

WISH Annual Survey 2023

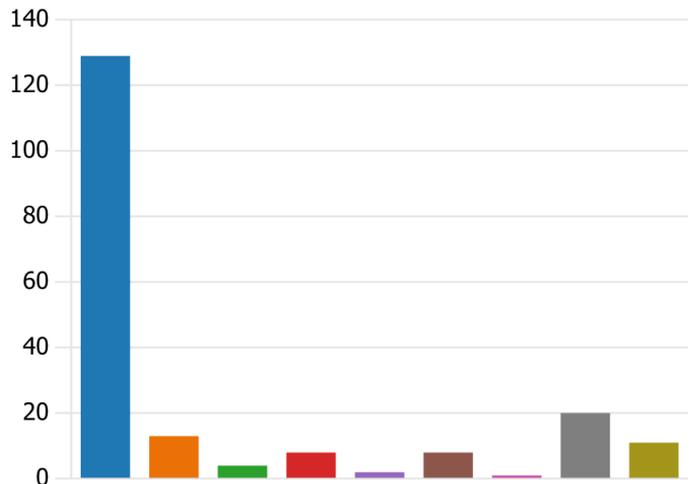
196
Responses

12:06
Average time to complete

Active
Status

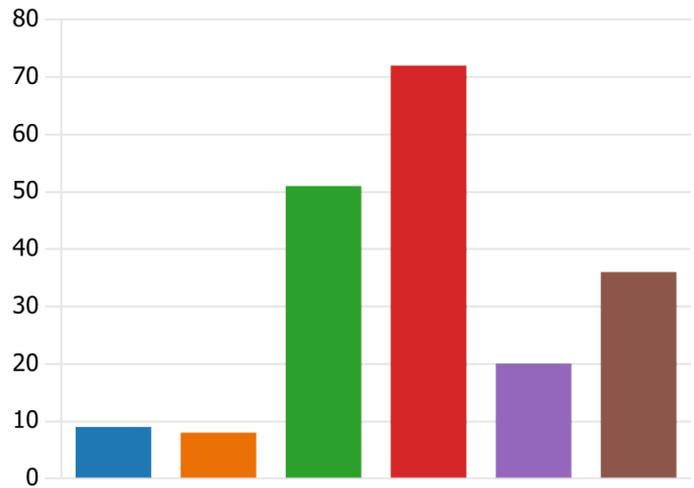
1. What type of organisation do you work for?

● Housing Association	129
● Local Authority	13
● ALMO	4
● Private Sector – home builder	8
● Private Sector – legal services	2
● Private Sector – other services	8
● University/Learning Institution	1
● Consultancy	20
● Other	11



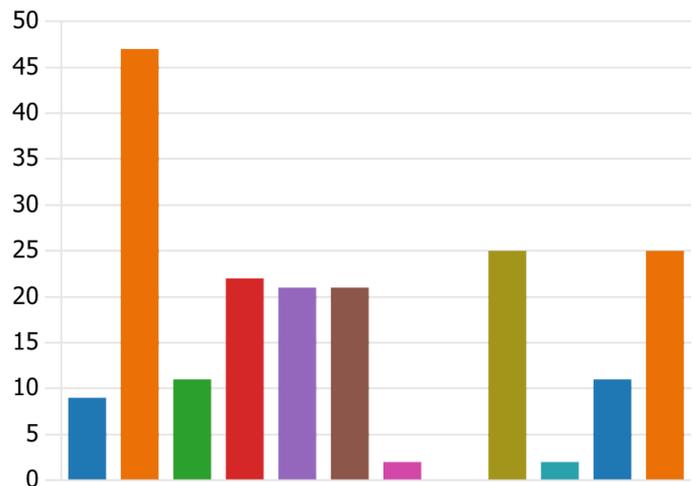
2. Which of the following most closely describes your position at work (not a WISH role)?

