

Public sector equality duty report

Knowing our community and workforce
2022 - 2023

warrington.gov.uk



WARRINGTON
Borough Council

Produced by the business intelligence team

Introduction

The council is dedicated to working with our communities to provide the best possible services. We are committed to reducing inequalities and challenging discrimination. Developing an understanding of our communities 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 everybody and target resources effectively.

We are proud of our staff and care about their wellbeing. We want our staff to feel supported and want to provide an inclusive organisation where everybody is able to participate and achieve their full potential. Developing an understanding of our workforce is a key part of our approach to delivering this vision.

This document helps to demonstrate how we are meeting the Public Sector Equality Duty (PSED) in the Equality Act 2010. This duty requires us to publish information relating to people who share a protected characteristic who are affected by our policies and practices. The duty also requires us to publish information relating to employees who share a protected characteristic. 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 – total population 210,900



Age

- Nearly a fifth of our population are aged 0 to 15 years
- Six out of every 10 people are aged 16 to 64 years
- Nearly a fifth of residents are aged 65 years or over
- Persons aged 50 to 54 years of age make up the largest age group, accounting for 7.6% of the total population
- The average age is 42 years, which is slightly higher than the North West and England average of 40 years



Sex

- 49.5 % of the population are men
- 50.5% of the population are female



Gender reassignment

- 95.13% of resident's gender identity is the same as their sex registered at birth, which is higher than England (93.5%) and the North West (94.19%)
- 0.16% of resident's gender identity is different to that assigned at birth but no specific identity is given
- Smaller numbers of the population identified as transwomen, transmen, non-binary and other gender identities



Sexual orientataion

- 91.8% of the population are straight or heterosexual, which is higher than England at 89.37% and the North West 90.12%
- 1.3% of the population are gay or lesbian
- 1.0% of the population are bisexual
- Smaller numbers of the population are pansexual, asexual, queer or identified with another sexual orientation



Marriage and civil partnership

- 34.9% of residents have never married and never registered a civil partnership, which is lower than England (37.9%) and the North West (39.4%)
- 46.8% are married and 0.1 % are in a registered civil partnership
- 2.0% are separated and 9.6% are divorced or a civil partnership has been dissolved
- 6.6% are widowed or surviving a civil partnership partner
- In 2021-22 the council's registrars conducted 437 civil marriages (420 were marriages of opposite sex couples and 17 same sex couples), 132 marriages were registered and 16 civil partnerships were conducted



Disability

- 17.8% of residents are disabled, which is the same as England (17.8%) but lower than the North West at 19.8%.
- 7.7% of residents are disabled with their day to day activities limited a lot
- 10.1% of residents are disabled with their day to day activities limited a little
- 82.2% of the population are not disabled
- In 2021/22, the council provided long term support for 1,396 men (41.5%) and 1,969 women (58.5%). 65.7% (2212) were aged 65 and over and 34.3% (1153) were aged 18-64. Physical support was provided to 1,899 (56.4%) of residents
- In October 2022, 10,389 people were registered to receive personal independence payments, 46.0% were men and 54% were women
- 4,781 (14.6%) children and young people with special education needs attended Warrington schools



Race and ethnicity

- 3.3% of people identified their ethnic group within the "Asian, Asian British or Asian Welsh" category, up from 2.4% in 2011, which is lower than the North West (8.4%) and England (9.6%)
- 0.7% of people identified their ethnic group as Black, Black British, Black Welsh, Caribbean or African
- 1.6% identified their ethnic group as Mixed or Multiple ethnic groups
- 93.5% of people identified their ethnic group within the "White" category (compared with 95.9% in 2011)
- 0.9% of people identified in another ethnic group
- In Warrington, 105 different languages are spoken. The most commonly spoken languages are: English (94.6%), Polish (1.5%), Romanian (0.7%) and South Asian (0.6%)
- The traveller caravan count showed that there were 37 traveller caravans in Warrington
- 12.86 % of the school population do not have English as their first language
- 88 different languages are spoken in Warrington's schools
- The main languages spoken in schools as a first language are English (86.35%), Chinese (3.37%), Polish (2.41%), Romanian (0.71%), Urdu (0.51%) and Kurdish (0.46%)



