



Public sector equality duty report
Knowing our community
and our workforce
2018 - 2019

warrington.gov.uk



WARRINGTON
Borough Council

Introduction

The Council is committed to working with our residents, businesses and partners to create a place that works for all. Developing our understanding of our community is a key part of our approach to delivering this vision. Collection and analysis of equality monitoring information enables us to design and deliver services that meet the needs of local people and effectively target resources.

The Council values all employees as individuals. We want to provide an inclusive organisation where everybody is able to participate and achieve their full potential. Developing our understanding of our workforce and supporting employees is a key part of our approach to delivering this vision.

This document contains the following information:-

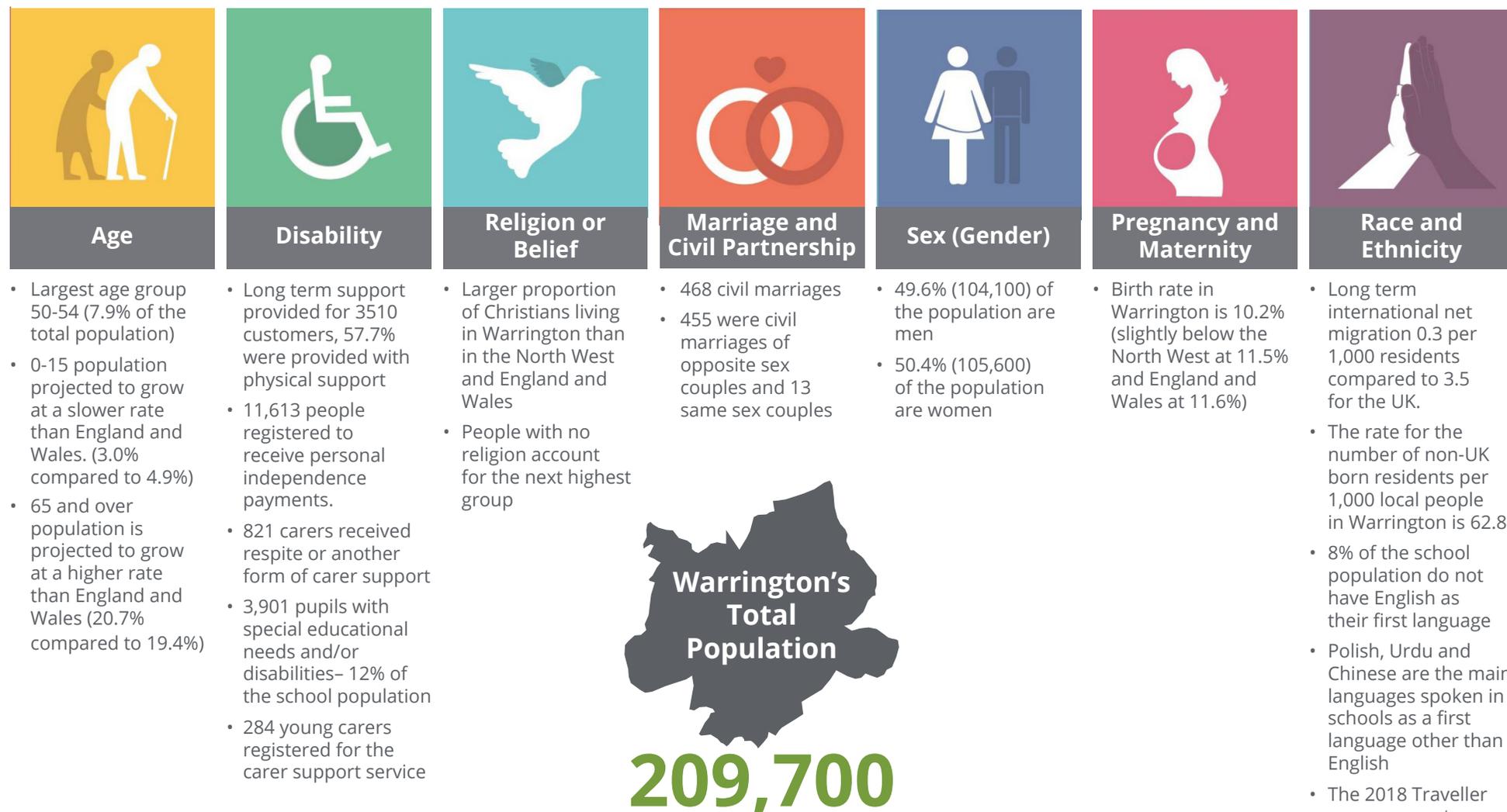
- Who accesses our services and information gaps
- Workforce profile and information gaps
- Equality achievements
- Inequalities and challenges
- Gender pay gap

