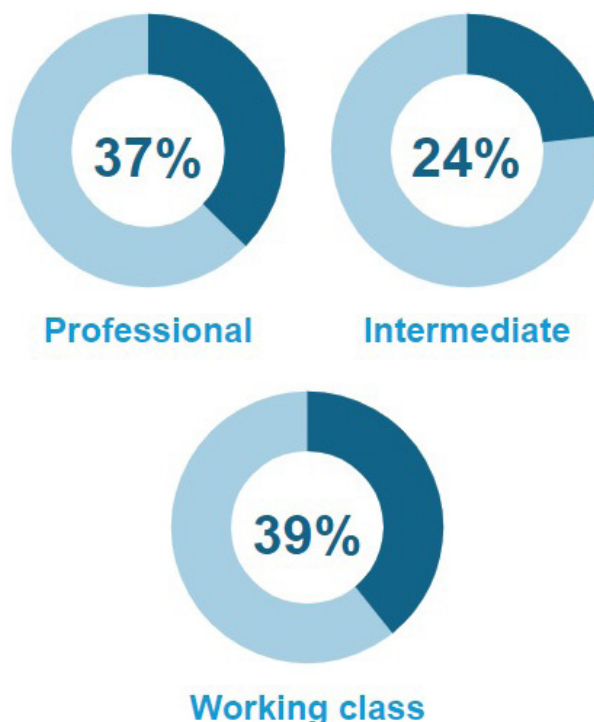
We need to acknowledge that there are gaps in the data from

low response numbers in some countries and some members choosing not to answer this question.

Therefore, all three graphs are based on what we do know. The graphs look at the proportions for the membership and then this is broken down into the proportions for each nation. Yet we have not drawn any specific conclusions on representation within the membership due to the data gaps which need to be rectified in subsequent censuses.

### Socio-economic background - parental occupation at age 14

For this question 22 percent of members did not provide an answer or left the question blank. The Social Mobility Commission has provided the following national benchmarks for parental occupation at age 14:



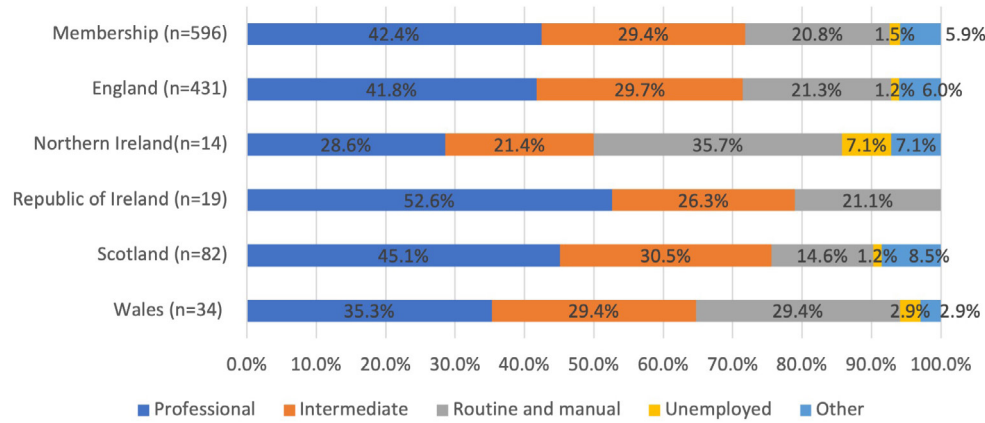
The proportion of our membership who received free school meals was

**25.5 per cent** compared to the UK average of 15 per cent.



As outlined in figure 13 except for Northern Ireland and Wales there is a higher proportion of our membership where the parental occupation at age 14 was professional. Our membership also has a lower proportion of individuals whose parental occupation at age 14 was routine and manual (working class in the national indicator).

Figure 13: Socio-economic background parental occupation at age 14.



