

**Reduction of workforce numbers FY 2013/14 - FY 2015/16**

Headcount/FTE	FY 2013/14		FY 2014/15		FY 2015/16	
	Headcount	FTE	Headcount	FTE	Headcount	FTE
Total	4727	3699	4360	3406	3635	2941

Headcount/FTE	Headcount Change FY 2013/14 - FY 2015/16		FTE Change FY 2013/14 - FY 2015/16	
	No.	%	No.	%
Total	-1092	-23.9%	-758	-20.5%

**Headcount Comparison**

	Headcount FY 2013/14	Headcount FY 2014/15	Headcount FY 2015/16	% of Workforce FY 2015/16	Change FY 2013/14 - FY 2015/16	% Change FY 2013/14 - FY 2015/16
Adult Social Services	599	562	383	10.5%	-216	-36.1%
Chief Executive	4	3	4	0.1%	0	0.0%
Children & Young People's Department	1663	1554	1104	30.4%	-559	-33.6%
Families and Wellbeing	273	256	245	6.7%	-28	-10.3%
Neighbourhoods and Engagement	42	35	35	1.0%	-7	-16.7%
Public Health	53	33	36	1.0%	-17	-32.1%
Regeneration and Environment	664	601	597	16.4%	-67	-10.1%
Transformation and Resources	1429	1316	1231	33.9%	-198	-13.9%
<b>Total</b>	<b>4727</b>	<b>4360</b>	<b>3635</b>	<b>100.0%</b>	<b>-1092</b>	<b>-23.1%</b>

## Ethnicity Profile

Ethnicity	FY 2013/14		FY 2014/15		FY 2015/16		Change FY 2013/14 –FY 2015 -16	
	No.	%	No.	%	No.	%	No.	%
BME	100	2.1%	98	2.2%	83	2.3%	-17	-0.2%
Prefer not to answer	628	13.3%	567	13.0%	482	13.3%	-146	0.0%
White	3999	84.6%	3695	84.7%	3070	84.5%	-929	-0.1%

Ethnicity	FY 2013/14		FY 2014/15		FY 2015/16		Change	Wirral Population Estimates Census 2011	%
	No.	%	No.	%	No.	%			
Arab	1	0.0%	0	0.0%	0	0.0%	-100.0%	n/a	n/a
Asian or Asian British: Bangladeshi	12	0.3%	10	0.2%	10	0.3%	-9.1%	851	0.27%
Asian or Asian British: Chinese	11	0.2%	11	0.3%	8	0.2%	-20.0%	1,653	0.52%
Asian or Asian British: Indian	6	0.1%	5	0.1%	6	0.2%	0.0%	1,344	0.42%
Asian or Asian British: Pakistani								226	0.07%
Asian or Asian British: Other Asian	12	0.3%	14	0.3%	6	0.2%	-45.5%	1,042	0.33%
Black or Black British: African	6	0.1%	9	0.2%	10	0.3%	66.7%	389	0.12%
Black or Black British: Black Caribbean	4	0.1%	3	0.1%	3	0.1%	200.0%	189	0.06%
Black or Black British: Other Black	4	0.1%	4	0.1%	2	0.1%	-33.3%	117	0.04%
Mixed White and Asian	5	0.1%	5	0.1%	6	0.2%	20.0%	949	0.30%
Mixed White and Black African	12	0.3%	11	0.3%	12	0.3%	0.0%	558	0.17%
Mixed White and Black Caribbean	7	0.1%	9	0.2%	7	0.2%	16.7%	964	0.30%
Mixed: Other Mixed	12	0.3%	9	0.2%	7	0.2%	-41.7%	815	0.25%
Other Ethnic Group	7	0.1%	7	0.2%	6	0.2%	0.0%	530	0.17%
White: British	3901	82.5%	3598	82.5%	2970	81.7%	-14.6%	303,682	94.7%
White – Other White	70	1.5%	71	1.6%	77	2.1%	24.2%	3,730	1.17%
White: Irish	28	0.6%	26	0.6%	23	0.6%	-11.5%	2,667	0.83%
White: Gypsy Romany or Irish Traveller	1	0.0%	1	0.0%	0	0.0%	-100.0%	77	0.02%
Prefer not to answer	628	13.3%	567	13.0%	482	13.3%	-16.0%		

