

APPENDIX 2: EXECUTIVE SUMMARY

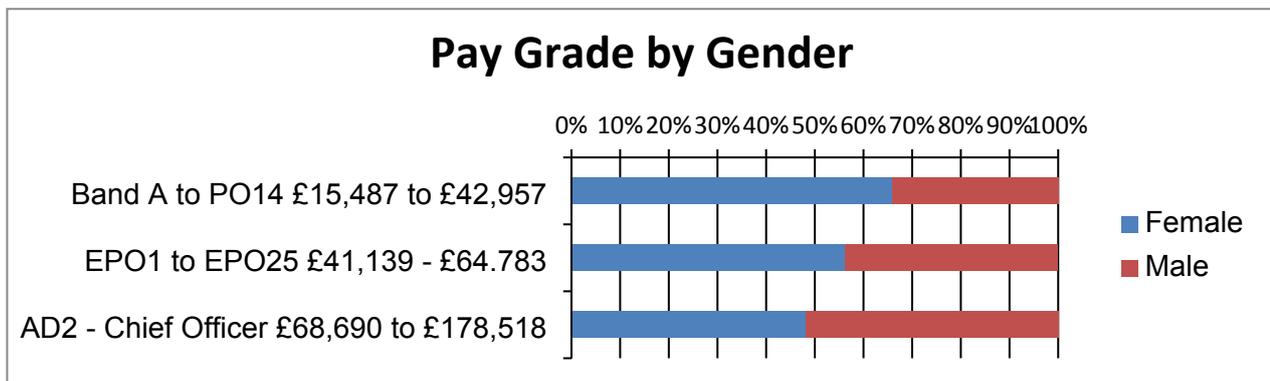
This Executive Summary provides the key facts and findings of the annual Workforce Equality report 2016/17.

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

1. Gender

1.1	Workforce	Males 35.8%	Females 64.2%
	*Wirral Population	Males 48.7%	Females 51.3%

1.2 Pay grades by gender



- 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 56.1% (against overall female workforce of 64.2%).
- However, based on comparison to local population figures, women are over represented at Manager / Senior Managers level and slightly under-represented at Chief Officer group level
- Further interrogation of the data revealed that over 60% of women are paid at the lower end of the scale of Band A to Band E and account for almost two thirds of the workforce.

2. Ethnicity

2.1	Workforce	BME 2.3%	White 86.8%	Unknown 10.8%
	*Wirral Population	BME 4.0%	White 94.7%	

- The overall make-up of the workforce is predominately from a White British background at 84% 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 fully represented at 2.6% when compared to overall workforce of 2.3% and under-representative of the local population (4%).
- When we look at Manager / Senior Managers (EPO1 – EPO25) BME employees are over represented at 8% (against workforce of 2.3% and local population of 4%).
- The Chief Officer group is over represented at 4% when compared to workforce cohort of 2.3% and is fully representative of the local population (4%).
- The unknown figure of 10.8% will impact upon the workforce statistics (positively or negatively, depending on response).

3. Disability

3.1	Workforce	Yes 5.5%	No 76.4%	Unknown 18.0%
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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 4.4% to 5.5%.
- The number of employees with reasonable adjustments is 107.
- Disabled employees are well represented across the workforce and particularly well in the Manager/Senior Manager group.
- High levels (19%) 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).

4. Sexual Orientation

4.1	Workforce	Heterosexual 59.57%	LGB 1.4%	Unknown 38.68%
	*UK population	Heterosexual 93.7%	LGB 1.7%	Unknown 4.6%

- There is no comparable data for this category.
- Estimates from the Population survey 2015 indicate 1.7% of the population identify as LGB.
- The North West region has the second highest population rate in the country for people who identify as gay or lesbian and bisexual.

5. Religion or Belief

5.1	Workforce	Yes 66.62%	No 12.54%	Unknown 37.3%
	*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 Humanist and Muslim are the 2 areas where there has been a slight decrease in percentages.