- 4.9% of the population provide 19 hours or less per week of unpaid care this is higher than the North West at 4.5% and England at 4.4%
 - 1.9% of the population provide 20 to 49 hours per week of unpaid care
 - 2.7% of the population provide 50 or more hours per week of unpaid care
 - During 2021/22, the total number of carers receiving direct support from the council was 3,266 either through a commissioned service or direct payment for the support they needed
 - 317 young carers registered for the carer support service N-Compass
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- In 2021, the birth rate in Warrington was 1.48%, which is lower than England and Wales (1.55%) and the North West (1.59%)
 - There were 1,619 live births to UK born mothers (83.8%) which is higher than England and Wales (71.23%) and the North West (78.20%)
 - There were 313 (16.20%) live births to non UK born mothers which is fewer than England and Wales (28.76%) and the North West (21.80%)
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- 34.6% of the population have no religion, which is similar to England (36.7%) and the North West (32.6%)
 - 56.7% of the population are Christian
 - 1.7% of the population are Muslim
 - Smaller numbers of the population are Buddhist, Hindu, Jewish, Sikh or identify with other religions
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Please refer to Appendix A for further details. Sources of information are listed at the end of the document

Performance information

This section contains examples of performance information in relation to equality, diversity and inclusion.

Children's services peer review

In 2022, an external Local Government Association (LGA) peer review team conducted an independent review of children's services. The review saw an expert panel conduct an extensive appraisal which involved speaking with more than 100 people, including young people, foster carers, practitioners, managers and partners. The peer review team found a positive culture, a child-centered approach to work and a workforce that is committed and motivated to provide the best possible support and care for Warrington's children and young people. The review also found that the council works positively with partners, has effective leadership and has in place a number of resources to help young people in care and those who have recently left care.

Educational attainment

Key highlights of educational attainment amongst children and young people in Warrington are as follows:

- Early Years Foundation Years Assessments showed that in 2022, the percentage of pupils achieving a Good Level of Development (GLD) fell by 4.1 percentage points compared to the last Department for Education (DfE) collections in 2019. The emerging national average in 2022 followed a similar pattern and also fell, by 6.6 percentage points to its 2019 comparator
- DfE Key Stage 1 assessments showed that the percentage of pupils achieving in each of reading, writing and maths fell in 2022 compared to 2019. In comparison to 2019 outcomes, reading has fallen by 5.5 percentage points, writing has fallen by 10 percentage points and maths by 5.3 percentage points
- In 2022, the vast majority of Warrington schools showed an increase in the percentage of pupils achieving well in their GCSE performance across eight subjects. The percentage of Warrington students achieving a 'strong pass' (Grade 9 to grade 5) in Maths and English was 54.4% - an increase of 5.4% from 2019. Across the borough, 73.9% of students achieved Grade 4+ (pass) in Maths and English, a 2.2% increase on 2019 and above national results. A level results also improved with 97.7% of Warrington students achieving A*-E grades, above the national pass rate of 97.6% – extract from the council achievements report

Health outcomes

Details of health outcomes amongst Warrington's residents can be found in the Joint Strategic Needs Assessment Core Document 2021. This document summarises a range of information that helps to describe the health of the local population and includes; pregnancy and delivery, childhood development, life expectancy and unpaid carers.

Satisfaction with services and customer engagement

Consultations

We undertake a wide variety of consultations with people who live, work or travel in Warrington. Details of current and past council consultations can be found on the council's website. Paper copies of surveys are provided in different formats and languages. Feedback from consultations enables us to assess the impacts of our practices and policies on people with shared protected characteristics.

In 2022, we undertook 50 consultations these included; Warrington foster carer's feedback, direct payments adult social care and a travel survey.

