

Public sector equality duty report

Knowing our community and workforce 2023 - 2024



warrington.gov.uk

Produced by the business intelligence team



WARRINGTON
Borough Council

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 can 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.

In January 2024, the council decided to treat “care experience”¹ as if it were a protected characteristic. Research shows that people with care experience are more likely to face disadvantage and discrimination in society. Adopting the position of treating care experience as a protected characteristic means that the council will take the needs of care experienced people into account in all future policy and decision making.



¹This refers to people who have spent time living with foster carers under local authority care, in residential care (e.g., a children’s home) or in kinship care, with relatives or friends as a child or young person. A care leaver is a young person aged 16-25 years old who has been ‘looked after’ at some point since they were 14 years old, were in care on or after their 16th birthday.

Customer public sector equality duty information

Summary of people who use our services

Total population 210,900



Age

- 18.2% of the population are aged 0 to 15 years
- 62.3% of the population are aged 16 to 64 years
- 19.4% of the population are aged 65 years or over compared to 18.4% in England
- Persons aged 55 to 59 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 (40 years)



Care Experience²

- As of 29 February 2024 there were 352 children in the council's care
- Care leavers - 232 young people aged 16-25 were supported by the council



Carers

- 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

²This refers to people who have spent time living with foster carers under local authority care, in residential care (e.g., a children's home) or in kinship care with relatives or friends as a child or young person. A care leaver is a young person aged 16-25 years old who has been 'looked after' at some point since they were 14 years old, were in care on or after their 16th birthday.



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 2022/23 the council provided long term support for 1440 men (41.5%) and 2027 women (58.5%), a total of 3467 people. 65.6% (2274) were aged 65 and over and 34.4% (1193) were aged between 18-64. Long term support provided comprised of:
 - Physical Support 2008 (57.9%)
 - Learning Disability 538 (15.5%)
 - Mental Health 450 (13.0%)
 - Sensory Support 103 (3.0%)
 - Memory & Cognition 329 (9.5%)
 - Other 39 (1.1%)
- In January 2024 12,055 people were registered to receive Personal Independence Payments (PIP), 45.7% were men and 54.3% were women
- In January 2023 5056 (15.2%) children and young people with special education needs



Gender reassignment

- 95.13% of residents gender 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 residents gender is different to that assigned at birth but no specific identity is given
- Smaller numbers of the population identified as trans women, trans men, non-binary, and other gender identities



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 2023 the council's registrars team conducted 396 civil marriages (385 were marriages of opposite sex couples and 11 same sex couples), 80 marriages were registered, and 13 civil partnerships were conducted



Pregnancy and maternity

- 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%)



Race

- 3.3% of people identified their ethnic group within the “Asian, Asian British or Asian Welsh” category, up from 2.4% in 2011. This 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 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
- 14.43% of the school population do not have English as their first language
- 87 different languages are spoken in Warrington’s schools
- The main languages spoken in schools as a first language are English (85.44%), Chinese (4.58%), Polish (2.35%), Romanian (0.79%), Urdu (0.57%) and Kurdish (0.54%)



Religion or belief

- 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



Sex

- 49.4 % of the population are men
- 50.6% of the population are female
- Male life expectancy in Warrington is 78.60 years
- Female life expectancy in Warrington is 82.27 years



Sexual orientation

- 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

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 and Young People

Ofsted inspection of children's services – The council's children's services have been praised by Ofsted, following their formal inspection in June 2024. The council received an overall '**good**' rating, with two of the four judgement areas being considered 'outstanding' as follows:

- The impact of leaders on social work practice with children and families – **outstanding**
- The experiences and progress of children who need help and protection – **good**
- The experiences and progress of children in care – **outstanding**
- The experiences and progress of young people who have left care - **good**

The Ofsted inspection report noted that children in Warrington benefited from effective, tailored, and meaningful services that provided them with help and support. The report also highlighted the "highly committed and enthusiastic" work which is bringing real benefits for care leavers in Warrington.

Care Experienced Young People⁴ - The council offers a wide range of support for care experienced young people. Young people aged 16 are allocated a social worker who acts as a personal advisor. The personal advisor provides support and guidance on a wide range of topics including health and wellbeing, money, education, and employment. Monthly drop in sessions are held, and young people aged 18 to 22 are also eligible for a free bus pass.

