



ALBYN GROUP

# EDI DATA COLLECTION 2024

Thank you to everyone who participated and responded to the survey. This report will provide the full results for Albyn's tenants, and staff.





## INTRODUCTION

The Albyn Housing Group operates in various areas, including rural and remote communities. Through our new strategy, Albyn for All, we are committed to valuing the diversity among our customers, staff, and board members.

Our values of being caring, adaptable and professional along with our vision to 'maintain and build quality homes, providing excellent customer service and providing opportunities for people

and communities to flourish' reflect inclusiveness.

Equalities data information is essential for informed decision-making and ensuring our activities do not discriminate. The protected characteristics include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

# SURVEY REPORT

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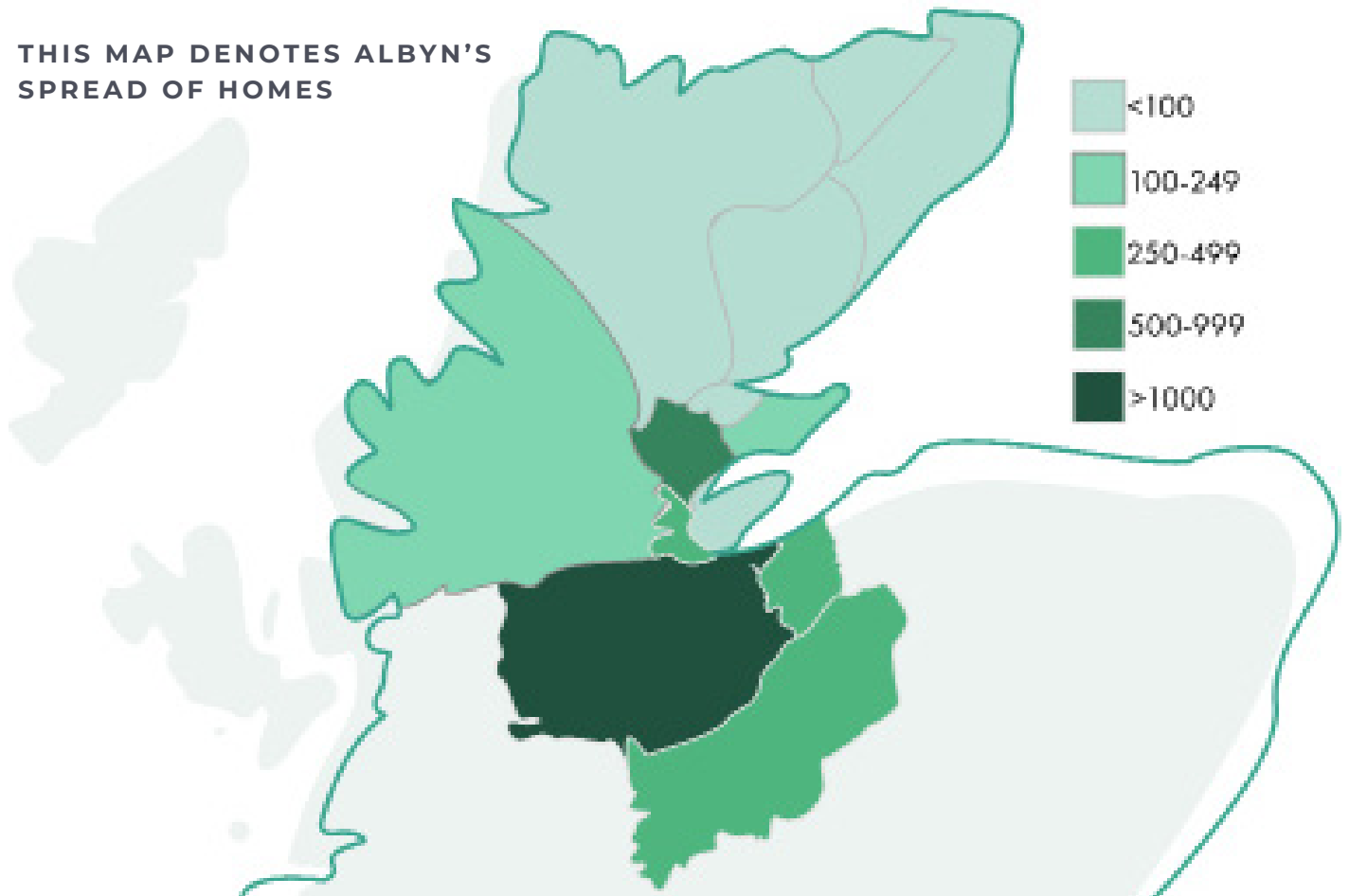
# TENANT DATA 2024



## AREA

WHAT AREA DO YOU LIVE IN?

THIS MAP DENOTES ALBYN'S SPREAD OF HOMES



Area 1: Ardgay, Armadale, Bettyhill, Bonar Bridge, Brora, Dornoch, Fearn, Golspie, Helmsdale, Portmahomack, Tain, Thurso, Wick.

Area 2: Applecross, Aultbea, Contin, Dingwall, Durness, Gairloch, Inverasdale, Kinlochbervie, Kinlochewe, Kishorn, Lochcarron, Lochinver, Poolewe, Rosehall, Scourie, Sheildaig, Stoer, Talmine, Torridon, Ullapool.

Area 3: Avoch, Conon Bridge, Evanton, Fortrose, Invergordon, Kildary, Maryburgh, Milton, Muir Of Ord, North Kessock, Rosemarkie, Strathpeffer.

Area 4: Inverness

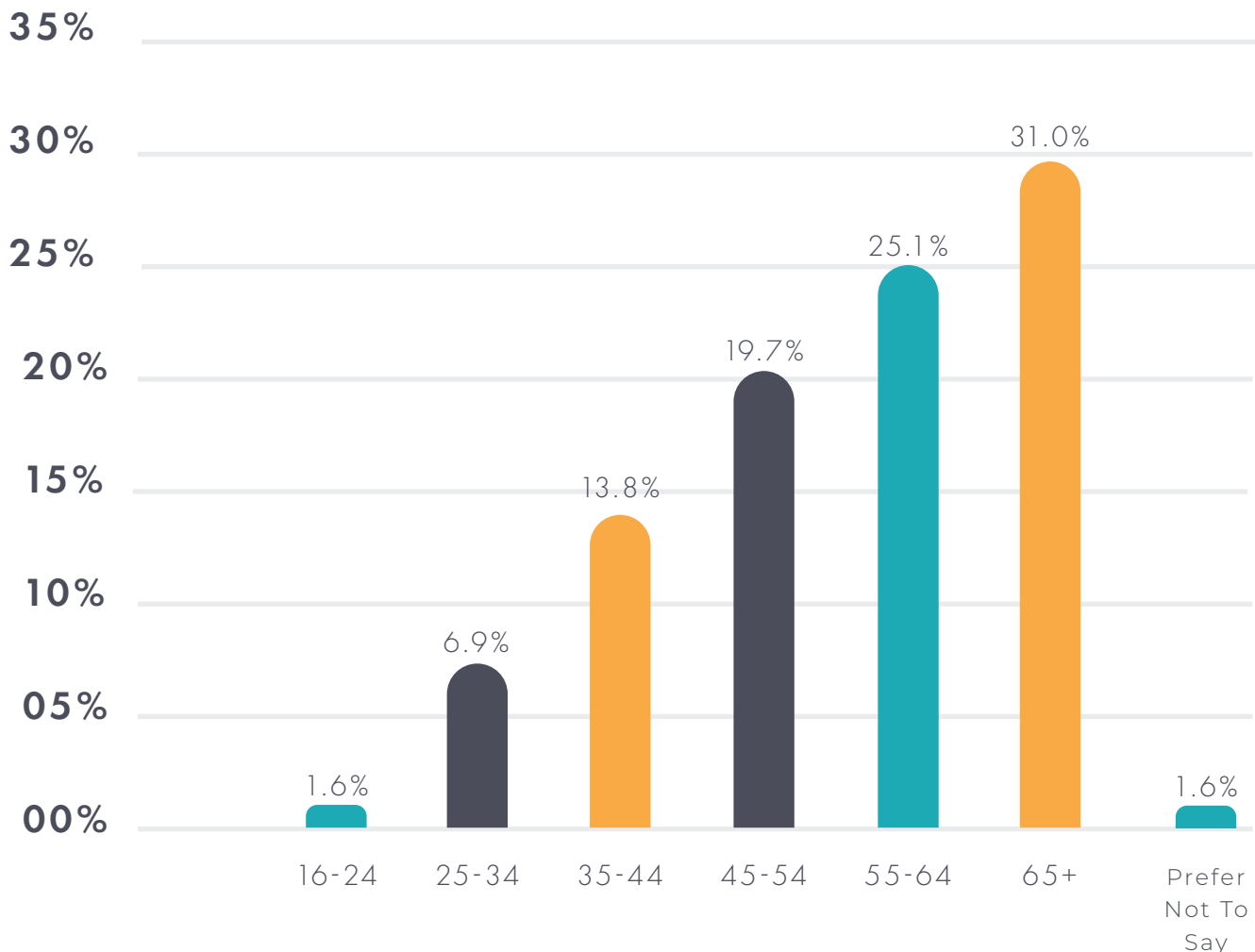
Area 5: Auldearn, Ardersier, Aviemore, Carrbridge, Balloch, Dyke, Grantown On Spey, Kincaig, Kingussie, Laggan, Nairn, Nethybridge, Rothiemurchus.

Area 6: Beaully, Drumnadrochit, Kiltarlity, Kirkhill, Dochgarroch, Dores, Fort Augustus, Foyers, Inverarnie.