Information improvements

The following information improvement has been identified:

- Improving the publication of the recording of how the council has had due regard in making decisions and equality analysis, currently mainly contained within individual council reports and other documentation

Workforce public sector equality duty information 2022-23

Workforce profile – total workforce 2,814



Age

- The majority of the council workforce are over the age of 45 (58.1%) in comparison to employees aged under 45 (41.9%)
- The council employs a similar number of people aged 65 and over (3.87%) to those aged 24 and under (3.77%)



Sex

- 2,051 (72.89%) of the workforce are female
- 763 (27.11%) of the workforce are male



Sexual orientation

- 1,708 employees (60.70%) identified as heterosexual
- A small percentage of employees identified as gay, lesbian or bisexual (2.10%)
- Sexual orientation was either not known or not declared for 993 employees (35.29%)
- 54 employees (1.92%) preferred not to say



Marriage and civil partnership

- 1,419 (50.43%) of employees are married and 53 (1.88%) are in a civil partnership
- 961 (34.15%) of employees are single
- 143 (5.08%) of employees are divorced and 39 (1.39%) are separated
- 20 employees are widowed



Disability

- The number of employees without a disability is 2057 (73.10%)
- The number of employees who declared that they had a disability is 49 (1.74%)
- Disability status was either not known or not declared for 708 employees (25.16%)



Race and ethnicity

- 2,589 of employees are White (92%)
 - 31 employees (1.18%) are Asian or Asian British
 - 25 employees (0.89%) are from mixed ethnic groups
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Carers

- We do not currently hold comprehensive information on this, but did ask staff this question in our last staff survey
 - At least 104 (3.70%) employees provided unpaid care
 - 25 (24.04%) employees provided unpaid care for adults aged 18 or over
 - 79 (75.97%) employees provided unpaid care for children
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Pregnancy and maternity

- 76 employees were on maternity leave
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Religion or belief

- The majority of employees identified as Christian 1463 (52%)
- 699 (24.85%) of employees had no religion or belief
- The proportion of employees who identify as Christian and those who do not have a religion or belief is similar to Warrington's population

Staff profile by grade

The nature of the organisation's business means that there are a wide variety of different jobs undertaken. All jobs in the council are subject to job evaluation and the schemes used to evaluate jobs are gender neutral.

Some roles, such as cleaners and kitchen staff, are predominantly undertaken by females and these are at the lower end of the pay range. Other roles which are primarily male occupied, such as drivers, gardeners and loaders, have been evaluated higher under job evaluation and are subsequently paid more.

Those working in the cleaning (paid at Grade 1) and school meals services (paid on Grades 3 and 5) are predominately female occupied. While those in waste services range between Grades 4-6 and are male dominated. Between them, these three services account for 26% of the workforce. The top 5% of earners within the organisation are made up of 45% females and 55% males. The pay quartiles for employees by gender are listed below:

- Upper quartile – 62% female, 38% male
- Upper middle quartile – 69% female, 31% male
- Lower middle quartile – 72% female, 28% male
- Lower quartile – 89% female, 11% male

As at March 2021, 47% of the workforce worked on a part time basis. The majority (over 92%) of those working part time hours were female.

Staff profile at different stages of the employment relationship

The following section contains a summary of staff profiles at different stages of the employment relationship.

Recruitment

During the period March 2022 to February 2023, the council recruited 504 new employees. The majority of people recruited were aged between 24 and 54 years of age (70.83%) and 75.60% were female. 91% of new employees were white and 3.17% were Asian or Asian British. Other ethnicities included Black or Black British, Mixed or other ethnic groups (2.18%). The majority of new employees were heterosexual (82.34%) while 3.97% people were gay, lesbian or bisexual. 42.26% of new employees identified as Christian while 41.47% had no religion or belief. Other religions and beliefs declared included Muslim, Buddhist, Jewish, Hindu and others (4.17%). 98.41% of new employees did not provide any unpaid care.