This document helps us to demonstrate how we are meeting the Public Sector Equality Duty (PSED) under the Equality Act 2010. This duty requires us to publish a range of equality monitoring information relating to people who share a protected characteristic who are affected by our policies and practices. This duty also requires us to publish information relating to the protected characteristics of our workforce. Protected characteristics are defined as: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage and civil partnership.



Customer Public Sector Equality Duty Information

Summary of people who use our services



Information Gaps – There is currently no local information on gender reassignment and sexual orientation. The Council joined Stonewall's Diversity Champions Programme in April 2019 to improve our knowledge and engagement with Lesbian, Gay, Bisexual, Transgender and non-binary communities in Warrington

Our achievements - customers

This section contains examples of how the council meets the three aims of the public sector equality duty.

Eliminate unlawful discrimination

Hate Crime and Incident Partnership Board – The council works with the police and partners in the public and community sectors to challenge all forms of hate crime in Warrington. The group meets on a regular basis and leads initiatives to tackle this form of discrimination. It has run the “Wise Up” award scheme since 2014 which celebrates the excellent work that Warrington schools are doing to tackle the issues of bullying and hate crime.

Teenagers, Gender and Sexuality (TAGS) Youth Group – The Youth Service run a group to offer support to young people who are gay, lesbian, bisexual, transgender or questioning. The group provides young people with a space where they can be themselves and where they can seek advice and guidance from trained professionals. The group has developed its own award-winning resource to assist professionals in talking about gender and sexuality. In March 2019 the group launched its own web site and Trans support packs.

Advance equality of opportunity

Warrington Wellbeing Service – This provides a service to help people improve their mental or physical wellbeing and cope with the problems that can happen in life. It provides a holistic assessment and tailored support delivered by a wellbeing worker to help people get back on track. For the period April 2017 to

September 2018 1953 people accessed the service. There were slightly more women (56%) than men (43%) accessing the service. The majority of customers were aged from 18 to 84 and were White British, there were a smaller number of people from different ethnicities. The service also offers support at HMP Risley and works with the probation service to help provide opportunities for people leaving the judicial system. They also work in several GP practices and with people who have dementia and their carers.

Special Educational Needs and Disabilities (SEND) Arrangements

– The Council has been praised by Ofsted and the Care Quality Commission (CQC) following an inspection in December 2018. Inspectors highlighted the tribute that children and young people paid to schools for “adapting to their needs”, and also found that “parents and carers were glowing about the support offered by special, mainstream, maintained and independent schools.” In addition the council was praised for the increasing influence of families in the co-design and implementation of plans and services.

Wired Young Carers Support Service – The Council provides this service for young carers who are aged 18 or under and look after someone with a disability, illness, mental health condition or addiction. As at March 2018 there were 284 young people registered to the service. The service provides confidential one-to-one emotional support, advocacy, representation and support at meetings, trips, activities and drop in sessions.

Autism Strategy 2019-2022 – This strategy aims to ensure that children, young people and adults with Autism are able to live life to the full in Warrington. Priorities include helping children and young people get the best from school/college and helping to prepare

them for adulthood. The strategy also helps to ensure that adults have access to the support they need to enable them to live independently.

Re-ablement Service – This is a key council service which helps to ensure that the need for long term care and support is reduced and to keep people as independent as possible in the local community. From 1.10.18 to 31.12.18 87.1% of older people accessing re-ablement services were home 91 days after discharge from hospital.