AREA 1	<b>19%</b>
AREA 2	<b>12%</b>
AREA 3	<b>18%</b>
AREA 4	<b>21%</b>
AREA 5	<b>21%</b>
AREA 6	<b>9%</b>

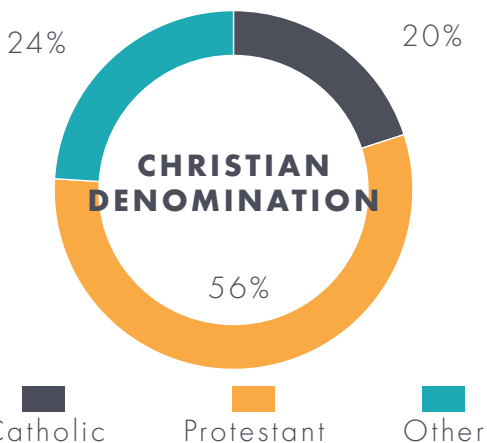
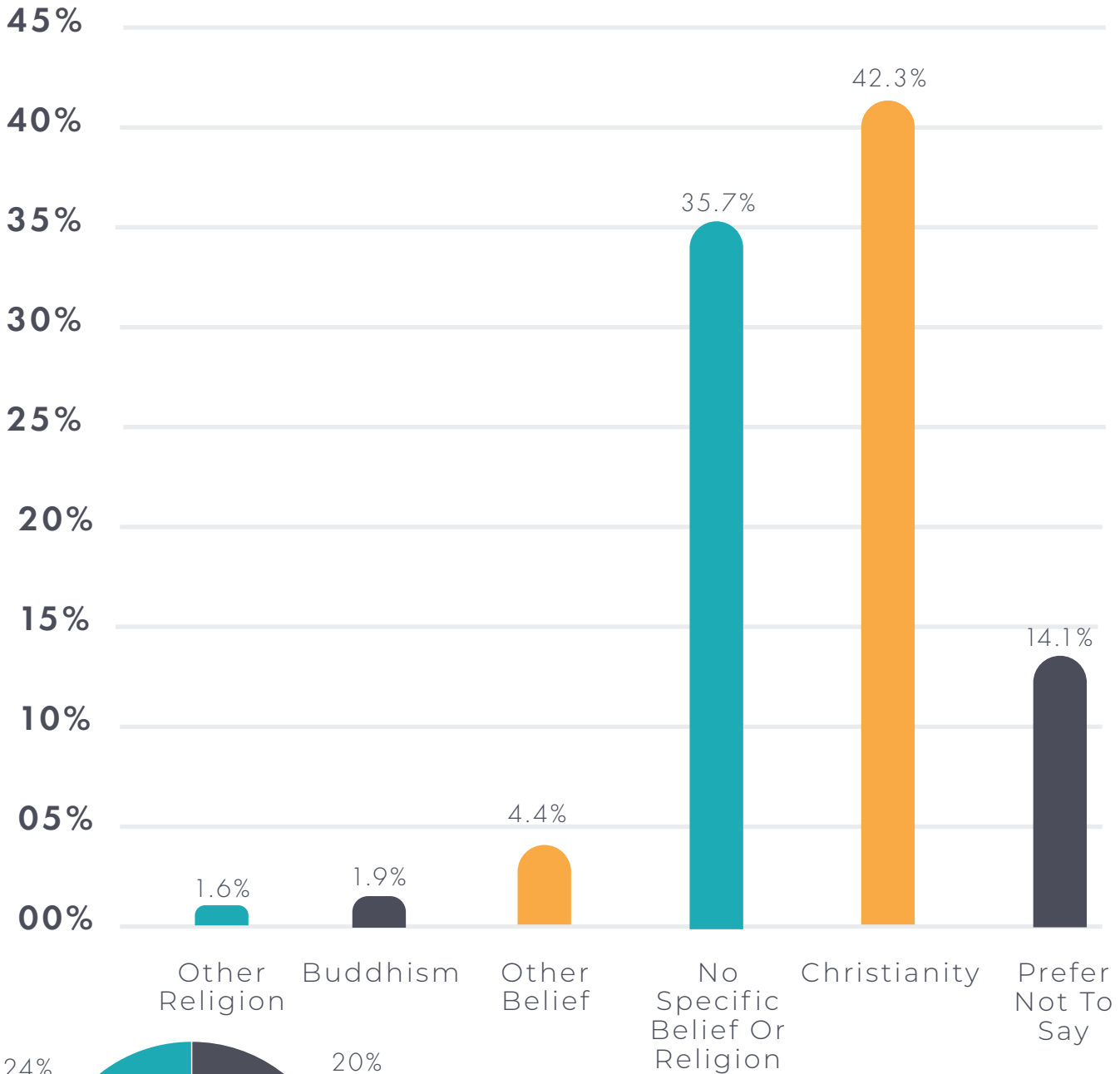
# AGE

PLEASE SELECT YOUR AGE.



# BELIEF/RELIGION

PLEASE SELECT THE OPTION THAT BEST DESCRIBES YOUR BELIEF OR RELIGION?

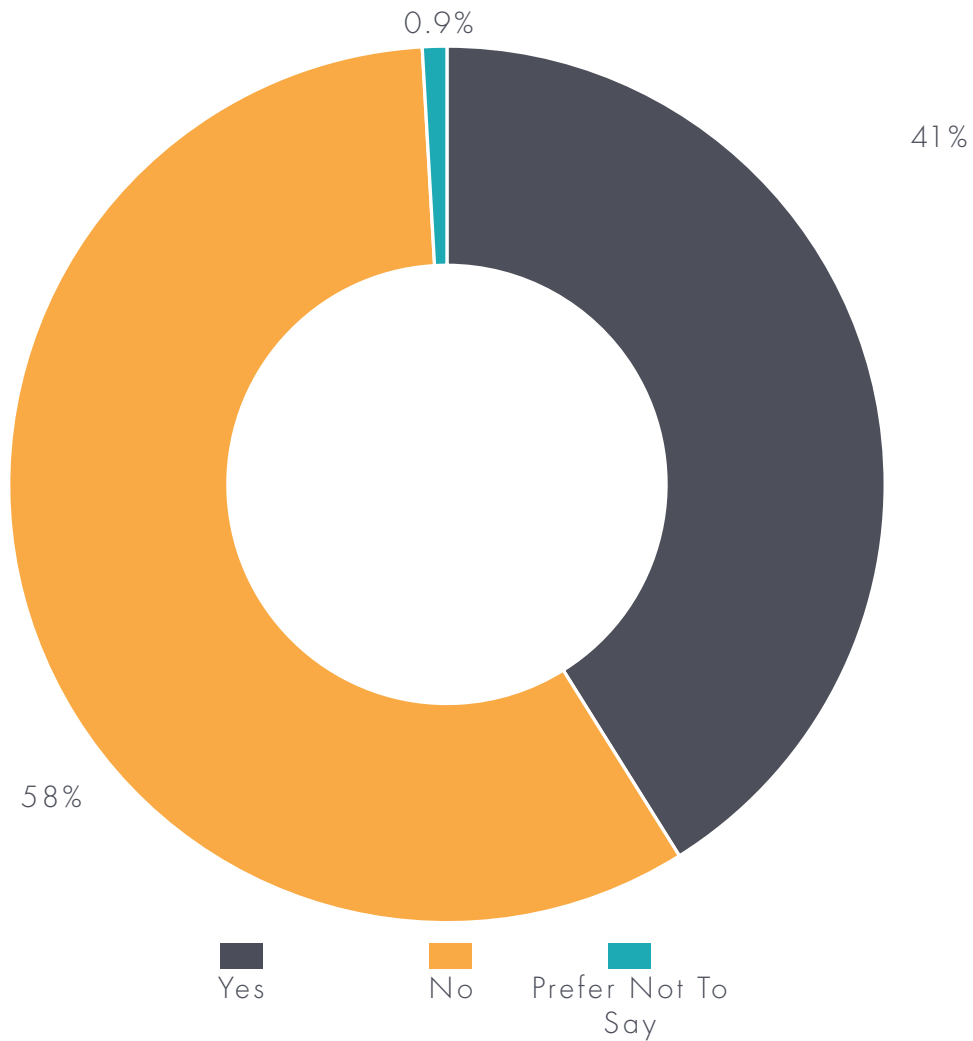


**Other common responses**

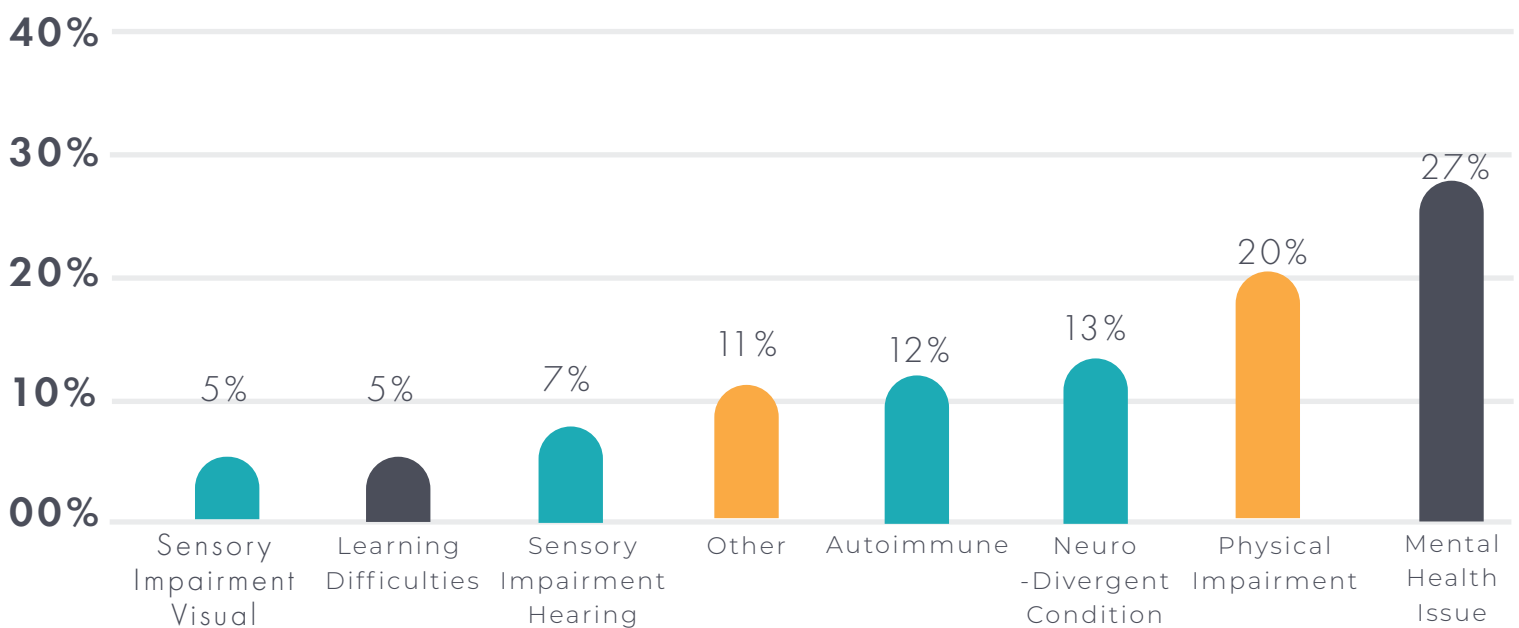
- Spiritual(ity)
- Humanism
- Paganism
- Shamanism

