

APPENDIX A

Wigan Council Workforce Profile

Local Authorities are legally required to monitor and publish a variety of information about its workforce under the Public Sector Equality Duty. The information should be analysed and used to identify any possible detriment suffered by particular groups and to address these as appropriate.

As one of the Borough's major employers, Wigan Council recognises that a workforce representative to our residents will aid us in providing a greater understanding to the needs of the community. Data collated using Equality and Diversity monitoring forms provide an insight to the kind of people that work for the local authority and whether the representation reflects the community it serves by the protected characteristics. It helps to assess current resources and plan activity to consider targeting any under-represented groups in the future.

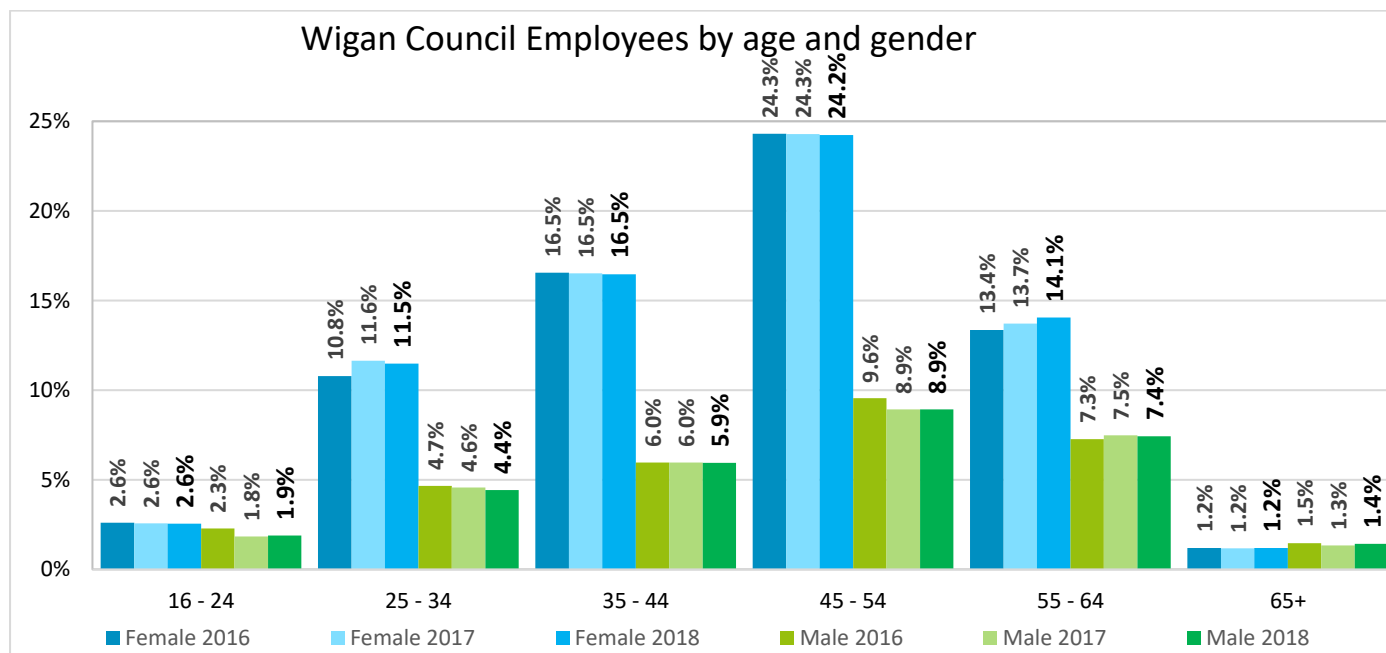
Although we monitor age, disability, gender and racial group as part of our recruitment process, it is not mandatory. For this reason, there are a percentage of employees for whom we do not have ethnicity or disability information.

All workforce data contained in this report is correct as at March 2018

Age

Employees in the authority have a varied age range, from sixteen to over seventy five. The median age range of Wigan Council staff is 45 - 54.

The chart below shows how the age range of Council workers is distributed over a 3 year period.



45-54 year olds account for just over 33% (1,508) of employees followed by 35-44 year olds with 22.4% (1,019)

Under 35's account for just over a fifth of employees (925) along with those employees within the age range 55-64 accounting for a further fifth (977). The remaining 2.6% (119) of employees are over 65.

Gender

The gender split of Wigan Council employees is not equal; over two thirds of Wigan Council staff are female (3,182), however male employees are much more likely to work full time. 81.9% of male employees are full time compared to just 50.6% of females.

This means the average contracted hours for male employees is higher than female employees at 0.91 FTE (Full Time Equivalent) compared to the average Females 0.76 FTE.

Ethnicity

At present, 88.68% of employees paid by the local authority have provided information on their ethnicity. This leaves 515 employees as unknown or prefer not to state.

Just 2.90% or 132 employees reported themselves to be from backgrounds other than "White: British". This is not in-line with 2011 census estimates of the Borough's working age Black, Asian and Minority Ethnic (BAME) population which is 5.91% non-white British.

To raise the proportion of employees from BAME backgrounds to that of the Borough's working age proportion would require an additional 137 employees from BAME backgrounds.

Although the Asian/Asian British population accounts for more than a third (35.56%) of the BAME population and around 2.1% of the total working age population of Wigan, only 24 employees self-reported to being from Asian backgrounds. This accounts for 18.18% of those reporting to be from BAME backgrounds and less than 1% of the total employees at Wigan Council.

Disability

When asked to provide Equality and Diversity information 74.82% self-reported themselves as not disabled, while 22.25% of employees paid by Wigan Council remain either unknown, declined to specify or didn't record an answer. The remaining 2.92%, or 133, self-reported to being disabled.

Recent Annual Population Survey (APS) data (July 2016 to June 2017) suggests that 46,800 or 23.1% of working aged residents have some form of disability, of these 25,300 or 54.10% are classed as economically active. Therefore 12.51% of economically active working age population are reported to have some form of disability. For local authority employment to become comparable to the estimated 12.51% borough population there would be a requirement for a further 436 staff with self-reported disabilities.

Although the APS shows 12.51% of economically active working age residents claim to have some form of disability, the working age Disability Living Allowance rate is presently at 2.67% of 16-64 year olds. The Council currently has a higher rate of employees reporting as having a disability (2.92%), to reflect the borough's rate of those claiming DLA the number of employees employed by the council would be reduced by 12.

Religion

Although Wigan council asks employees to provide information on their religion 2,695 employees (59.3%) preferred not to state or record their answer. Of the 1,853 employees that provided their

religion 1,296 (69.9%) self-reported as Christian, however due to the low percentage (40.7%) and less than half of employees providing this information it is not statistically viable to make any comparisons for each of the religious groups. When looking at the workplace population figures from the 2011 census at a borough level a much smaller proportion of the working age population (21.8%) preferred not to state or record their religion, regionally this was higher at just over a third (34.2%) and nationally just over a quarter of the working age population (27.9%) preferred not to record or state their religion. Although there will always be a significant amount of employees not wanting to disclose their religion more needs to be done to bring the proportion in line with borough, regional and national figures.

Sexual Orientation

As with religion, Wigan Council asks employees to provide their sexual orientation but again a large proportion of employee's wished not to state or record their information with only 895 employees (19.68%) recording their sexual orientation this again is not statistically viable to make comparisons.

Further protected characteristics

Wigan Council recognises that further work needs to be done to provide our residents with a workforce representative to aid us in providing a greater understanding to the needs of the community.