Leavers

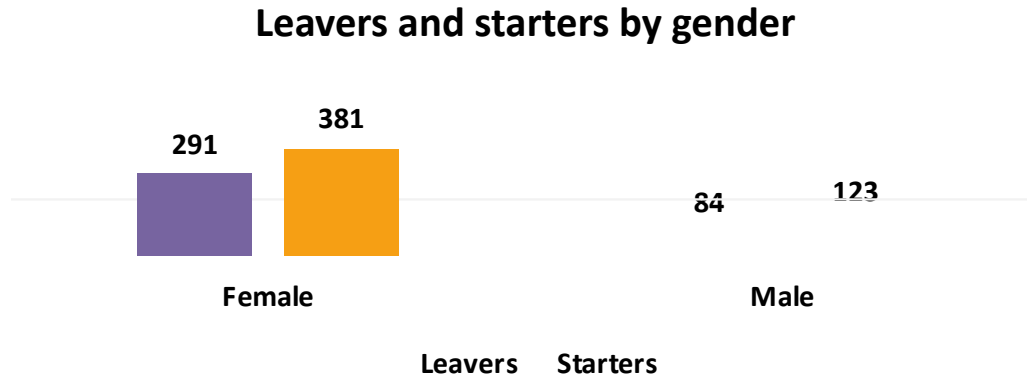
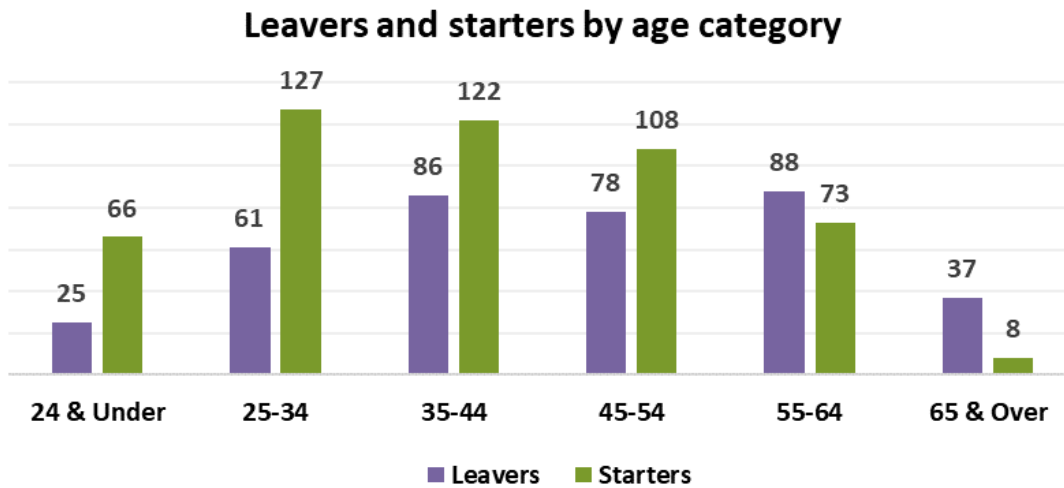
For the period March 2022 to February 2023, 375 people left the council. The majority were aged between 35 and 64 (67%). 22.93% were aged 34 to 24 and under and 9.87% were aged 65 and over. The majority of leavers were female (77.60%) and 22.40% were male.

98.40% of people leaving did not disclose that they had a disability.

The majority of leavers were white (90.67%) and 4.53% belonged to other ethnic groups. 47.20% of leavers were Christian and 32.27% had no religion or belief. The majority of leavers were heterosexual (73%) and did not provide any unpaid care (83.73%).

Comparison of new starters and leavers by age and gender

A comparison of new starters and leavers by age and gender follows:



Training

The council's learning and development service is committed to ensuring that every member of the workforce can competently, confidently and safely carry out their role, and has the opportunity to develop professionally. As part of this commitment we offer, in-house, a range of accredited and non-accredited, training opportunities designed to upskill, support and develop staff.

We offer training online and, in the classroom, including a range of mandatory training to support new colleagues, accredited qualifications for those looking to remain compliant in their roles and courses for anyone simply seeking to develop new skills or improve their wellbeing. An extensive number of courses are available which include face to face and virtual training sessions.

Staff engagement and support

Staff survey 2022

An online employee survey was carried out in January/February 2022. Paper copies were provided to staff who did not have access to the online survey. In total 844 individuals responded to the survey. The following paragraphs contain a summary of the findings in relation to equality, diversity and inclusion.

- **Inclusive leadership** – the survey asked “is the council is committed to promoting inclusivity at senior leadership level”. In response 43% of staff agreed or strongly agreed that the Council is committed to promoting inclusivity at senior leadership level, while a further 51% neither agreed nor disagreed with the statement, with a small percentage disagreeing.
- **Commitment to equality, diversity and inclusion (EDI)** – the majority of staff responding to the survey felt that the council demonstrates a commitment to EDI in principle (83% of respondents) and in practice (74% of respondents)
- **Recruitment processes** – the survey asked if individuals felt that recruitment processes are fair and transparent. The majority of respondents felt that recruitment processes were fair and transparent (62%) – see below.