# DISABILITIES

## ARE YOU A DISABLED PERSON?

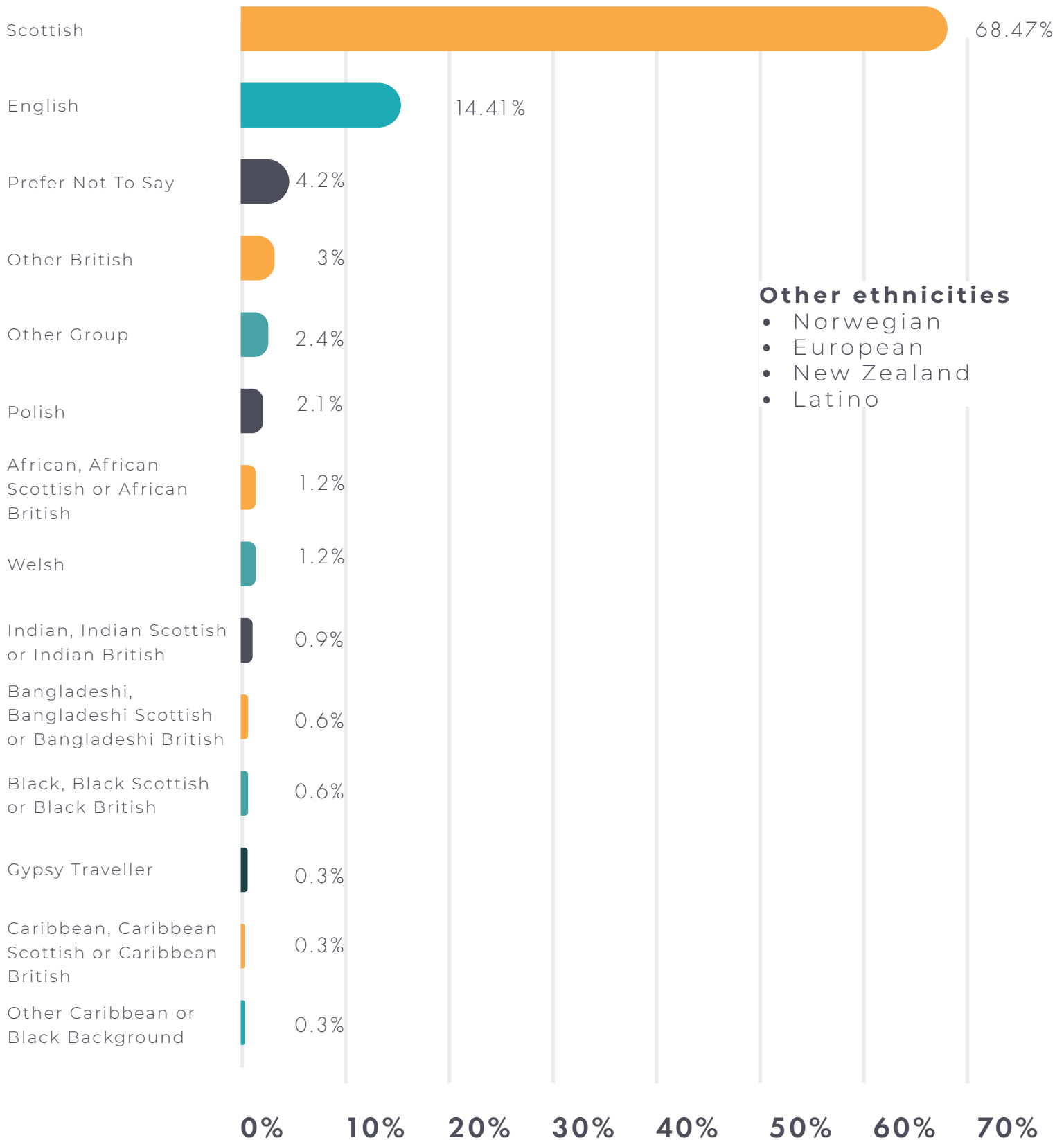


## DISABILITY CATEGORY



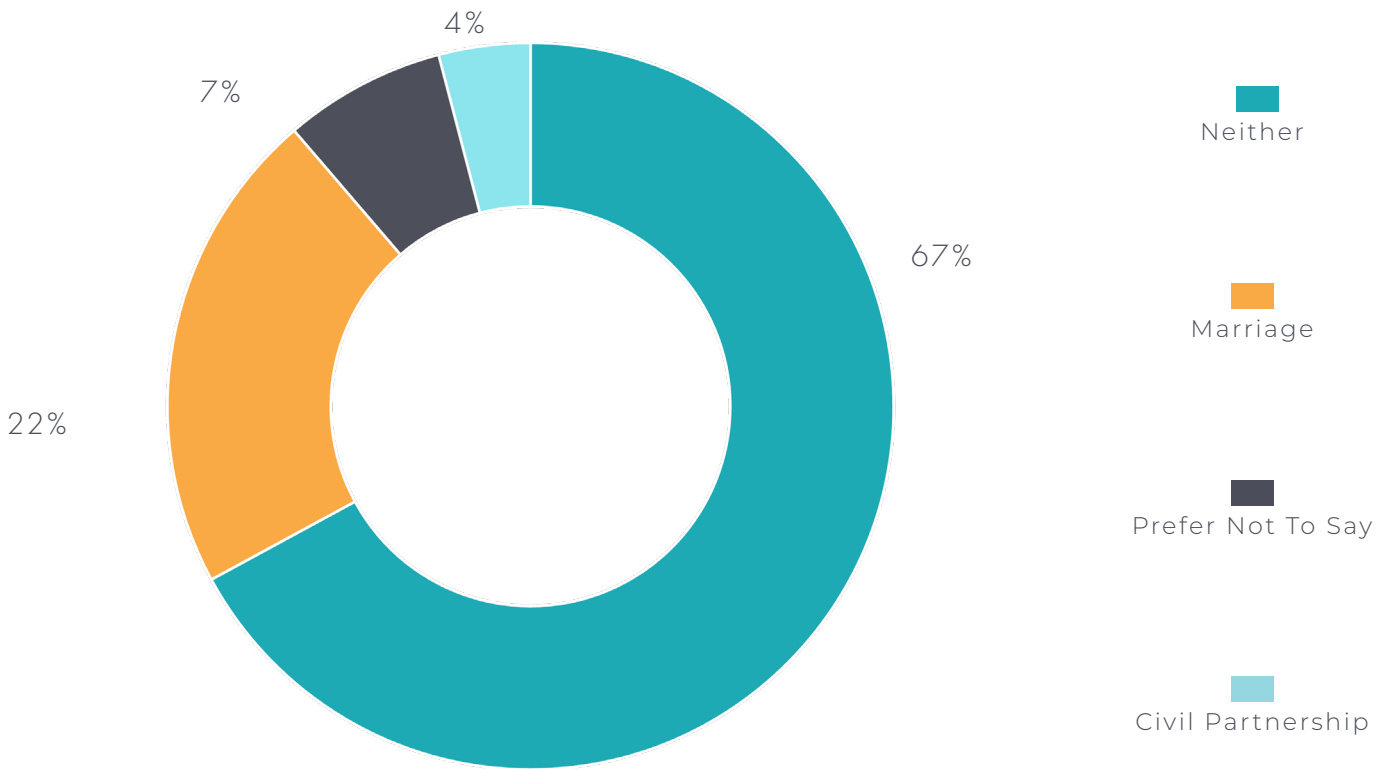
# ETHNICITY

PLEASE SELECT THE OPTION THAT BEST DESCRIBES YOUR PARTICULAR ETHNICITY?



