



Chartered
Institute of
Housing

Equality, diversity and inclusion

Census result 2025



Part one: Overview

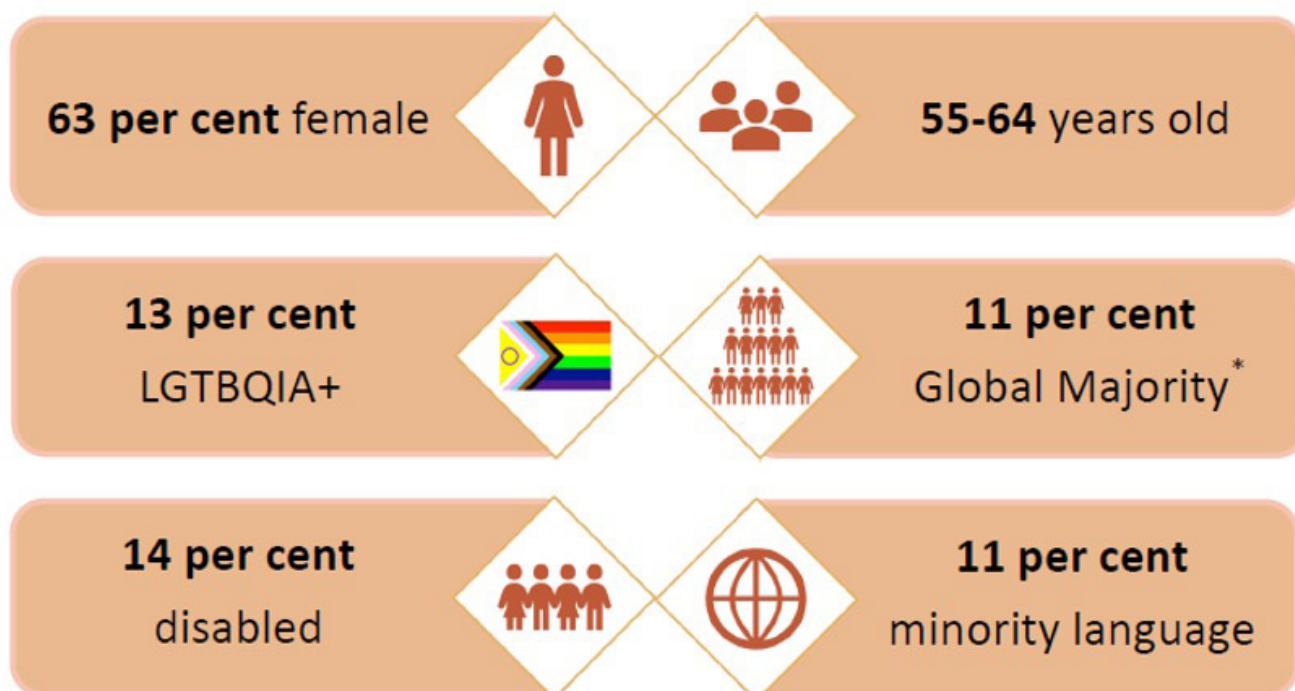
Why the census is required

At the Chartered Institute of Housing (CIH) we are committed to improving equality, diversity and inclusion (EDI) 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 and Ireland. 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

We initially launched the census in November 2022 to better understand the membership of CIH. This was followed by our first ever report on the EDI characteristics of our membership in October 2023. Following on from our reports in 2023 and 2024 we have continued to ask our members to complete the EDI census on a voluntary basis. Members can choose to answer all, some or none of the questions. The questions align with the characteristics protected under the 2010 Equality Act; however, we have gone beyond the protected characteristics to ask questions about language, socio-economic status and education history. CIH is committed to continuing to capture EDI data from its members on 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.

Summary findings - who are our members



*meaning all ethnic groups except white British and other white groups, including white minorities

Part two: The results

Response rate

This report has been prepared from data collected from the launch of the census in 2022 up to and including 31 July 2025.

To date 1,295 current CIH members have completed the EDI census as of 31 July 2025. Some respondents have provided a 'prefer not to answer' response to some of the questions whilst others have left the question blank. We have made the decision to omit blank responses from our analysis where they occur. We do, however, provide the proposition of 'prefer not to answer' responses where this is significantly different to census data for each of the four UK nations and the Republic of Ireland.

The EDI census data for 2025 shows that 75 per cent of respondents (972) live or work in England. Similar proportions were seen in 2023 and 2024. The number of responses from Northern Ireland, Republic of Ireland, Scotland and Wales are also similar to numbers seen in 2024:

- Northern Ireland: 40
- Republic of Ireland: 26
- Scotland: 164
- Wales: 91

The proportion of members completing the EDI census for each of the four UK nations and the Republic of members is comparable to the proportion of members within each nation.

Note on the data

When examining the data on protected characteristics we recognise the census data for the four UK nations and the Republic of Ireland is often too low for robust country specific determinations. Nonetheless we have used the CIH EDI census data to compare against the national census data for the four UK nations and the Republic of Ireland where possible. If data is not available, we have made this clear in our analysis.



Key findings: What does our membership look like?

Our membership's largest age group is **55-64**. The median age at population level is **40.7**.

Our membership is **63.1 per cent** female compared to **51 per cent** at population level.



55.2 per cent of members are married or in a civil partnership compared to **45 per cent** at population level.

13.3 per cent of members have a disability compared to **20.9 per cent** at population level.

10.7 per cent of our membership is LGBTQIA+ . Compared to between **2.1 per cent and 4 per cent** at population level.



11 per cent of our membership understands, speaks, reads or writes Cymraeg, Gaelic, Irish or Scots.

Just under **48.8 per cent** of our membership has no religion compared to an average of **35.3 per cent** at population level.



11.3 per cent of our membership is Global Majority compared to an average of **9.3 per cent** at population level.

8.1 per cent of members attended a private school compared to between **1 per cent and 6.6 per cent** at population level.



20.2 per cent of our membership received free school meals compared to the national benchmark of **15 per cent**.

*NB: When we say population level, we mean the four UK nations and the Republic of Ireland.

Age

The median ages for the four UK nations and the Republic of Ireland are:

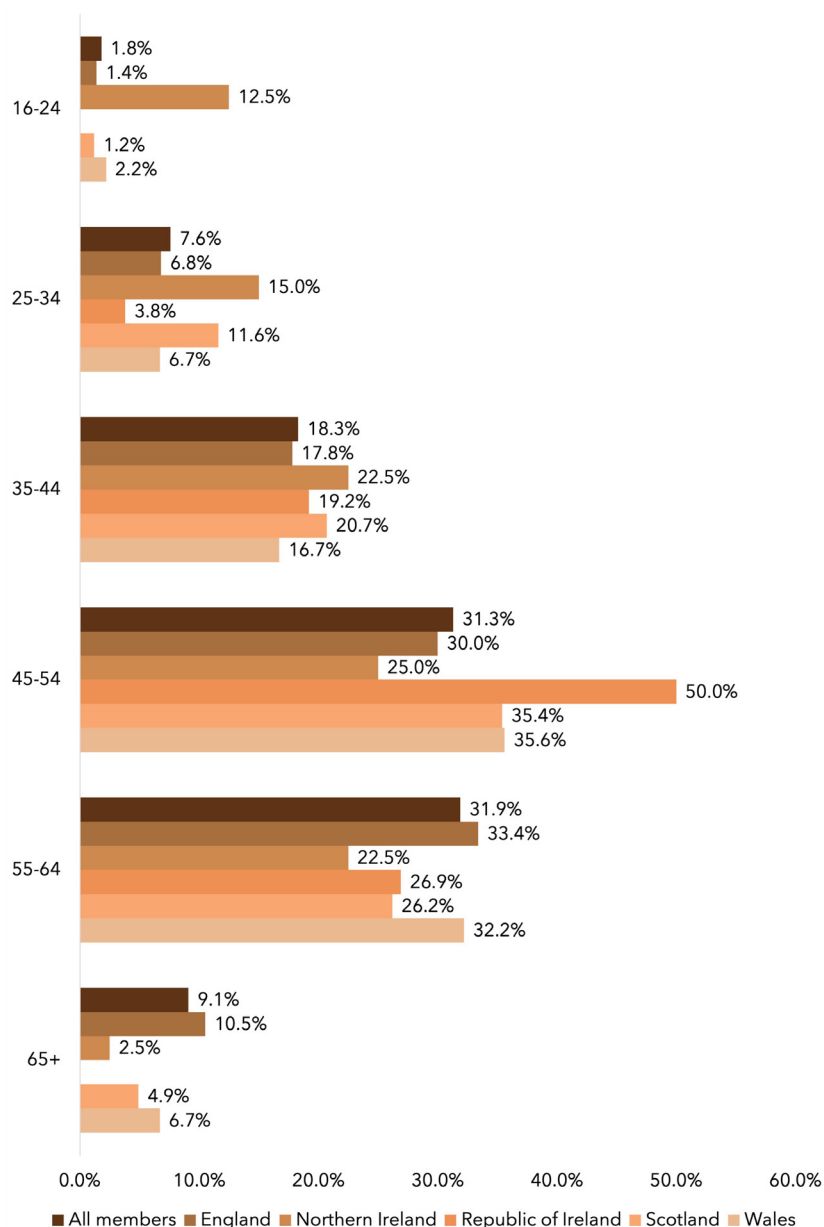
- England: 40.2¹
- Northern Ireland: 40²
- Republic of Ireland: 38²
- Scotland: 42.76³
- Wales: 42.8¹

As shown in figure one^{4,5,6} the EDI census data shows that our membership is not wholly representative of the median ages seen in the four UK nations and the Republic of Ireland. The largest age group is 55-64. Yet, Northern Ireland has a large proportion of members aged 16-24 and Scotland and Northern Ireland having the largest proportions of 25-34 year old members. Overall England has the largest proportion of members over 45 with 73.9 per cent of respondents being aged over 45.

