

# St Helens Borough Council Equality, Diversity & Inclusion Monitoring Report 2021/22

**Eliminating discrimination, harassment,  
and victimisation**

**Advancing equality of opportunity**

**Fostering good relations between people  
within a diverse community**



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## INTRODUCTION

The Annual Equality, Diversity, and Inclusion (EDI) Monitoring Report is the publication in which St. Helens Borough Council sets out how it complies across its functions and policies with the duties in the Equality Act 2010.

It presents a profile of the following areas:

- Measurable Equality Objectives
- Service Accessibility
- Satisfaction and Complaints
- Promoting Equality, Diversity, and Inclusion
- Workforce Equality Monitoring

The report focuses on three simple questions that measure equality of opportunity – this can be in employment, service delivery, or in the giving and receiving of information

Can I get in? – equality of access

Will I be treated with respect as an individual? – equality of quality

Will the answer or result be based on facts and merit? – equality of outcome

### **Equality Act 2010, General Public Sector Duty**

The Public Sector Duty of the Equality Act 2010, requires public bodies in the exercise of their functions and decisions, to have due regard to the need to:

- Eliminate discrimination, harassment, and victimisation
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a protected characteristic and persons who do not share it

This means that public bodies must use appropriate information and carry out sufficient analysis to assess the impact that their decisions, policies, services, and contract delivery arrangements will have on people with characteristics protected under the Act. Public bodies must ensure that appropriate steps are taken to address or justify any adverse impact identified.

The Equality Act 2010 identifies nine protected characteristics. They are as follows: Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race (ethnicity), Religion, Sex, Sexual orientation

St Helens Borough Council uses an equality impact assessment process to identify the equality implications for proposed developments or changes in policy and service delivery arrangements. If an impact assessment identifies an actual or potential disproportionate or negative impact on any group that share a protected characteristic, then the council will identify mitigation to lessen or remove that impact, before the proposal proceeds through the decision-making processes. Where appropriate, the council uses monitoring with equality profiles to help provide data to advance equality of opportunity in access, quality, and outcome within service delivery, customer satisfaction, and employment.

**The Equality Monitoring Report 2021-22 identifies the following key outcomes**

Performance Indicator	Target	Outturn
Percentage of the top 5% of earners that are women	50%	56.43%
Percentage of top 5% of earners declaring a minority ethnicity	3%	2.85%
Percentage of the top paid 5% of staff declaring that they meet the Equality Act 2010 definition of disability.	1.3%	0.71%
Percentage of authority employees declaring that they meet the Equality Act 2010 definition of disability.	4.1%	4.6%.
Percentage of authority employees declaring a minority ethnicity (including school-based staff).	1.5%	1.43%

**Gender Pay Gap Report 2021, as published in the Council 2022 Pay Policy Statement**

Gender Pay Indicator	Women	Men	Pay Gap
The median (middle) hourly rate across the Council.	£11.27	£11.96	5.7%
The mean (average) hourly rate across the Council.	£13.49	£14.27	5.4%

**MEASURABLE EQUALITY OBJECTIVES**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires public bodies to set measurable equality objectives and to publish information about their performance on equality annually. Our Measurable Equality Objectives are set out below.

Measurable Employment Equality Objectives	Target Date
Set targets for Black, Asian, and Minority Ethnic staff representation informed by 2021 Census and report against those targets annually	Annually from 2023
A council workforce profile with an improved representation of diversity across all protected characteristics	Annually
Level 3 DWP's Disability Confident Employer quality mark	Dec 2023
Navajo Merseyside & Cheshire LGBTIQ+ Charter Mark	Dec 2024
Staff survey evidence that staff who share different protected characteristics <ul style="list-style-type: none"> <li>feel their health and well-being is well supported.</li> <li>feel their level of motivation is high.</li> <li>are experiencing a positive work culture based on our shared values</li> </ul>	Annually from 2023
Measurable Organisational Equality Objectives	Target Date
Meet Equality Framework for Local Government Level 1 Developing	May 2023
Meet Equality Framework for Local Government Level 2 Achieving	May 2024
Meet Equality Framework for Local Government Level 3 Excellent	May 2025

## SERVICE ACCESSIBILITY

**Borough Strategy Outcome** - Meet our community's needs by delivering accessible and responsive services

**Borough Strategy Measure of Success** - We respond to residents and communities' concerns in a prompt manner

## EASE OF ACCESS, UNDERSTANDING, AND USE

The Council's EDI Strategy sets out our approach to ensure that we deliver high quality, accessible, services that will meet the needs and expectations of residents and service users. The EDI Strategy will help to set key standards for customer contact and service delivery.

Equality of access to facilities, services and information is advanced through such measures as the provision of language services (translation and interpretation) for people who do not have English as a first language, and through making reasonable adjustments for disabled people.

The Council has several officers with a "disability access" remit within the following service areas: Asset Management, Architects, Building Control, Building Surveyors, and Engineering. These staff ensure fair access for all by incorporating the following measures within all their programmes and projects.