● Board Member	9
● Chief Executive Officer	8
● Member of Senior Leadership Te...	51
● Manager/Supervisor	72
● Frontline Officer	20
● Other member of staff	36



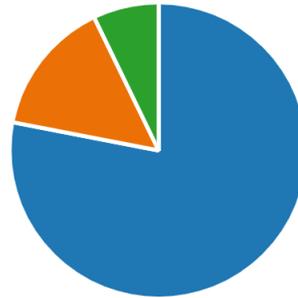
3. In which of the following regions do you predominantly work?

● East	9
● London	47
● Midlands	11
● North East	22
● North Wales	21
● North West	21
● Northern Ireland	2
● Republic of Ireland	0
● South East	25
● South West	2
● Yorkshire & Humberside	11
● Scotland	25



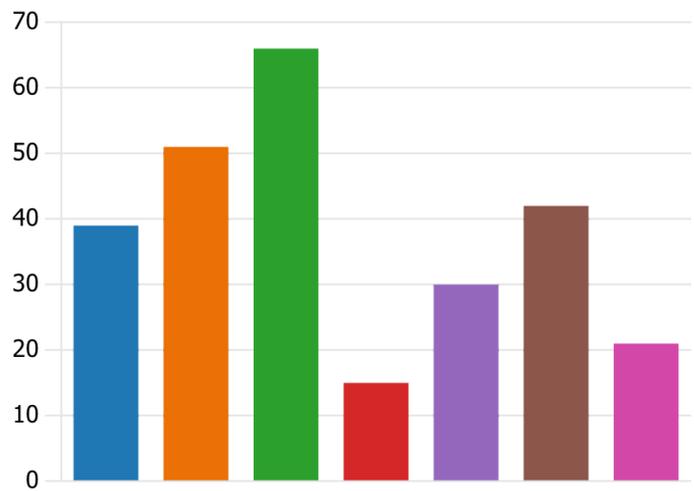
4. Are you or is your organisation a member of WISH?

● Yes	153
● No	29
● Don't know	14



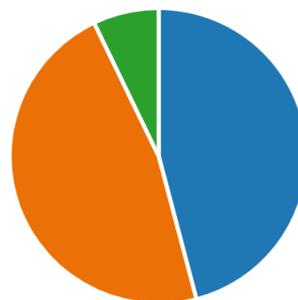
5. How is information about your organisation's membership shared with colleagues? (Please tick as many boxes as appropriate)

● Information is available on our i...	39
● Information is shared via interna...	51
● Our Lead WISH Member circulat...	66
● We provide information about o...	15
● I am unsure	30
● I don't think information is shared	42
● Other	21



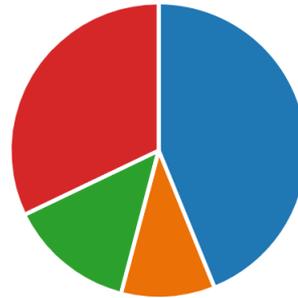
6. Have you personally had any engagement with regional WISH Board Members in your locality?

● Yes	90
● No	92
● Unsure	14



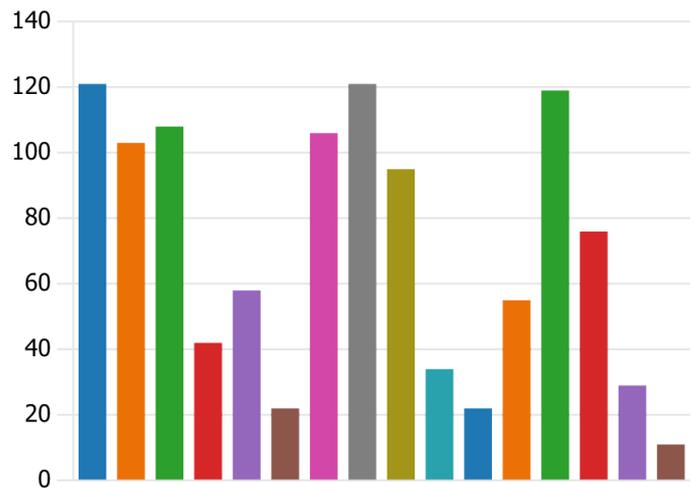
7. Have you previously attended WISH events?

