

EXECUTIVE SUMMARY

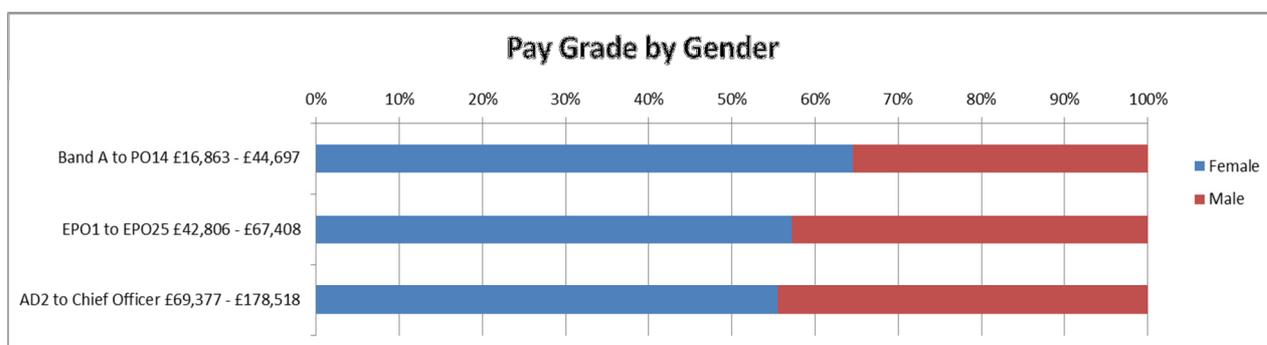
This Executive Summary provides the key facts and findings of the annual Workforce Equality report 2017/18.

The report covers all protected characteristics as defined by the Equality Act 2010: age, sex, disability, race, gender reassignment, sexual orientation, religion or belief, marriage and civil partnership and pregnancy and maternity.

Sex

1.1	Workforce	Males 36%	Females 64%
	*Wirral Population	Males 49%	Females 51%

Pay grades by sex



- In comparison to local demographic information, the workforce is over-represented by females and under-represented by males. Figures remain relatively the same over the three year time period.
- Employees paid at workforce level, generally reflects the overall composition of the workforce.
- In terms of Manager / Senior Managers (EPO1 –EPO25) women employees are under-represented at around 57% (against overall female workforce of 64%).
- However, based on comparison to local population figures, women are over represented at Manager / Senior Managers level and at Chief Officer group level (Chief Officer level female representation is a reverse in trend from last year by 7%).

Ethnicity

2.1	Workforce	BME 2%	White 87%	Prefer not to say 11%
	*Wirral Population	BME 5.0%	White 94.7%	

- The overall make-up of the workforce is predominately from a White British background at 87% when compared to the local population of 94.7%.
- When compared with the local population estimates in relation to ethnicity, we are under-represented in white ethnic background and BME backgrounds overall.
- The workforce group is over represented at 5% when compared to overall workforce of 2% and representative of the local population.
- When we look at Manager / Senior Managers (EPO1 – EPO25) BME employees are over represented at 5.7% (against workforce of 2% and local population of 4%).
- The Chief Officer Group does not have any representation from a BME background.

Disability

3.1 Workforce Yes 5.7% No 76.6% Unknown 17.7%

3.2 *In terms of Wirral population figures, people are asked if they have a long-term health problem or disability from a cohort of 319,783 is as follows:

Day to day activities limited a lot	37,898 or 11.8%
Day to day activities limited a little	34,306 or 10.7%
Day to day activities not limited	247,579 or 77.4%

- The % of disabled employees has increased over the three year period from 4.7% to 5.7%.
- The number of employees with reasonable adjustments is 93.
- Disabled employees are over represented across the entire workforce.
- High levels (15%) of unknown data in the Chief Officer Group.
- The Borough's Disability Employment Gap stands at 25.7% (nationally at 32%, this is an improvement of two per cent since 2013).

Sexual Orientation

4.1 Workforce	Heterosexual 60.54%	LGB 1.4%	Unknown 0.87%
*UK population	Heterosexual 93.7%	LGB 1.7%	Unknown 4.6%

- There is no comparable data for this category.
- The North West region has the second highest population rate in the country for people who identify as gay or lesbian and bisexual.
- Public Health England 2017 study estimates that 2.5% of England's population identifies as LGB or 'other'.

- Compared to the Public Health England’s national study of 2.5%, our employee data falls below this at 1.4% (regionally estimated at 2.5%).

Religion or Belief

5.1 Workforce Yes 49.69% No 13.76% Unknown 0.84%

*Wirral Population Yes 71.4% No 21.3% Unknown 6.7%

- We have employees with Pagan, Agnostic, Humanist and Atheist religion or beliefs whilst Wirral population estimates do not reflect these ethnic groups.
- The data shows overall that Pagan and Muslim are the 2 areas where there has been an increase in percentages.
- We no longer have an employees with Sikh religion or belief
- Those with no religion have increased
- The data shows overall that Atheist, Buddhist and Christian are the 3 areas where there has been a slight decrease in percentages.