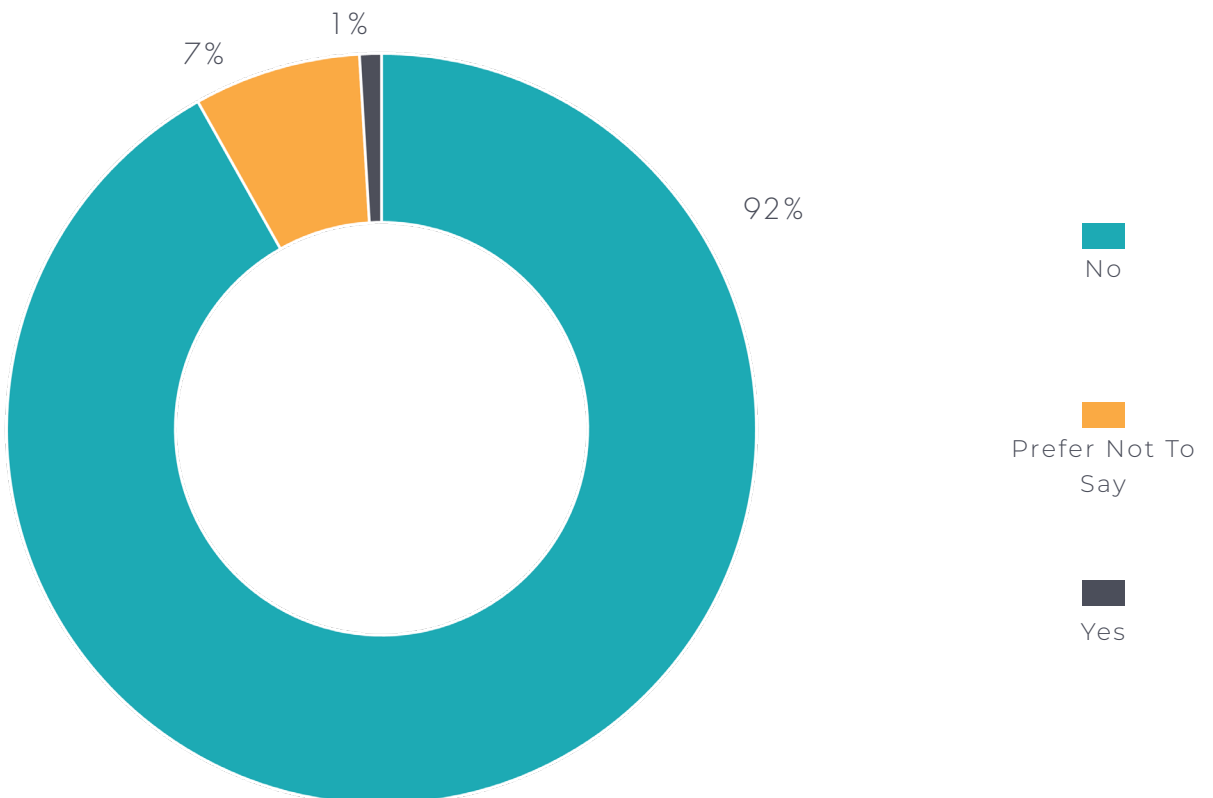


# MARRIAGE & CIVIL PARTNERSHIP



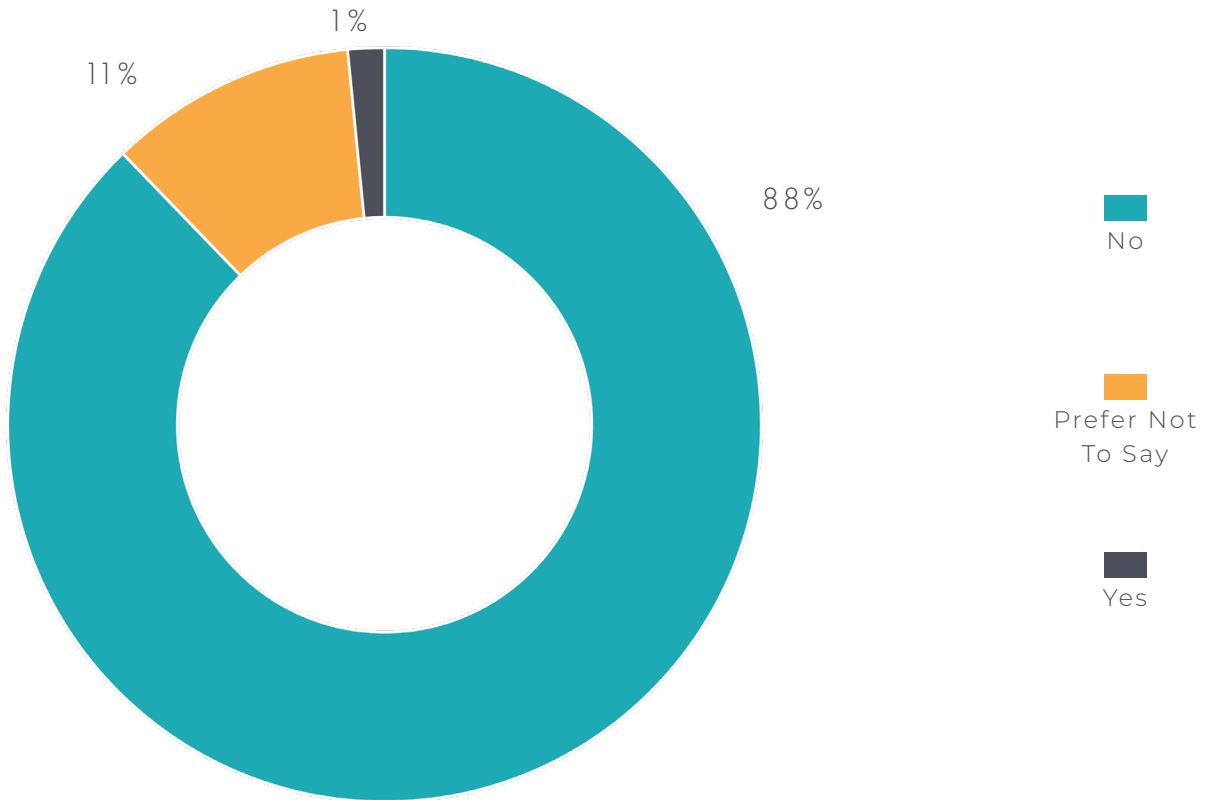
## PREGNANCY

ARE YOU CURRENTLY PREGNANT?



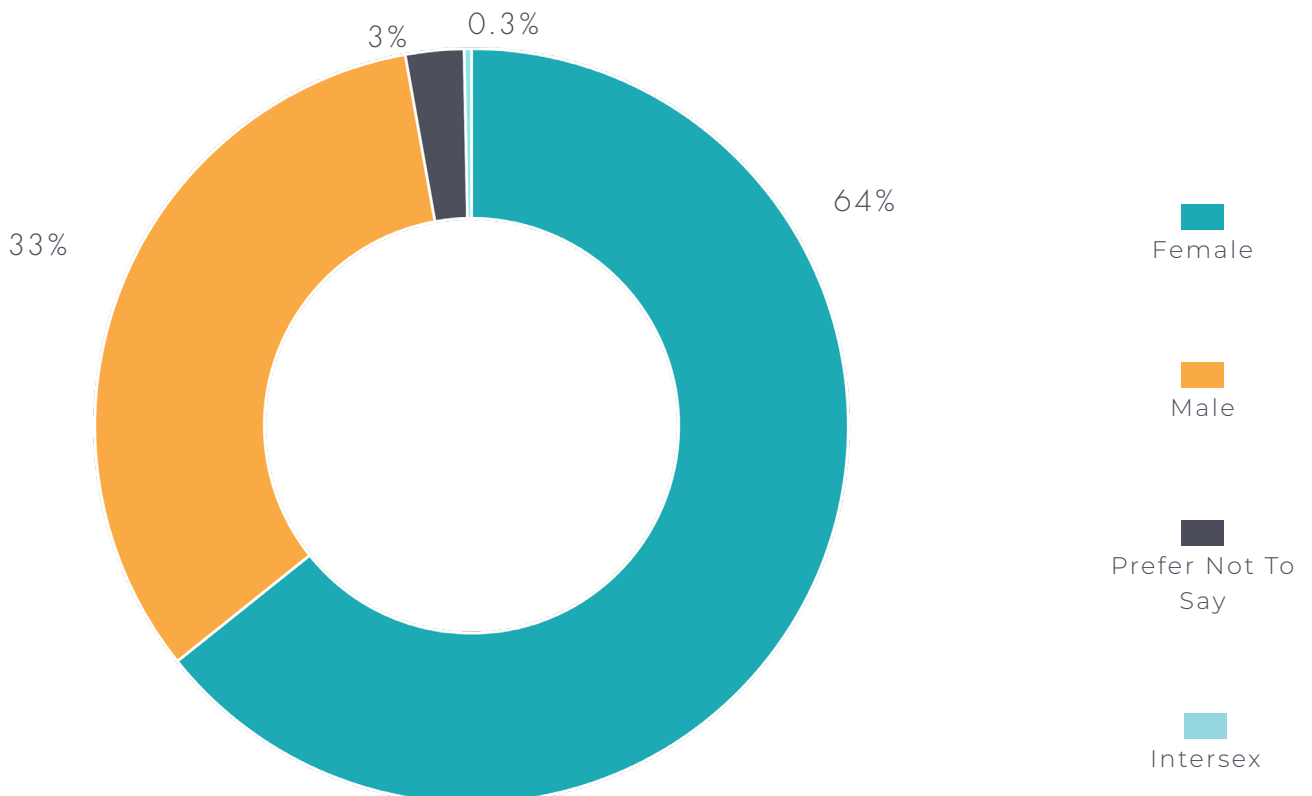
# MATERNITY

HAVE YOU TAKEN MATERNITY OR PATERNITY LEAVE IN THE PAST YEAR?



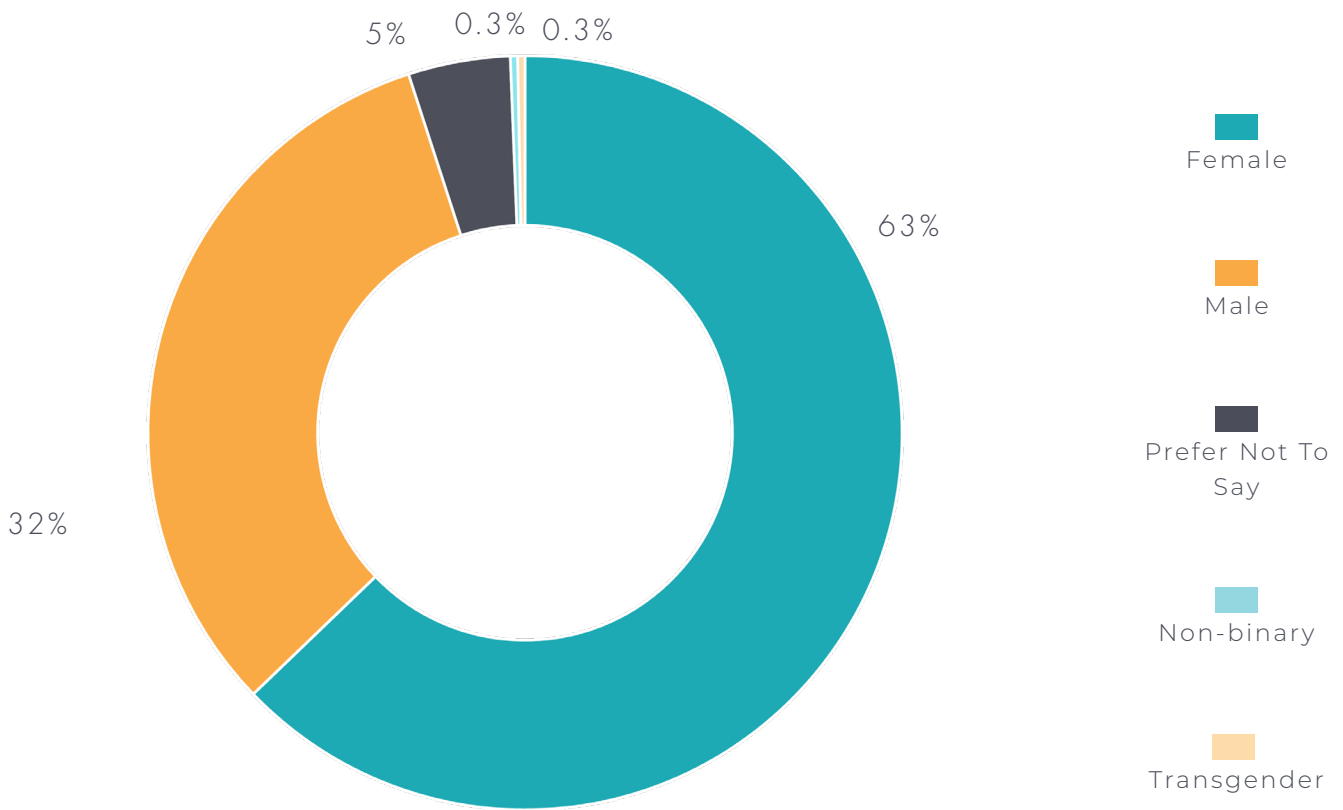
# SEX

WHAT IS YOUR SEX?