Our largest age group in the EDI census is

55-64 the
median age for
the UK and ROI is
40.7

Figure one: Age groups

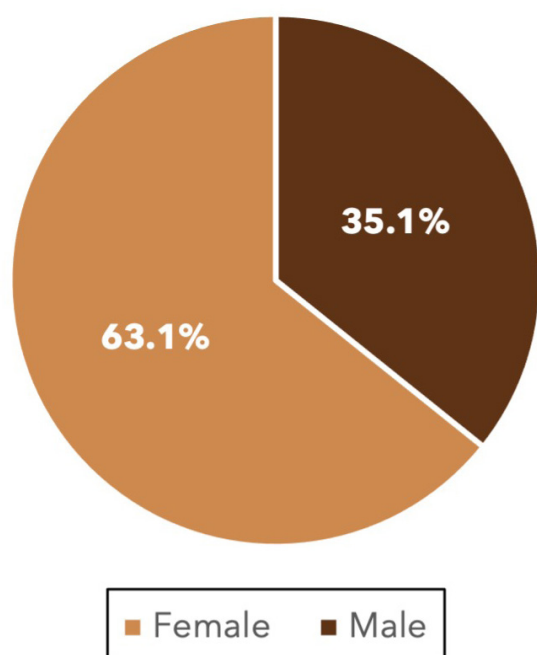


Gender

The proportion of males and females in the population of the UK according to the mid-year 2023 population estimate is 51 per cent female and 49 per cent male⁷. In the Republic of Ireland, it is also 49 per cent male and 51 per cent female⁸. Whilst the general population is almost evenly split male and female our EDI census data shows that our membership has a higher proportion of females than males as shown in figure two^{7,8,9}.

Our EDI census also included a question on whether or not the individual's gender identity is different to their sex registered at birth, 0.5 per cent of respondents stated their current gender identity is different to their sex registered at birth, with 0.3 per cent of respondents preferring not to answer the question. The proportion identified in the Census 2021 for England and Wales was 0.5 per cent⁹ and Scotland's Census 2022 was 0.4 per cent¹⁰. Northern Ireland¹¹ and the Republic of Ireland did not include a question on gender identity in their latest census¹².

Figure two: Gender



NB: 1.8 per cent of respondents preferred not to answer this question.

Sexual orientation

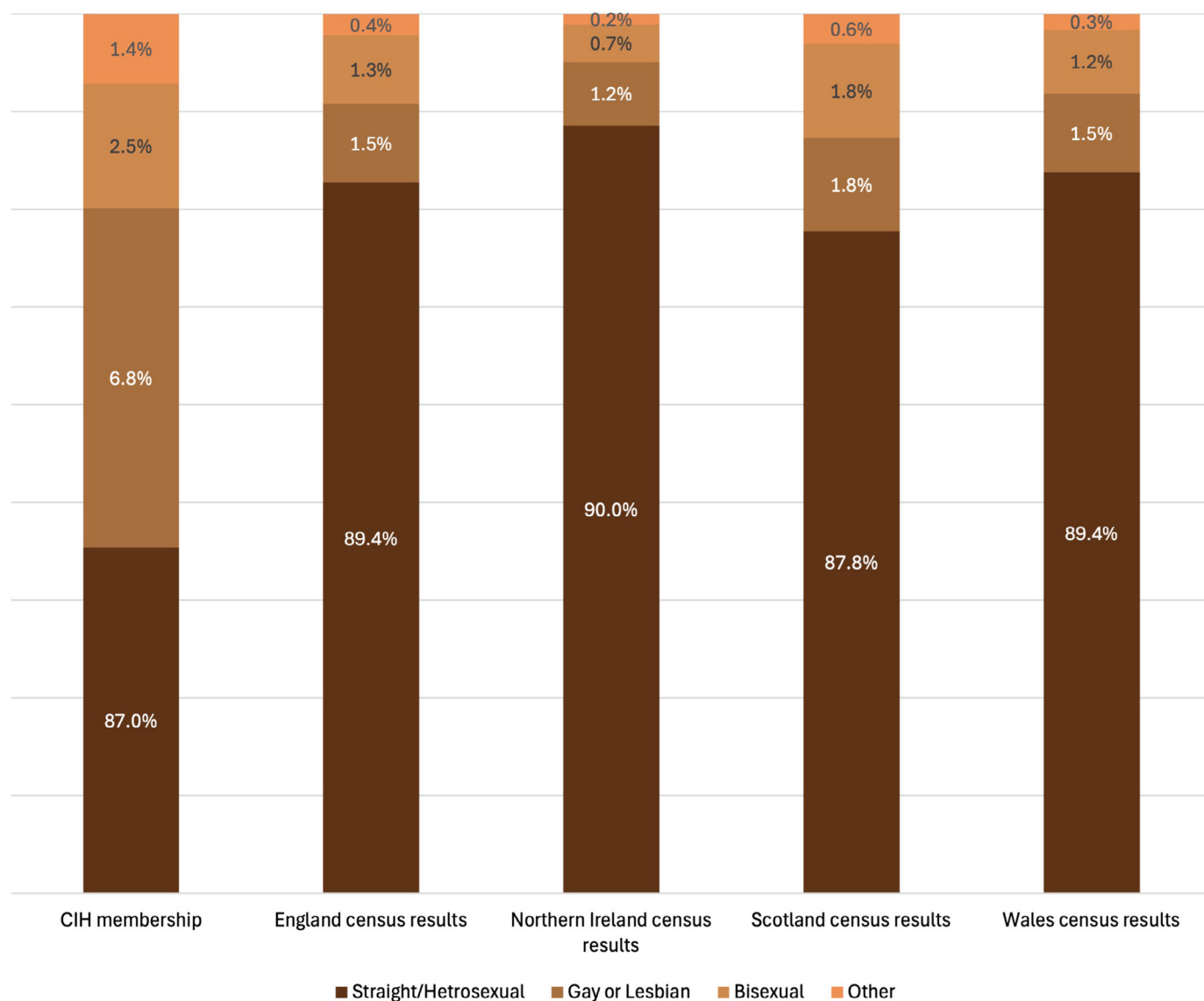
The 2021 Census in England, Northern Ireland and Wales included a new question on an individual's sexual orientation. The Scottish Census 2022 also included this question. The Republic of Ireland Census did not include a question on sexual orientation.

Our EDI census data in 2025 shows that 10.7 per cent of members are part of the LGTBQIA+ community. This is lower than previous years. In 2023 it was 11.3 per cent and in 2024 it was 15 per cent. Despite this reduction the proportion of members stating they are LGTBQIA+ is higher than is seen in each of the four UK nations:

- England: 3.1 per cent¹³
- Northern Ireland: 2.1 per cent¹⁴
- Scotland: 4 per cent¹⁰
- Wales: 3 per cent¹³

We have provided a full breakdown of the sexual orientation data in figure three^{15,16,17}. The axis starts at 82 per cent so that the small percentage differences in lesbian, gay, bisexual and other sexual identity can easily be seen.

Figure three: Sexual orientation

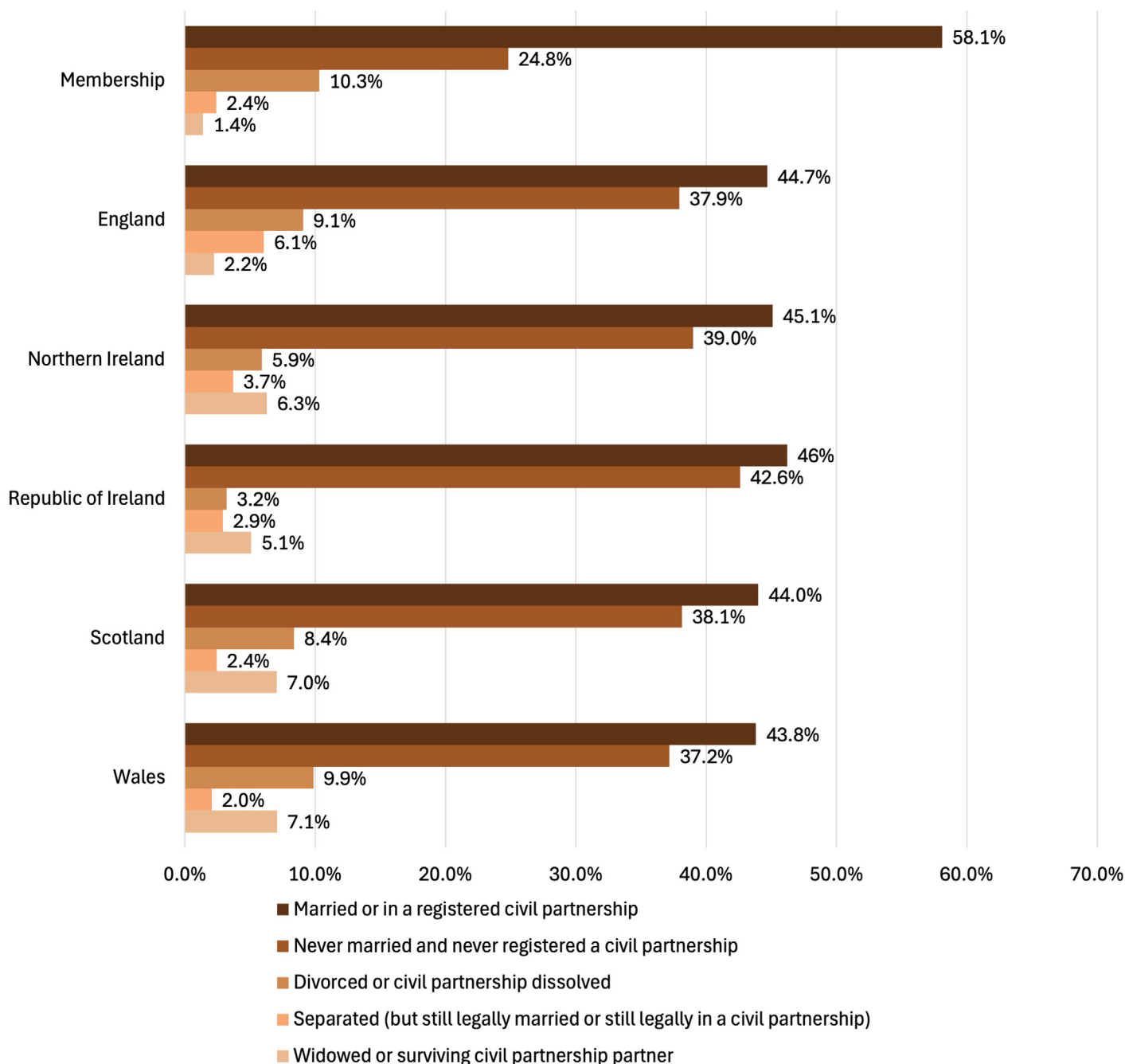


There were also 2.4 per cent of members who preferred not to answer the question on sexual orientation. This is lower than the average 7.8 per cent of the general population that did not answer the question in the Census 2021 and Census 2022.