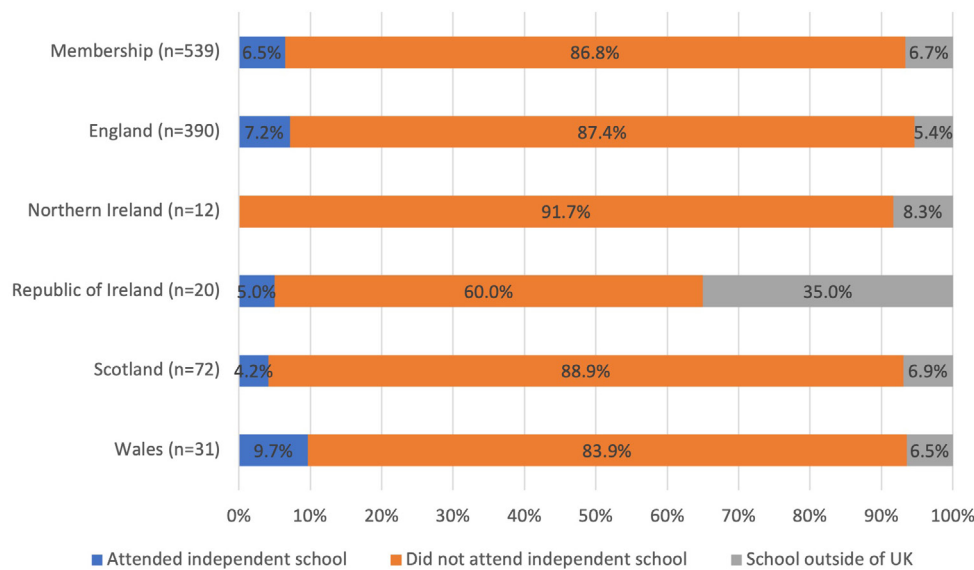
### Socio-economic background - independent school

For this question 30 per cent of respondents did not provide an answer or selected prefer not to answer.

For the data we do have it shows that Wales has the highest proportion of members attending an independent school at 9.7 per cent but we need to be cautious about this as only 31 people responded to the question. In contrast nobody who responded to the question from Northern Ireland attended an independent school.

Overall, 6.5 per cent of our membership attended an independent school compared to the national benchmark of 7.5 percent xxiv A full breakdown is provided in figure 14.

Figure 14: Socio-economic background - independent school



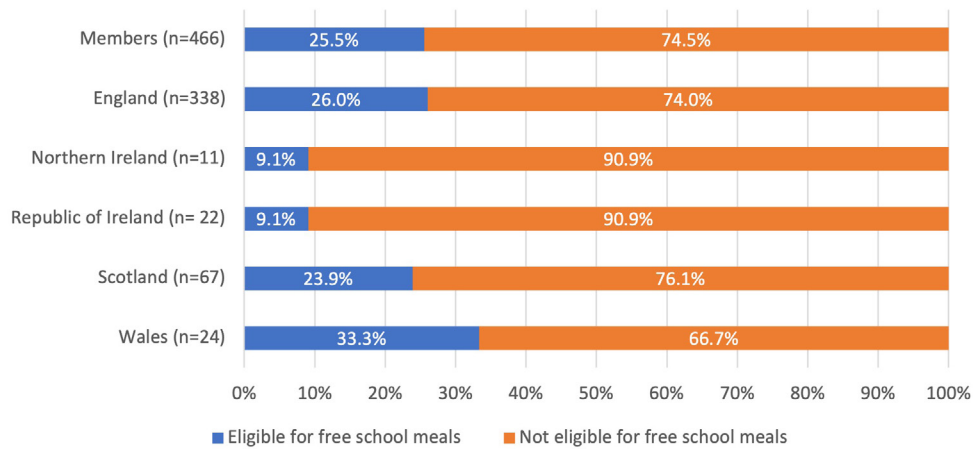


## Socio-economic background - free school meal eligibility.

For this question 26.9 per cent of respondents did not provide an answer or stated they would prefer not to answer the question. For those that did answer the question 16.6 per cent responded that the question did not apply as they finished school before 1980 or attended school overseas.