The council's Recruitment and Selection Policy includes an automatic right to interview for care experienced people where they meet the minimum essential criteria for the job.

Disadvantaged Pupil Educational Attainment - A disadvantaged pupil attainment research project has been undertaken. The project explored why disadvantaged pupils were performing lower and the barriers to their performance. The findings from the project will be used to inform the Education Strategy.

Sufficiency Statement - Section 22G of the Children Act 1989 requires councils to take strategic action for children they look after and for whom it would be consistent with their welfare for them to be provided with accommodation within their local authority area. In those circumstances, section 22G requires local authorities, as far as is reasonably practicable, to ensure that there is sufficient accommodation for those children that meets their needs and is within their local authority area.

Although the sufficiency duty lies with each council, that duty can be implemented most effectively through a partnership between the council and its Children's Trust partners. Each local authority has a duty, under section 10 of the Children Act (the 2004 Act) to make arrangements to promote co-operation with its relevant partners with a view to improving the wellbeing of children in the council's area.

⁴This refers to people who have spent time living with foster carers under council care, in residential care (e.g., a children's home) or in kinship care with relatives or friends as a child or young person. A care leaver is a young person aged 16-25 years old who has been 'looked after' at some point since they were 14 years old, were in care on or after their 16th birthday.

Adults

Health Outcomes – Details of health outcomes amongst Warrington’s residents can be found in the [Joint Strategic Needs Assessment Core Document 2022](#). This document contains a wide range of information that helps to describe the health of the local population and includes life expectancy, prevalence of disease e.g., cancer, cardio vascular, mental health, and health issues relating to older people.

A comprehensive survey of adults in Warrington was undertaken during April - June 2023. The topics covered a wide range of factors that are known to impact on an individual’s health and wellbeing. The findings from the survey will be used to identify and deliver actions to help address health inequalities. The findings from the survey can be found [on the council’s website](#).

Carers Strategy – During Carers Week (10 – 16 June 2024) a Carers Survey was launched. Unpaid carers were invited to share their views and experiences to help shape the next Carers Strategy. The strategy will be launched later in 2024 and will outline how carers will be supported in the town.

Cultural Events

Warrington Pride returned to the town centre on 8 June 2024, and built on the success of the 2023 event. There was a considerable increase in the number of people attending the Pride compared to the 2023 event. The event aligned with UK Pride Month and the Stonewall Riots anniversary, and celebrated LGBTQIA+ history and achievements while promoting inclusivity. The event featured music, performances, workshops, a parade, and support resources.

Cultural and Inclusivity Week – In June 2024 Warrington Libraries organised a [Cultural and Inclusivity Week](#) which included a Signing Choir Workshop, Chinese Calligraphy Workshop, a performance by the Black British Ballet Project and Hong Kong story telling in Cantonese and English.

Disability Awareness Day – Warrington Disability Partnership organised the annual [Disability Awareness Day](#) on 14 July 2024. The event was supported by the council and was held at Walton Hall and Gardens. The event was extremely successful and well attended. The event included over 200 exhibitors from statutory services, businesses, social enterprises, voluntary and community sector. There was also a sports zone, a performing arts marquee, arts and crafts marquees, a silent disco and children’s entertainment.

Warrington Mela 2024 – The Warrington Mela will be held in the Town Centre on 15 September 2024. The council, in partnership with Warrington Ethnic Communities Association (WECA) has been awarded funding to support this year’s festival. Specific community groups will be targeted prior to the festival to ensure engagement with a wide range of communities.

Equality Impact Assessments

Equality Impact Assessment are published on [the council’s diversity and inclusion webpage](#).

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 [here](#). 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 2023 we conducted 66 consultations, which included Adult Social Care customer feedback, Carers Strategy, Walton Hall Venue customer feedback, Low Traffic Neighborhoods and Culture, Arts and Heritage in Warrington.