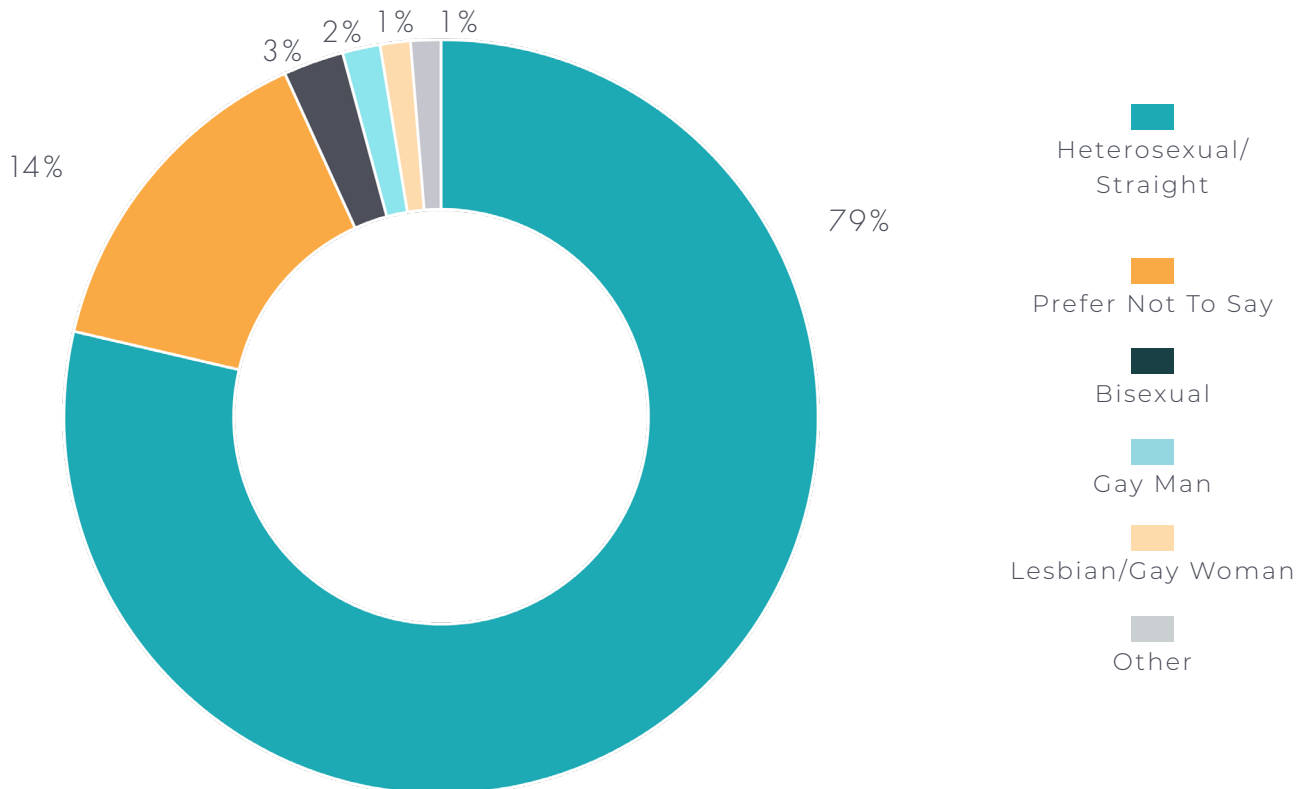
# GENDER

## WHAT IS YOUR GENDER?



# SEXUAL ORIENTATION

## WHAT IS YOUR SEXUAL ORIENTATION?

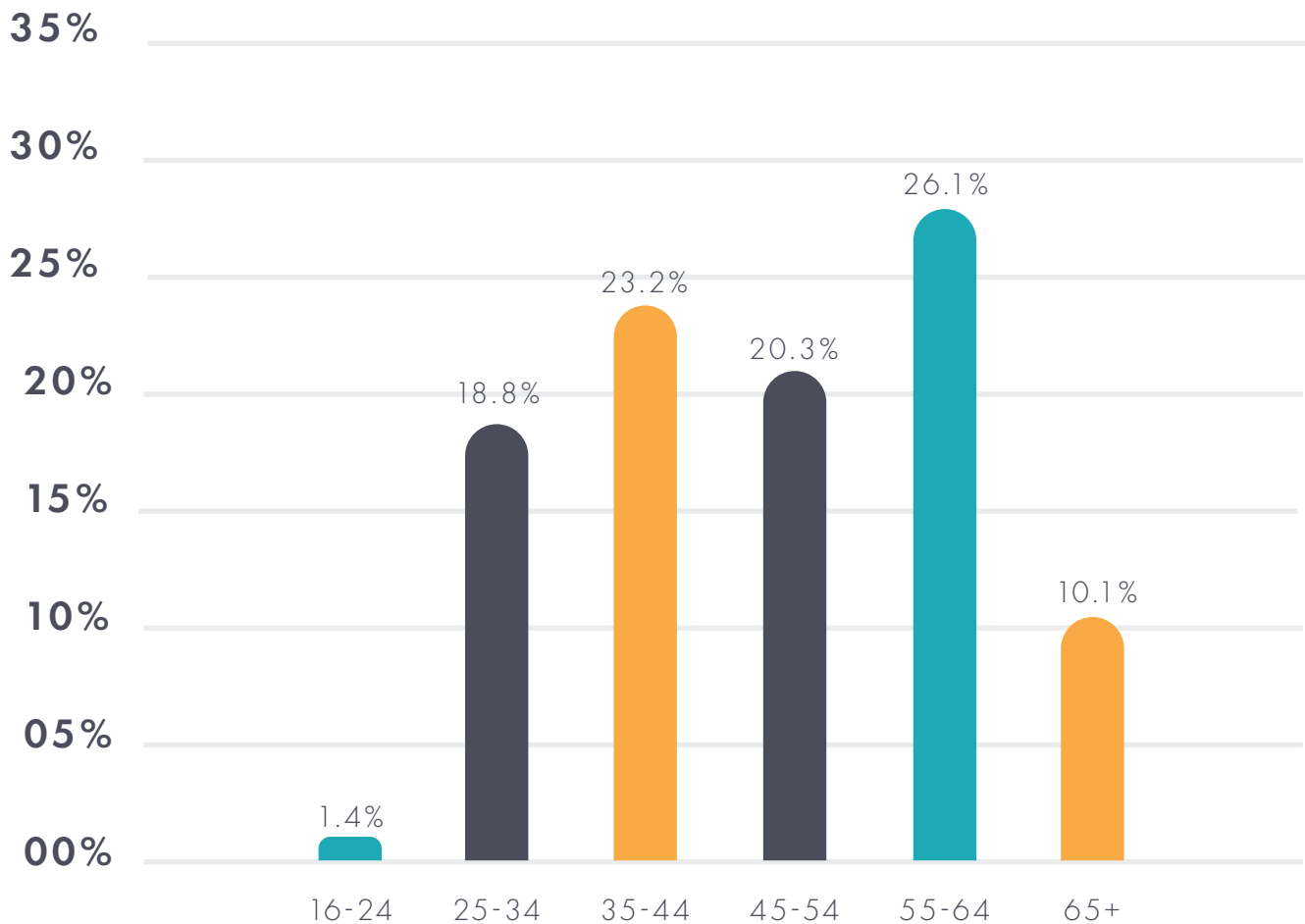


# STAFF DATA 2024



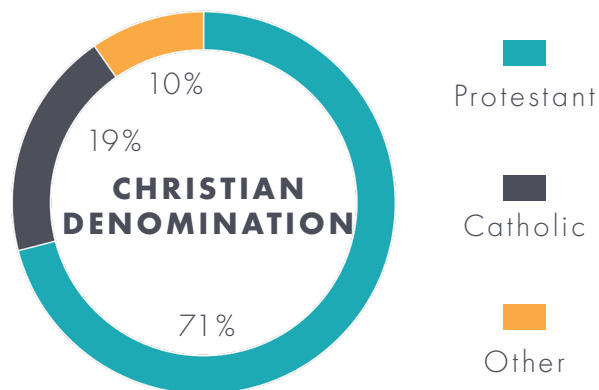
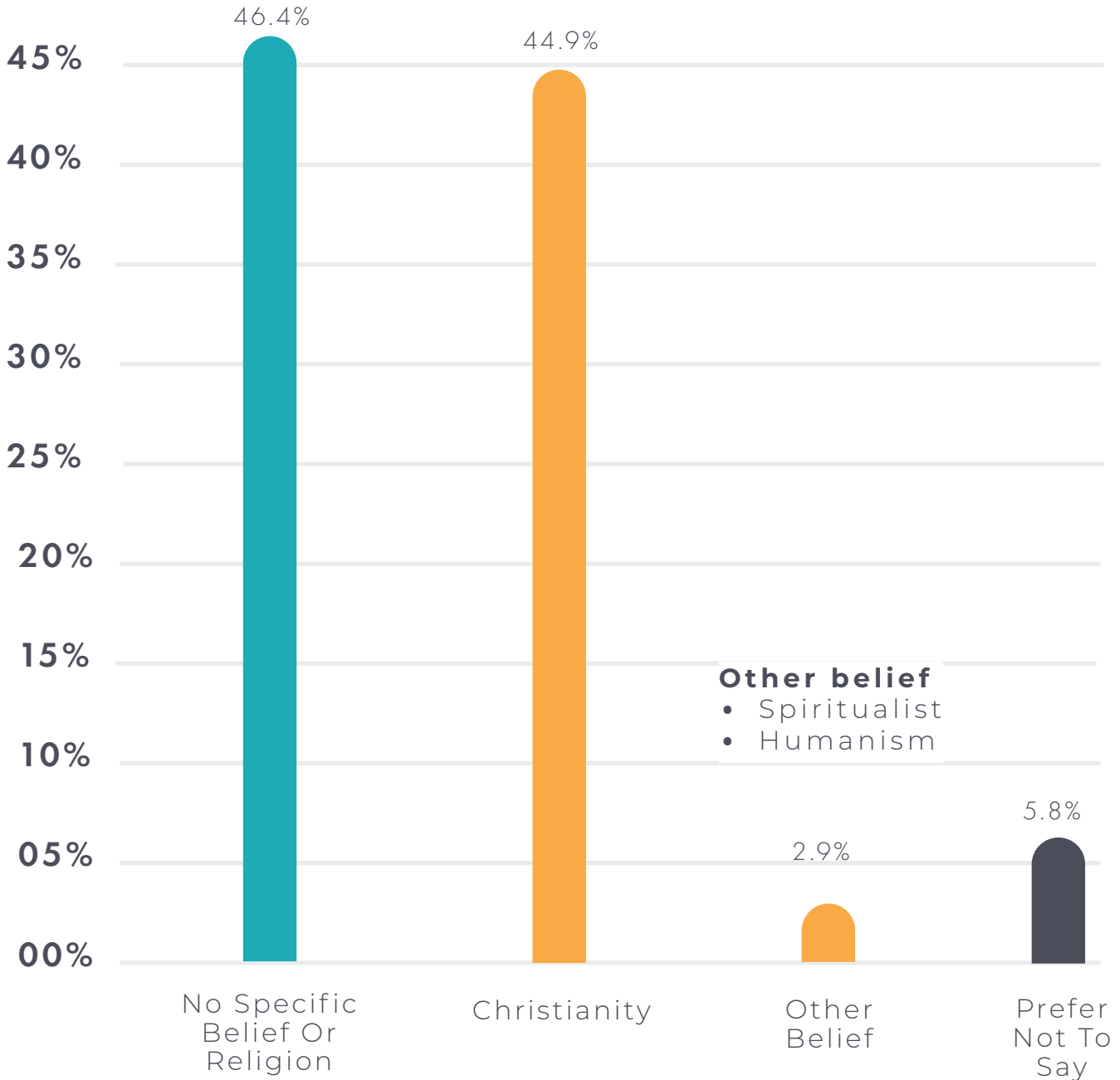
## AGE