- (i) the Equalities Act 2010 access and reasonable adjustment duties,
- (ii) current Building Regulations, and
- (iii) associated best practice

### Physical Access and Accessible Information

- The Council is committed to ensuring our website is accessible in accordance with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018. More details can be found in our [Web Accessibility Statement](#)
- Our Language Service provision includes our webpage language translation option, telephone interpreting, video interpretation, and the provision of information in alternative formats, which helps to ensure equality of access to services and information.
- Venues and buildings used to deliver council services are assessed for accessibility, including parking, wheelchair access, accessible toilets, accessible signage, etc.
- Reasonable adjustments continue to be provided for individual disabled service users and staff.
- Our workforce continues to receive regular training on equality and inclusion to help them meet the needs of our diverse community.

## SATISFACTION AND COMPLAINTS

### Annual Customer Satisfaction Survey 2022

A survey of customers who have contacted the council to ask for a service, to identify (i) how easy it was to contact the council, and (ii) once referred to the correct service, how satisfied they were with the overall service they received.

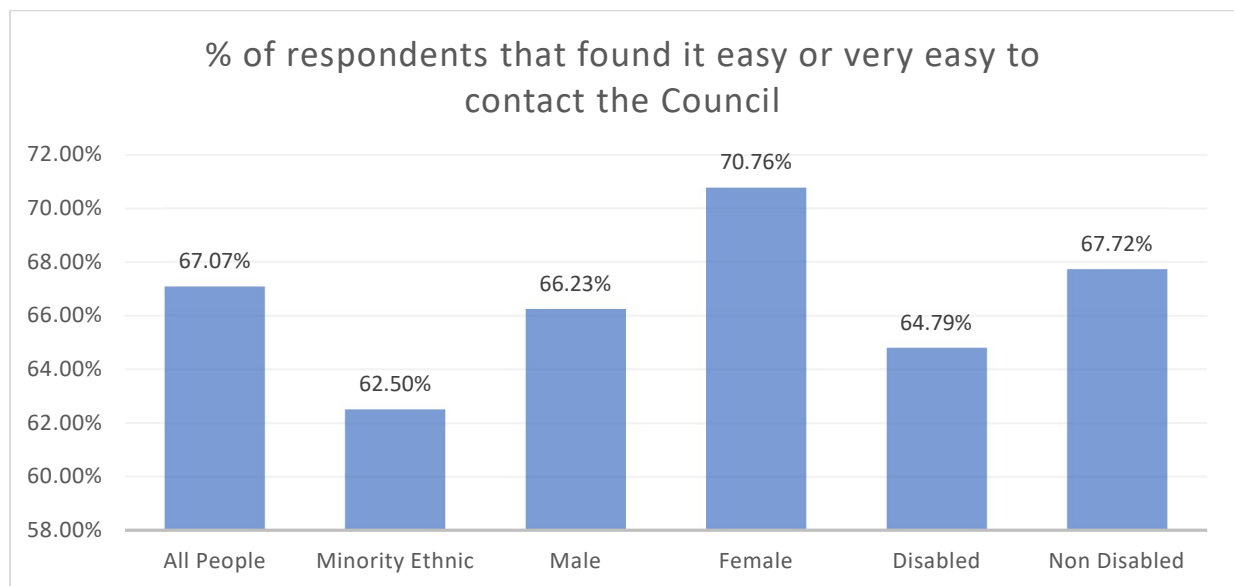
The survey covered 1,566 respondents – not all respondents shared their equality profiles.

- Female respondents: 777 (49.59%)
- Male respondents: 685 (43.71%)
- Disabled respondents: 269 (17.17%)
- Black, Asian, and Minority Ethnic respondents: 41 (2.62%)