A similar employee survey for all staff took place in May and June 2023, with the results now being analysed.

Other staff engagement initiatives

Staff spaces are opportunities for colleagues from across the council to meet and discuss different topics. Each staff space focuses on a different topic so that staff can attend when they feel it is relevant to them. Anyone can come along to raise any thoughts, ideas or issues related to each topic, which are then used to support council policies and actions. Topics have included female career development, leadership behaviours at the council, and an anti-racism practice initiative.

Time to Talk is a process where managers and employees discuss priorities, performance, development and wellbeing on an ongoing basis. These conversations reflect on how things are going, recognise a job well done and agree any support that might be needed. Career and personal development is also discussed.

Your Voice is an all staff publication containing information on council initiatives and good news stories.

Support services and groups

Health and wellbeing programme – this is an important part of our approach to employee engagement. Most weeks throughout the year there are a number of activities, events, taster classes and information sessions available to all employees throughout the day and over the lunchtime period. Activities include exercise classes, mindfulness sessions and access to a quiet room.

An employee support service is available for all staff. This is a confidential, impartial, emotional support and listening service. If additional or specialised support is required employees can be signposted to appropriate resources.

The council has been accredited with the Workplace Wellbeing Charter which is a national accreditation for organisations who are committed to improving the health and wellbeing of their workforce.

Menopause Support – the council employs a significant number of women of perimenopausal and menopausal age. The council has signed up to the national Menopause Workplace Pledge initiative to take positive action and support all staff affected by the menopause in the workplace. Initiatives include an online menopause discussion group which offers advice and support, an informal menopause support group which meets on a regular basis and a menopause policy.

Anti-Racism Framework – children’s services have an anti-racism practice group which has been in operation for a number of years. The purpose of the group is to ensure that all staff feel equally valued and staff are able to meet the cultural needs of service users. The group have developed an anti-racism framework which will be rolled out across the organisation.

Disability Confident Scheme – the council is a Disability Confident Employer. This is a national government led scheme which encourages employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people. Mental Health First Aiders – the council has been training staff to become mental health first aiders since 2019. This is organised through the Mental Health First Aid (MHFA) England training course which equips people with the skills they need to support their own and others’ wellbeing.

Engagement with Trade Unions

We recognise the important role trade unions play in supporting our workforce, and alongside positive informal joint working arrangements we have an established formal framework for informing, consulting and engaging with local and regional representatives. Trade unions are represented on our Strategic Equality Group, details of the work of the group are included in the following paragraph. A cycle of regular joint meetings to consult trade unions on workforce policies and procedures, health and safety and the council’s budget are arranged.

Members of the Senior Leadership Team meet with trade unions to inform and consult on matters in their own services at a series of Joint Consultative Panels, and our elected members meet with representatives quarterly at our Joint Consultative Committee, with responsibility for chairing the meeting shared on a rotational basis between the trade unions, and a member of the councils cabinet. The Chief Executive attends, as do other Senior Leadership Team members as required. We regularly share workforce data with trade union representatives to help inform our conversations and decision making, and value their input in our approach to workforce matters.

Governance arrangements – Strategic Equality Group

The council's Strategic Equality Group is responsible for championing, integrating and promoting equality, diversity and inclusion throughout the council. The group is responsible for compliance with the Public Sector Equality Duty. The group is chaired by the Director of Workforce and Organisational Change. Group members also include the Chief Executive, all Directors, the Council Leader, Head of HR/OD, Head of Communications and Trade Union representatives. The group meets frequently throughout the year.

Information gaps

It is acknowledged that there are gaps in staff profile information and in particular the need to collate data on gender identify/reassignment and collect equality monitoring information from staff who do not have access to the council intranet. There is also a need to encourage all staff to complete their equality monitoring information.

In order to address this gap an anonymous online annual equality monitoring survey will be undertaken for all staff. Hardcopies of the survey will be sent to staff who don't have access to the intranet.