Marital status

As seen in previous years the EDI census shows that a higher proportion of our membership is married or in a registered civil partnership than the general population. The proportion for our membership is 58.1 per cent and the average for the four UK nations¹⁸¹⁹ and the Republic of Ireland is 44.9 per cent²⁰. Figure four^{18,19,20} provides a full breakdown for our membership and the four UK nations and the Republic of Ireland.

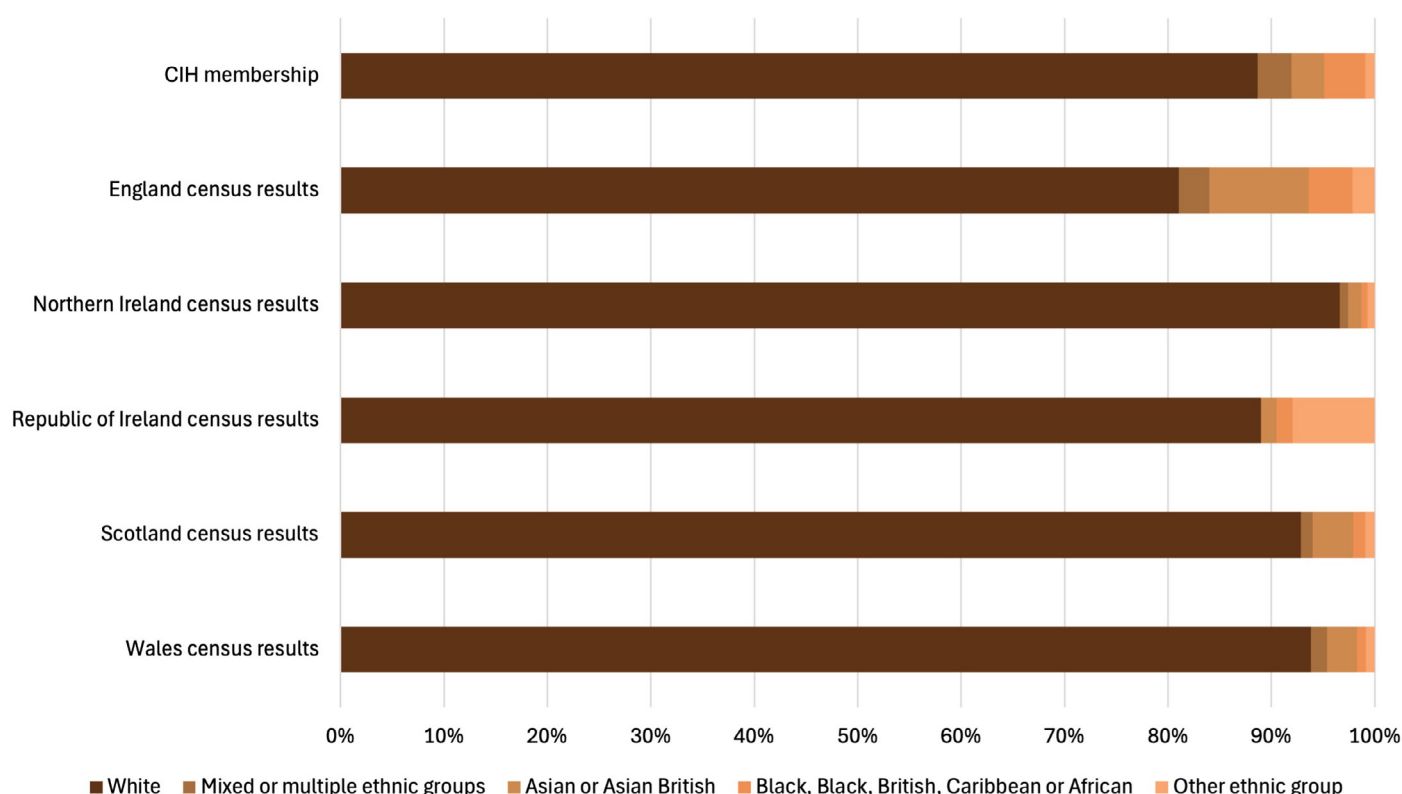
Figure four: Marital status



Ethnicity

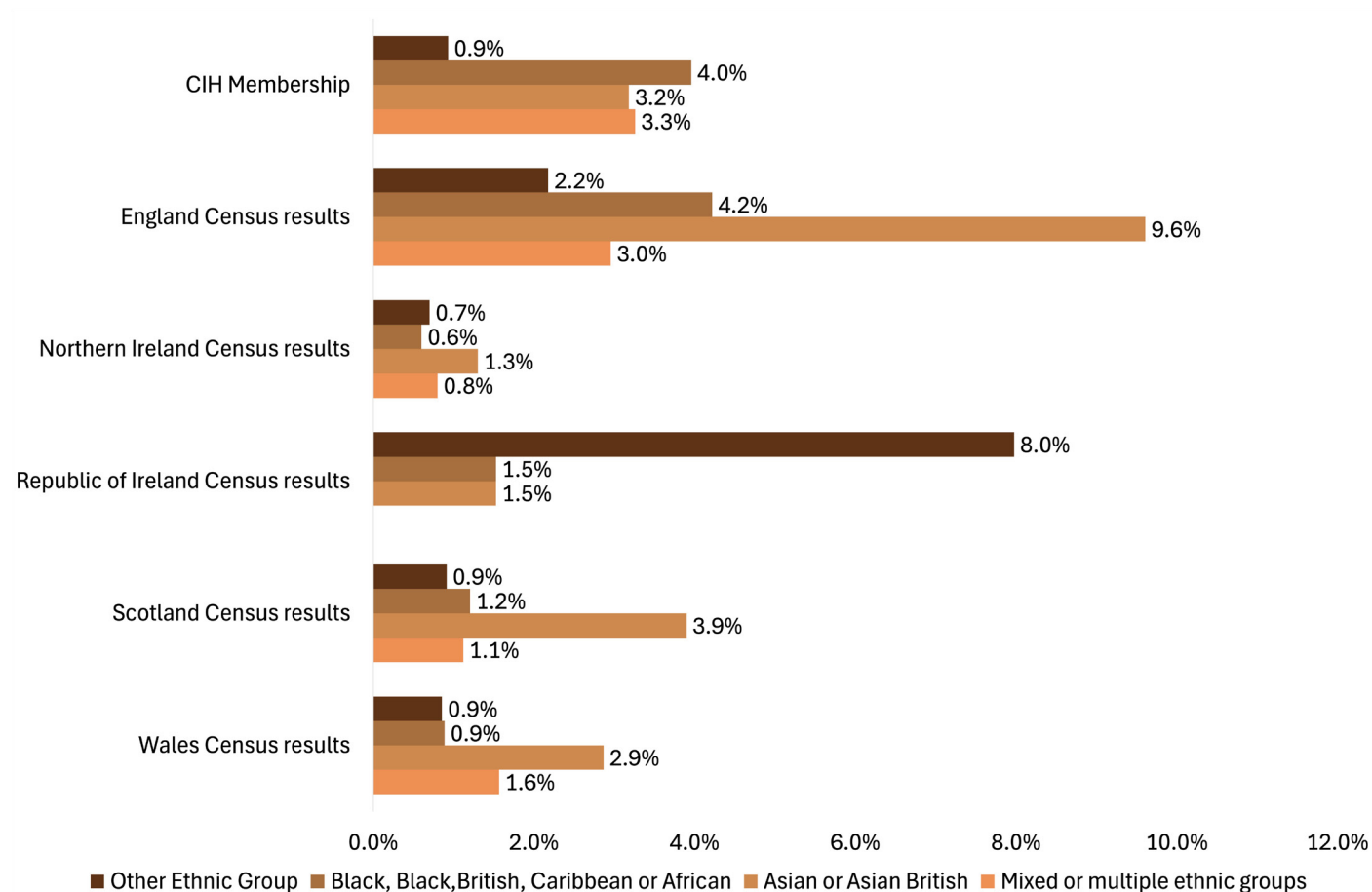
Our EDI census data shows that 88.7 per cent of our membership has a white ethnic background. This is up slightly on 2024 when it was 87.2 per cent and in 2023 when it was 87.1 per cent. Figure five^{[21,22,23,24](#)} provides a breakdown of the ethnicity of our membership compared to the census data for the four UK nations and the Republic of Ireland. The Republic of Ireland records mixed ethnic groups in the other ethnic group category so has a larger other ethnic group.

Figure five: Ethnicity (High level groups)



Given the high proportion of individuals with white ethnicity in our EDI census data and the census data for the four UK nations and the Republic of Ireland we have in figure six^{[25,26,27,28](#)} provided the data on ethnicity excluding the white ethnic group. This shows that with the exception of those with an Asian or Asian British background in England and Scotland our membership tends to be more diverse than the general population of the four UK nations and the Republic of Ireland.