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Total	4727		4360		3635		-14.1%	319,783

### Age Group Profile

Age Bands	FY 2013/14		FY 2014/15		FY 2015/16		Change %	Wirral Population Estimates Number	Wirral Population Estimates %
	No.	%	No.	%	No.	%			
16 - 20 Yrs	11	0.2%	4	0.1%	14	0.4%	27.3%	18,081	8.9%
21-25 Yrs	163	3.4%	114	2.6%	76	2.1%	-53.4%	17,896	8.8%
26-30 Yrs	314	6.6%	269	6.2%	232	6.4%	-26.1%	18,437	9.1%
31-35 Yrs	389	8.2%	343	7.9%	292	8.0%	-24.9%	17,946	8.9%
36-40 Yrs	418	8.8%	386	8.9%	360	9.9%	-13.9%	17,438	8.6%
41-45 Yrs	663	14.0%	568	13.0%	413	11.4%	-37.7%	21,839	10.8%
46-50 Yrs	954	20.2%	882	20.2%	695	19.1%	-27.1%	23,720	11.7%
51-55 Yrs	875	18.5%	853	19.6%	741	20.4%	-15.3%	23,411	11.6%
56-60 Yrs	589	12.5%	575	13.2%	487	13.4%	-17.3%	20,521	10.1%
61-65 Yrs	247	5.2%	263	6.0%	213	5.9%	-13.8%	20,155	9.9%
66 Yrs +	104	2.2%	103	2.4%	112	3.1%	7.7%	61,833	30.5%
<b>Total</b>	<b>4727</b>		<b>4360</b>		<b>3635</b>		<b>-23.1%</b>	<b>202,649</b>	

**Gender Profile**

	FY 2013/14		FY 2014/15		FY 2015/16		Wirral Population Estimates	
	No	%	No	%	No	%	No	%
Female	3,209	67.9%	2,955	67.8%	2,347	64.6%	100,267	51.3
Male	1,518	32.1%	1,405	32.2%	1,288	35.4%	95,012	48.7
Total	4,727		4,360		3,635		195,279	100

### Disability Profile

	FY 2013/14		FY 2014/15		FY 2015/16	
	No	%	No	%	No	%
- Unknown	1,048	22.2%	948	21.7%	801	22.0%
No	3,476	73.5%	3,219	73.8%	2,662	73.2%
Yes	203	4.3%	193	4.4%	172	4.7%
<b>Total</b>	<b>4,727</b>		<b>4,360</b>		<b>3,635</b>	

### Sexual Orientation

	FY 2013/14		FY 2014/15		FY 2015/16	
	No	%	No	%	No	%
- Unknown	1	0.02%	1	0.02%	1	0.03%
Bisexual	9	0.19%	8	0.18%	8	0.22%
Heterosexual	2,292	48.49%	2,166	49.68%	1,878	51.66%
Lesbian or Gay	38	0.80%	37	0.85%	38	1.05%
Prefer not to answer	2,387	50.50%	2,148	49.27%	1,710	47.04%
<b>Total</b>	<b>4,725</b>		<b>4,360</b>		<b>3,635</b>	

### Sexual Orientation

Recent findings from the Integrated Household Survey April 2010 to March 2011 (the largest UK survey of the general population which asked about sexual orientation) found 1.5% of respondents reported having a lesbian, gay or bisexual sexual identity. The North West Public Health Observatory's Mental Wellbeing Survey 2009 (Deacon et al, 2010) Across the region, 98.4% of respondents described themselves as heterosexual, with 0.8% describing themselves as lesbian or Gay, 0.3% stating they were bisexual and 0.5% describing their sexual identity as 'other', also around 1.4% described themselves as a category other than heterosexual. These questions were asked in face-to-face or telephone interviews and these may therefore be low estimates. Other estimates of the proportion of people in the UK who are lesbian, gay or bisexual vary widely and the figure of 5-7% is often used (Final Regulatory Impact Assessment: Civil Partnership Act 2004). It is possible that the recorded LGBT population is unevenly distributed between (for example) more rural and urban Local Authorities and applying these broad estimates (1.5-7%) to Wirral is at best a rough approximation. Given this, the total LGBT population of Wirral (aged 15 years and over) may be somewhere between 3,818 and 17,815.