**Borough Strategy Outcome** - Meet our community's needs by delivering accessible and responsive services

**Borough Strategy Measure of Success** - Levels of customer satisfaction is high

**Equality of Access** - % of respondents that found it easy or very easy to contact the Council

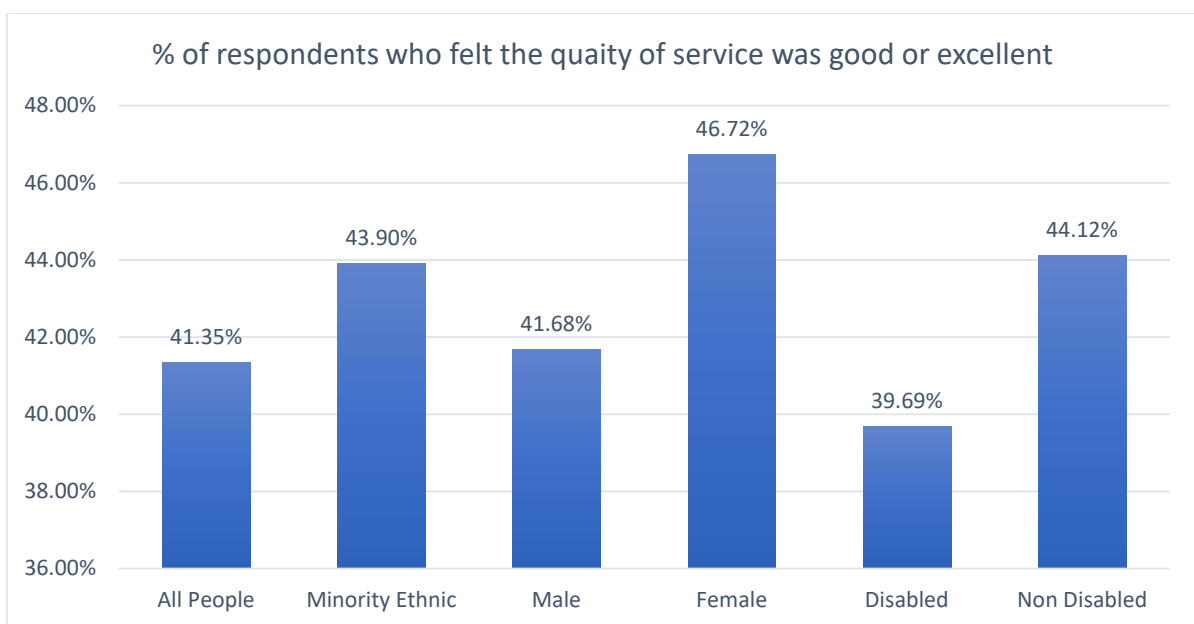


The graph shows that 67.07% of respondents (1051) found it easy or very easy to contact the council. Comparison of respondents by race, disability, and sex showed the following. Female respondents (70.76%) had the highest percentage of respondents that found it easy or very easy to contact the council. Disabled (64.79%) and Minority Ethnic (62.50%) respondents had the lowest percentage of respondents that found it easy or very easy to contact the council.

Analysis of the feedback Black, Asian, and Minority Ethnic respondents demonstrated that there was no evidence to indicate that discrimination, or a lack of accessibility or inclusion were factors influencing ease of access.

Analysis of the feedback Disabled respondents demonstrated that there was no evidence to indicate that discrimination was a factor influencing ease of access. However, 2 out of 269 disabled respondents did raise concerns about accessibility of information; in that they had not heard about changes in Bank Holiday waste collection dates. The key factor they felt, was that the council had only published the information online and neither respondents accessed digital media. The Council uses many different forms of media to communicate changes in waste collection dates, including notices on Local Parish and Community Notice Boards, St Helens Star News Paper, and Councillor Newsletters.

**Equality of Quality – % of respondents who felt the quality of service was good or excellent**

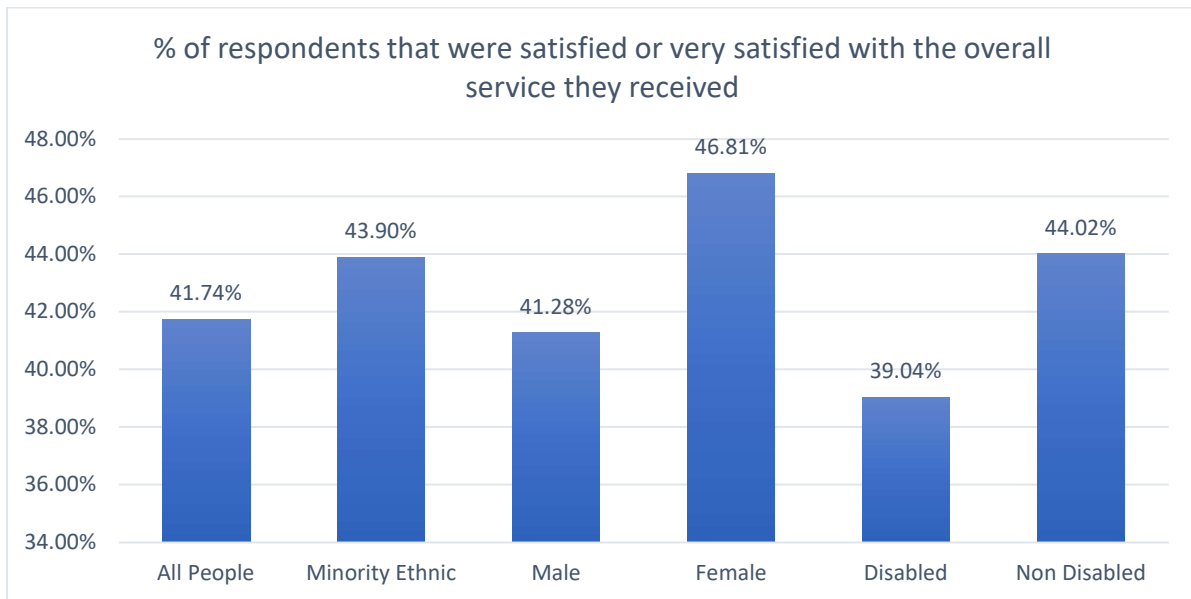


41.35% of respondents (648) felt that the quality of service they received was good or excellent. The graph shows comparison of experience for the different equality profiles of sex, disability, and race. Comparison shows that a higher percentage of women and people from minority ethnicities felt the quality of service they received was excellent or good. It also shows that disabled respondents at 39.69% had the lowest percentage experience of an excellent or good quality service.