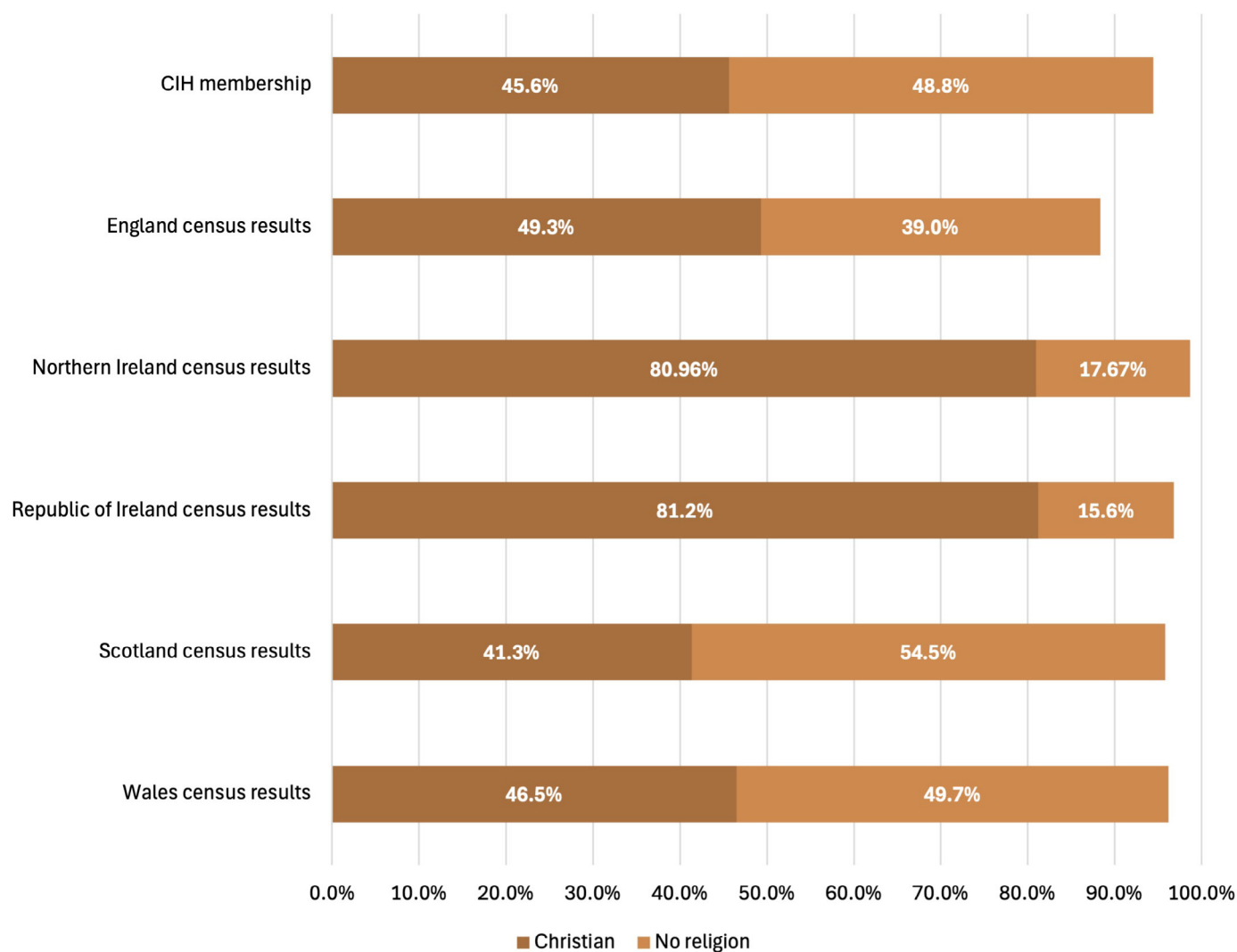
Figure six: Ethnicity (High level groups excluding white)



Religion

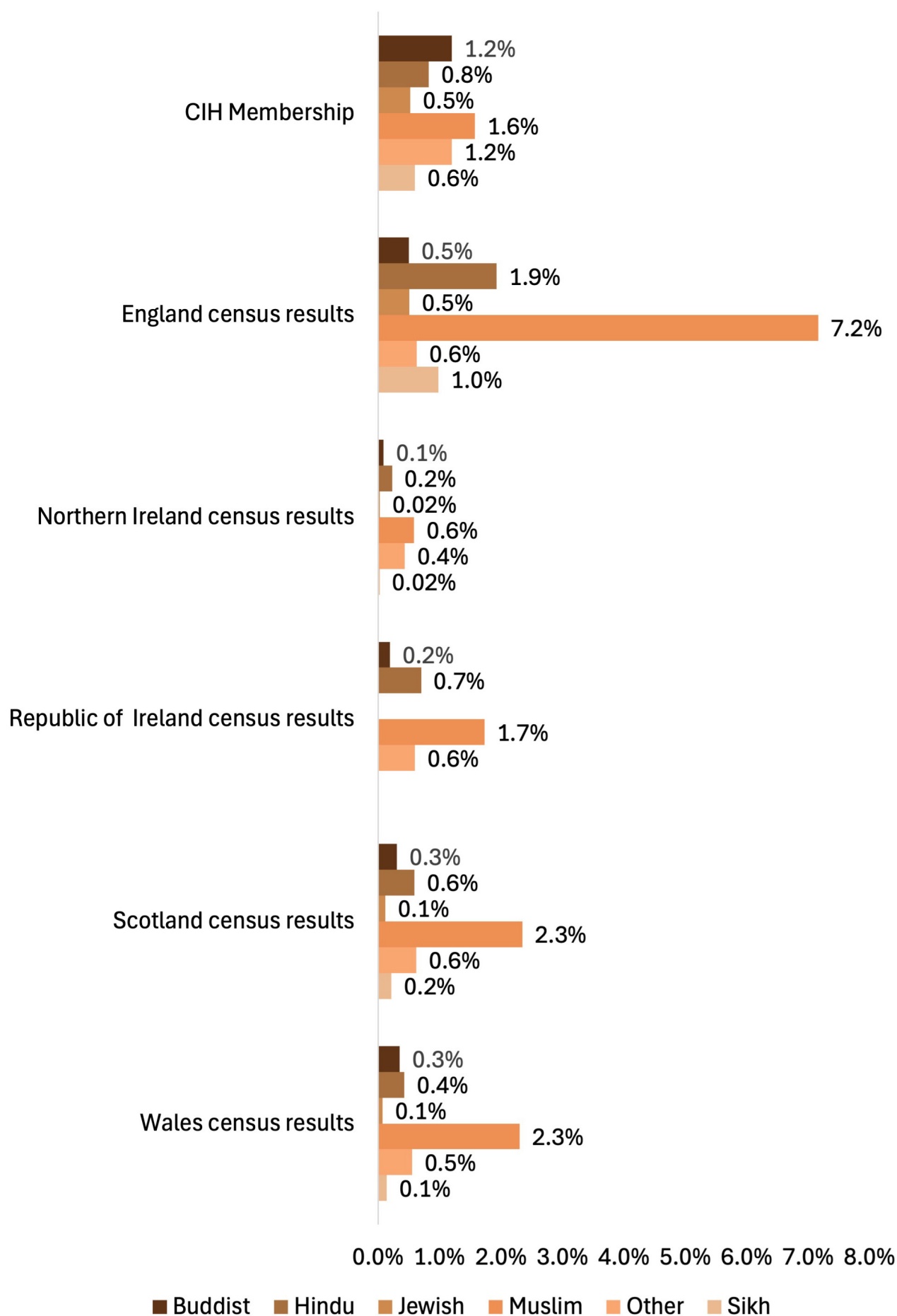
The EDI census data for 2025 shows that apart from Scotland and Wales our membership has a higher proportion of individuals with no religion than the general population. This mirrors the data from 2023 and 2024. As there are such high numbers for those with no religion and those who state they are Christian, we are just showing this data in figure seven^{[29](#),[30](#),[31](#),[32](#)}. We then show the proportions for the minority religions in figure eight.

Figure seven: Christian and no-religion)



As shown in figure eight^{[33](#),[34](#),[35](#),[36](#)} our EDI census data shows that with the exception of England a larger proportion of our members practice a minority religion than is seen in the general population, with the largest group being those who describe themselves as Muslim. Yet significantly more people describe themselves as Muslim in the English census data than in our EDI census.