● Yes – in person and online events	86
● Yes – in person events	20
● Yes – online events	27
● No	63



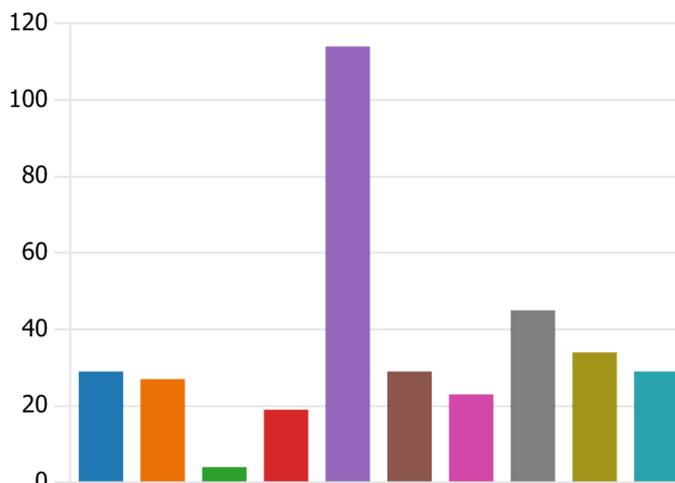
8. Please tell us about the topics you would like to see covered at future events, tick as many as appropriate:

● Career Development	121
● How to Effectively Network and ...	103
● Self-Awareness and how this infl...	108
● Built Environment	42
● Housing Management and Fron...	58
● Health and Safety	22
● Sector/Industry Hot Topics	106
● Leadership and Management	121
● Diversity and Inclusion	95
● HR and People	34
● Finance	22
● Gender Pay Gap	55
● Wellbeing and Health	119
● Portfolio Careers and being a B...	76
● Starting your Own Business	29
● Other	11



9. What is the biggest barrier for you when it comes to attending (virtually or in person) events? Please tick all that apply.

- I don't find out about events bei... 29
- I don't find out about events bei... 27
- I don't see the benefit of attendi... 4
- It's not encouraged by my empl... 19
- Lack of time 114
- No one to go with/I don't like g... 29
- The topics aren't relevant to me 23
- Timing of events 45
- Travel/transport 34
- Other 29



10. What time of the day is most convenient for you to attend events either in person or online?

- Breakfast – before 10am 40
- Lunchtime 71
- Afternoon 75
- Evening – after 5pm 49
- No preference 57



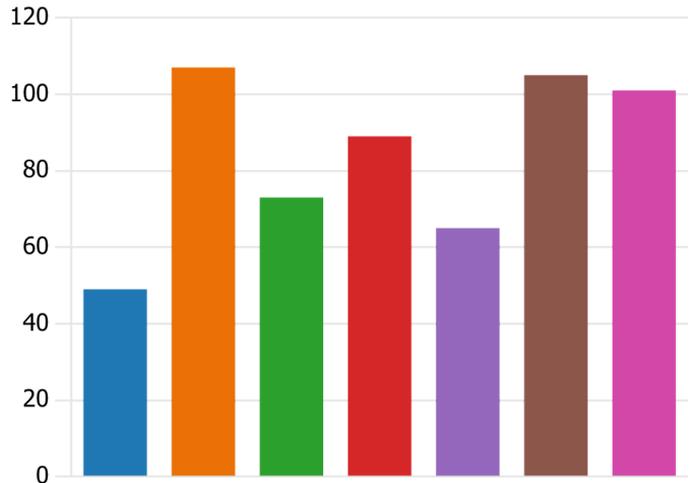
11. WISH is working to develop a mentoring service. Would you be interested in being either a mentor or mentee?