Review of the comments made by the 269 disabled respondents shows that issue of disability discrimination, harassment or victimisation were not factors influencing the quality of experience.

- 9 of the 269 disabled respondents referred to quality in their comments.
- 3 referred to general poor quality of customer care
- 5 stated that service response times were poor
- 1 referenced poor legibility in a written response to their enquiry

**Equality of Outcome – % of respondents that were satisfied or very satisfied with the overall service they received.**



41.74% of respondents (654) stated that they were satisfied or very satisfied with the overall service they received from the council. The graph shows comparison of experience for the different equality profiles of sex, disability, and race. Respondents from Black, Asian and Minority Ethnicities and Female respondents had the highest percentage of respondents satisfied or very satisfied with the overall service they received from the council. Disabled respondents had the lowest percentage of respondents that were satisfied or very satisfied with the overall service they received from the council.

The lowest percentage of people satisfied or very satisfied with the overall service they received from the council was experienced by disabled people at 39.04%. Feedback from disabled people was analysed to identify if there were any themes or issues where disability discrimination was a factor. Issues linked to disability were referenced by 9 of the 261 disabled respondents to this question

- 2 respondents stated that their bulky waste items were not collected as staff were unable to enter homes. Both incidents were during the period of Public Health restrictions of social distancing during the COVID 19 Pandemic when staff were unable to enter people's homes.
- 3 respondents stated that the council had failed to keep pavements and pathways clear of obstacles such as leaves, rubbish, and overhanging branches.
- 4 respondents stated that their assisted bin collections had been missed

The outcomes of the annual customer satisfaction survey are shared with relevant Assistant Directors and Heads of Service, to help inform service improvements.



## **SOCIAL CARE COMPLAINTS MONITORING**

**Borough Strategy Objective** - Meet our community's needs by delivering accessible and responsive services

**Borough Strategy Measure of Success** - Levels of customer satisfaction is high

### **Adults Social Services Complaints Report**

The Integrated Health and Social Care Department produces an Annual Social Care Complaint Report, which includes a section on the equality analysis of complaints. The 2021-22 report showed no evidence to indicate that any complaints were linked directly or indirectly to the prohibited conduct of discrimination, harassment, or victimisation.

### **Children's Social Services Complaint Report**

The Children and Young Peoples Services Department produces an Annual Children's Social Care Complaint Report, which includes a section on the equality analysis of complaints. In 2021-22, there were no specific issues identified within the Children's Services complaints process indicating that any complaints were linked directly or indirectly to the prohibited conduct of discrimination, harassment, or victimisation, or to the protected characteristics of complainants.

## PROMOTING EQUALITY, DIVERSITY, AND INCLUSION

**Borough Strategy Objective** - Communicate, listen, engage, and work in partnership well with our residents, communities, local organisations, and partners recognising the strengths and skills in our community

### **Borough Strategy Measures of Success –**

- We promote our borough to create improved perceptions and pride in the area
- We communicate positive messages and behaviours that increase community resilience

### **PRIDE ST HELENS – June 2021**

On 28 June 2021 the council engaged in a number of symbolic acts and virtual events to mark a lockdown Pride Day. The Progress Pride Flag was flown from the Town Hall. St Helens Borough Council held its first ever LGBTQI+ Staff Forum. Local Hip Hop organisation, UC Crew were commissioned to install Pride Graffiti Artwork in Sherdley Park, and the Library Service held a virtual family-friendly event with leading drag artists to celebrate difference, diversity, and acceptance.



### **SREBRENICA 25 MEMORIAL – July 2021**

On the 11 July, the Steve Prescott Bridge was lit in white and green, the colours of the UK charity Remembering Srebrenica, to mark the 26th anniversary of the genocide of more than 8,000 mostly Serbian Muslim men and boys.

### **BI-VISIBILITY DAY – September 2021**

23 September 2021, St Helens Borough Council celebrated Bi-Visibility Day for the first time. Bi Visibility Day is celebrated annually and exists to raise awareness and accelerate acceptance for the bi community. The Steve Prescott Bridge was lit purple - the colour used within the bi-sexual pride flag to represent sexual attraction to 2 or more genders.



### **Bisexuality**

Bisexual is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bi, bisexual, pan and/or queer.

Bi people can be trans, including non-binary. Bi people can be cis. Bi people can be asexual.



