

Board Diversity Report 2025

1. Introduction

- 1.1. Hexagon is committed to ensuring that the membership of our Board reflects diverse backgrounds and attributes, aligned with both the diversity of the communities we serve and our wider commitments to equality, diversity and inclusion. This principle is embedded within the National Housing Federation's 2020 Code of Governance, which we have adopted and to which we hold ourselves accountable.
- 1.2. In line with the Code, Hexagon also publishes annual information about the appointment of new Board members and about the diversity, skills and attributes of all Board members. This transparency demonstrates our commitment to inclusive and effective governance.

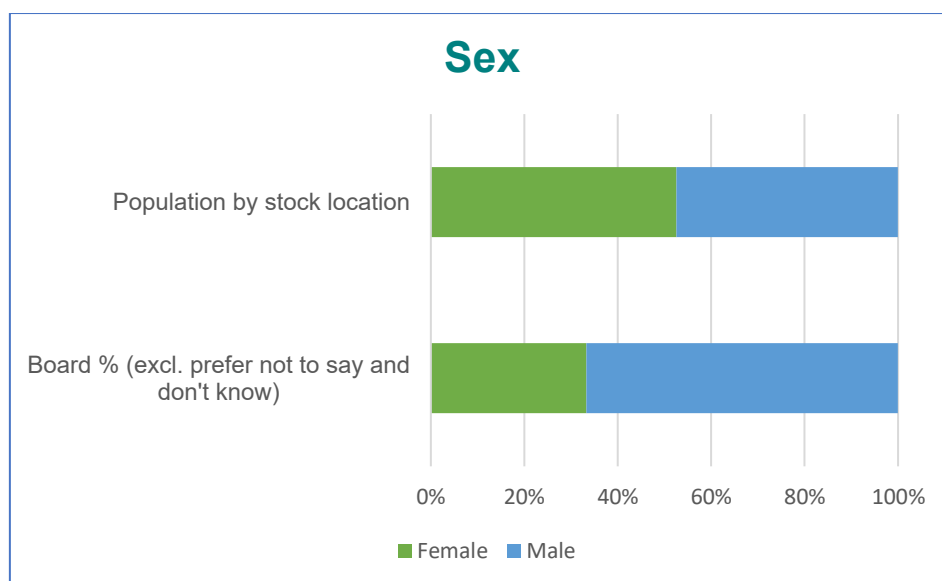
2. Methodology

- 2.1. The following data sets display the demographic details of our Board members compared to the population of the local authorities in which Hexagon has homes. These locations are Bexley, Bromley, Croydon, Greenwich, Lambeth, Lewisham, Southwark, and Swale.
- 2.2. The population data was acquired through the [NHF's EDI data tool](#). This tool has been designed by the National Housing Federation to allow housing associations in England to compare how diverse their workforce is to the communities they serve, based on characteristics of population in stock location. The data used is from the Census 2021.
- 2.3. The demographics of our Board members were collected by surveys sent to our Board members. There was an option on the survey to select "prefer not to say" for each question; these answers have been removed from the data sets below where this option is not mirrored in the population data. Where this applies, this has been noted in the bar chart.

3. Sex

- 3.1. The data for sex is as follows:

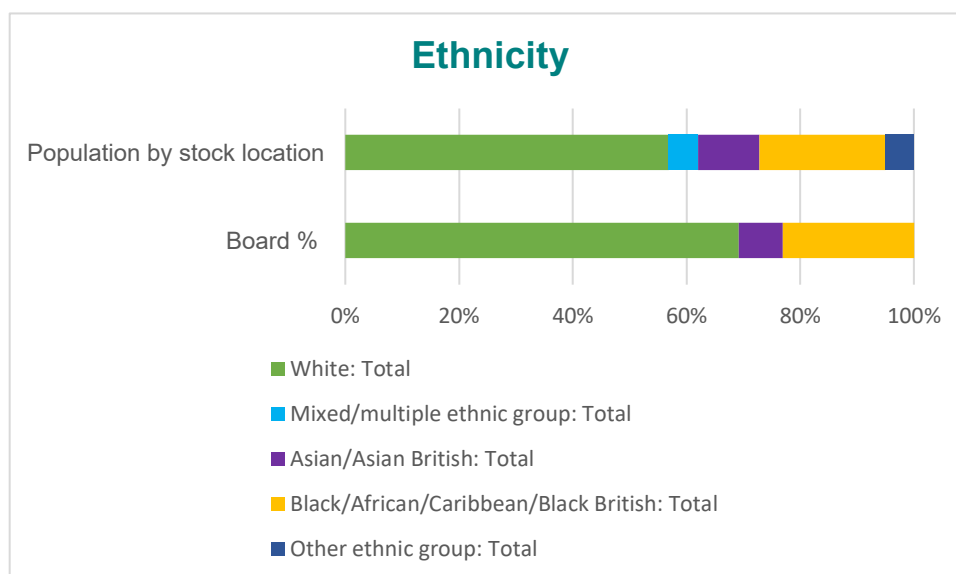
Sexual Identity	Board	Population
Male	67%	47%
Female	33%	53%