- Yes - as a mentee 97
- Yes – as a mentor 80
- No 58



12. What type of training would help you in your role?

- Overcoming a lack of confidenc... 49
- Conquering 'I'm not good enou... 107
- Presentation skills and overcomi... 73
- Personal Coaching and Support 89
- Managing conflict with colleagu... 65
- How to manage a busy workloa... 105
- How to set, plan and successfull... 101



13. Any other further training suggestions?

26 Responses

Latest Responses

"How to get the best from your team and how to conquer r..."

[Update](#)

3 respondents (12%) answered **director roles** for this question.



14. What else/other services would you like to see WISH providing?

● Sessions at conferences	121
● Advice and guidance on Gender...	42
● Sessions delivered in your organ...	84
● Other	24



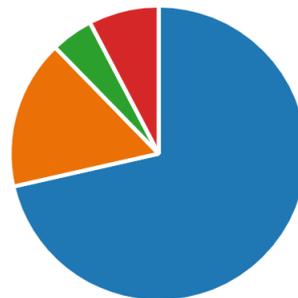
15. Do you feel that there are barriers preventing women from progressing careers in housing?

● Yes (please specify in Other)	100
● No	82
● Other	74



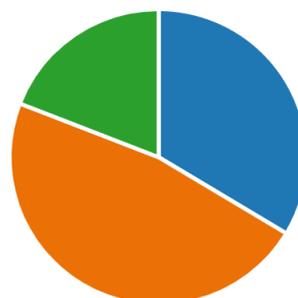
16. What do you think has the most positive impact on women's careers in housing?

● The Executive Team/Senior Lead...	140
● HR Policies and practices	32
● Gender Pay Gap Reporting Requ...	9
● Other	15



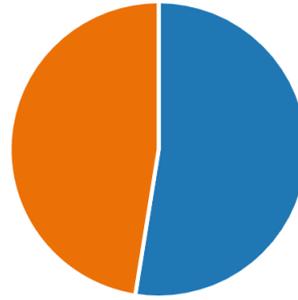
17. During your housing sector career have you personally experienced gender inequality?

● Yes (please specify in Other)	81
● No	114
● Other	46



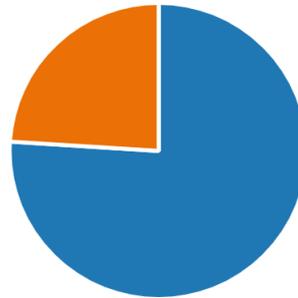
18. Have you ever felt that your voice or opinion was overlooked because of your gender?

● Yes	104
● No	94



19. Have you observed women being interrupted or talked over in meetings or group discussions?

● Yes	149
● No	47



20. Have you ever been in a situation at work where a woman's ideas were ignored, but the same idea later acknowledged when repeated by a male colleague?

● Yes	100
● No	57
● Not sure	39



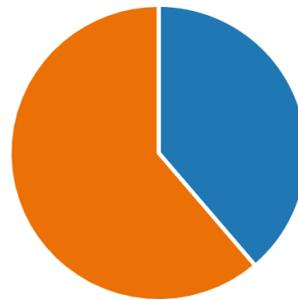
21. Do you believe that gender biases affects the way women's expertise and opinions are received where you work?

● Yes	87
● No	80
● Not sure	29



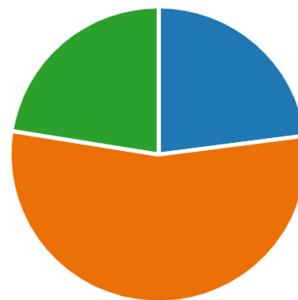
22. In the last three years, have you personally experienced sexism in the workplace?