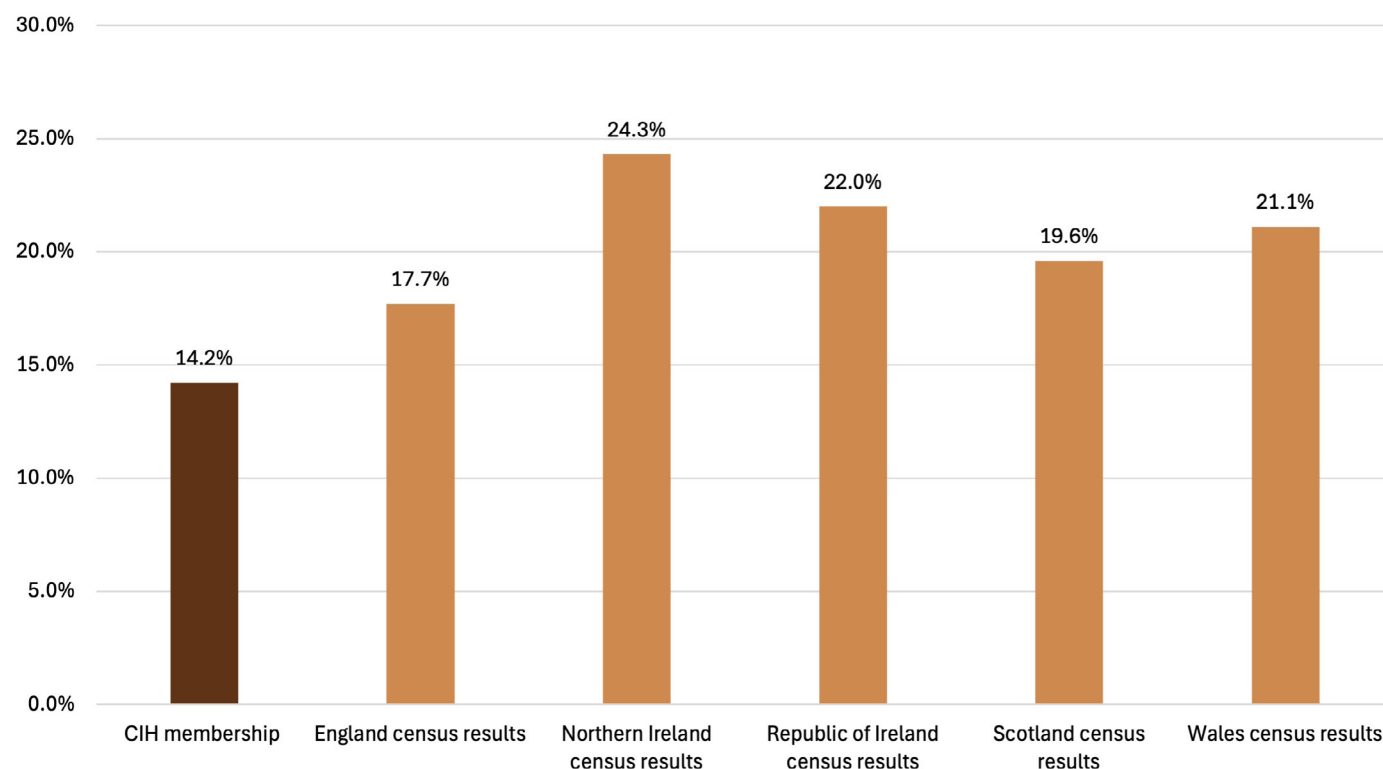
Figure eight: Minority religions



Disability

Our EDI census data in 2025 shows that 14.2 per cent of our members have a disability, this is slightly higher than the 13.3 per cent for the 2024 census but lower than the 2023 census when it was 16.2 per cent. Despite the slight annual increase this year the proportion of members with a disability continues to be much lower than the proportion of individuals with a disability in the four UK nations and the Republic of Ireland as seen in figure nine^{[37,38,39,40](#)}.

Figure nine: Disability



NB: 2.1 per cent of respondents preferred not to answer this question.

Our membership has a lower proportion of individuals with a

disability. **14.2** per cent of members have a disability compared with

an average of **20.9** per cent of the general population.

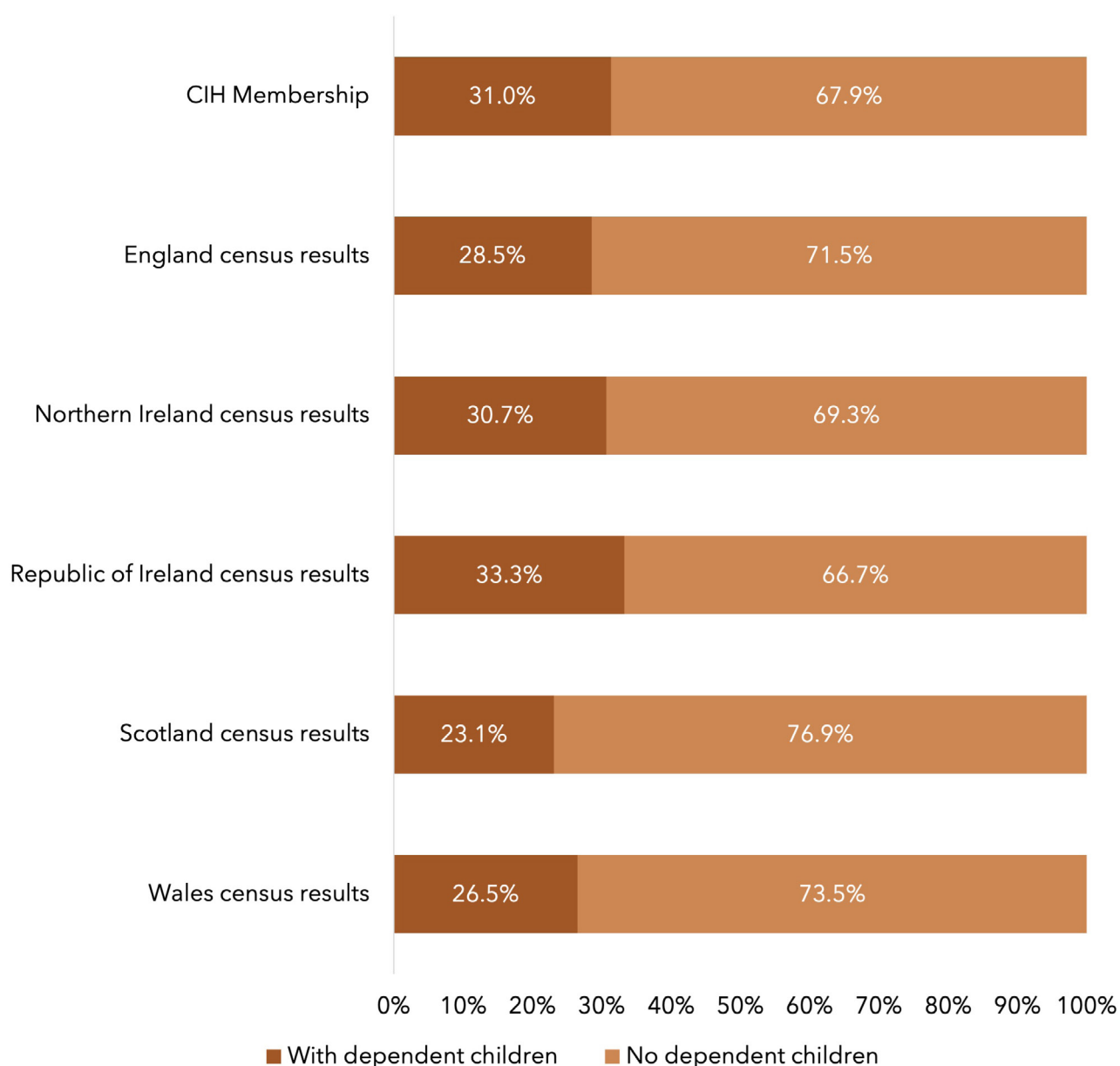
Caring responsibilities for dependent children

Our 2025 EDI census data shows that 31 per cent of members have caring responsibilities for a dependent child. This is the same proportion as 2024 and higher than the 22.5 per cent seen in 2023.

The proportion of members with caring responsibilities for a child is higher than the 28.4 per cent average seen for the four UK nations and the Republic of Ireland. As seen in figure 10^{[41.42.43.44](#)} when we consider the Republic of Ireland Census data on its own there is a higher proportion of the population with caring responsibilities for a dependent child.

31 per cent
of our members
have dependent
children
compared
to **28.4**
per cent of
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Figure 10: Caring responsibilities for dependent children

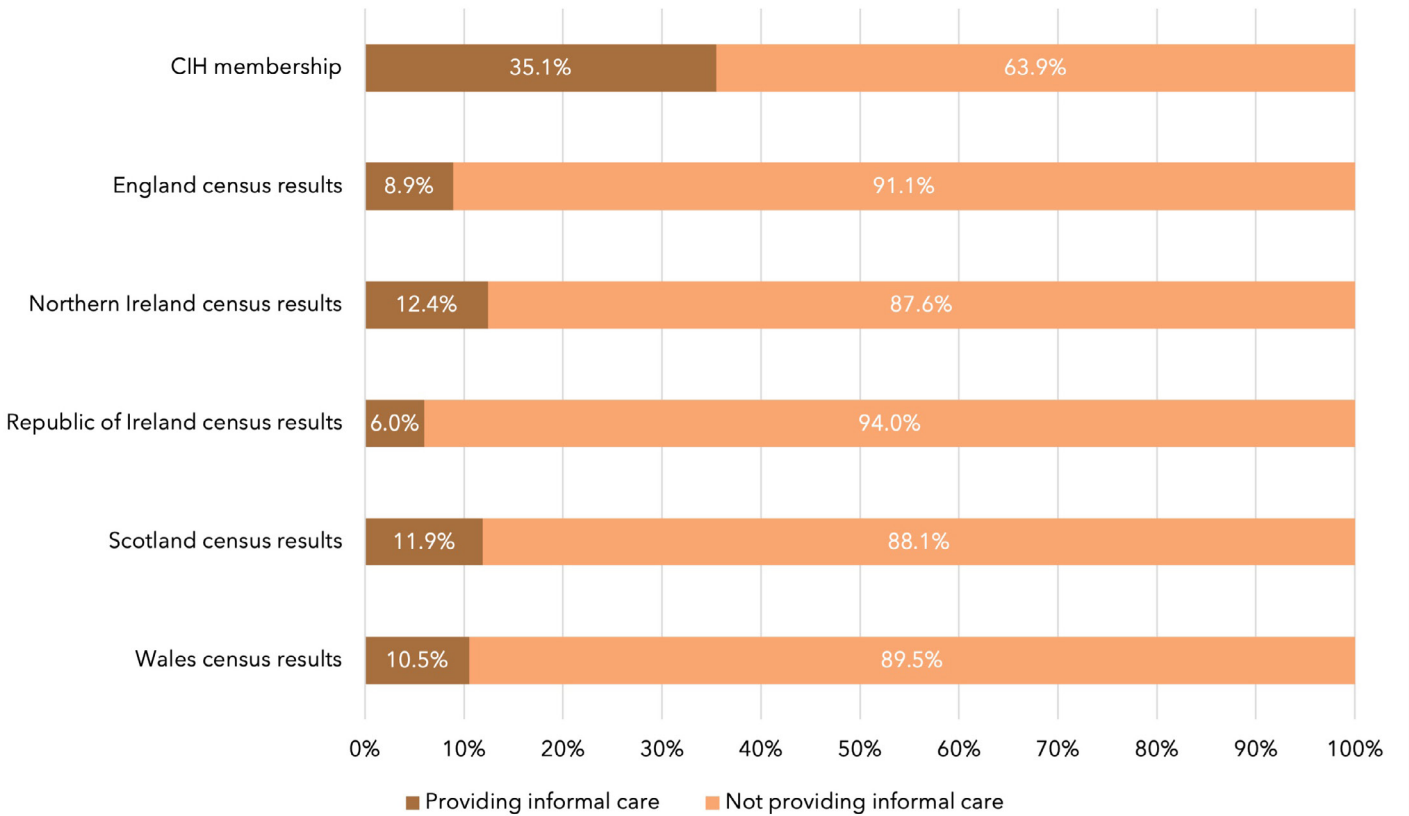


Other caring responsibilities

As part of the 2025 EDI census our members were asked if they looked after or gave support to an individual due to ill health or problems related to old age. In 2023 the proportion of members with caring responsibilities was 23.2 percent, in 2024 it was 35.1 per cent. For 2025 the proportion was 25.5 per cent a 10 per cent reduction on 2024.