For those that did respond to the question a full break down of free school meal eligibility is provided in figure 15. This show that 25.5 per cent of members were in receipt of free school meals. This is higher than the UK wide average of 15 per cent xxiv. The EDI Census data shows on a country level that the highest proportion of members who received free school meals resided in Wales at 33.3 per cent. The current rate in the Welsh population is 20 per cent . Northern Ireland and The Republic of Ireland have a lower proportion of members who were eligible for free school meals than the wider population.

Figure 16: Socio-economic background - free school meal eligibility



# Part three: Conclusion

The EDI census published in November 2022 was a first step from CIH to try and understand the makeup of our membership. We held data on our members age and gender, but we didn't know what our members looked like and how representative they are of the communities they work in. We knew this had to change if we wanted to understand how diverse the housing profession is and how we could we support our members making equality, diversity and inclusion central to their organisational strategies.

While the self-selecting nature of the survey and the small sample sizes (outside of England) can make drawing conclusions problematic there are signals where CIH membership is demonstrably diverse and inclusive and other indicators that show further work needs to be done. For example, while more CIH members are representative of LGBTQIA+ community than the population at large, the membership is less likely to identify as disabled than the population at large across the UK and 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 organisation 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.

However, at the heart of all our actions is data and evidence. We need to better understand what our membership looks like and how to support it. The 776 responses this year gives us a baseline however we need to build engagement with members and increase our understanding of what the UK housing profession looks like. The recommendations in this report will help us finesse the EDI census and ensure the data we do collect is more accurate and more useful in informing our decisions. But our response as an organisation is a commitment to keep EDI at the centre of our work, to keep working with our members to show more leadership and taking the action you expect from your professional body on EDI.



# Appendix

## EDI monitoring questions

### 1. Age - How old are you?

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

### 2. Sex - 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. Gender identity - Is the gender you identify with the same as your sex registered at birth?

- Yes
- No (please write in gender identity) \_\_\_\_\_
- Prefer not to say

### 4. Sexual orientation - This question is about your sexual orientation. Do you identify as:

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

### 5. Ethnicity - To which of these ethnic groups do you feel you belong? These categories have been taken from the 2021 Census

#### White

- English, Welsh, Scottish, Northern Irish or British
- Irish
- Gypsy or Irish Traveller
- Roma
- Any other White background (please write in) \_\_\_\_\_

Mixed or multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed or Multiple background (please write in) \_\_\_\_\_

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background (please write in) \_\_\_\_\_

Black, Black British, Caribbean or African

- Caribbean
- African background (please write in) \_\_\_\_\_
- Any other Black, Black British or Caribbean background (please write in) \_\_\_\_\_

Other ethnic group

- Arab
- Any other ethnic group (please write in) \_\_\_\_\_

## 6. Religion - What is your religion?

- No religion
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion (please write in) \_\_\_\_\_

**7. Disability - Under the Equality Act 2010, a person is considered to have a disability if they have a self-reported long-standing illness, condition or impairment, which causes difficulty with day-to-day activities. Do you consider yourself to be disabled as set out in the Equality Act 2010?**

- Yes
- No
- Prefer not to say

## 8. Caring responsibilities

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

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

## 8. Languages

8.1 Can you understand or speak any of the recognised minority languages in the UK?

- Gaelic
- Irish
- Scots
- Welsh

8.2 Can you understand or speak any other languages? (text complete box)

## 9. Socio-economic background

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

- Modern professional & traditional professional occupations
- Senior, middle or junior managers or administrators
- Clerical and intermediate occupations
- Technical and craft occupations
- Routine, semi-routine manual and service occupations
- Long-term unemployed
- Small business owners who employed less than 25 people
- Other such as: retired, this question does not apply to me, I don't know
- I prefer not to say