6. Gender reassignment

6.1	Workforce	Yes 0.17%	No 7.77%	Unknown 92.06%
	*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.

7. Age

7.1	Age	Workforce	Wirral Population
	16 – 25	2.5%	17.7%
	26 – 35	14.3%	18.0%
	36 – 45	20.6%	19.4%
	46 – 55	38.6%	23.3%
	56 – 65	21.2%	20.0%
	66+	3.0%	30.5%

- Just over 62% 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 – 60.
- Apprenticeship levy of 2.3% will mean a strain on existing resources.
- The age bands of 46 – 55 have the highest number of employees that work less than 36 hours. 450 employees fall into this category and accounts for over a third of all employees in this group.
- In relation to pay grades, the highest number of employees fall into the 46 – 60 age bands with 1,759 (53%) in workforce group, 134 (70%) in manager/senior managers group and 22 (81%) in chief officer group.

8. Pregnancy and Maternity

Number of females: 2,247

Number of pregnancies: 29 or 1.29%

- 13 members of staff took paternity leave
- Whilst there has been a decrease of 708 female members of staff over the last 3 years, there has been an increase in the number of pregnancies. This equates to an increase of around 400%.
- During the course of 2016/17 there were 41 members of female staff that took or were already on maternity leave (not all declared via self-serve system).
- Of the 41 employees, 1 left, 40 returned and 29 returned with no change in working pattern whilst 11 returned part time within 6 months.

9. 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*

10.0 Caring responsibilities

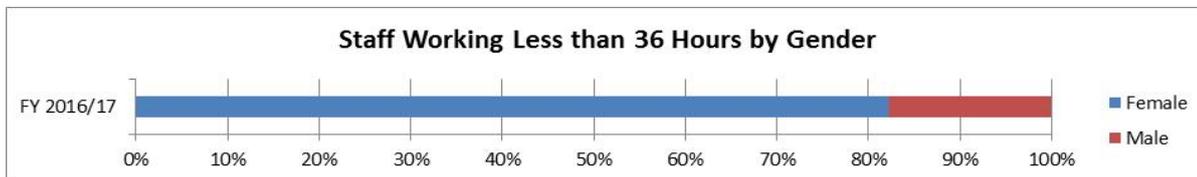
Workforce Yes 2.17% or 76 employees.

- Over two thirds of carers are women (55 compared to men at 21).
- This figure is likely to be much higher (employees may not have updated their information via self-serve).

10.1 Working hours

- There are 1,298 or 37.09% employees that work less than 36 hours.

- There are 2,202 or 62.91% employees that work full time.
- A total of 1,068 or 47.53% 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 as indicated in the table below.



10.2 Training

- More men than women accessed delivered training (men represent just under a third of the workforce).
- A higher proportion of staff from ethnic minority groups accessed delivered training, particularly those from a Black or Black British African and Caribbean, other Asian background and other Ethnic Group.
- 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.

10.3 Recruitment

- Whilst more women than men applied for jobs, the success rates of shortlisted candidates are fairly evenly split.
- Women were around 3% more successful than men to be appointed.
- The top 3 ethnicities shortlisted were White Irish, Mixed White and Caribbean and Black Caribbean. Followed by Indian, White British and Other Mixed and respectively.
- The top 3 ethnicities appointed were Bangladeshi, Black Caribbean and Other Mixed. Followed by Other White, Other Asian and White British respectively.
- Half of the shortlisted candidates for Bangladeshi, Black Caribbean and Other mixed categories were successful.

10.4 Pay

- 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 life balance.
- There are no significant impacts on any protected group or groups arising from pay.

10.5 Issues

- High levels of unknown / prefer not to say – particularly in relation to sexual orientation, religion or belief and gender reassignment.

10.6 Comments

- 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.
- Staff confidence campaign will be launched in the Autumn to address any concerns and help reduce the data gaps.

Document ownership	
Document owned by:	Assistant Director HR / OD
Document written by:	Maxine Joynson, Workforce Equalities Officer
Date report approved:	9 June 2017
Document due for 1st review:	Annual update: June 2018

Version control table:			
All changes to this document are recorded in this table.			
Date	Notes / Amendments	Officer	Next scheduled review date
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