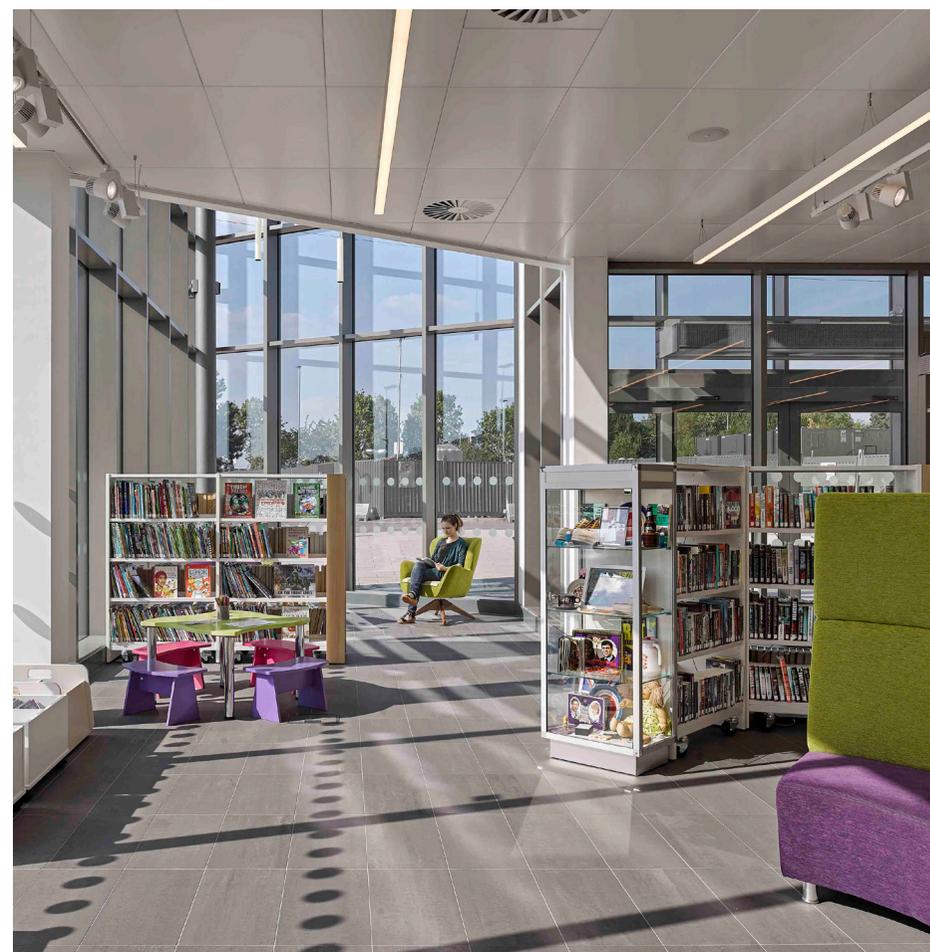
Mental Health Outreach Service – This service aims to help people to withdraw from short and long term mental health services. It also helps to prevent people from requiring mainstream mental health services. Short term individually tailored packages of support are provided after which individuals are referred or signposted to other services, if required. Other services are provided which include group therapy on topics such as anxiety management and creative remedies which includes a range of art and wellbeing activities.

Foster good relations

Warrington Central Area regeneration masterplan - This project will produce a plan that will guide development, investment and projects in the central areas of Warrington for the next 25-30 years. All residents who live or work in the area are actively involved in influencing the ideas and projects that get taken forward into the future. In addition the council has set up a resident's forum called Central 6.

Neighbourhoods in Warrington – There are 17 community centres run by the council throughout Warrington. These offer a wide range of activities which include physical activities such as walking groups, digital drop in sessions and a community food venue.

Transforming Warrington's libraries - The Council has been working with the community, local library users, Livewire (who run the libraries on behalf of the Council) and other partners for over two years to transform Warrington's libraries. A draft strategy has been developed. Strategic aims include; providing attractive, welcoming and inclusive community spaces and supporting positive health and wellbeing.



Inequalities and challenges - customers

Warrington has a number of inequalities and challenges that affect specific protected characteristics. Details of our challenges and how we are addressing them follows:-

Deprivation and poverty – In Warrington there are wide inequalities between people living in areas with high levels of deprivation and those living in areas of low deprivation. In Warrington approximately 19% of residents live in the most deprived areas of the town. Welfare reform and tax changes have intensified these inequalities. Numerous national research studies show that welfare reform and tax changes impact more heavily on some protected characteristics i.e. female single parents, disabled people, some ethnicities etc.

There are a number of projects to help address inequalities in life chances and improve opportunities for those living in the most deprived areas of Warrington. These include the Warrington Central Area Regeneration Masterplan (detailed in the previous section) and the formation of a new housing company called “Incrementum” to provide affordable homes for rent.