Based on current census data the average proportion of the four UK nations and the Republic of Ireland providing informal care is 9.4 per cent. As shown in figure 11 [45,46,47,48](#) there is a higher proportion of our membership providing informal care than the general population.

Figure 11: Informal care



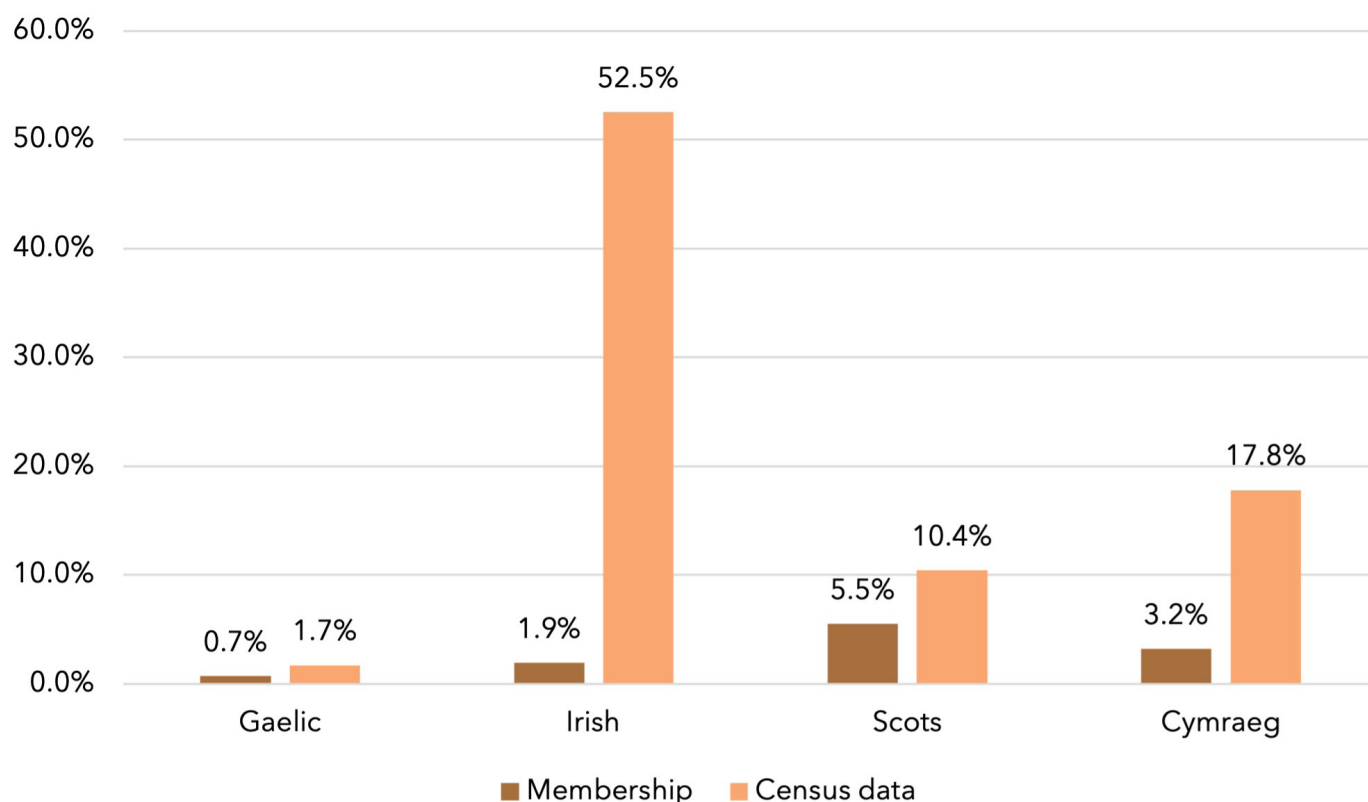
Language

As part of the EDI census, we ask members whether they understood, spoke, read or could write in one of the following recognised minority languages:

- Gaelic
- Irish
- Scots
- Welsh

Our 2025 EDI census data shows that 11.3 per cent of members can speak, read or write in one of the recognised minority languages. In 2024 it was 10.9 per cent. We have in figure 12 [49,50,51,52](#) broken down the proportion of our membership that can understand, read, or write one of the minority languages compared to the relevant census data for the four UK nations and the Republic of Ireland.

Figure 12: Minority language



Socio-economic background

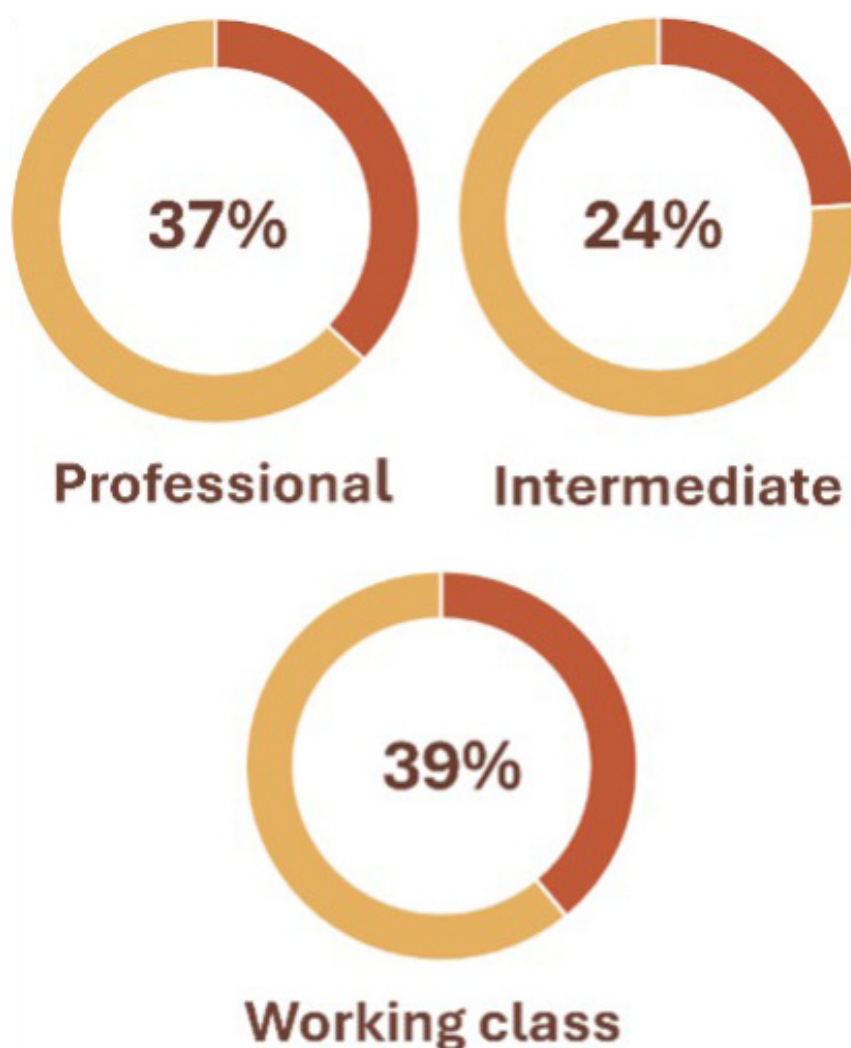
There are three separate categories in the EDI census that ask questions relating to the socio-economic background of our membership. We have analysed the data by country and compared it to population data for the four UK nations and the Republic of Ireland where it is available.

Socio-economic background: Parental occupation at age 14

The categories of employment have been categorised by the social mobility commission as:

- Professional – modern professional and traditional occupations, senior or junior managers, administrators
- Intermediate – clerical and intermediate occupations, small business owners
- Working class – technical and craft occupations, long term unemployed routine, semi-routine manual and service occupations.