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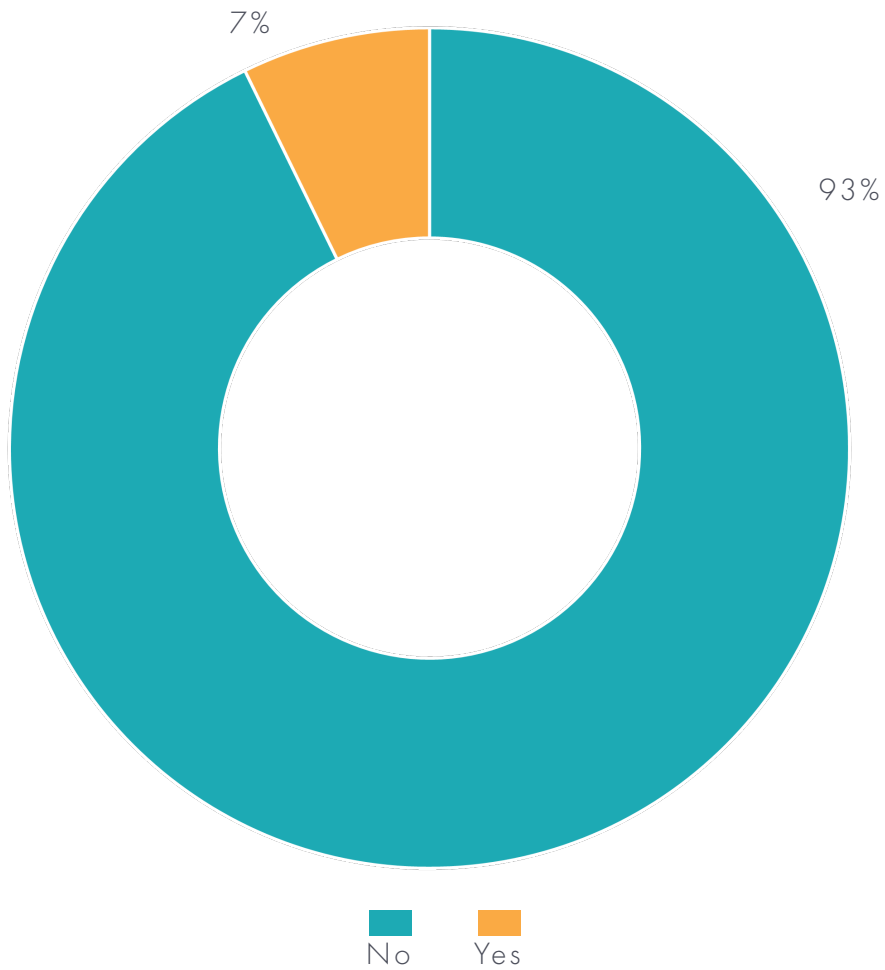
# BELIEF/RELIGION

PLEASE SELECT THE OPTION THAT BEST DESCRIBES YOUR BELIEF OR RELIGION?

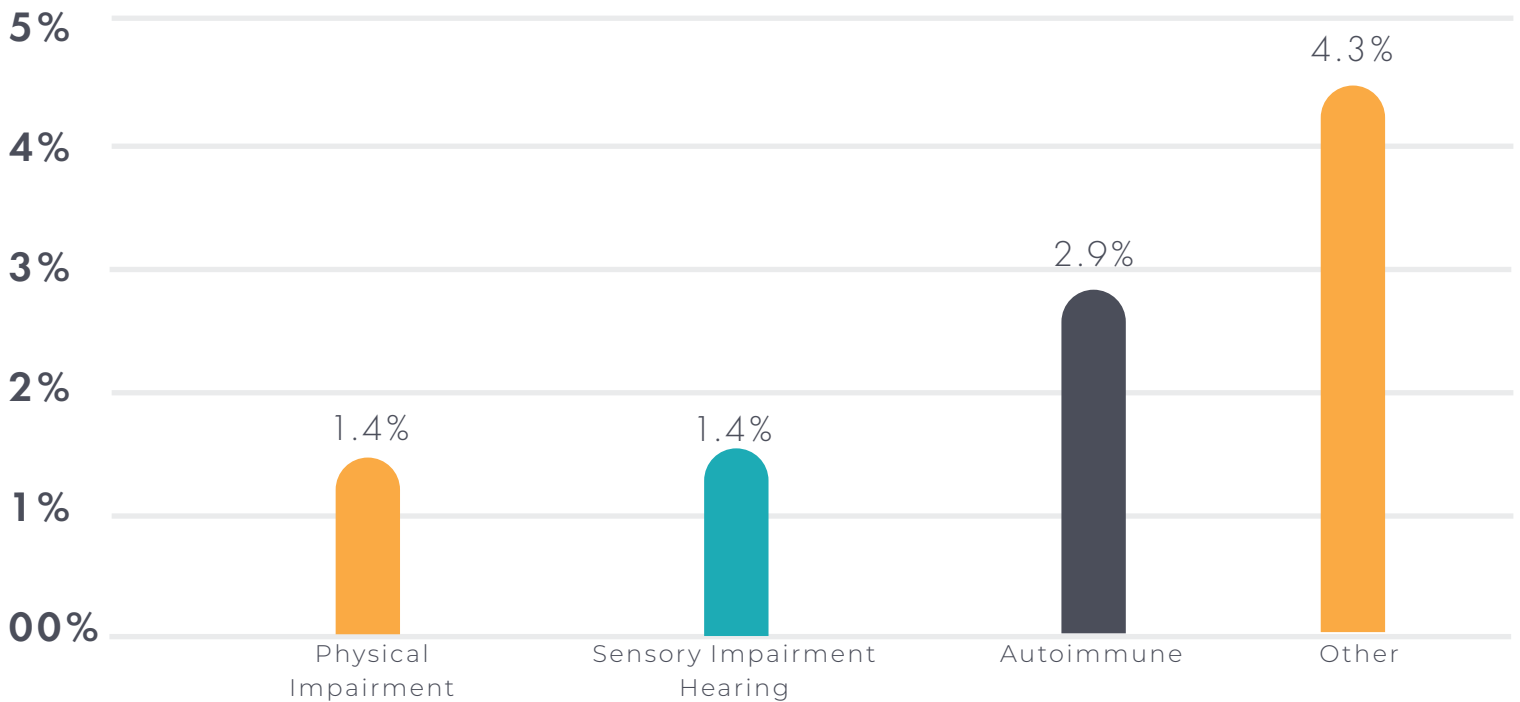


# DISABILITIES

## ARE YOU A DISABLED PERSON?



## DISABILITY CATEGORY

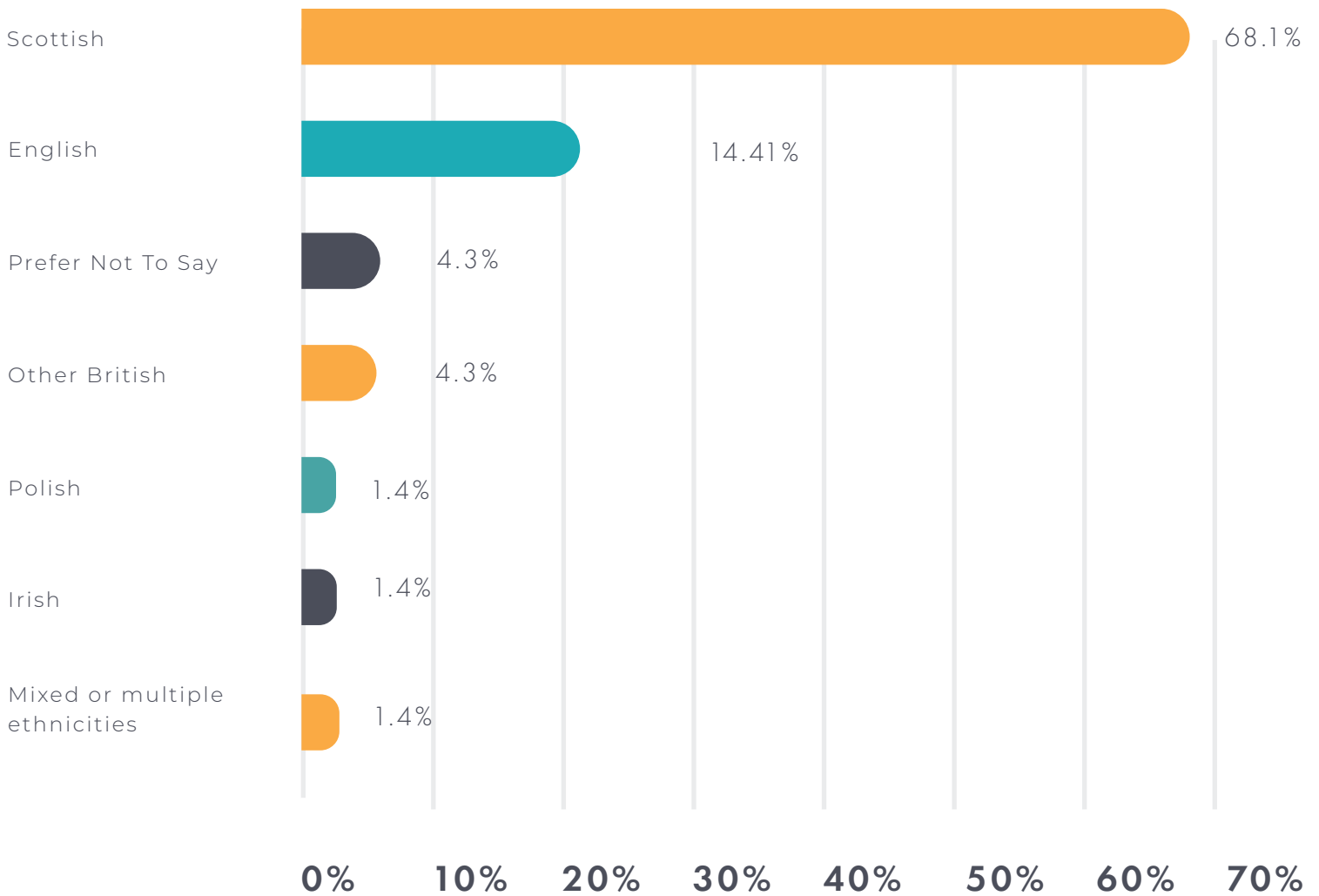


## OTHER DISABILITY

- Chronic fatigue and pain
- Epilepsy
- Mobility issues but not a wheelchair user or cerebral palsy