Life expectancy - Life expectancy (LE) is an internationally accepted measure of the overall health of a population, and provides a useful indicator of health inequalities. In Warrington for the period 2014-16 Male LE is 78.9 years; lower than England (79.5 years). Female LE is 81.9 years, lower than England (83.1 years). The gap with England in male LE at birth has narrowed by 6 months over the last decade. The gap with England in female LE at birth has widened by 8.5 months over the last decade.

A revised Health and Wellbeing Strategy for the period 2019-2023 has been published. The strategy aims to create a borough with stronger neighbourhoods, healthier people and greater equality across all our communities.

Learning disabilities employment gap - The gap between the employment rate for those with learning disabilities and the overall employment rate in Warrington is higher at 74.8% than the North West at 67.6% and England at 68.7%. A SEND (Special Educational Needs & Disabilities) Employer Engagement Co-Ordinator has been appointed to initiate actions to address this employment gap. These include working with Warrington and Co¹ to engage local employers and coordinate links with education and training partners, and working with the council’s HR team to identify opportunities within the Council.

Educational attainment for vulnerable groups – The council is enabling continuous improvement in performance and quality of all schools in order to narrow the gap in educational attainment between children eligible for free school meals, SEND² pupils and their peers. Nationally it has been found that vulnerable groups have lower levels of educational attainment than their peers. The council is working closely with schools to address this potential gap to ensure that vulnerable groups have the same opportunities as their peers.

¹ Warrington & Co is an organization which brings together the private and public sector to promote economic development and physical regeneration in Warrington, under the guidance of a private sector-led board

² SEND – Special Education Needs and Disability

Workforce public sector equality duty information

Workforce profile



- Largest employee age group is aged 45-54 32% of the total workforce
- The workforce is getting older, 58% of employees are aged 45 and over
- The Council employs more people aged 65 and over than those aged 24 and under. This is similar to Warrington's population, the 65 and over age group is predicted to grow at a higher rate than other age bands

- The number of employees without a disability is 1,697 (58% of responses)
- The number of employees who declared that they had a disability is 44 (2% of responses).
- Disability status was either not known or not declared for 1,168 employees (40% of the total workforce)

- The majority of employees identified as Christian - 1,604 (72.8% of declared responses)
- 529 (24%) of employees had no religion or belief
- The high proportion of employees who identify as Christian and those who do not have a religion or belief is similar to Warrington's population.

- The majority of employees are married 1,652 (56.8%)
- 930 (32%) of employees are single

- 2,089 (72%) of the workforce are female
- 820 (28%) of the workforce are male

- 74 employees (3.5% of the female workforce) were on maternity leave.

- The majority of employees are White British 2,736 (94.1%)
- 24 employees (0.8%) are Asian or Asian British

- 1336 employees (93.8% of declared responses) identified as heterosexual
- 26 employees (0.9% of declared responses) identified as bisexual, gay man or lesbian
- 63 employees (4.4% of declared responses) preferred not to say

**Workforce profile:
of our
2,909
employees**

Our achievements - workforce

This section contains examples of how the council meets the three aims of the public sector equality duty.

Eliminate unlawful discrimination

Dignity at Work policy - The Council is committed to working towards creating a working climate in which all workers are treated fairly and with dignity and respect. The policy applies to all employees and elected members. The aims of the Dignity at Work Policy are to; ensure the dignity at work of all our workforce, respect and value differences and prevent acts of discrimination, exclusion, unfair treatment and other negative or demeaning behaviours.

Guide to gender reassignment - This guide gives an introduction to gender reassignment and offers advice on how managers can support a staff member who wishes to transition to their acquired gender. The purpose of the guide is to ensure that transgender employees are supported in the workplace and do not experience discrimination, prejudice or harassment.

Menopause in the workplace - A guide for managers and employees has been published to ensure that women going through the menopause are supported and do not experience discrimination in this life stage. In addition an online support group has been set up to enable women to share experiences and advice.

Advance equality of opportunity

Fair Employment Statement - This sets out the Council's intention for achieving equality of opportunity in its employment policies and procedures and a commitment to good employment practice. It applies to potential as well as actual employees and relates to all aspects of employment, including recruitment, pay, terms and conditions of service, promotion, development and training, transfer, grievance and disciplinary procedures.