Gender reassignment

6.1 Workforce Yes 0.21% No 11.09% Unknown 88.31%

*UK population 650,000 people are likely to have / or are transitioning

- There is no comparative data available however, we have maintained a steady balance of employees from a gender re-assignment background, whilst acknowledging there are limited recruitment opportunities due to reductions in the councils workforce.

1. Age

7.1	Age	Workforce	Wirral Population
	16 – 25	3%	17.7%
	26 – 35	14%	18.0%
	36 – 45	19%	19.4%
	46 – 55	38%	23.3%
	56 – 65	24%	20.0%
	66+	3%	30.5%

- Around 63% our female workforce are aged 46 and above, this will mean service areas planning for the implications this may have for future service delivery.
- Compared with local demographical data, we are significantly under-represented in the workforce by younger people, particularly in the 16 – 25 age brackets and are over-represented in the older age brackets of 46 – 65.
- Apprenticeship levy of 2.3% will mean a strain on existing resources.
- Around 59% of our female employees are aged 46 – 55, this age group is most likely to be experiencing the peri-menopause / menopause and are also most likely to have additional caring responsibilities.
- In relation to pay grades, the highest number of employees fall into the 46 – 60 age bands with 1,595 (37%) in workforce group, 162 (67%) in Manager/Senior Managers group and 22 (81%) in Chief Officer Group.

Pregnancy and Maternity

Number of females: 2,142

Number of pregnancies: 31 or 1.44%

- 2 members of staff took paternity leave
- Whilst there has been a decrease of 200 female members of staff over the last 3 years, there has been a slight increase in the number of pregnancies.
- During the course of 2017/18 there were 37 members of female staff that took or were already on maternity leave (not all declared via self-serve system).
- Of the 37 employees, all 37 returned, 20 returned with no change in working pattern whilst 17 returned part time within 6 months.

Marriage and Civil Partnership

- Data for Civil Partnership and Same Sex Marriage has increased.
- All other data categories have increased: divorced, married, single and widowed
- There is no comparable data available and this has no bearing on protected characteristics.

**denotes estimates*

Caring responsibilities

Workforce

Yes 3% or 91 employees.

- The majority of Carers are women at 78% (71 compared to men at 20).
- This figure is likely to be much higher (employees may not have updated their information via self-serve).

Working hours

- There are 1,243 or 37.2% employees that work less than 36 hours.
- There are 2,092 or 62.8% employees that work full time.
- A total of 1,026 or 47.8% of the overall female workforce work less than 36 hours, work part time, flexibly, with compressed hours and work-life balance.
- Over 80% of all staff who work less than 36 hours are women.

Training

- More women accessed delivered training than men, when compared to the workforce gender split. This trend has reversed from last year whereby more men accessed training than women.
- Employees from a White British background were less likely to attend delivered training when compared to all other ethnicities.
- Employees who have declared a disability are more likely to access delivered training when compared to employees that have no disability.
- All employees from a Chinese, Indian, White and Asian and Mixed background accessed delivered training. Those from a Bangladeshi, Other Asian, White and Black Caribbean and White Irish were the next highest cohort.
- Employees aged under 20 and over 61 are less likely to access delivered training when compared to other age categories.
- Employees in the age bracket 41 – 45 were the highest at 80% to access delivered training.

Recruitment

- Whilst more women than men applied for jobs, the success rates of appointed candidates are fairly evenly split.
- Women were around 4% more successful than men to be appointed.
- The top 3 ethnicities after Mixed White and Black African shortlisted were White Irish, Bangladeshi and Black Caribbean. Followed by White British, Other Asian and Chinese respectively.
- The top 3 ethnicities appointed were African, Black Caribbean and Mixed White where all shortlisted candidates were appointed. Followed by Indian, Bangladeshi and White British respectively.
- Mixed White and Black African was by far (at 80%) the top ethnicity to be shortlisted. In contrast, no candidates from this ethnic group were appointed.
- The profile of employees with a disability has increased slightly from 5.5% to 5.7% from the previous year; this is not reflected in the number of disabled people appointed when compared to non-disabled people.
- All age groups under 65 are fairly evenly split in the shortlisting category.

- When we look at successful appointments, age groups 26 – 55 are fairly evenly split.
- All of the shortlisted candidates aged 66+ were appointed. The next highest age group is aged 56 – 65.
- Half of the shortlisted candidates aged 26-35 were appointed.
- Age group 16 – 25 is the lowest success rate at 41%

Pay

- There has been a reverse in trend at Chief Officer level with 7% increase in female representation and a decrease of 7% for men.
- Over 60% women are paid at the lower end of the scale of Band A to Band E. This cohort accounts for almost two thirds of the workforce. This could primarily be due to nature and type of job roles to accommodate a good work
- The Chief Officer Group does not have any representation from BME background.

Issues

- High levels of unknown – particularly in relation to sexual orientation, religion or belief and gender reassignment. Several staff confidence campaigns will help to reduce the levels of unknown.

Comment

The introduction of employees updating their own personal information via self-serve during 2016/17 has reduced data gap levels across all equality groups.

- The collection of personal information will always be sensitive, we ensure employees can select 'prefer not to say' options. We are confident that all our policies and procedures are equitable and fair across all protected characteristics.
- Initial staff confidence campaign has been launched with more planned in the coming months to address any concerns and help reduce the data gaps.