Workforce public sector equality duty information 2023-24

Total workforce - 3287



Age

- The council employs a proportionally older workforce. Most of the workforce are over the age of 45 (55%) in comparison to employees aged under 45 (46%)
- The proportion of employees aged 24 and under increased from 106 (3.77%) in 2021/22 to 247 (8%) in 2023/24



Carers

- We do not currently hold comprehensive information but did ask staff this question in our last staff survey
- At least 107 (3%) employees provided unpaid care. 28 (26%) employees provided unpaid care for adults aged 18 or over and 79 (74%) employees provided unpaid care for children



Disability

- The number of employees without a disability is 2221 (68%)
- The number of employees who declared that they had a disability is 50 (2%)
- Disability status was either not known or not declared for 1016 employees (31%)



Marriage and Civil Partnership

- 1597 (48.6%) of employees are married and 56 (1.7%) are in a Civil Partnership (1.7%)
- 1190 (36.2%) of employees are single
- 156 (4.7%) of employees are divorced and 40 (1.2%) are separated
- 25 employees are widowed



Pregnancy and Maternity

- In 2023 82 employees were on maternity leave and 7 were on paternity leave



Race & Ethnicity

- 2643 of employees are White (80.4%)
- 45 employees (1.4%) are Asian or Asian British
- 30 employees (0.9%) are from mixed ethnic groups



Religion or Belief

- Most employees identified as Christian - 1638 (50%)
 - 854 (26%) 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
-



Sex

- 2355 (72%) of the workforce are female
- 932 (28%) of the workforce are male

Sexual Orientation

- 1838 employees (56%) identified as Heterosexual
- 27 employees (1%) identified as a gay man
- 25 employees (1%) identified as a lesbian
- 20 employees (1%) identified as bisexual
- Sexual orientation was either not known or not declared for 1320 employees (40%)
- 57 employees (2%) preferred not to say

Staff profile by grade

The nature of the council'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 01) and school meals services (paid on Grades 03 and 05) are predominately female occupied. Those in waste services range between Grades 04 – 06 and are male dominated. Between them, these three services account for 27% of the workforce. The top 5% of earners within the organisation are made up of 49% females and 51% males. The pay quartiles for employees by gender are listed in the table below.

- Upper quartile 63% female, 37% male
- Upper middle quartile 70% female, 30% male
- Lower middle quartile 72% female, 28% male
- Lower quartile 86% female, 14% male

As at March 2024 45% 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

For the period March 2023 to March 2024, the council recruited 819 new employees. This is an increase of 315 employees from 2022/23, due to the insourcing of LiveWire which provides Warrington's leisure, library, and lifestyle services. A summary of the protected characteristics of new employees follows:

- 65% of people recruited were aged between 24 and under to 44 years of age. 34% employees were aged between 45 and 65 and over
- 70% of people recruited were female and 30% were male
- 42.9% of new employees were white and 2.7% were Asian or Asian British. Other ethnicities included Black or Black British, Mixed, or other ethnic groups (2.9%). Ethnicity was not known or not declared for 51.5% of new employees
- 45% of new employees were heterosexual whilst 3% people were gay, lesbian, or bisexual. Sexual orientation was not known or not declared for 51% of new employees and 2% preferred not to say
- 40% of new employees identified as Christian whilst 35.2% had no religion or belief. Other religions and beliefs declared included Muslim, Buddhist, Hindu, Sikh, and others (3.8%). Religion or belief was not known or not declared for 21% of new employees
- 55% of new employees did not have a disability. Disability status was not known or not declared for 45% of new employees
- 54.3% of new employees did not provide any unpaid care. 0.4% did provide unpaid care. Caring responsibilities were not known or not declared for 45.3% of new employees

People leaving the council

For the period March 2023 to March 2024 384 people left the council, which is similar to the period 2022-2023 (375 people). A summary of people leaving the council by protected characteristic follows:

- Most people were aged between 25 and 64 (84%). 7% were aged 24 and under and 9% were aged 65 and over
- Most people were female (74%) and 26% were male
- 87% of people leaving did not disclose that they had a disability. 1% had a disability and disability status was unknown or not declared for 12% of people leaving the council
- 84.6% of people leaving were white, 6.3% belonged to other ethnic groups. Ethnicity was not known or declared for 9.1% of people leaving the council
- 71% of people were heterosexual. 4% were bisexual, gay man or lesbian. Sexual orientation was not known or declared for 24% of people leaving the council and 2% preferred not to say
- 41% of people leaving were Christian. 39% had no religion or belief and 2% had another religion or belief. Religion or belief was not known or declared for 17% of people leaving the council
- 86% of people did not provide any unpaid care. 2% did provide unpaid care. Caring responsibilities were not known or declared for 12% of people leaving the council

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 can 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 person, 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 2023

An online employee survey was carried out in May 2023. Paper copies were provided to staff who did not have access to the online survey. In total 897 individuals responded to the survey, an increase of 83 employees from the 2022 consultation.

