

WISH Annual Survey 2022

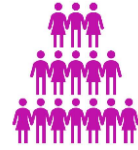
Total Responses - 146



... **68%** of respondents are from **housing associations or local authorities**.



21% of respondents are people who work in the **private sector**...



...and **11%** of respondents work for **'other'** types of organisations.

- The majority of respondents (**43%**) work at a **manager/supervisor level** and **30%** of the total number of respondents **work in construction, trades or repairs**.
- The vast majority of respondents **found the survey via Mailchimp/email** message (**82%**), suggesting a significant percentage of respondents are either members or friends of WISH.
- **35%** of respondents are **individual members** of WISH, **60%** of respondents' organisations are **WISH members** and **17%** of respondents are **unsure if their organisation has WISH membership**.

We asked how information about WISH membership is shared with colleagues...



...**25%** said that it is their **Lead Member** who circulates information...



...and **39%** were **unsure or didn't think** information was shared with colleagues.

We asked if respondents had previously attended WISH events (online or in person), the results showed...



...**42%** have attended both in person and online events.



...**16%** have attended **online events only**

...**14%** have attended in person events only



...**27%** have **never** attended any of our events.

- 49% of respondents said that they had **personally engaged with regional WISH Board Members**



We asked about topics people would like to see covered at our events, in order starting with the most popular the results were:

- Wellbeing and health
- Leadership and management
- Career development
- Effective networking
- Sector/industry hot topics
- Self-awareness
- Diversity & inclusion
- Portfolio careers

We asked respondents about the biggest barrier to attending events. The top four reasons given were....



A lack of time...
76%



Travel & transport
34%



Times events are being held 30%

- I don't find out about events,
- Topics aren't relevant to me,
- Other

(all at 22%)

We asked what time of the day would be most convenient to attend in person events.

Lunchtime & afternoon were the most popular responses.

We asked what time of the day would be most convenient to attend online events.

Most respondents expressed **no preference**.

We asked what type of training would help in people's roles....

And if they would prefer training to be online or in person...

The most popular options chosen were:

- Dealing with imposter syndrome
- How to plan and successfully achieve my work goals
- Personal coaching and support
- How to set, plan and achieve personal & work goals

45% no preference
40% said online
15% in person

Other suggestions made included:

Interview skills, making your voice heard, the menopause, dealing with internal politics, upskilling beyond your current role, D&I with lived experience, resilience, how to be a mentor, strategic thinking and working collaboratively, how to create culture change in a male environment, how to make your point without coming across as 'difficult'.

We asked what other services respondents would like to see WISH provide:

The answers provided were:

- Mentoring & coaching
- Board member training for pipeline Board members
- More for younger members – one respondent suggested an ‘Apprenticeship Hub’ for apprentices in the sector
- Men’s health
- Job interview techniques
- Domestic abuse and relationship breakdown
- Highlighting great women and their achievements
- How architects can assist the sector with sustainable energy solutions
- CPDs, training centre
- IWD celebrations

We asked if respondents felt that there are barriers preventing women from progressing careers in housing..

25% said YES & 37% said NO

Examples provided included: career breaks due to maternity leave, caring responsibilities, the glass ceiling, the lack of diversity on Boards, confidence, unconscious bias, race



We asked whether people had personally experienced gender inequality in their housing career...

42% said YES

58% said NO

The vast majority (70%) of respondents felt that the thing that has the **most positive impact on women’s careers in housing is support from the Executive and Senior Leadership Team.**

Examples provided included returning to work post maternity, being overlooked for roles, men ‘sliding’ into roles



We asked if, in the last three years, respondents had personally experienced sexism in the workplace...

	YES	NO
	28%	72%

- Assuming they would take minutes
- Emotional labour
- Comments about dress/attire
- Being labelled as a ‘stropky’ female
- Being treated as less capable

We asked respondents if they felt that they had to work harder than male counterparts to get the same opportunities...



50% said YES



47% said NO

The way we are currently working....



- 48% of respondents work over 50% of the time at home
- 25% work equally at home and in work
- 21% work predominantly from the office
- Other (6%)

And **40% think this having a negative impact on women's careers**. With responses including the importance of presence and visibility, being unable to attend events and the balancing act of childcare and caring responsibilities

Social Media

LinkedIn is the social media platform most used by respondents (**81%**) followed by Facebook (**67%**), Instagram (**47%**) and then Twitter (**32%**).

Of those who follow WISH on social media, and this is **71%** of the respondents, they are most likely to use **LinkedIn (62%)**

The content people would like to see more off on social media included **hearing from inspirational women, updates on interesting events and ideas for personal development.**

The profile of respondents:

- 95% of all respondents are female...
- 83% of all respondents are White...this is a reduction from last year (94%)
- Almost 50% have caring responsibilities
- 68% are in the age group of 35-54 years
- 10% have a disability
- 36% have a religion or belief
- 88% identify as straight