Source: Wirral Council (2012): *JSNA- Wirral Population*;

[http://info.wirral.nhs.uk/document\\_uploads/jsna/Chapter%202%20Wirral%20%20Population%20Refreshed%20October%202012.pdf](http://info.wirral.nhs.uk/document_uploads/jsna/Chapter%202%20Wirral%20%20Population%20Refreshed%20October%202012.pdf)

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**Religion / Belief**

	FY 2013/14		FY 2014/15		FY 2015/16		Wirral Population Estimates	
	No	%	No	%	No	%	No	%
- Unknown		0.00%		0.00%	1	0.03%	-	0%
Agnostic	66	1.40%	63	1.44%	54	1.49%	-	0%
Atheist	111	2.35%	110	2.52%	101	2.78%	-	0%
Buddhist	4	0.08%	4	0.09%	5	0.14%	905	0.2%
Christian (All Denominations)	1,796	37.99%	1,679	38.51%	1,427	39.26%	225,147	70.4%
Hindu	3	0.06%	3	0.07%	3	0.08%	742	0.2%
Humanist	31	0.66%	26	0.60%	21	0.58%	-	0%
Jewish	2	0.04%	2	0.05%	2	0.06%	265	0.08%
Muslim	10	0.21%	10	0.23%	10	0.28%	1,809	0.56%
No Religion	409	8.65%	401	9.20%	358	9.85%	68,209	21.3%
Other Religion or Belief	19	0.40%	18	0.41%	12	0.33%	830	0.25%
Pagan	10	0.21%	11	0.25%	9	0.25%	-	0%
Prefer not to answer	2,265	47.92%	2,032	46.61%	1,631	44.87%	21,640	6.7%
Sikh	1	0.02%	1	0.02%	1	0.03%	236	0.07%
<b>Total</b>	<b>4,725</b>		<b>4,360</b>		<b>3,635</b>		<b>319,783</b>	<b>100%</b>

**Marital Status**

	FY 2013/14		FY 2014/15		FY 2015/16	
	No	%	No	%	No	%
- Unknown	4,285	90.65%	3,954	90.69%	2,856	78.57%
Civil Partnership		0.00%		0.00%	6	0.17%
Divorced	21	0.44%	19	0.44%	43	1.18%
Married	269	5.69%	244	5.60%	511	14.06%
Married (Same Gender)		0.00%		0.00%	2	0.06%
Prefer not to answer		0.00%		0.00%	18	0.50%
Single	148	3.13%	139	3.19%	196	5.39%
Widowed	4	0.08%	4	0.09%	3	0.08%
<b>Total</b>	<b>4,725</b>		<b>4,360</b>		<b>3,635</b>	

**Pregnancy/Maternity**

	FY 2013/14		FY 2014/15		FY 2015/16	
	No	%	No	%	No	%
Unknown			4150	95.18%	3426	94.25%
No			184	4.22%	183	5.03%
Prefer not to answer			10	0.23%	10	0.28%
Yes			16	0.37%	16	0.44%
<b>Total</b>			<b>4,360</b>		<b>3,635</b>	

## Gender Change

	FY 2013/14		FY 2014/15		FY 2015/16	
	No	%	No	%	No	%
Unknown			1731	39.70%	1542	42.42%
No			1530	35.09%	1165	32.05%
Prefer not to answer			1092	25.05%	922	25.36%
Yes			7	0.16%	6	0.17%
<b>Total</b>			<b>4,360</b>		<b>3,635</b>	