## ETHNICITY

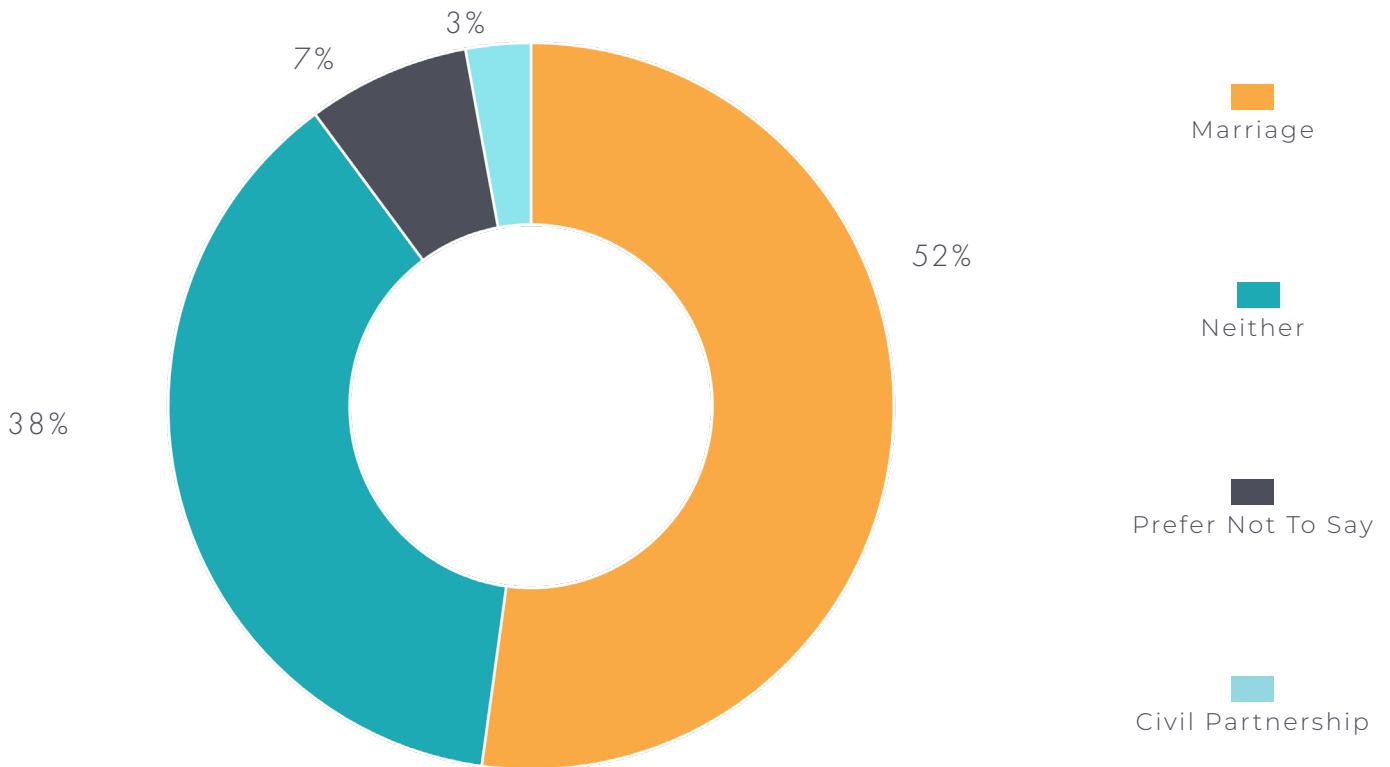
PLEASE SELECT THE OPTION THAT BEST DESCRIBES YOUR PARTICULAR ETHNICITY?



## OTHER ETHNICITIES

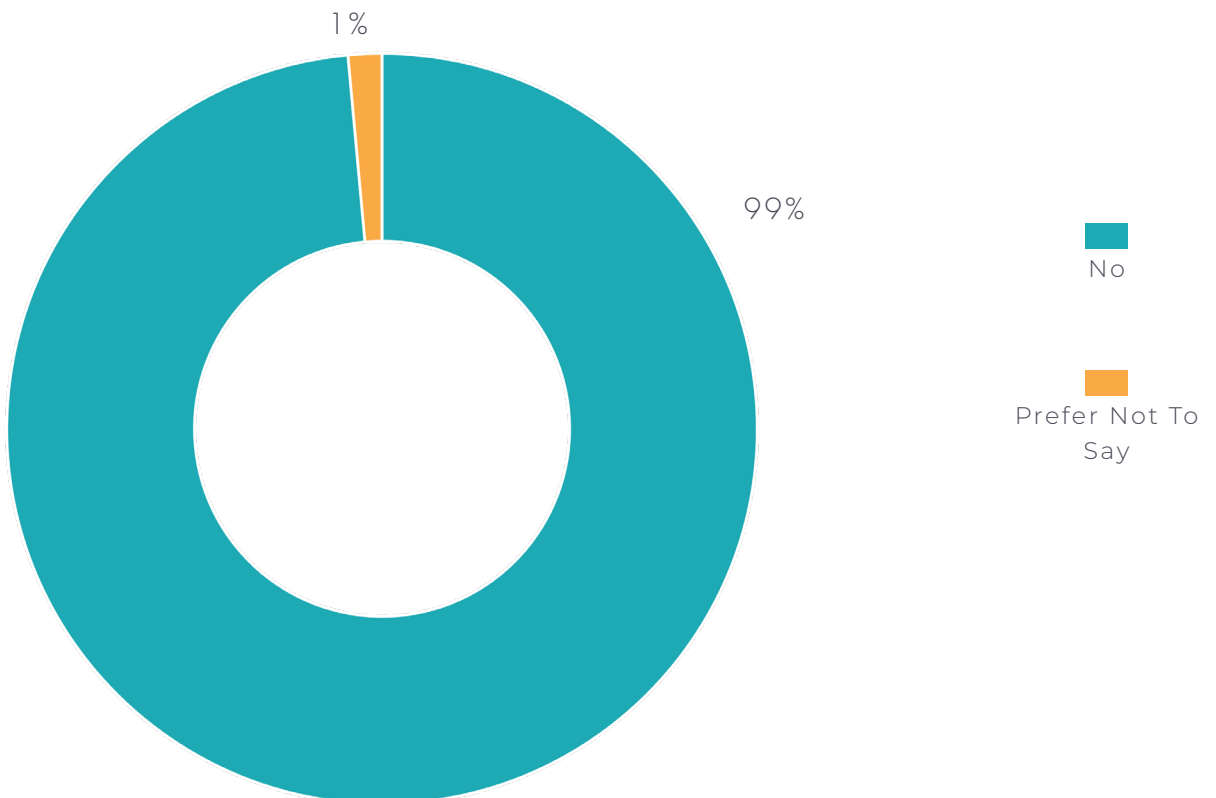
- Born to English Parents
- British

# MARRIAGE & CIVIL PARTNERSHIP



## PREGNANCY

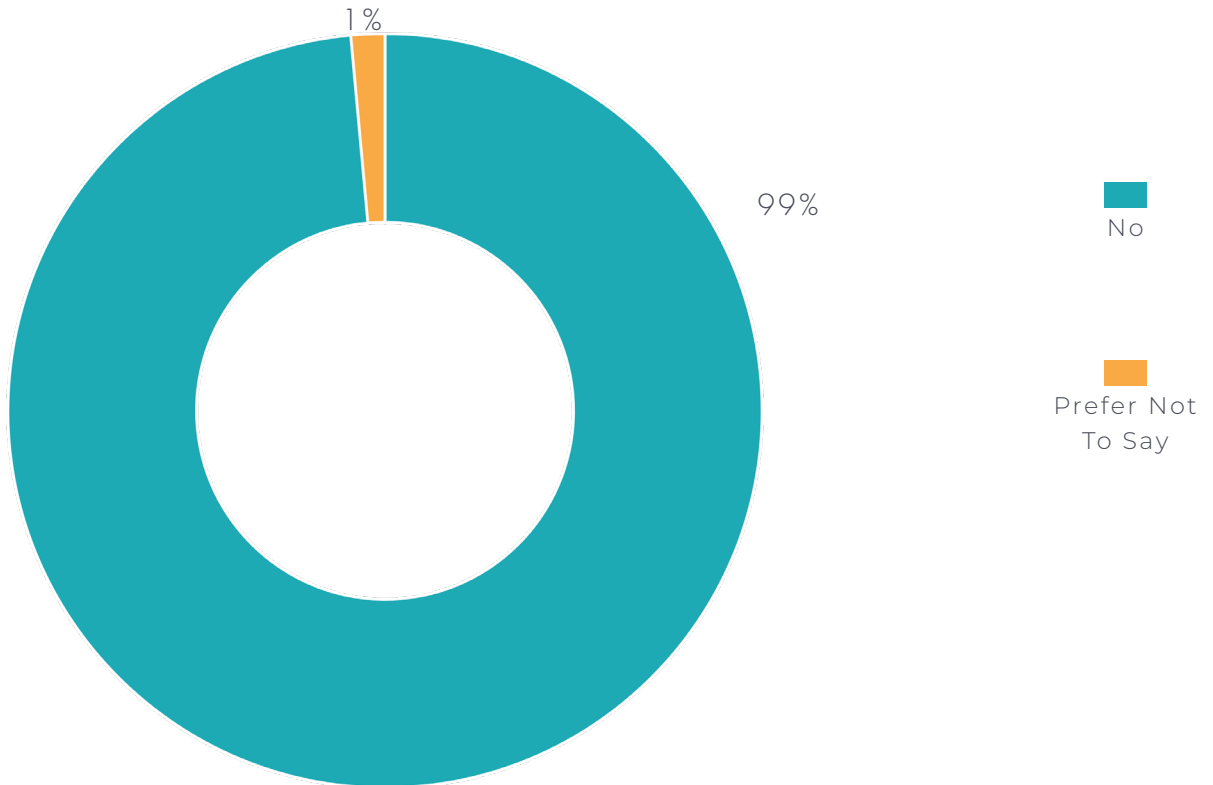
ARE YOU CURRENTLY PREGNANT?