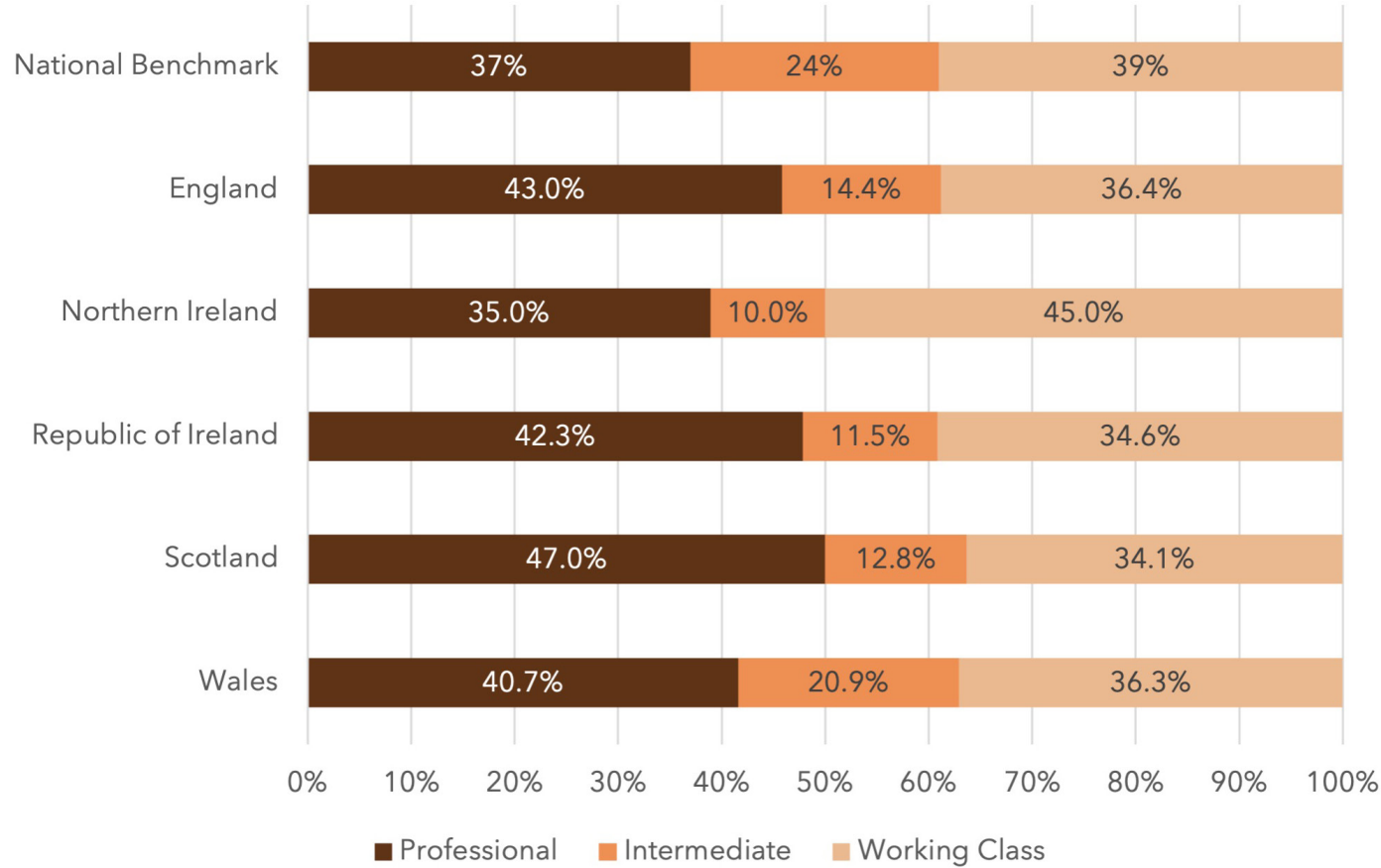
The social mobility commission has also provided the following benchmarks for employers⁵³.



When we look at our 2025 EDI census data just 1.4 per cent of respondents preferred not to answer the question. In addition, 4.7 per cent of respondents stated the parental occupation at age 14 was another occupation that did not fit into the categories.

We have in figure 13 compared the proportions for each occupation type per UK country and the Republic of Ireland to the national benchmark. This shows that with the exception of Northern Ireland, the proportion of members whose parental occupation at age 14 was professional is above the national benchmark. When we look at working class Northern Ireland is above the national benchmark the other UK nations and the Republic of Ireland is below the national benchmark.

Figure 13: Parents' occupation at age 14

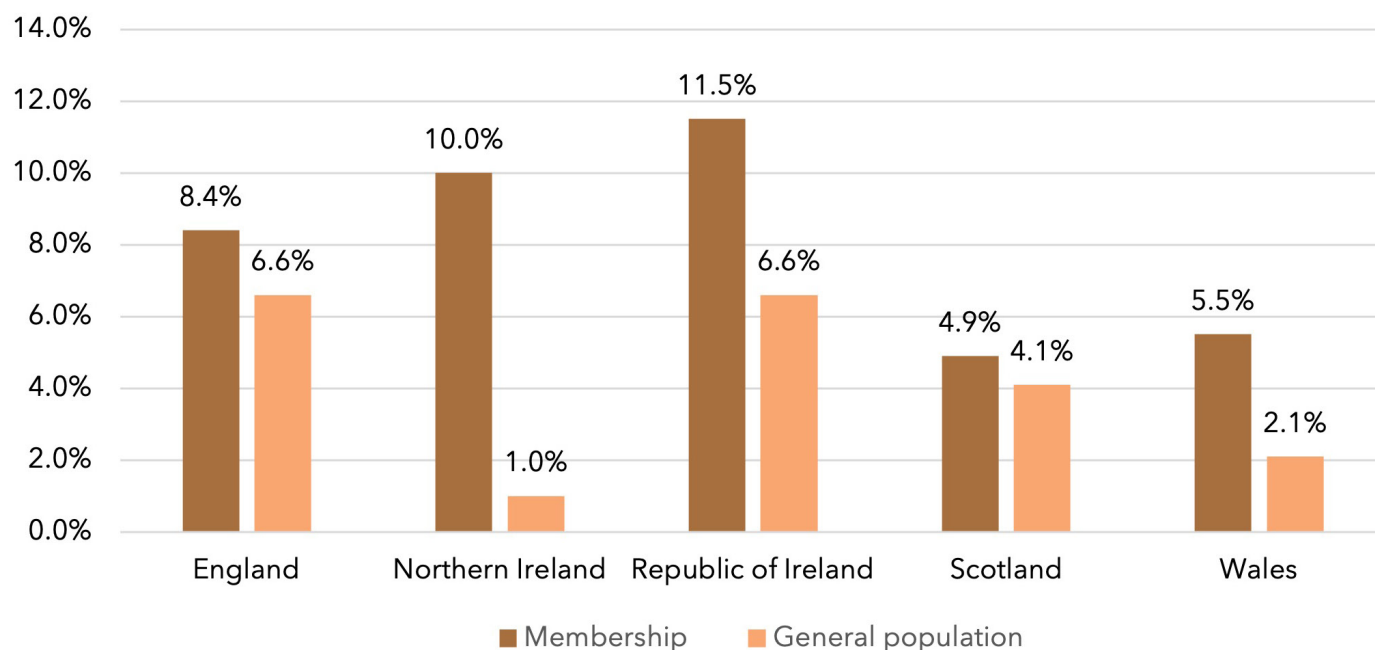


Socio-economic background: Independent school

For this question 0.46 per cent of respondents to the 2025 EDI census stated they preferred not to answer this question. A slight increase from the 0.3 per cent in 2024.

We have in figure 14^{[54](#),[55](#),[56](#),[57](#)} outlined the proportion of members in each of the four UK nations that attended an independent school compared to the general population. This shows that across the four UK nations and the Republic of Ireland our members are more likely to have attended a private school than the general population. Though for Scotland this is only slightly higher for our membership.

Figure 14: Attended an independent school

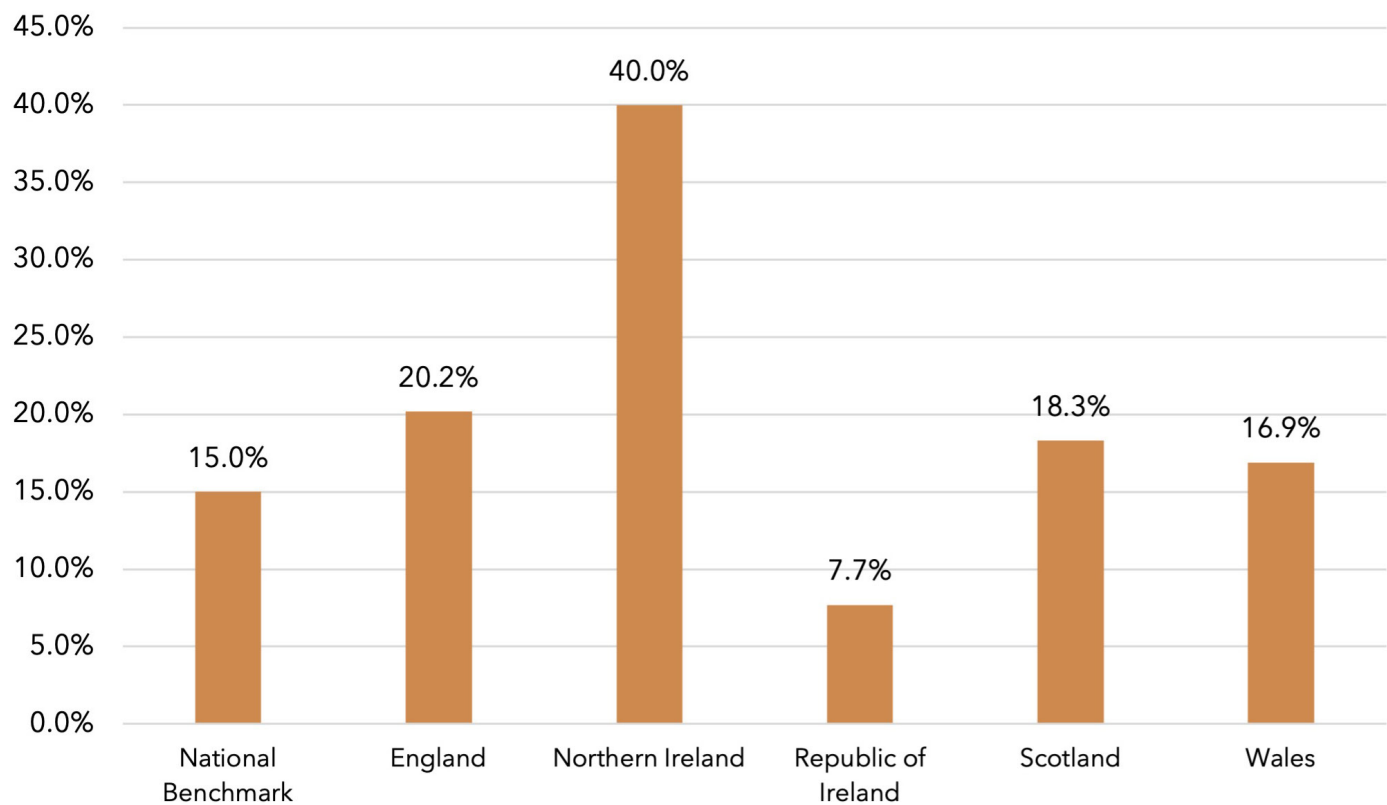


Socio-economic background: Free school meals

Free school meals have been used for several years as a measure of extreme economic disadvantage. However, several UK countries are now rolling out free school meals as a universal benefit. In time free school meals as an indicator of extreme deprivation may not be an appropriate measure. However, as the approach of free school meals as a universal benefit is a recently new development, we have still used it as a measure to analyse the socio-economic background of our members.