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 50% of staff agreed or strongly agreed that the council is committed to promoting inclusivity at senior leadership level, while a further 46% neither agreed nor disagreed with the statement, with a small percentage disagreeing. In comparison to the 2022 staff survey the number of staff who agreed or strongly agreed increased by 7%.
- **Commitment to Equality, Diversity, and Inclusion (EDI)**. Most staff responding to the survey felt that the council demonstrates a commitment to EDI in principle (85% of respondents) and in practice (75% of respondents) (see below). In comparison to the 2022 staff survey the number of staff who agreed or strongly agreed increased slightly by 2% and 1%, respectively.

The council demonstrates a commitment to equality, diversity and inclusion in practice.



The council demonstrates a commitment to equality, diversity and inclusion in principle.



● Strongly agree ● Agree ● Neither agree nor disagree ● Disagree ● Strongly disagree

Care experienced people

In February 2024, the recruitment and selection policy was amended to include an automatic right to interview for care experienced people where they meet the minimum essential criteria for the job. Consideration would also be given to amending other HR policies including the Equality Diversity and Inclusion Policy.

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 actions arising from the staff survey, the council's budget and transforming the town centre.

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 are also discussed.

Your Voice is a bi-monthly all staff publication containing information on council initiatives and good news stories.

In the Know is a weekly email bulletin which contains a round-up of what's happened at the council and forthcoming events and activities. It also contains staff headlines, senior leadership updates and public news.

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 several activities, events, taster classes and information sessions available to all employees throughout the day and over the lunchtime period. Activities include mindfulness sessions, holistic therapies, and access to a quiet room. A six week positive thoughts programme is held throughout the year to improve staff wellbeing.

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.

Menopause Support – The council employs a significant number of women of peri-menopausal 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 and a menopause policy.

Anti-Racism groups – The Families and Wellbeing Directorate have an anti-racism strategic group. The group continues to develop, and the terms of reference have been reviewed and updated. An additional practitioner's group has been developed to provide staff with a space to talk about their experiences of racism and to influence the strategic groups planning. The strategic group has developed an action plan and are in the process of writing a 3rd Party Abuse and Harassment Policy.

Adult Social Care Equality, Diversity, and Inclusion Staff Forum – The aim of this group is to embed equality, diversity and inclusion principles and practices in the delivery of adult social care and support and to ensure our staff have the knowledge, skills, and confidence to provide an inclusive and accessible service offer. The group meets on a regular basis and comprises of staff who work in adult social care. The group has put together an action plan which focuses on the following priority areas:

- Knowledge and insight: Understanding our communities and how they are changing and gaining insight from peoples lived and service experience
- Support and Services: Accessibility, inclusion awareness, innovation, and confidence
- Workforce: Diverse, informed, aware, and confident

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 council's 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 Chief Executive and comprises of the Cabinet Member for Poverty, Inequality and Protection, all directors, senior managers, and trade union representatives. The group meets regularly throughout the year.

Information gaps

It is acknowledged that there are gaps in staff profile information, in particular the need to collate data on gender identity 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.

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: The number of people living in Warrington is approximately 210,900.</p> <ul style="list-style-type: none"> • The 0-15 population is 38,600 (18.2% of the total population) • 16-64 population is 131,900 (62.3% of the total population) • 65 and over population is 41,100 (19.4% of the total population compared to 18.4% in England) • Persons aged 55 to 59 years of age (16,000) make up the largest age group accounting for 7.6% of the total population. • In the last ten years (between 2013 and 2022), the average (median ^[1]) age of Warrington increased by one year, from 41 to 42 years of age. This is a higher average (median) age than the North West as a whole in 2022 (40 years) and a higher average (median) age than England (40 years).
Care Experience ⁴	<ul style="list-style-type: none"> • As of 29.2.24 there were 352 children in the council’s care. • Care leavers - 232 young people aged 16-25 were supported by the council <hr/> <p>⁴This refers to people who have spent time living with foster carers under local authority care, in residential care (e.g., a children’s home) or in kinship care with relatives or friends as a child or young person. A care leaver is a young person aged 16-25 years old who has been ‘looked after’ at some point since they were 14 years old, were in care on or after their 16th birthday.</p>
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 2022/23 the total number of carers receiving direct support from the council was 3299. 627 carers received a commissioned service or direct payment for the support they needed. 59% of carers were under 65 years of age, 36% were aged between 65-84 years old and 5% were aged 85 or over.</p> <p>In March 2024 there were 303 young carers registered with Warrington Carers Hub.</p>