### **BLACK HISTORY MONTH – October 2021**

In October 2021, St Helens Borough Council promoted a series of online events and social media communication to promote Black History Month using the strapline “Proud To Be...” with a different theme activities and communications covering each week of the month

Week one – “Proud to be... raising awareness”

Week two – “Proud to be... talking”

Week three – “Proud to be... #betterthanthat”

Week four – “Proud to be... Here”

Week five – “Proud to be... Celebrating”

The Music Service set up a special blog featuring a different Black musician each day. The list of 31 musicians and composers spanned all musical genres from contemporary to classical, and each blog included music and brief biography of the featured artist.



### **HAPPY TO CHAT BENCHES – November 2021**

In November 2021, St Helens Wellbeing Service installed 25 happy to chat benches across the borough where people can take a seat and chat about how they feel as a way to support one another as a simple act of self-care to reduce stresses and improve wellbeing.

### **HERE – November 2021**

Held during October and November 2021 “Here” was an innovative Augmented Reality Exhibition Trail giving residents, families, and visitors the chance to explore the town’s history, geography, social make-up, and diversity through interactive app revealing virtual art and dance in chosen location.



### TRANSGENDER AWARENESS WEEK AND MEMORIAL DAY – November 2021

During Transgender Awareness Week, 13-20 November 2021, the council collaborated with collaboration with Safer Communities, the Staff LGBTQI+ Forum, STHK NHS Trust Sexual Health Services, Libraries, Arts Service, Education Cultural Partnership, and the Equalities Officer to develop a week of awareness raising events and communications exploring the diversity of Gender Identity, the importance of using people’s chosen pronouns, and the support available to Trans People in the borough.



### THE MEAL THAT NEVER WAS SCHOOL DINNER – January 2022

On 17 January 2022, the School Meal Service served The Meal That Never Was to all children in St Helens Schools – the Menu was based on the meal that US Civil Rights Leader, Revd. Dr. Martin Luther King Jr. was due to eat on the evening of the day that he was assassinated. On the night of April 4, 1968, Dr. Martin Luther King Jr. had planned to dine at the Memphis home of his friend Reverend Samuel Kyles. Church members had cooked a dinner in honour of the occasion and included Dr. King's favourite foods: Fried chicken, ham, sweet potatoes, and sweet potato pie.

Revd. Kyles headed to Dr. King's room at the Lorraine Hotel to pick him up for the 6 p.m. meal. Revd Kyles spent Dr. King's very last moments with him, said to have picked out a necktie for the civil rights leader to wear to dinner, before the pair stepped out on the hotel balcony and King was tragically assassinated by a sniper.

That dinner went on to be known as “The Meal That Never Was”.



### ACCESSIBLE PLAY EQUIPMENT – March 2022

In March 2022, St Helens Mayor Councillor Sue Murphy unveiled St Helen’s first playground roundabout designed for children with disabilities at Taylor Park; and launched the Council’s programme of installing accessible playground equipment across all parks in the Borough. The Mayor was joined by Moss Bank resident Paul Smiles, who had petitioned the council to install accessible play equipment so that his son Luke, who uses a wheelchair, could play and feel included with other children.



### INTERNATIONAL WOMEN’S DAY – March 2022

The Council championed two social media challenges to mark International Women’s Day on the 8 March 2021

#thislittlegirlisme – the campaign which offers great inspiration to younger generations, but also to those that are still on their journey to finding their own success, whatever that may be

#BreakTheBias - A call to action encouraging women to post a picture in the #BreakTheBias pose in support of a workplace free of bias, stereotypes and discrimination.



## WORKFORCE EQUALITY MONITORING

**Borough Strategy Objective** - Invest in developing the strengths and skills of our workforce

**Measure of Success** – Our shared values and behaviours promote a positive work culture

As a major employer and provider of services, St Helens Borough Council is committed to creating a more welcoming, safe, and inclusive work environment, based on the vision that everyone is included, has a voice, and is empowered to influence, through the values of trust, integrity, collaboration, and innovation.

Our vision and values are designed to create a workforce culture of mutual respect, inclusion, and dignity, which is crucial to ensure we have the capability to meet the needs of our increasingly diverse community.

We welcome applicants from diverse backgrounds, who share our values, our commitment to inclusion, and who will help us on our journey to transform our organisation

This is reflected in our inclusive employment practices as set out in our [EDI Policy](#)

For example,

- our recruitment and selection processes promote our vision and values, as an ‘equal opportunities’ employer.
- we use our staff communication processes to promote awareness of equality issues, celebrate diversity, and share events and activities that promote representative inclusion.
- our Staff EDI network helps us to
  - understand staffs’ experience of equality, diversity, and inclusion in the workplace
  - Include staff in the development of EDI strategies, the setting of measurable equality objectives, and activities to improve representation and inclusion.

The Council monitors its workforce using an equality profile based on the protected characteristics of the Equality Act 2010. This data helps us to promote equality of opportunity in employment policies and functions.

We analyse the information for any significant differences between groups based on protected characteristics

Where there is under-representation of people who share a protected characteristic within the workforce, we will set targets, supported by action plans, to improve representation

The outcomes of our current workforce equality monitoring processes are included on the following pages.