9.2 Which 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
- I prefer not to say

9.3 If you finished school after 1980, were you eligible for free school meals at any point during your school years?

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

## 10. Marital and civil partnership status

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

- Never married and never registered a same-sex civil partnership
- Married or in a registered same-sex civil partnership
- Separated, but still legally married or in a same-sex civil partnership
- Divorced or dissolved same-sex civil partnership
- Widowed or surviving same-sex civil partner
- Prefer not to say

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<sup>1</sup>Demography and migration in Wales (Census 2021). <https://www.gov.wales/demography-and-migration-wales-census-2021->

[html#:~:text=In%202021%2C%20the%20average%20\(median,Monmouthshire%20\(both%2049%20years\).](https://www.gov.wales/demography-and-migration-wales-census-2021-#:~:text=In%202021%2C%20the%20average%20(median,Monmouthshire%20(both%2049%20years).)

<sup>2</sup>Census 2021 main statistics demography tables - age and sex. <https://www.nisra.gov.uk/publications/census-2021-main-statistics-demography-tables-age-and-sex>

<sup>3</sup>Population estimates for the UK, England, Wales, Scotland and Northern Ireland: mid-2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/annualmidyearpopulationestimates/mid2021>

<sup>4</sup>Age by single year. <https://www.ons.gov.uk/datasets/TS007/editions/2021/versions/3>.

<sup>5</sup>Gender identity, England and Wales: Census 2021. The gender identity of usual residents aged 16 years and over in England and Wales, Census 2021 data. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021>

<sup>6</sup>Scottish household survey 2018: annual report. <https://www.gov.scot/publications/scotlands-people-annual-report-results-2018-scottish-household-survey/pages/2/>

- <sup>7</sup>Census of Population 2022 - Summary Results. <https://www.cso.ie/en/releasesandpublications/ep/p-cpsr/censusofpopulation2022-summaryresults/householdsizeandmaritalstatus/>
- <sup>8</sup>Marriage and civil partnership status in England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/marriagecohabitationandcivilpartnerships/articles/marriageandcivilpartnershipstatusenglandandwalescensus2021/2023-02-22/relateddata>
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- <sup>10</sup>Census of Population 2022 - Summary Results. <https://www.cso.ie/en/releasesandpublications/ep/p-cpsr/censusofpopulation2022-summaryresults/migrationanddiversity/>
- <sup>11</sup>The Composition and Characteristics of Households in Scotland. <https://www.gov.scot/binaries/content/documents/govscot/publications/statistics/2019/09/scotlands-people-annual-report-results-2018-scottish-household-survey/documents/chapter-2-composition-characteristics-households-scotland/chapter-2-composition-characteristics-households-scotland/govscot%3Adocument/chapter-2-composition-characteristics-households-scotland.pdf>
- <sup>12</sup>Ethnic group, national identity, language and religion in Wales (Census 2021). <https://www.gov.wales/ethnic-group-national-identity-language-and-religion-wales-census-2021-html>
- <sup>13</sup>Northern Ireland Census 2021 - MS-B02: Ethnic group - full detail. <https://statistics.ukdataservice.ac.uk/dataset/northern-ireland-census-2021-ms-b02-ethnic-group-full-detail>
- <sup>14</sup>England and Wales Census 2021 - TS023: Multiple Ethnic Group. <https://statistics.ukdataservice.ac.uk/dataset/england-and-wales-census-2021-ts023-multiple-ethnic-group>
- <sup>15</sup>Country level data for England and Wales. <https://statistics.ukdataservice.ac.uk/dataset/england-and-wales-census-2021-ts030-religion/resource/a569c204-0dd3-4065-886a-4c5cb0c68401>
- <sup>16</sup>Northern Ireland Census 2021 - MS-B19: Religion. <https://statistics.ukdataservice.ac.uk/dataset/northern-ireland-census-2021-ms-b19-religion>
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