Recruitment and selection code of practice - This sets out procedures to be followed during all recruitment and selection processes. The code of practice is in place to ensure that the best person for the job is appointed and that any unfair or unlawful discriminatory practices are eliminated.

Disability confident scheme - The purpose of this scheme is to challenge attitudes towards disability, remove barriers to disabled people and ensure that disabled people have the opportunities to fulfil their potential. There are three levels, the council signed up to the scheme in August 2018 and is classified at level one

“committed”. Evidence is currently being compiled to enable the council to be assessed at level two “employer” status.

Foster good relations

Employee engagement – There are a number of initiatives to ensure that employees are engaged these included an employee engagement forum which meets every three months at different venues throughout the organisation. Other initiatives include employee excellence awards which celebrate achievements across the council.

Workplace wellbeing charter - The council has achieved accreditation under the Charter which is a health, safety and wellbeing award scheme endorsed by Public Health England. The Charter provides organisations with best practice advice, guidance and support to improve health and wellbeing in the workplace. The award shows our commitment to our employees and helps to create a workplace environment which supports good health and wellbeing.

Health and wellbeing programme – The council has a long standing health and wellbeing programme to support the physical and mental wellbeing of all employees. The programme includes yoga and Pilate’s sessions, alternative therapies and a book club. The programme also includes initiatives to support mental wellbeing. These include a positive thoughts course and an employee support service which offers support to employees who are experiencing difficulties at work or home.

Inequalities and challenges - workforce

Details of our workforce challenges and how we are addressing them follows:

Gender pay gap

The mean or average difference between male and female employees showed that female employees were paid 15.7% less per hour than male employees. In 2017 this was 17.9%. The mean was calculated by adding up the wages of all employees and dividing the figure by the number of employees.

The median difference between male and female contracts showed that female employees were paid 15.7% less per hour than male employees. In 2017 this was 15%. The median gap is the difference between an employee in the middle of the range of male wages and the middle employee in the range of female wages.

We are committed to monitoring the Gender Pay Gap annually and will be exploring the reasons for our gender pay gap. We will be considering appropriate measures to reduce the gap, which include a continued commitment to the Living Wage as set by the Living Wage Foundation.

Information gaps

The following information gaps in workforce equality monitoring information have been identified:-

- Disability status was either not known or not declared for 1168 employees (40% of the total workforce). The type of disability was not known for 30 employees. The reasons for this are unknown.
- The Council does not currently collect data on gender

reassignment through its online equality monitoring system.

- The Council does not currently collect data on same sex marriages through its online equality monitoring system. 135 employees chose not to declare their marital or civil partnership status.
- Ethnicity was either not known or not declared for 94 (3.2%) employees
- Religion or belief was either not known or not declared for 707 (24.3%) employees
- Sexual orientation has the lowest employee response rate, it was either not known or not declared for 1484 employees (51% of the total workforce). 63 employees (4.4% of declared responses) preferred not to say when responding to this question. The reasons for the low response rate are not known.

Actions to address information gaps

It is acknowledged that equality monitoring information is routinely collected for new employees. The gaps are caused by incompleteness of equality monitoring information for existing employees.

The Council joined Stonewall's Diversity Champions Programme in April 2019 to improve our knowledge and engagement with Lesbian, Gay, Bisexual, Transgender and non-binary employees. It is envisaged that this will also help to improve overall equality monitoring processes.

As part of the introduction of our new e-recruitment system, we are committed to improving the quantity and quality of the equality data we hold on our staff to help us better support them and identify any issues and take action on them.