The current national benchmark provided by the social mobility commission is 15 per cent. We have in figure 15 compared the proportion of members in each of the four UK nations who had received free school meals to the national benchmark. This shows us that with the exception of the Republic of Ireland the proportion of members receiving free school meals in each of the four UK nations is higher than the national benchmark. Though Wales is only just below the benchmark.

Figure 15: Free school meals



- ¹Estimates of the population for England and Wales. Mid-2024: 2023 local authority boundaries edition of this dataset. <https://www.ons.gov.uk/file?uri=/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/estimatesofthepopulationforenglandandwales/mid20242023localauthorityboundaries/mye24tablesew.xlsx>
- ²Press Statement - Ireland and Northern Ireland - A Joint Census Publication 2021-2022. <https://www.cso.ie/en/csolatestnews/pressreleases/2025pressreleases/pressstatement-irelandandnorthernireland-ajointcensuspublication2021-2022/>
- ³Mid-2024 population estimates <https://www.nrscotland.gov.uk/media/txvdnee4/data-mid-year-population-estimates-2024.xlsx>
- ⁴Estimates of the population for England and Wales. Mid-2024: 2023 local authority boundaries edition of this dataset. <https://www.ons.gov.uk/file?uri=/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/estimatesofthepopulationforenglandandwales/mid20242023localauthorityboundaries/mye24tablesew.xlsx>
- ⁵Press Statement - Ireland and Northern Ireland - A Joint Census Publication 2021-2022. <https://www.cso.ie/en/csolatestnews/pressreleases/2025pressreleases/pressstatement-irelandandnorthernireland-ajointcensuspublication2021-2022/>
- ⁶Mid-2024 population estimates <https://www.nrscotland.gov.uk/media/txvdnee4/data-mid-year-population-estimates-2024.xlsx>
- ⁷Estimates of the population for the UK, England, Wales, Scotland, and Northern Ireland. Mid-2023 edition of this dataset. <https://www.ons.gov.uk/file?uri=/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland/mid2023/mye23tablesuk.xlsx>
- ⁸Census 2022 Summary Results. FY006A – Population. <https://data.cso.ie/table/FY006A>
- ⁹Gender identity, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021>
- ¹⁰Scotland's Census 2022 - Sexual orientation and trans status or history. [https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census2022-sexual-orientation-and-trans-status-or-history/#::~:~:text=More%20males%20\(46%2C290\)%20than%20females,'Other%20sexual%20orientation'%20category.](https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census2022-sexual-orientation-and-trans-status-or-history/#::~:~:text=More%20males%20(46%2C290)%20than%20females,'Other%20sexual%20orientation'%20category.)
- ¹¹Census Explainer: sexual orientation and gender identity questions. <https://ukdataservice.ac.uk/learning-hub/census/census-explainers/census-explainer-sexual-orientation-and-gender-identity-questions/>
- ¹²Pulse Survey Questions FAQ. <https://www.cso.ie/en/surveys/householdsurveys/pulsesurveys/pulsesurveyquestionsfaq/>
- ¹³Sexual orientation, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021>
- ¹⁴Main statistics for Northern Ireland Statistical bulletin Sexual orientation. <https://www.nisra.gov.uk/system/files/statistics/census-2021-mainstatistics-for-northern-ireland-phase-3-statistical-bulletin-sexual-orientation.pdf>
- ¹⁵Scotland's Census 2022 - Sexual orientation and trans status or history. [https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census2022-sexual-orientation-and-trans-status-or-history/#::~:~:text=More%20males%20\(46%2C290\)%20than%20females,'Other%20sexual%20orientation'%20category.](https://www.scotlandscensus.gov.uk/2022-results/scotland-s-census2022-sexual-orientation-and-trans-status-or-history/#::~:~:text=More%20males%20(46%2C290)%20than%20females,'Other%20sexual%20orientation'%20category.)
- ¹⁵Sexual orientation, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021>
- ¹⁷Main statistics for Northern Ireland Statistical bulletin Sexual orientation. <https://www.nisra.gov.uk/system/files/statistics/census-2021-mainstatistics-for-northern-ireland-phase-3-statistical-bulletin-sexual-orientation.pdf>
- ¹⁸Legal partnership status. <https://www.ons.gov.uk/datasets/TS002/editions/2021/versions/3/filter-outputs/1d2c932a-d33a-40e4-b6952a890253c160#get-data>
- ¹⁹Scotland's Census 2022 - National Records of Scotland. Table UV104 - Marital and civil partnership status. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ²⁰Ireland and Northern Ireland - A Joint Census Publication 2021-2022 CPNI07 - Marital Status - Ireland and Northern Ireland. <https://data.cso.ie/>
- ²¹Ethnic group by age and sex in England and Wales. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/datasets/ethnicgroupbyageandsexinenglandandwales>
- ²²Scotland's Census 2022 - National Records of Scotland Table UV201 - Ethnic group All people. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ²³Population Usually Resident and Present in the State. <https://data.cso.ie/table/FY023>
- ²⁴Main statistics for Northern Ireland Statistical bulletin Ethnic group. <https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statisticsfor-northern-ireland-phase-1-statistical-bulletin-ethnic-group.pdf>
- ²⁹Religion, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021#religion-in-england-and-wales>
- ³⁰Scotland's Census 2022 - National Records of Scotland. Table UV205 - Religion. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ³¹Census 2021 main statistics religion tables <https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-b21.xlsx>
- ³²Profile 5 - Diversity, Migration, Ethnicity, Irish Travellers & Religion F5070 - Population Usually Resident and Present in the State. <https://data.cso.ie/>
- ³³Religion, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021#religion-in-england-and-wales>
- ³⁴Scotland's Census 2022 - National Records of Scotland. Table UV205 - Religion. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>

- ³⁵Census 2021 main statistics religion tables <https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-b21.xlsx>
- ³⁶Profile 5 - Diversity, Migration, Ethnicity, Irish Travellers & Religion
- F5070 - Population Usually Resident and Present in the State. <https://data.cso.ie/>
- ³⁷Census 2022 Profile 4 - Disability, Health and Carers. <https://www.cso.ie/en/releasesandpublications/ep/p-cpp4/census2022profile4disabilityhealthandcarers/>
- ³⁸Main statistics for Northern Ireland Statistical bulletin Health, disability and unpaid care. <https://www.nisra.gov.uk/system/files/statistics/census2021-main-statistics-for-northern-ireland-phase-2-statistical-bulletin-health-disability-and-unpaid-care.pdf>
- ³⁹Health. <https://www.scotlandscensus.gov.uk/census-results/at-a-glance/health/>
- ⁴⁰Disability, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021>
- ⁴¹Household composition statistics. [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Household_composition_statistics#:~:text=Presence%20and%20number%20of%20children,-The%20household%20breakdown&text=Around%20one%20third%20of%20households,\(17.8%20%25\)%20included%20children.](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Household_composition_statistics#:~:text=Presence%20and%20number%20of%20children,-The%20household%20breakdown&text=Around%20one%20third%20of%20households,(17.8%20%25)%20included%20children.)
- ⁴²Scotland's Census 2022 - National Records of Scotland Table UV116 - Household type. <https://www.scotlandscensus.gov.uk/webapi/jsf/tableView/tableView.xhtml>
- ⁴³Private Households by Size, Total Persons in the Household and Average Household Size. <https://data.cso.ie/table/F3039>
- ⁴⁴Households containing dependent children: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/datasets/householdscontainingdependentchildrencensus2021>
- ⁴⁵Census 2022 Profile 4 - Disability, Health and Carers. <https://www.cso.ie/en/releasesandpublications/ep/p-cpp4/census2022profile4disabilityhealthandcarers/carers/>
- ⁴⁶Main statistics for Northern Ireland Statistical bulletin Health, disability and unpaid care. <https://www.nisra.gov.uk/system/files/statistics/census2021-main-statistics-for-northern-ireland-phase-2-statistical-bulletin-health-disability-and-unpaid-care.pdf>
- ⁴⁷Unpaid care, England and Wales: Census 2021. <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/unpaidcareenglandandwales/census2021>
- ⁴⁸Scotland's Census 2022 - Health, disability and unpaid care. <https://www.scotlandscensus.gov.uk/2022-reports/scotland-s-census-2022-health-disability-and-unpaid-care/>
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Conclusion

Over the past three years CIH has worked to understand the make-up of our membership. We are pleased to see that our data collection enables us to establish how representative our membership is of the communities they work in. Despite this we still have small sample sizes outside of England and we will be working to ensure that for 2026 we can increase the sample size for other nations/regions in the UK and Ireland.

We have seen from the data that there are some areas where our membership is more diverse than the general population. There is a higher proportion of members who are part of the LGBTQIA+ community than the wider population, and generally we are more ethnically diverse than the general population. Yet, despite these positives there are areas where we are less diverse. Fewer of our members are from an Asian or Asian British background than the wider population, there are also fewer members stating they have a disability, and fewer members speak a minority language than seen in the general populations of the nations/regions where the languages are spoken.

We recognise that members and housing organisations need support across a range of protected characteristics, and CIH as the home of professional standards, is well placed to show leadership on this and are already doing so. We have an EDI framework and are looking at ways to improve accessibility at our conferences and events. We have also put in place a dedicated EDI board to help us drive forward the work of EDI at pace and scale.

We will continue work in partnership with our EDI board and wider membership as part of our ongoing commitment to promote equality and diversity in the housing sector. We will continue to finesse our EDI assessment to ensure the data we collect is accurate and can help inform decisions on EDI. We continue as an organisation to be committed to EDI, ensuring it remains at the centre of our work and to take the action you expect from your professional body on EDI.