Protected characteristic	Key facts
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 2022/23 the council provided long term support for 1440 men (41.5%) and 2027 women (58.5%), a total of 3467 people. 65.6% (2274) were aged 65 and over and 34.4% (1193) were aged between 18-64. Long term support provided comprised of:</p> <p>Children and Young People</p> <ul style="list-style-type: none"> • In January 2023 there were 5056 (15.2%) children and young people with special education needs attending Warrington schools. • 3802 (11.4%) children and young people receive SEND (Special Education Needs and Disabilities) support in school. • There are 1,254 (3.8%) children and young people with an Education and Health Care Plan. The most common primary needs recorded on the plans were. <ul style="list-style-type: none"> - autistic spectrum disorder (377 pupils 30.1%) - social emotional and mental health (216 pupils 17.2%) - moderate learning difficulties (198 pupils 15.8%) - speech, language, and communication Needs (195 pupils 15.6%)
Gender identity and reassignment	<p>Census 2021 data shows that:</p> <ul style="list-style-type: none"> • 164,304 (95.13%) of resident's 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. This 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%)

Protected characteristic	Key facts
Marriage and civil partnership	<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 • 0.1 % 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>From 01/01/2023 to 31/12/2023 the council's registrar's team conducted:</p> <ul style="list-style-type: none"> • 396 civil marriages in the register office or approved civil venues, of those 385 were marriages of opposite sex couples and 11 same sex couples • 80 marriages were registered where the wedding has taken place in a registered building (church). 3 of these were same sex couples. • 13 Civil partnerships at the register office and other approved premises, of those 9 were opposite sex couples and 4 were same sex couples • There were no civil partnerships which were converted into marriages
Pregnancy and maternity	<p>In 2021 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</p> <p>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)

Protected characteristic	Key facts
	<ul style="list-style-type: none"> 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).</p> <p>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> <p>In Warrington 105 different languages are spoken. The most 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 July 2023 Traveller caravan count showed that there were 41 caravans in Warrington.</p> <p>Children and young people</p> <ul style="list-style-type: none"> Data from the January 2024 School Census shows that 14.43% of pupils do not have English as a first language, a rise of 1.57% from January 2023 (12.86%). This is lower than England (20.2%) and the North West (16.8%). 87 different languages are spoken in Warrington’s schools. The main languages spoken in schools as a first language are English (85.44%), Chinese (4.58%), Polish (2.35%), Romanian (0.79%), Urdu (0.57%) and Kurdish (0.54%).
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). This 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	<ul style="list-style-type: none"> Office for National Statistics show that 49.4% (104,613) of the population are men and 50.6% (106,967) of the population are female. These mirror both the North West (at 49.1% male; 50.9% female) and England and Wales (at 49.0% male; 51.0% female). Male life expectancy in Warrington is 78.60 years - not significantly different to England at 78.85 years Female life expectancy in Warrington is 82.27 years - significantly lower than England at 82.82 years Warrington male and female life expectancy is consistently lower than England but consistently higher than the North West

Protected characteristic	Key facts
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% • All other sexual orientations – 30 (0.0%) which is lower than England at 0.02% and the North West at 0.01%