## Comparison with local demographical data

Equality Group	Local working age population (16 - 64)	Wirral Workforce	Comparison / Analysis / Comments
<b>Age</b>	197,300	3,635	Wirral Council workforce is under-represented in the age categories for young people (16-25) in comparison to the Wirral local population, with less than 100 people employed in this age band out of a population of nearly 36,000. The largest age band employed by the Council is those aged 46-55 which are also the 2 largest cohorts of the Wirral Population.
<b>Disability</b>	n/a	See table above	There is no Wirral comparison data available for this characteristic. However, there are some health indicators below which show how residents feel their health is split by ward for information.
<b>Ethnicity</b>	See table above	See table above	As with the Wirral Population the Wirral workforce is predominately White British (82%), followed by Other White and Irish. However, Wirral's census estimates show that over 4,000 residents are from an Asian: Chinese, Indian or Asian Other ethnicity which is not reflected in the Wirral workforce as these ethnicities only account for less than 0.6%. Note: Census 2011 records the category 'Asian or British Asian: Pakistani' which our workforce data does not capture and we record the category 'Arab' which is not a census recognised category.
<b>Gender</b>	Female 51.3% Male 48.7%	Female 64.6% Male 35.4%	The natural split of the Wirral population is that there are more females than males in the borough with a gap of 2.6% between the genders. The Wirral Workforce shows the same trend of being predominantly female; however the gap between the genders is 29.2%.

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<b>Sexual Orientation</b>	n/a	See table above	There is no Wirral comparison data available for this characteristic. However there is some research material below the table which shows we may be able to apply a 1.5-7% broad estimate to measuring the numbers of the LGBT population. If this was the case there would be around 5,000 people in Wirral who were Lesbian, Gay, Bisexual or Transgender. Wirral Workforce shows around 1.0% although there is a lot of prefer not to answer responses.
<b>Religion or Belief</b>	See table above	See table above	Wirral comparison data is taken from the Census 2011. As with the Wirral population the religion with the highest proportion in the Wirral Workforce is Christian. The second highest response also matches the Wirral population with 'No Religion'. The large number of respondents to the 'prefer not to say' makes it difficult to get a true representation of the Wirral Workforce.
<b>Gender Reassignment</b>	n/a	See table above	There is no Wirral comparison data available for this characteristic. However, the fact that there is 42.42% of Wirral Council employees status is 'unknown' this shows that more work is needed to get employees to share this information, even if they just respond prefer not to answer.
<b>Pregnancy &amp; Maternity</b>	n/a	See table above	There is no Wirral comparison data available for this characteristic.
<b>Marriage &amp; Civil Partnership</b>	n/a	See table above	There is no Wirral wide data available for this characteristic. However, the fact that there is 78.57% of Wirral Council employees status is 'unknown' this shows that more work is needed to get employees to share this information, even if they just respond prefer not to answer.

Area Name	C- Health: bad (2011)	C- Health: d-t-d activities limited a lot (2011)	C- Health: fair (2011)	C- Health: good (2011)	Health score (Census) (2011)	IndicatorAbbreviatedTitle (2011)	The proportion of residents whose health is 'very bad' (2011)
Bebington	4.49	10.46	13.61	31.06	89.23	49.38	1.46
Bidston and St James	8.66	16.04	17.1	29.38	-18.25	42.15	2.71
Birkenhead and Tranmere	7.87	14.14	15.57	31.34	-0.43	42.7	2.51
Bromborough	5.76	12.28	14.82	31.7	60.13	45.95	1.77
Clatterbridge	3.78	9.29	12.3	33	98.43	49.52	1.4
Claughton	6.06	13.19	14.69	31.22	71.46	46.52	1.51
Eastham	5.23	10.43	13.3	32.58	85.31	47.5	1.39
Greasby, Frankby and Irby	3.7	8.81	12.77	33.15	109.13	49.15	1.22
Heswall	3.02	7.25	11.48	32.07	138.89	52.63	0.79
Hoylake and Meols	4.04	9.71	12.52	31.4	108.11	50.86	1.18
Leasowe and Moreton East	7.38	13.89	15.08	31.66	23.73	43.74	2.15
Liscard	6.57	12.87	15.2	32.92	30.15	43.14	2.18
Moreton West and Saughall Massie	6.26	12.74	14.18	31.84	41.26	45.7	2.02
New Brighton	5.91	11.45	15.51	32.82	73.13	44.26	1.51
Oxton	4.91	10.09	12.97	33.28	92.71	47.53	1.31
Pensby and Thingwall	4.98	11.75	15.46	32.87	80.14	45.14	1.55
Prenton	5.92	12.08	13.56	31.45	61.78	47.37	1.7
Rock Ferry	8.18	15.37	16.38	31.26	5.33	41.82	2.36
Seacombe	7.3	13.73	16.07	32.11	24.86	42.37	2.15
Upton	7.14	14.93	15.48	30.89	9.57	44.04	2.46
Wallasey	4.61	9.15	12.38	33.72	102.92	48.13	1.17
West Kirby and Thurstaston	3.9	9.32	12.87	30.83	112.96	51.27	1.12
Wirral	5.77	11.85	14.29	31.92	62.02	46.29	1.73
Greater Merseyside	6.3	12.38	14.39	31.36	49.51	46.09	1.87
North West	5.28	10.27	13.93	32.82	78.54	46.46	1.51