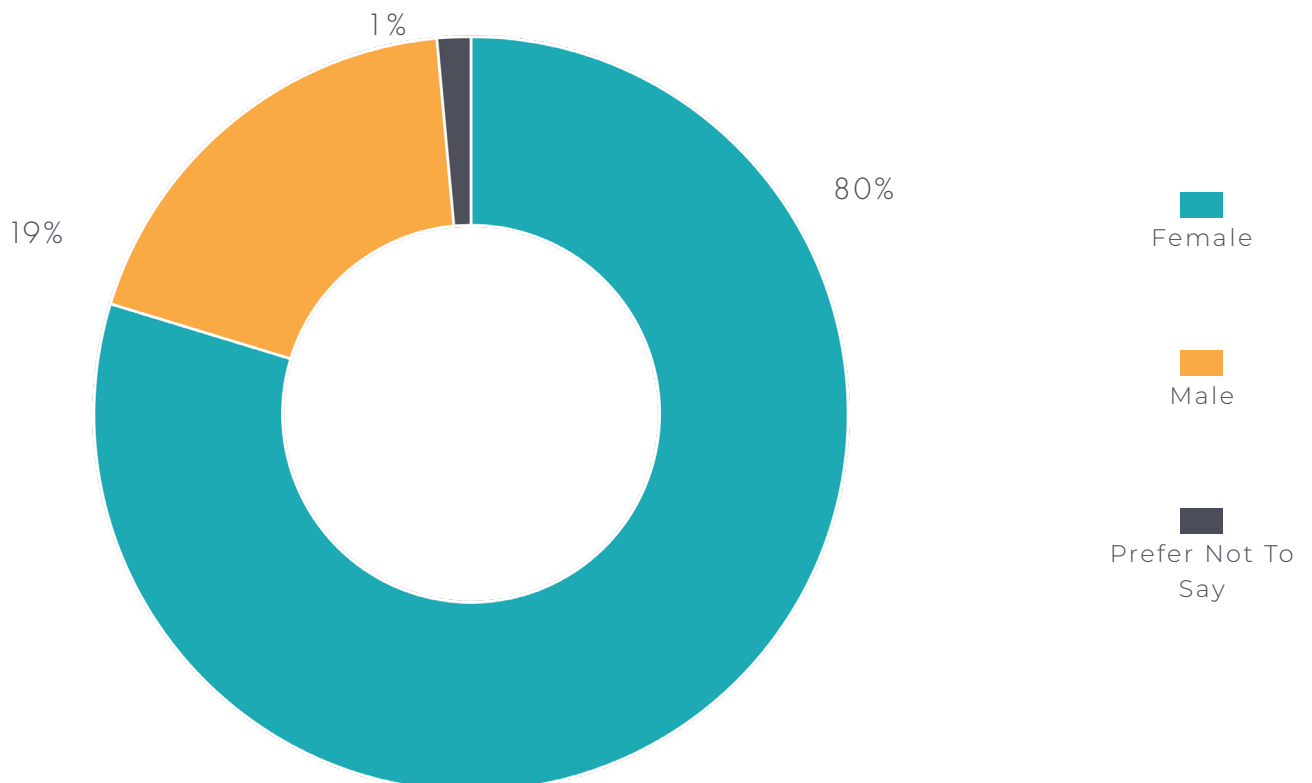
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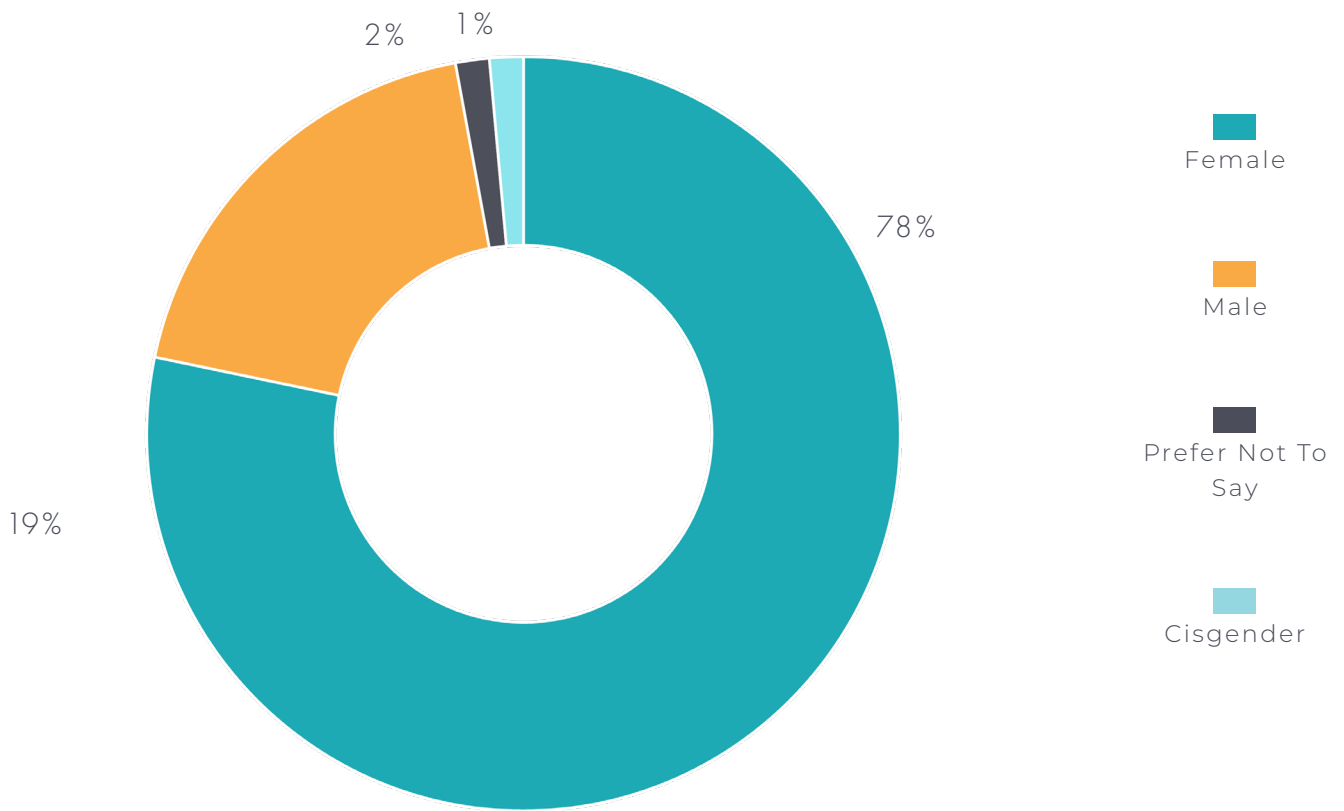
# SEX

WHAT IS YOUR SEX?



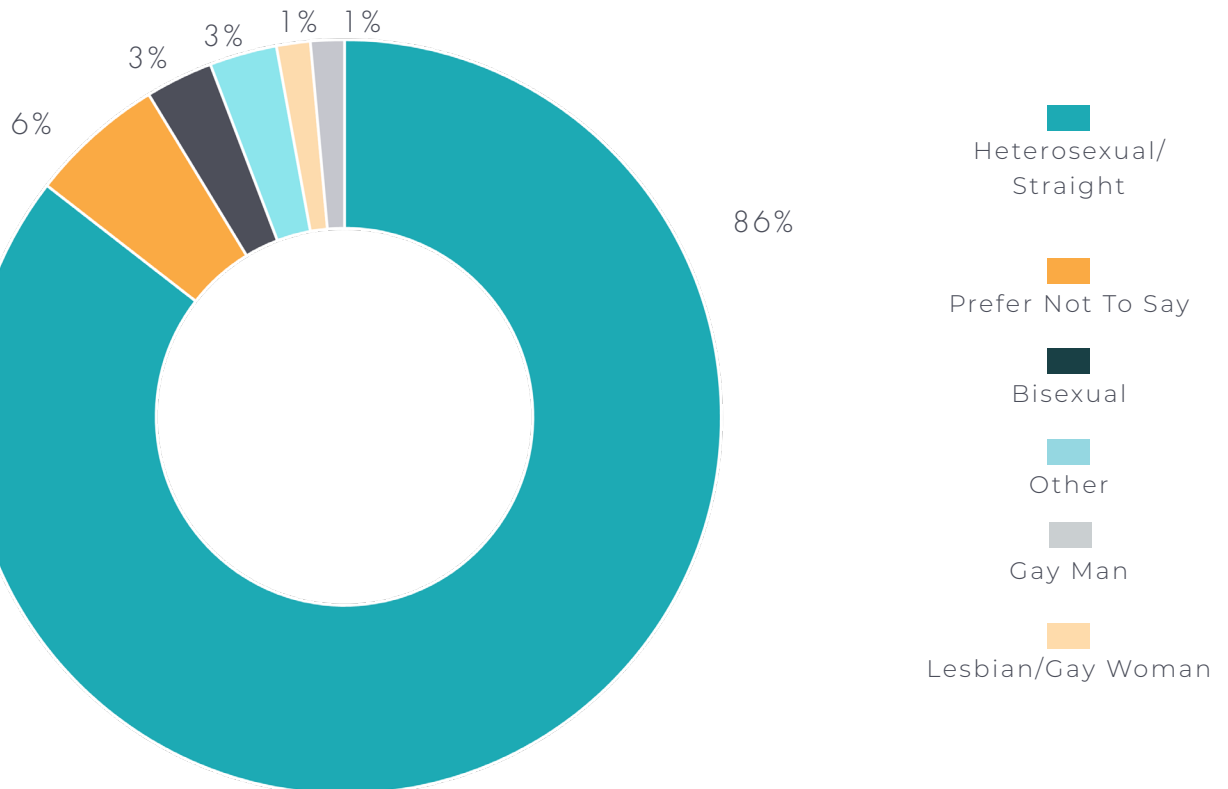
# GENDER

## WHAT IS YOUR GENDER?



# SEXUAL ORIENTATION

## WHAT IS YOUR SEXUAL ORIENTATION?



# ACTION PLAN FOR 2025/26

1. Share the customer equality data collection results, along with customer actions planned, in a tenant newsletter.
2. Review our translation services and make sure that these are accessible to all customers.
3. Review our customer mandate process to support accessibility to services.
4. Record if customer feedback is related to equality and diversity and include this within a new Quarterly Customer Feedback Report
5. Embed accessibility considerations into the review of our website.
6. Promote equality & diversity content through social media, e.g. celebration days of different faiths, action days etc
7. Implement an equality impact assessment procedure and ensure staff are trained to use it.
8. Complete an equality impact assessment for all our customer policies.
9. Complete an equality impact assessment of FIT Homes to assess its contribution to improving equality, diversity and inclusion.
10. Complete an equality impact assessment of tenant participation opportunities to ensure these are inclusive.
11. Collect communication preferences for all customers so that we can provide them with information in a way that is accessible to them.



**ALBYN GROUP**

**THANK YOU!**

## WEBSITE

[www.albynhousing.org.uk](http://www.albynhousing.org.uk)

## ADDRESS

98-104 High Street  
Invergordon  
IV18 0DL

68 MacLennan Crescent  
Inverness  
IV3 8DN

## PHONE

T. : 0300 323 0990

## EMAIL

[office@albynhousing.org.uk](mailto:office@albynhousing.org.uk)