## WORKFORCE SEX EQUALITY MONITORING

The 2021 Census records that women make up 50.9% of the Borough Population

Workforce Female Staff Profile	March 2022	Comment
Percentage of authority employees that are women as a percentage of the total workforce.	69.85%	The percentage represents 1990 female employees in a workforce of 2849 (March 2021 = 69.18%)

Performance Indicator	Target	Outturn	Comment
Indicator - CS-13 - Percentage of the top 5% of earners that are women.	50%	56.43%	An increase from the outturn figure for 2020/21, which was 56.29%. The 56.43% outturn figure represents 79 female employees in a group of 140.

### Gender Pay Policy Statement Summary – March 2022

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The 2022 report below was calculated using a specific reference date of 31 March 2021, published in March 2022.

Gender Pay Indicator	Women	Men	Pay Gap	Comment
The median hourly rate across the Council. The hourly rate in the middle of the highest and lowest hourly rates	£11.27	£11.96	5.7%	As of 31 March 2021, the median hourly rate across the Council was £11.27: median hourly rate for women of £11.27 and for men of £11.96 - a median hourly rate gender pay gap of 5.7%, an increase of 5.7% from the previous year's 0%*
The mean hourly rate across the Council. The sum of all the wages of female or male employees divided by the respective number of employees of each gender.	£13.49	£14.27	5.4%	As of 31 March 2021, the mean hourly rate across the Council was £13.73: mean hourly rate for women of £13.49 and for men of £14.27 - a mean hourly rate gender pay gap of 5.4%, a increase of 0.6% from the previous year's 4.8%

\*The method of calculation of Median was reviewed in 2022.

## WORKFORCE GENDER EQUALITY MONITORING

The 2021 Census shows that 0.36% of people aged 16 and over in St Helens Borough had a gender identity different to the sex registered for them at birth.

The question on gender identity was new for the 2021 Census. The question was voluntary and was only asked of people aged 16 years and over.

People were asked, "Is the gender you identify with the same as your sex registered at birth?" and had the option of selecting either "Yes" or selecting "No" and then writing in their gender identity.

The table below shows a breakdown of the answers to the Census 2021 Gender Identity question for the St Helens Population aged 16 years and over.

Census 2021 St Helens Population Gender Identity Data	Percentage
Gender identity the same as sex registered at birth	95.48%
Gender identity different from sex registered at birth, but no specific identity given	0.17%
Trans woman	0.06%
Trans man	0.08%
Non-binary	0.03%
All other gender identities	0.02%
Gender identity not answered	4.15%

The council has no workforce data by Gender Identity for 2021-22, nor does it have any current workforce performance indicators for Gender Identity to report on.

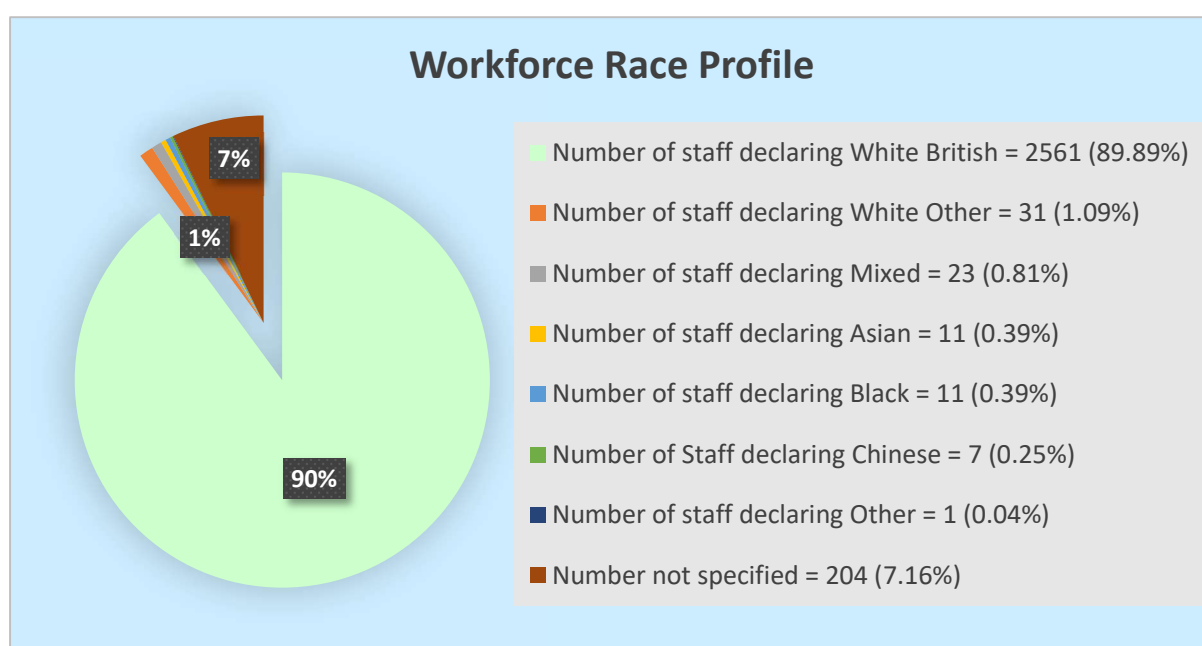
From 2022, St Helens Borough Council has introduced gender identity questions within its workforce monitoring systems. The council will be able to produce Workforce Gender Identity data in subsequent Annual EDI Monitoring Reports.