Appendix A - People who use our services

Protected characteristic	Key facts
Age	<p>Warrington's population and projected population trends based on Office for National Statistics Mid-Year 2017 estimates:-</p> <ul style="list-style-type: none"> • The resident population estimate was 209,700. • The 0-15 population is 39,800 (19% of the total); 16-64 population is 131,600 (63% of the total), 65 and over population is 38,300 (18% of the total). • Whilst Warrington's 0-15 population is projected to grow at a slower rate than England and Wales (3.0% compared to 4.9%), Warrington's 65 and over population is projected to grow at a higher rate (20.7% compared to 19.4%). Warrington's working age population (aged 16 to 64) is estimated to increase by 0.5. The population of children aged 0-15 in Warrington is estimated at 39,800 (19% of Warrington's population). • The median age is 41, and the largest age group, by 5-year band, is the 50-54 age group (16,600) accounting for 7.9% of the total Warrington population.
Disability	<p>Adults</p> <p>In 2017-18 the council provided long term support for 1351 (38.5%) men and 2159 (61.5%) women making a total of 3510. 67.1% (2354) were aged 65+ and 32.9% (1156) were aged 18-64. Long term support provided comprised of;</p> <ul style="list-style-type: none"> • Physical Support 2025 (57.7%) • Learning Disability 509 (14.5%) • Mental Health 615 (17.5%) • Sensory Support 53 (1.5%) • Memory & Cognition 222 (6.3%) • Other 86 (2.5%) <p><i>Personal Independence Payments</i> - In April 2018 11,613 people comprising of 5,508 men and 6,105 women were registered to receive personal independence payments.</p> <p><i>Carers</i> - For the period 1.4.17 to 31.3.18 the total number of carers receiving direct payment was 3313. 821 carers received respite or another form of carer support.</p> <p>Children and Young People</p> <ul style="list-style-type: none"> • As of January 2018, there were 3,901 pupils with special educational needs and/or disabilities- 12% of the school population. • 8.3% (2,698) of pupils received SEN Support in school. • There are 1,562 children and young people (0-25 years) with an Education and Health Care Plan. The most commonly primary needs recorded on the plans were; moderate learning difficulty (378 pupils, 24%) and Autistic Spectrum Disorder (356 pupils, 23%). • As at March 2018 there were 284 young carers registered for the contracted carer support service, WIRED.

Protected characteristic	Key facts
Gender reassignment	Local information on the number of transgender people living in Warrington is not available. There are no official statistics nationally or regionally regarding transgender populations. In 2018 the Government Equalities Office estimated that there were approximately 200,000 to 500,000 transgender people in the UK. Government statistics show that 4,910 transgender people have been issued with a gender recognition certificate.
Marriage and Civil Partnership	<p>The latest local information is contained within the 2011 Census. 31.4% of the population were single, 49.7% were married, 0.1% in same sex civil partnership, 2.4% were separated, 9.4% were divorced and 7.0% were widowed.</p> <p>In 2017-18 the Council's registrar's team conducted 468 civil marriages in the register office or approved civil venues, of those 455 were marriages of opposite sex couples and 13 same sex couples. There were a small number of civil partnerships and a small number of civil partnerships were converted into marriages.</p>
Pregnancy and maternity	According to the Office for National Statistics in 2017 the birth rate in Warrington was 10.2% which is slightly below the North West at 11.5% and England and Wales at 11.6%. The figure for Live births to non-UK born mothers in Warrington in 2017 counts for 15.4% of births, while the UK figure stands at 27.1%.
Race & ethnicity <i>(This refers to a group of people defined by their race, colour, nationality, ethnic or national origins.)</i>	<p>Adults</p> <p>Current detailed local information on race and ethnicity is not available (the last Census was published in 2011). A summary of Warrington's migration trends in 2017 follows:-</p> <ul style="list-style-type: none"> • Warrington's long-term international net migration is -0.3 per 1,000 residents compared to 3.5 in the UK as a whole. • In 2017 the rate for the number of Non-UK born residents per 1,000 local people in Warrington was 62.8 just below the North West rate at 65.7 and below the UK rate at 101.5 per 1,000 local people. • New migrant GP registrations in Warrington is 6.9 people per 1,000 residents compared to 11 people in the UK as a whole. • National Insurance numbers (NINo) registrations to non-UK nationals equates to 11.6 people in Warrington per 1,000 residents compared to the UK figure of 16 people per 1,000 residents. • The 2018 Traveller caravan count showed that there were 40 caravans in Warrington <p>Children and Young People</p> <p>According to the January 2018 School Census, 8% of the school population do not have English as their first language. The ward with the highest proportion of BME pupils is Bewsey and Whitecross at 26.8%, a quarter of all pupils do not have English as their first language. Other wards with relatively high proportions include Fairfield and Howley, Orford and Latchford East.</p> <p>In Warrington, Polish, Urdu and Chinese are the main languages spoken as a first language other than English, Latvian, Kurdish Hungarian and Romanian also featured with 80 or more pupils having these as a first language other than English.</p>