● Yes	76
● No	120



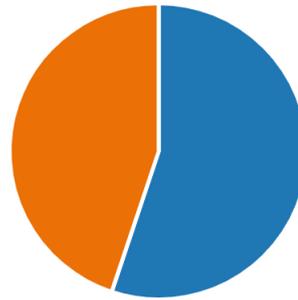
23. How frequently do you feel that you need to assert yourself more than a man to be heard in the professional environment?

● Often	45
● Sometimes	107
● Never	44



24. Do you feel that you have to work harder than male counterparts to get the same opportunities?

- Yes 108
- No 88



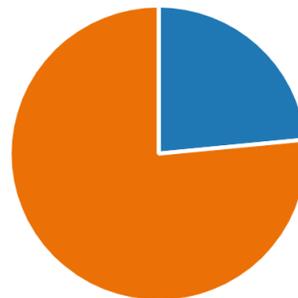
25. How are you currently working?

- I work over 50% of the time at h... 104
- I work approximately 50% of the... 38
- I work over 50% of the time in t... 54



26. Do you think changes in working arrangements (i.e. some people spending more time working from home) has had a negative impact on women's careers?

- Yes - go to Q27 46
- No - go to Q28 150



27. In what ways do you think women have been negatively impacted?

42
Responses

Latest Responses

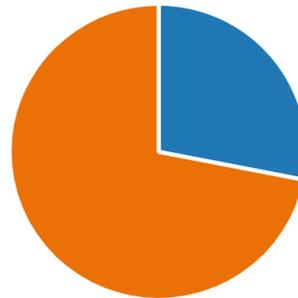
[Update](#)

7 respondents (17%) answered **women** for this question.