## WORKFORCE RACE EQUALITY MONITORING

The Census 2021, records that people from Asian, Black, Mixed/Multiple, and Other Ethnic backgrounds (collectively referred to as ‘minority ethnicity’ within this report for monitoring purposes), represent 3.47% of the Borough Population.

Staff declaring a Minority Ethnicity	March 2022	Comment
Percentage of authority employees declaring a minority ethnicity, as a percentage of the total workforce.	1.86%	The percentage represents 53 employees in a workforce of 2849 A decrease in comparison with 2.00% in March 2021



The council reports on two workforce Performance Indicators for Workforce by Race

Performance Indicator	Target	Outturn	Comment
Indicator - CS-14 - Percentage of top 5% of earners declaring a minority ethnicity.	3%	2.85%	A decrease from the 2020/21 outturn which was 3.31%. The 2.85% represents >10 employees declaring a minority ethnicity in a group of 140
Indicator - CS-17 - Percentage of authority employees declaring a minority ethnicity, as a percentage of the total workforce (including school-based staff).	1.5%	1.43%	An decrease from the 2020/21 outturn, which was 1.48%. The 1.43% outturn represents 83 employees declaring a minority ethnicity from a total of 5804

Workforce Ethnic Profile March 2022, by Census 2021 Ethnic Categories and Subcategories