Source: Place Analytics

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## Employee Relations Cases

Ethnicity	Case Type								Grand Total	%
	Attendance	%	Capability	%	Discipline	%	Grievance	%		
Any Other Asian Background	2	0.2%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
Any Other Ethnic Background	1	0.1%	0	0.0%	0	0.0%	0	0.0%	1	0.1%
Bangladeshi	1	0.1%	0	0.0%	0	0.0%	1	0.4%	2	0.1%
Black African	0	0.0%	1	3.7%	0	0.0%	0	0.0%	1	0.1%
Black Caribbean	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.1%
Chinese	0	0.0%	0	0.0%	0	0.0%	1	0.4%	1	0.1%
Indian	0	0.0%	1	3.7%	0	0.0%	0	0.0%	1	0.1%
Mixed White and Asian	2	0.2%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
Mixed White and Black African	0	0.0%	0	0.0%	1	0.3%	1	0.4%	2	0.1%
Prefer not to say	28	2.9%	1	3.7%	6	1.7%	4	1.4%	39	2.4%
White - Any other	7	0.7%	2	7.4%	1	0.3%	0	0.0%	10	0.6%
White British	228	23.8%	3	11.1%	43	12.1%	35	12.6%	309	19.1%
<b>Total</b>	<b>269</b>		<b>8</b>		<b>51</b>		<b>41</b>		<b>369</b>	

Age Range	Case Type								Grand Total	%
	Attendance	%	Capability	%	Discipline	%	Grievance	%		
< 20 Yrs	0	0.0%	0	0.0%	1	0.3%	0	0.0%	1	0.1%
21-25 Yrs	2	0.2%	0	0.0%	0	0.0%	0	0.0%	2	0.1%
26-30 Yrs	14	1.5%	0	0.0%	4	1.1%	1	0.4%	19	1.2%
31-35 Yrs	19	2.0%	1	3.7%	10	2.8%	4	1.4%	34	2.1%
36-40 Yrs	20	2.1%	1	3.7%	3	0.8%	5	1.8%	29	1.8%
41-45 Yrs	28	2.9%	0	0.0%	8	2.2%	8	2.9%	44	2.7%
46-50 Yrs	60	6.3%	3	11.1%	5	1.4%	9	3.2%	77	4.8%
51-55 Yrs	64	6.7%	2	7.4%	7	2.0%	7	2.5%	80	4.9%
56-60 Yrs	46	4.8%	0	0.0%	8	2.2%	8	2.9%	62	3.8%

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61-65 Yrs	13	1.4%	1	3.7%	2	0.6%	3	1.1%	19	1.2%
66 Yrs +	3	0.3%	0	0.0%	3	0.8%	0	0.0%	6	0.4%
Total	269		8		51		41		369	

	Case Type									
Gender	Attendance	%	Capability	%	Discipline	%	Grievance	%	Grand Total	%
Female	202	21.1%	4	14.8%	26	7.3%	30	10.8%	262	16.2%
Male	67	7.0%	4	14.8%	25	7.0%	11	4.0%	107	6.6%
Total	269		8		51		41		369	

	Case Type									
Disability	Attendance	%	Capability	%	Discipline	%	Grievance	%	Grand Total	%
- Unknown	40	4.2%	1	3.7%	10	2.8%	7	2.5%	58	3.6%
No	201	21.0%	6	22.2%	38	10.7%	28	10.1%	273	16.9%
Yes	28	2.9%	1	3.7%	3	0.8%	6	2.2%	38	2.4%
Total	269		8		51		41		369	