Appendix A – People who use our services

Protected characteristic	Key facts
Age	<p>Warrington’s population and household estimates based on Office for National Statistics Census 2021 data:</p> <ul style="list-style-type: none"> • The number of people living in Warrington is approximately 210,900 • The 0-15 population is 35,800 (18.1% of the total population) • 16-64 population is 135,000 (62.8% of the total population) • 65 and over population is 40,100 (19% of the total population compared to 18.4% in England) • Persons aged 50 to 54 years of age (16,100) make up the largest age group accounting for 7.6% of the total population. • Between the last two censuses, the average (median¹) age of Warrington increased by two years, from 40 to 42 years of age, which is a higher average (median) age than the North West as a whole in 2021 (40 years) and a higher average (median) age than England (40 years) <p>¹The median age is the age of the person in the middle of the group, meaning that one half of the group is younger than that person and the other half is older.</p>
Disability	<p>Adults</p> <p>The 2021 Census shows that:</p> <ul style="list-style-type: none"> • 17.8% of residents are disabled which is the same as England (17.8%) but lower than the North West at 19.8% • 7.7% of residents identified are disabled with their day to day activities limited a lot under the Equality Act 2010 • 10.1% of residents are disabled with their day to day activities limited a little under the Equality Act 2010 • 82.2% of the population are not disabled under the Equality Act 2010 <p>In 2021/22, the council provided long term support for 1,396 men (41.5%) and 1,969 women (58.5%), a total of 3,365 people. 65.7% (2212) were aged 65 and over and 34.3% (1153) were aged between 18-64.</p> <p>Long term support provided comprised of:</p> <ul style="list-style-type: none"> • Physical Support 1899 (56.4%) • Learning Disability 514 (15.3%) • Mental Health 464 (13.8%) • Sensory Support 105 (3.1%) • Memory & Cognition 320 (9.5%) • Other 63 (1.9%) <p>Personal Independence Payments – in October 2022, 10,389 people were registered to receive personal independence payments, 46.0% were men and 54% were women</p>

Protected characteristic	Key facts
	<p>Children and Young People</p> <ul style="list-style-type: none"> • As of January 2022 there were 4,781 (14.6%) children and young people with special education needs attending Warrington schools • 3537 (10.8%) children and young people receive SEND support in school • There are 1,244 (3.8%) children and young people with an Education and Health Care Plan. The most commonly primary needs recorded on the plans were; autistic spectrum disorder (342 pupils 29.1%), moderate learning difficulties (210 pupils 17.9%), social emotional and mental health (197 pupils 16.8%) and speech, language and communication needs (176 pupils 15%)
<p>Gender identity and reassignment</p>	<p>Census 2021 data shows that:</p> <ul style="list-style-type: none"> • 164,304 (95.13%) of residents gender identity is the same as their sex registered at birth which is slightly higher than England (93.5%) and the North West (94.19%) • 273 (0.16%) of resident's gender identity is different to that assigned at birth but no specific identity is given, which is lower than England and the North West (0.25% and 0.23% respectively) • 145 (0.08%) of the population are transwomen which is similar to England (0.10%) and the North West at (0.9%). • 159 (0.09%) of the population are transmen which is similar to England (0.10%) and the North West (0.9%) • 57 (0.03%) of the population are non-binary which is lower than England and the North West (0.06%) • 42 (0.02%) of the population have another gender identity which is similar to England (0.04%) and the North West at (0.03%)
<p>Marriage and civil partnership</p>	<p>Census data 2021 shows that:</p> <ul style="list-style-type: none"> • 34.9% of residents have never married and never registered a civil partnership which is slightly lower than England (37.9%) and the North West (39.4%) • 46.8% are married • % are in a registered civil partnership • 2.0% are separated, but still legally married or still legally in a civil partnership • 9.6% are divorced or a civil partnership has been dissolved • 6.6% are widowed or surviving a civil partnership partner <p>In 2021-22 the council's registrars conducted:</p> <ul style="list-style-type: none"> • 437 civil marriages in the register office or approved civil venues, of those 420 were marriages of opposite sex couples and 17 same sex couples