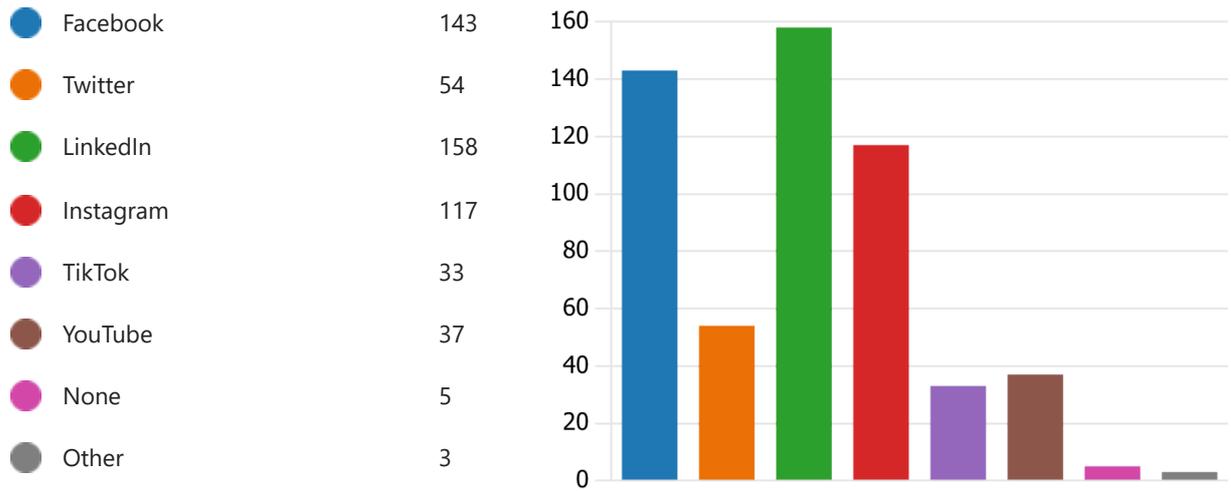


28. Have you seen/heard about our Presidential campaign for 2023/24 Hear Her Voice?

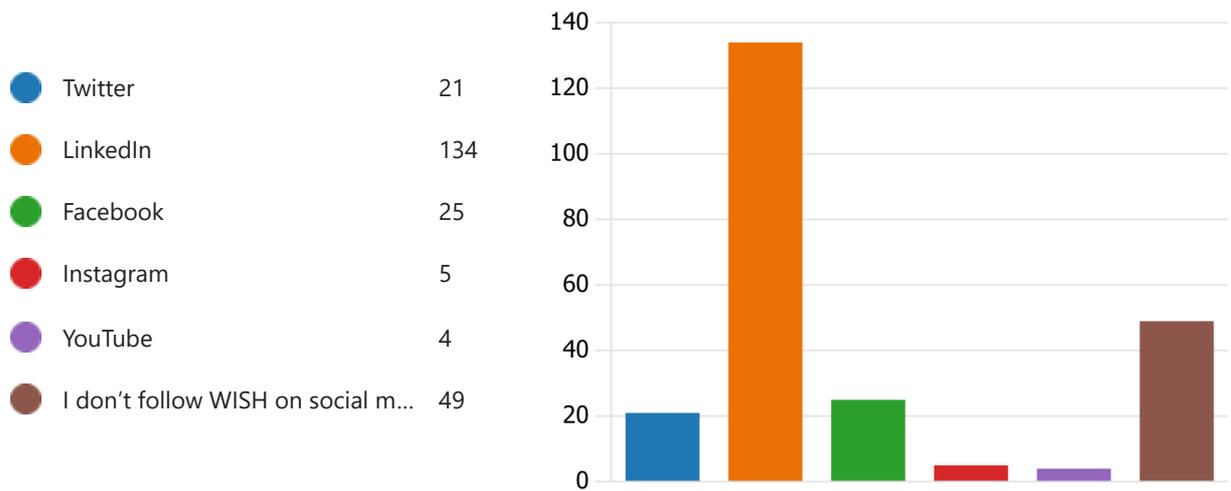
● Yes	46
● No	118



29. Which social media platforms do you regularly use? (select all that apply)

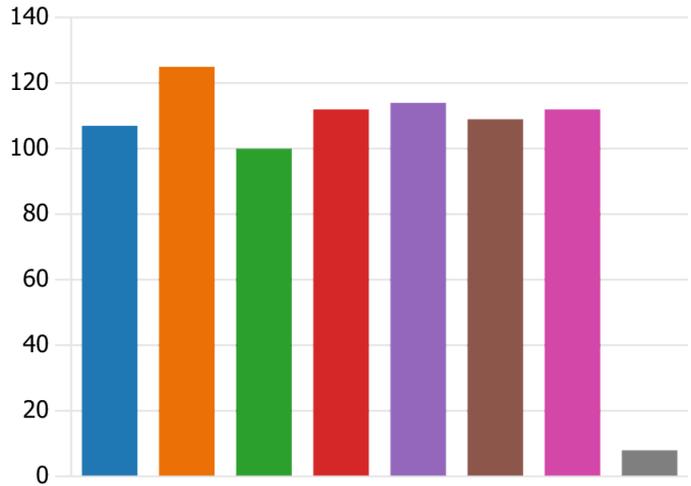


30. Which platforms do you use to follow WISH?



31. What social media content would you like to see more of from WISH? (select all that apply)

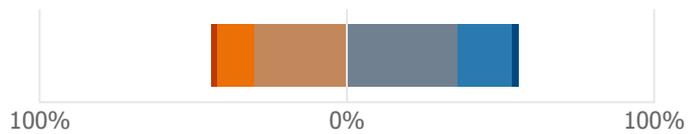
- Motivational and inspirational c... 107
- Hearing more from other wome... 125
- Updates on women's issues (sha... 100
- Ideas for personal development 112
- Connecting me to other women... 114
- Updates on job opportunities 109
- Updates on interesting events 112
- Other 8



32. Age:

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

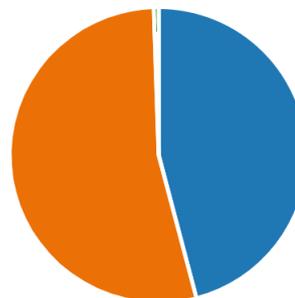
Age range



33. Caring Responsibilities:

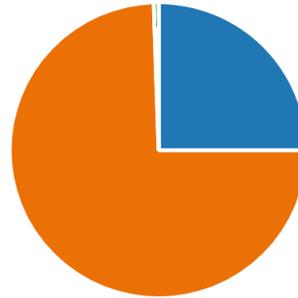
Do you have children under the age of 18 who live with you at least part of the time?