Protected characteristic	Key facts
Religion or belief	At the time of the 2011 Census there was a larger proportion of Christians living in Warrington than in the North West and England and Wales. People with no religion account for the next highest group locally, regionally and nationally. In 2011 1% (2,100 residents) of the population were Muslim, 0.6% (1,100 residents) of the population were Hindu.
Sex (gender)	49.6% (104,100) of the population are men. 50.4% (105,600) of the population are women. The male population is larger than the female up to the age band of 20 – 24 (29.9% of males compared to 27.4% of females). The female population is larger in the older age bands. In the age band 65 – 69 there are more females than males (19.8% compared to 16.7% respectively).
Sexual orientation	<p>Local population data is not available for sexual orientation. The Office for National Statistics estimates for sexual orientation in the UK in 2017 are as follows:-</p> <ul style="list-style-type: none"> • The proportion of the UK population aged 16 years and over identifying as heterosexual or straight has decreased from 94.4% in 2012 to 93.2% in 2017. • Over the last five years, the proportion of the UK population identifying as lesbian, gay or bisexual (LGB) has increased from 1.5% in 2012 to 2.0% in 2017. • In 2017, there were an estimated 1.1 million people aged 16 years and over identifying as LGB out of a UK population aged 16 years and over of 52.8 million. • Males (2.3%) were more likely to identify as LGB than females (1.8%) in 2017. • People aged 16 to 24 years were most likely to identify as LGB in 2017 (4.2%), a higher proportion than for other older age groups. • 69.4% of people who identified themselves as LGB had a marital status of single (never married or in a civil partnership).

Appendix B - Workforce profile

Protected characteristic	Key facts												
Age	<ul style="list-style-type: none"> Age profile is as follows:- <table border="0"> <tr> <td>24 & Under</td> <td>68 (2%)</td> </tr> <tr> <td>25-34</td> <td>457 (16%)</td> </tr> <tr> <td>35-44</td> <td>693 (24%)</td> </tr> <tr> <td>45-54</td> <td>943 (32%)</td> </tr> <tr> <td>55-64</td> <td>646 (22%)</td> </tr> <tr> <td>65 & Over</td> <td>102 (4%)</td> </tr> </table> The workforce is getting older, 58% of employees are aged 45 and over The council employs more people aged 65 and over than those aged 24 and under. This is similar to Warrington's population, the 65 and over age group is predicted to grow at a higher rate than other age bands. 	24 & Under	68 (2%)	25-34	457 (16%)	35-44	693 (24%)	45-54	943 (32%)	55-64	646 (22%)	65 & Over	102 (4%)
24 & Under	68 (2%)												
25-34	457 (16%)												
35-44	693 (24%)												
45-54	943 (32%)												
55-64	646 (22%)												
65 & Over	102 (4%)												
Disability	<ul style="list-style-type: none"> The number of employees without a disability is 1,697 (58% of responses) The number of employees who declared that they had a disability is 44 (2% of responses). 14 employees declared that they had a physical disability (including sensory impairments). The type of disability was not known for 30 employees. Disability status was either not known or not declared for 1,168 employees (40% of the total workforce) <p>Carers</p> <ul style="list-style-type: none"> 125 employees (7% of declared response) had caring responsibilities Caring responsibilities were either not known or not declared for 1168 employees (40%) 22 employees had caring responsibilities for an adult (18 or over) and 101 had caring responsibilities for children 												
Gender reassignment	The Council does not currently collect information on gender reassignment												
Marriage and Civil Partnership	<p>The status of employees is:-</p> <ul style="list-style-type: none"> Civil Partnership 9 (0.3%) Divorced 143 (4.9%) Married 1652 (56.8%) Separated 28 (1.0%) Single 930 (32.0%) Undisclosed 135 (4.6%) Widowed 12 (0.4%) 												