Protected characteristic	Key facts
	<ul style="list-style-type: none"> • 132 marriages were registered where the wedding has taken place in a registered building (church). All of these were opposite sex couples • 16 civil partnerships at the register office and other approved premises • There were a small number of civil partnerships which were converted into marriages
Pregnancy and maternity	<p>In 2021, the Office for National Statistics show that the birth rate in Warrington was 1.48% which is lower than England and Wales (1.55%) and the North West (1.59%). There were 1,619 live births to UK born mothers (83.8%) which is higher than England and Wales (71.23%) and the North West (78.20%). There were 313 (16.20%) live births to non UK born mothers which is fewer than England and Wales (28.76%) and the North West (21.80%)</p>
Race and ethnicity (This refers to a group of people defined by their race, colour, nationality, ethnic or national origins)	<p>Adults Ethnic groups in Warrington identified in the Census 2021 are:</p> <ul style="list-style-type: none"> • Asian, Asian British or Asian Welsh – 6,954 (3.3% of the population). This is up from 2.4% in 2011. The 0.9 percentage-point change is the largest increase among high-level ethnic groups. Across the North West, the percentage of people in this ethnic group increased from 6.2% to 8.4%, while across England the percentage increased from 7.8% to 9.6% • Black, Black British, Black Welsh, Caribbean or African - 1,576 (0.7% of the population) • Mixed or Multiple ethnic groups - 3,335 (1.6% of the population) • White - 197,305 (93.5% of the population) • Other ethnic group - 1,803 (0.9% of the population)
	<p>Ethnicities under the White Ethnic Group included:</p> <ul style="list-style-type: none"> • White English, Welsh, Scottish, Northern Irish or British – 185,936 (94.2% of the population) • White Polish – 2,894 (1.5% of the population) • White European Mixed – 1,517 (0.8% of the population) • White Irish – 1,366 (0.7% of the population) • White Romanian – 1,038 (0.5% of the population) <p>In summary in 2021, 93.5% of people in Warrington identified their ethnic group within the “White” category (compared with 95.9% in 2011), while 1.6% identified their ethnic group within the “Mixed or Multiple” category (compared with 1.1% the previous decade). The percentage of people who identified their ethnic group within the “Other” category (“Arab” or “Any other ethnic group”) increased from 0.2% in 2011 to 0.9% in 2021.</p>

Protected characteristic	Key facts
	<p>In Warrington, 105 different languages are spoken. The most commonly spoken languages are: English (94.6% of the population), other European languages (3.4% of the population), Polish (1.5% of the population), Romanian (0.7% of the population) and South Asian (0.6% of the population)</p> <p>The 2023 traveller caravan count showed that there were 37 caravans in Warrington.</p> <p>Children and young people</p> <ul style="list-style-type: none"> Data from the January 2023 School Census shows that 12.86% of pupils do not have English as a first language, a rise of 2.55% from January 2022 (10.31%). This is lower than England (19.5%) and the North West (15.9%) Note: The statistics for 2023 will be published by the DfE in June 2023 88 different languages are spoken in Warrington's schools The main languages spoken in schools as a first language are English (86.35%), Chinese (3.37%), Polish (2.41%), Romanian (0.71%), Urdu (0.51%) and Kurdish (0.46%)
Religion or belief	<p>Religions identified in the 2021 Census are:</p> <ul style="list-style-type: none"> No religion – 73,042 (34.6% of the population, which is similar to England (36.7%) and the North West (32.6%)) Christian – 119,650 (56.7% of the population) Buddhist – 605 (0.3% of the population) Hindu – 1,495 (0.7% of the population) Jewish – 190 (0.1% of the population) Muslim – 3,686 (1.7% of the population) Sikh – 478 (0.2% of the population) Other religion – 794 (0.4 of the population)
Sex (gender)	<p>Office for National Statistics show that 49.5% (104,445) of the population are men and 50.5% (106,529) of the population are female is the same as England and Wales at 49% and 51% respectively</p>
Sexual orientation	<p>Sexual orientations identified in the 2021 Census are:</p> <ul style="list-style-type: none"> Straight or heterosexual – 158,539 (91.8%) which is similar to England at 89.37% and the North West 90.12% Gay or lesbian – 2,254 (1.3%) which is lower than England at 1.54% and the North West at 1.69% Bisexual – 1,704 (1.0%) which is lower than England at 1.29% and the North West at 1.22%. Pansexual – 267 (0.2%) which is slightly lower than England at 0.23% and the North West at 0.20% Asexual – 72 (0.0%) which is lower than England at 0.06% and the North West at 0.05% Queer – 22 (0.0%) which is lower than England at 0.03% and the North West at 0.02%