Workforce profile

Protected characteristic	Key facts												
Total workforce	<ul style="list-style-type: none"> The total workforce increased from 2814 in 2021-22 to 3287 in 2023-2024. This is due to the insourcing of LiveWire which provides Warrington's leisure, library, and lifestyle services in March 2024. 												
Age	<ul style="list-style-type: none"> Age profile is as follows: <table border="0"> <tr> <td>24 & under</td> <td>247 (8%)</td> </tr> <tr> <td>25-34</td> <td>483 (15%)</td> </tr> <tr> <td>35-44</td> <td>742 (23%)</td> </tr> <tr> <td>45-54</td> <td>854 (26%)</td> </tr> <tr> <td>55-64</td> <td>835 (25%)</td> </tr> <tr> <td>65 & over</td> <td>126 (4%)</td> </tr> </table> The council employers a proportionally older workforce. Most of the workforce are over the age of 45 (55%) in comparison to employees aged under 45 (46%). The proportion of employees aged 24 and under increased from 106 (3.77%) in 2021/22 to 247 (8%) in 2023/24. This could be due to the insourcing of LiveWire which provides Warrington's leisure, library, and lifestyle services in March 2024. 	24 & under	247 (8%)	25-34	483 (15%)	35-44	742 (23%)	45-54	854 (26%)	55-64	835 (25%)	65 & over	126 (4%)
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Carers (Unpaid Care)	<ul style="list-style-type: none"> 2164 (66%) employees did not provide any unpaid care 107 (3%) employees provided unpaid care. 28 (26%) employees provided unpaid care for adults aged 18 or over and 79 (74%) employees provided unpaid care for children. It was not known or declared whether 1016 (31%) employees provided any unpaid care. 												
Disability	<ul style="list-style-type: none"> The number of employees without a disability is 2221 (68% of responses) The number of employees who declared that they had a disability is 50 (2% of responses). 24 (48%) employees declared that they had a physical disability (including sensory impairments). 26 (54%) employees had another type of disability including mental ill health. Disability status was either not known or not declared for 1016 employees (31% 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 is: -</p> <ul style="list-style-type: none"> Civil Partnership – 56 (1.7% of responses) Divorced – 156 (4.7% of responses) Married – 1597 (48.6% of responses) Nominated Cohabiting Partner – 7 (0.2%) Separated – 40 (1.2% of responses) Single – 1190 (36.2% of responses) Undisclosed/Not Known – 216 (6.6% of responses) Widowed – 25 (0.8% of responses) 												

Protected characteristic	Key facts
Pregnancy and maternity	In 2023 82 employees were on maternity leave and 7 were on paternity leave.
Race and ethnicity (This refers to a group of people defined by their race, colour, nationality, ethnic or national origins)	<ul style="list-style-type: none"> The ethnicity profile of employees is: - <ul style="list-style-type: none"> Asian or Asian British 45 (1.4%) Black or Black British 18 (0.5%) Mixed 30 (0.9%) Other Ethnic Group 14 (0.4%) White 2,643 (80.4%) Ethnicity was either not known or not declared for 537 (16.3%) employees.
Religion or belief	<ul style="list-style-type: none"> Employees declared the following religions and beliefs: - <ul style="list-style-type: none"> - Buddhist 11 (0.3%) - Christian 1,638 (50%) - Muslim 21 (0.6%) - Other 60 (1.8%) Religion or belief was either not known or not declared for 703 (21.4%) employees. 854 employees (26%) 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	<ul style="list-style-type: none"> 2355 (72%) of the workforce are female 932 (28%) of the workforce are male
Sexual orientation	<ul style="list-style-type: none"> 1838 employees (56%) identified as Heterosexual. 27 employees (1%) identified as a gay man. 25 employees (1%) identified as a lesbian. 20 employees (1%) identified as bisexual. Sexual orientation was either not known or not declared for 1,320 employees (40%) 57 employees (2%) preferred not to say.

References

1. Office for National Statistics [Population and Household Estimates, England and Wales Census 2021](#)
2. Office for National Statistics [Disability, England and Wales: Census 2021](#)
3. Office for National Statistics [Gender Identity England and Wales: Census 2021](#)
4. Office for National Statistics [Births in England and Wales Summary Tables](#)
5. Office for National Statistics [Parents Country of Birth](#)
6. Office for National Statistics NOMIS Official Census and Labour Market Statistics [2021 Census Profile](#)
7. January 2022 School Census
8. 2021/22 Short and Long Term (SALT) Statutory Return
9. [Gov.UK Traveller Count July 2023](#)
10. SAP employee records system
11. [Gender Pay Gap Report 2022](#)