Protected characteristic	Key facts																																								
Pregnancy and maternity	74 employees (3.5% of the female workforce) were on maternity leave.																																								
Race & ethnicity <i>(This refers to a group of people defined by their race, colour, nationality, ethnic or national origins.)</i>	<ul style="list-style-type: none"> The ethnicity profile of employees is:- <table border="0"> <tr> <td>Asian or Asian British</td> <td>24</td> <td>(0.8%)</td> <td></td> </tr> <tr> <td>Black or Black British</td> <td>13</td> <td>(0.4%)</td> <td></td> </tr> <tr> <td>Mixed</td> <td>19</td> <td>(0.7%)</td> <td></td> </tr> <tr> <td>Other Ethnic Group</td> <td>23</td> <td>(0.8%)</td> <td></td> </tr> <tr> <td>White British</td> <td>2736</td> <td>(94.1%)</td> <td></td> </tr> </table> Ethnicity was either not known or not declared for 94 (3.2%) employees 	Asian or Asian British	24	(0.8%)		Black or Black British	13	(0.4%)		Mixed	19	(0.7%)		Other Ethnic Group	23	(0.8%)		White British	2736	(94.1%)																					
Asian or Asian British	24	(0.8%)																																							
Black or Black British	13	(0.4%)																																							
Mixed	19	(0.7%)																																							
Other Ethnic Group	23	(0.8%)																																							
White British	2736	(94.1%)																																							
Religion or belief	<ul style="list-style-type: none"> Employees declared the following religions or beliefs:- <table border="0"> <tr> <td>Buddhist</td> <td>4</td> <td>(0.2%</td> <td>"</td> <td>)</td> </tr> <tr> <td>Christian</td> <td>1604</td> <td>(72.8%</td> <td>"</td> <td>)</td> </tr> <tr> <td>Hindu</td> <td>3</td> <td>(0.1%</td> <td>"</td> <td>)</td> </tr> <tr> <td>Jewish</td> <td>0</td> <td>(0.0%</td> <td>"</td> <td>)</td> </tr> <tr> <td>Muslim</td> <td>12</td> <td>(0.5%</td> <td>"</td> <td>)</td> </tr> <tr> <td>No Religion or Belief</td> <td>529</td> <td>(24.0%</td> <td>"</td> <td>)</td> </tr> <tr> <td>Other</td> <td>49</td> <td>(2.2%</td> <td>"</td> <td>)</td> </tr> <tr> <td>Sikh</td> <td>1</td> <td>(0.0%</td> <td>"</td> <td>)</td> </tr> </table> Religion or belief was either not known or not declared for 707 (24.3%) employees The high proportion of employees who identify as Christian and those who do not have a religion or belief is similar to Warrington's population. 	Buddhist	4	(0.2%	")	Christian	1604	(72.8%	")	Hindu	3	(0.1%	")	Jewish	0	(0.0%	")	Muslim	12	(0.5%	")	No Religion or Belief	529	(24.0%	")	Other	49	(2.2%	")	Sikh	1	(0.0%	")
Buddhist	4	(0.2%	")																																					
Christian	1604	(72.8%	")																																					
Hindu	3	(0.1%	")																																					
Jewish	0	(0.0%	")																																					
Muslim	12	(0.5%	")																																					
No Religion or Belief	529	(24.0%	")																																					
Other	49	(2.2%	")																																					
Sikh	1	(0.0%	")																																					
Sex (gender)	<ul style="list-style-type: none"> 2089 (72%) of the workforce are Female 820 (28%) of the workforce are Male 																																								
Sexual orientation	<ul style="list-style-type: none"> 1336 employees (93.8% of declared responses) identified as Heterosexual 26 employees (0.9% of declared responses) identified as Bisexual, Gay Man or Lesbian. It is not possible to provide a detailed breakdown due to statistical guidelines 63 employees (4.4% of declared responses) preferred not to say Sexual orientation was either not known or not declared for 1484 employees (51% of the total workforce) 																																								

Sources of Information

1. Office for National Statistics [Mid Year 2017 population estimates](#)
2. Government Equalities Office [Trans People in the UK 2018](#)
3. Adult Social Care Returns 2017-2018
4. Office for National Statistics (ONS) Sexual Orientation 2017 21/1/19
5. January 2017 School Census
6. Warrington Borough Council Joint Strategic Needs Assessment Demographic Chapter 2017/18
7. Census 2011 Marital Status
8. Office for National Statistics [Births by Mothers Usual Area of Residence in the UK 2016](#)
9. [Warrington Borough Ward Profile 2016/17](#)
10. Public Health England, [Work, Worklessness and Health Local Infographic Tool](#) June 2018