- Yes 90
- No 105
- Prefer not to say 1



34. Do you look after/give help or physical support to anyone because they have long-term physical or mental health conditions or illnesses, or problems relating to age? Do not include paid employment.

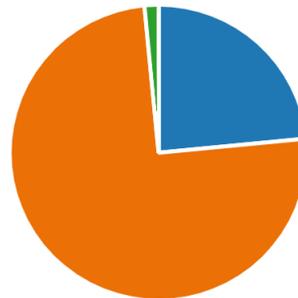
● Yes	49
● No	146
● Prefer not to say	1



35. **Disability:**

Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?

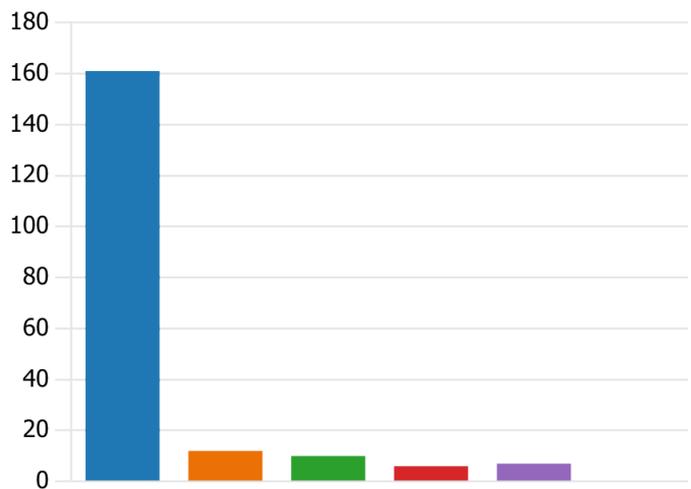
● Yes	46
● No	147
● Prefer not to say	3



36. **Ethnicity:**

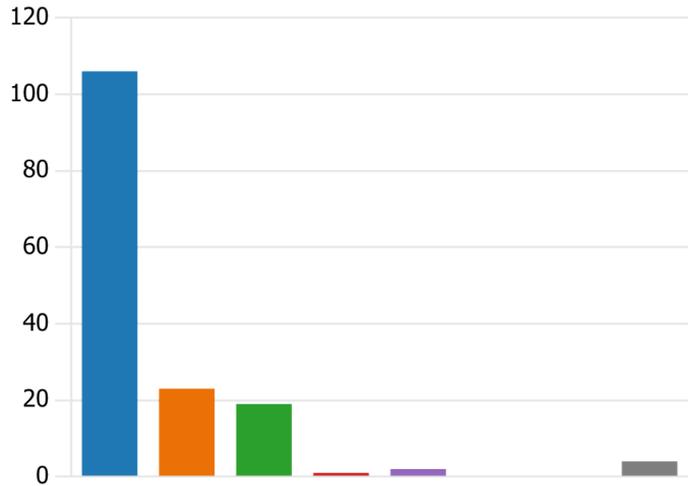
What is your ethnic group?