Protected characteristic	Key facts
	<ul style="list-style-type: none"> All other sexual orientations – 30 (0.0%) which is lower than England at 0.02% and the North West at 0.01%
Carers (unpaid care)	<p>Data from the 2021 Census shows that:</p> <ul style="list-style-type: none"> 90.5% (181,242) of the population provide no unpaid care 4.9% (9,837) of the population provide 19 hours or less per week of unpaid care this is similar to the North West at 4.5% and England at 4.4%. 1.9% (3,801) of the population provide 20 to 49 hours per week of unpaid care 2.7% (5,461) of the population provide 50 or more hours per week of unpaid care <p>During 2021/22, the total number of carers receiving direct support from the council was 3226. 877 Carers received a commissioned service or direct payment for the support they needed. 60% of carers were under 65 years of age, 35% were aged between 65-84 years old and 4% were aged 85 or over.</p> <p>As at March 2023, there were 317 young carers registered for the contracted carer support service, N-Compass.</p>

Appendix B - Workforce profile

Protected characteristic	Key facts
Age	<p>Age profile is as follows:</p> <ul style="list-style-type: none"> • 24 and under – 106 (3.77%) • 25-34 – 399 (14.18%) • 35-44 – 674 (23.95%) • 45-54 – 824 (29.28%) • 55-64 – 702 (24.95%) • 65 and over – 109 (3.87%) <p>The council employers a proportionally older workforce. The majority of the workforce are over the age of 45 (58.1%) in comparison to employees aged under 45 (41.9%)</p> <p>The council employs a similar number of people aged 65 and over (3.87%) to those aged 24 and under (3.77%). 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</p>
Disability	<ul style="list-style-type: none"> • The number of employees without a disability is 2057 (73.10% of responses) • The number of employees who declared that they had a disability is 49 (1.74% of responses). 22 (44.90%) employees declared that they had a physical disability (including sensory impairments). 27 (55.10%) employees had another type of disability including mental ill health. • Disability status was either not known or not declared for 708 employees (25.16% of responses)
Gender identity and reassignment	The council does not currently collect information on gender reassignment
Marriage and civil partnership	<p>The marital/partnership status of employees follows:</p> <ul style="list-style-type: none"> • Civil partnership – 53 (1.88% of responses) • Divorced – 143 (5.08% of responses) • Married – 1419 (50.43% of responses) • Separated – 39 (1.39% of responses) • Single – 961 (34.15% of responses) • Undisclosed/not known – 179 (6.36% of responses) • Widowed – 20 (0.71% of responses)
Pregnancy and maternity	76 employees were on maternity leave from April 2022 until March 2023

Protected characteristic	Key facts
Race and ethnicity (This refers to a group of people defined by their race, colour, nationality, ethnic or national origins)	The ethnicity profile of employees is: <ul style="list-style-type: none"> • Asian or Asian British – 31 (1.18%) • Black or Black British – 13 (0.46%) • Mixed – 25 (0.89%) • Other ethnic group – 13 (0.46%) • White – 2,589 (92%) Ethnicity was either not known or not declared for 143 (5.08%) employees
Religion or belief	Employees declared the following religions or beliefs: <ul style="list-style-type: none"> • Buddhist – 7 (0.25%) • Christian – 1,463 (52%) • Muslim – 14 (0.50%) • Other – 46 (1.64%) Religion or belief was either not known or not declared for 585 (20.79%) employees 699 employees (24.85%) 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
Sex (gender)	2,051 (72.89%) of the workforce are female 763 (27.11%) of the workforce are male
Sexual orientation	<ul style="list-style-type: none"> • 1,708 employees (60.70% of declared responses) identified as heterosexual • 23 employees (2.10%) identified as gay man, lesbian and bisexual • Sexual orientation was either not known or not declared for 993 employees (35.29%) • 54 employees (1.92%) preferred not to say
Carers (unpaid care)	<ul style="list-style-type: none"> • 2002 (71.14%) employees did not provide any unpaid care • 104 (3.70%) employees provided unpaid care. 25 (24.04%) employees provided unpaid care for adults aged 18 or over and 79 (75.97%) employees provided unpaid care for children. • It was not known or declared whether 708 (25.16%) employees provided any unpaid care

References

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