4. Ethnic Background

4.1. The headline data for ethnic background is as follows:

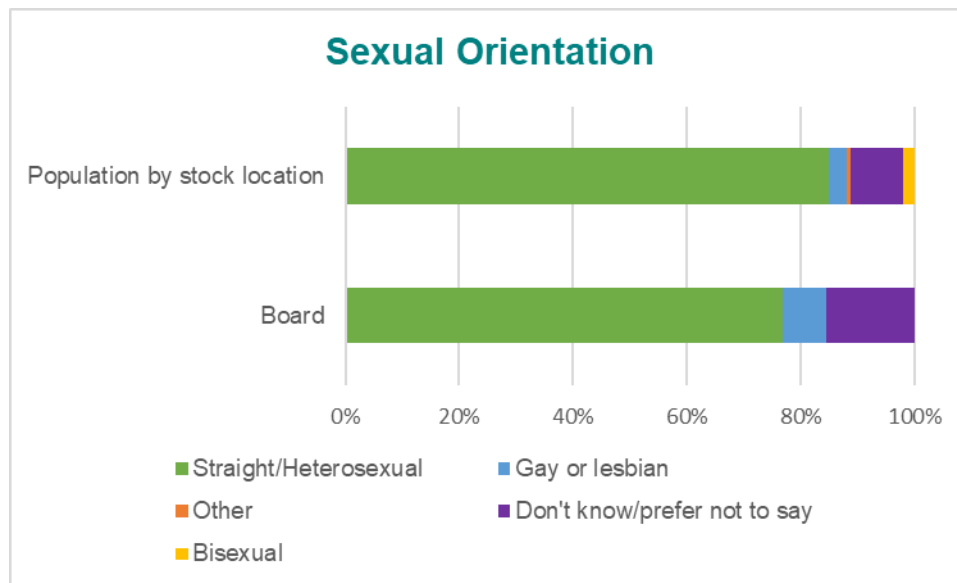
Ethnicity	Board	Population
White	69%	57%
Mixed/multiple ethnic group	0%	5%
Asian/Asian British	8%	11%
Black/African/Caribbean/Black British	23%	22%
Other ethnic group	0%	5%



5. Sexual Orientation

5.1. The data for sexual orientation is as follows:

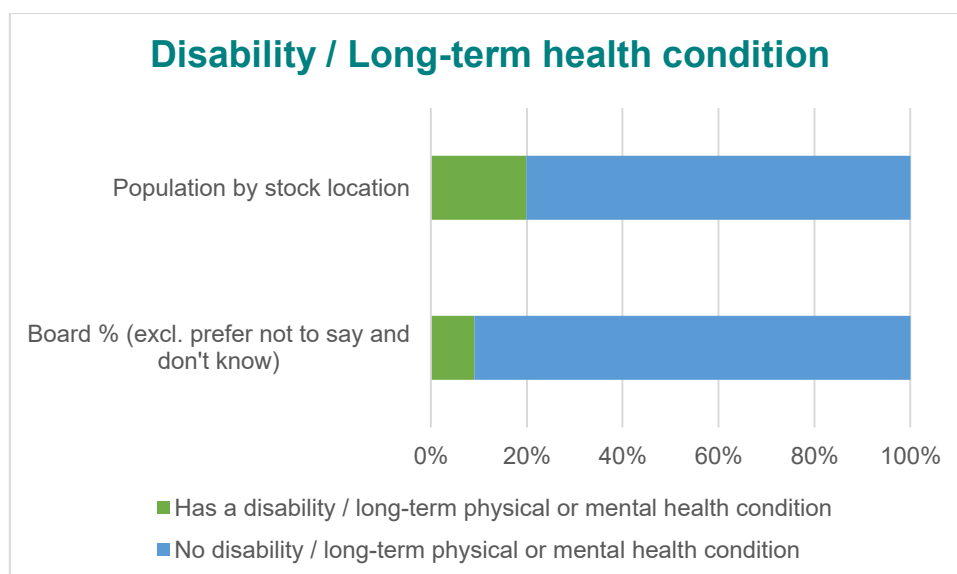
Sexual orientation	Board	Population
Straight/Heterosexual	77%	85%
Gay or lesbian	8%	3%
Bisexual	0%	2%
Other	0%	1%
Don't know/ prefer not to say	15%	9%



6. Disability or long-term physical or mental health condition

6.1. The data for disability or long-term physical or mental health condition is as follows:

Disability	Board	Population
Has a disability / long-term physical or mental health condition	9%	20%
No disability / long-term physical or mental health condition	91%	80%



7. Future Plans

- 7.1. Plans for next year include a more detailed Board diversity assessment encompassing caring and/or parental responsibilities, religion, age, nationality, and working situation. This should enable a more detailed assessment of Board diversity in comparison with the local population Hexagon serves.
- 7.2. Hexagon is completing a resident profiling project which may allow direct comparison with resident data in future, rather than relying on the NHF EDI tool which includes data about non-Hexagon residents.
- 7.3. The Board Succession Plan sets clear ambitions for representation, including gender parity, at least one-third of members from minority ethnic backgrounds, and strong resident voice through leaseholder and tenant Board members.