● White	161
● Black	12
● Mixed	10
● Asian	6
● Prefer not to say	7
● Other	0



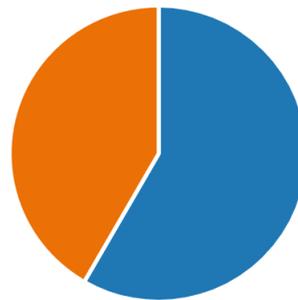
37. If you selected White, please specify:

● English	106
● Scottish	23
● Welsh	19
● Northern Irish	1
● Irish	2
● Gypsy or Irish Traveller	0
● Roma	0
● Other	4



38. If you selected Black, please specify:

● African	7
● Caribbean	5
● Other	0



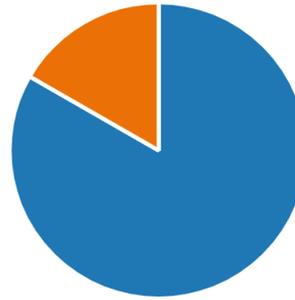
39. If you selected Mixed, please specify:

● White and Black Caribbean	2
● White and Black African	2
● White and Asian	4
● Other	1



40. If you selected Asian, please specify:

Indian	5
Pakistani	1
Bangladeshi	0
Chinese	0
Other	0

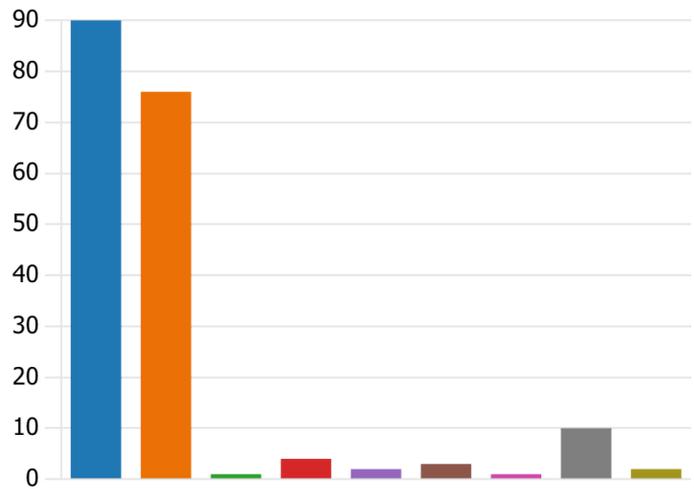


41. If you selected Other ethnic group, please specify:

Arab	0
Other	0

42. Religion or Belief:

No religion	90
Christian	76
Buddhist	1
Hindu	4
Muslim	2
Jewish	3
Sikh	1
Prefer not to say	10
Other	2

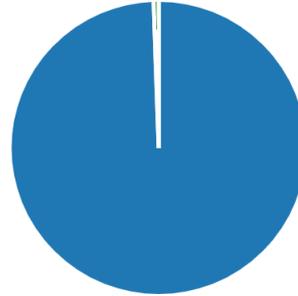


43. Sex:

Which one of the following best describes your sex?

This should be your sex as described on your birth certificate or gender recognition certificate.

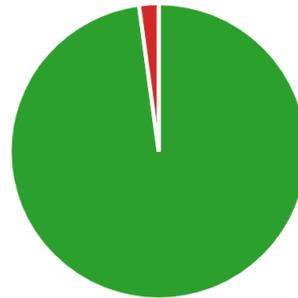
Female	188
Male	0
Prefer not to say	1



44. Gender Identity:

What best describes your gender identity?

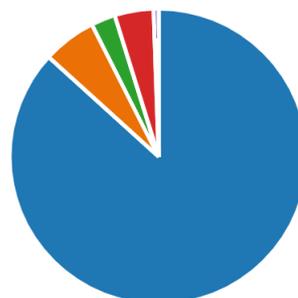
Male	0
Non-binary	0
Female	185
I prefer not to say	4
Other	0



45. Sexual Orientation:

Which of the following best describes your sexual orientation?

Straight/Heterosexual	164
Bisexual	11
Gay or Lesbian	5
I prefer not to say	8
Other	1



46. Any other comments?

16

Responses

Latest Responses

[Update](#)

4 respondents (27%) answered **questions** for this question.