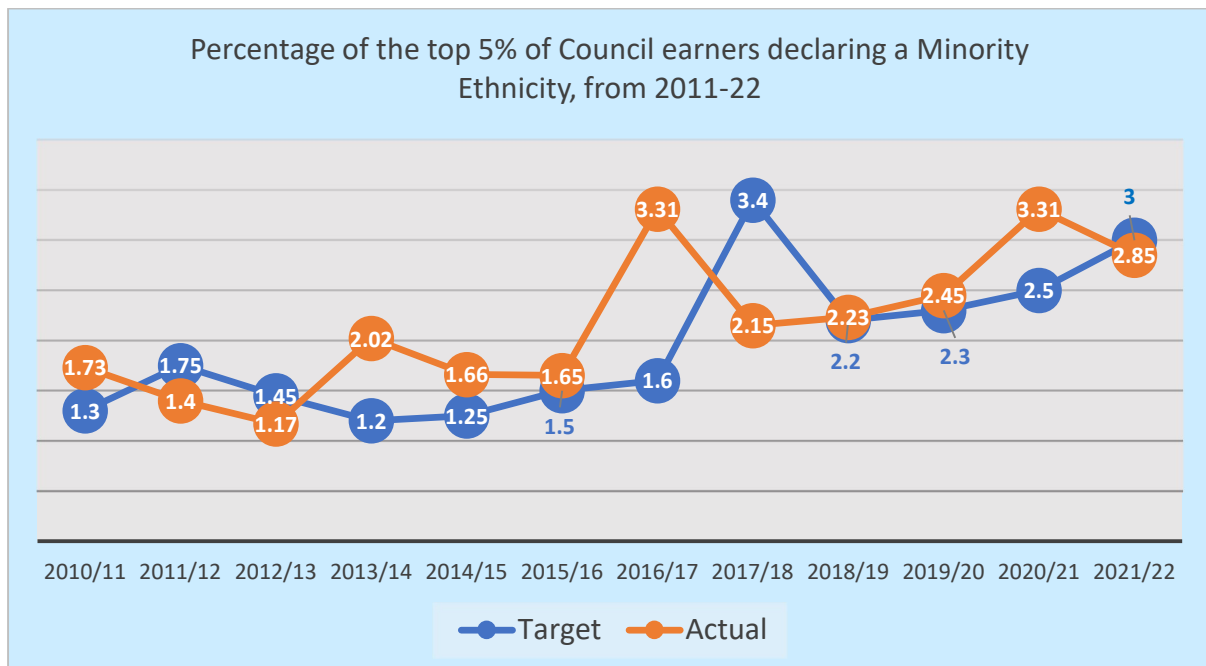
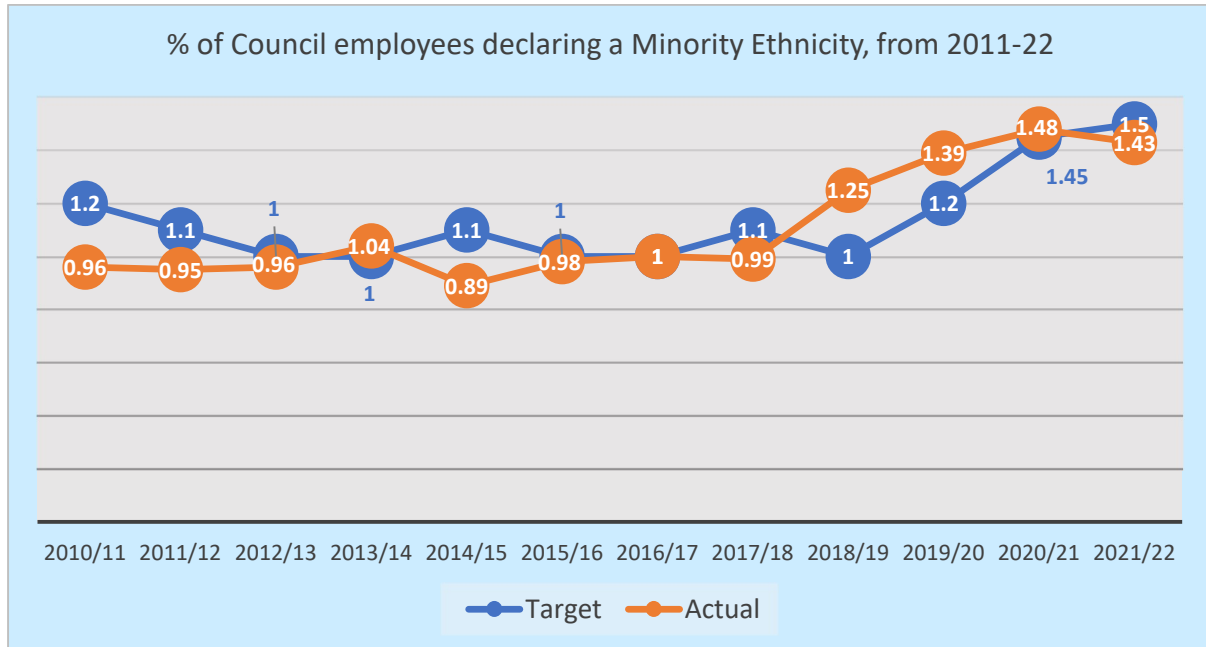
Census 2021 Category	Census 2021 Ethnic Sub Category	Number of Employees	Percentage of workforce	Previous Year	Change in Percentage	2021 Census % St Helens Population
Asian, Asian British or Asian Welsh	Bangladeshi	2	0.07%	0.07%	0.00%	0.09%
	Chinese	7	0.25%	0.23%	+ 0.02%	0.36%
	Indian	3	0.11%	0.13%	- 0.02%	0.30%
	Pakistani	3	0.11%	0.13%	- 0.02%	0.13%
	Other Asian	3	0.11%	0.13%	- 0.02%	0.52%
Black, Black British, Black Welsh, Caribbean or African	African	8	0.28%	0.30%	- 0.02%	0.30%
	Caribbean	1	0.04%	0.03%	+ 0.01%	0.06%
	Other Black	2	0.07%	0.10%	- 0.03%	0.06%
Mixed or Multiple ethnic groups	White and Asian	5	0.18%	0.23%	- 0.05%	0.33%
	White and Black African	6	0.21%	0.17%	+ 0.04%	0.23%
	White and Black Caribbean	4	0.14%	0.17%	- 0.03%	0.25%
	Other Mixed or Multiple ethnic groups	8	0.28%	0.27%	+ 0.01%	0.27%
White	English, Welsh, Scottish, Northern Irish or British	2561	89.89%	95.59%	- 5.70%	93.61%
	Irish	11	0.39%	0.40%	- 0.01%	0.52%
	Gypsy or Irish Traveller	0	0.00%	0.00%	0.00%	0.08%
	Roma	0	0.00%	0.00%	0.00%	0.04%
	Other White	20	0.70%	0.77%	- 0.07%	2.28%
Other ethnic group	Arab	0	0.00%	0.00%	0.00%	0.21%
	Any other ethnic group	1	0.04%	0.03%	+ 0.01%	0.36%
Not specified	Not Specified	204	7.16%	1.24%	+ 5.92%	0.00%
<b>Totals</b>		<b>2849</b>	<b>100%</b>			

Current Initiatives to improve ethnic diversity representation in the workforce

- Black, Asian, and Minority Ethnic Staff Group – a forum for staff from minority ethnicities to meet openly with the equalities officer and senior management and discuss issues linked to race equality in the workplace
- Positive Action Leadership Development – in 2021-22, X staff were enrolled on the Liverpool John Moore’s University Black, Asian & Minority Ethnic Leadership Programme
- Measurable Equality Objective to improve representation of race

- Unconscious Bias Training and Race Equality Training for all staff
- Race Equality Training for all Managers

**Workforce Profile for Staff declaring a Minority Ethnicity, by Percentage for 2011-2022**



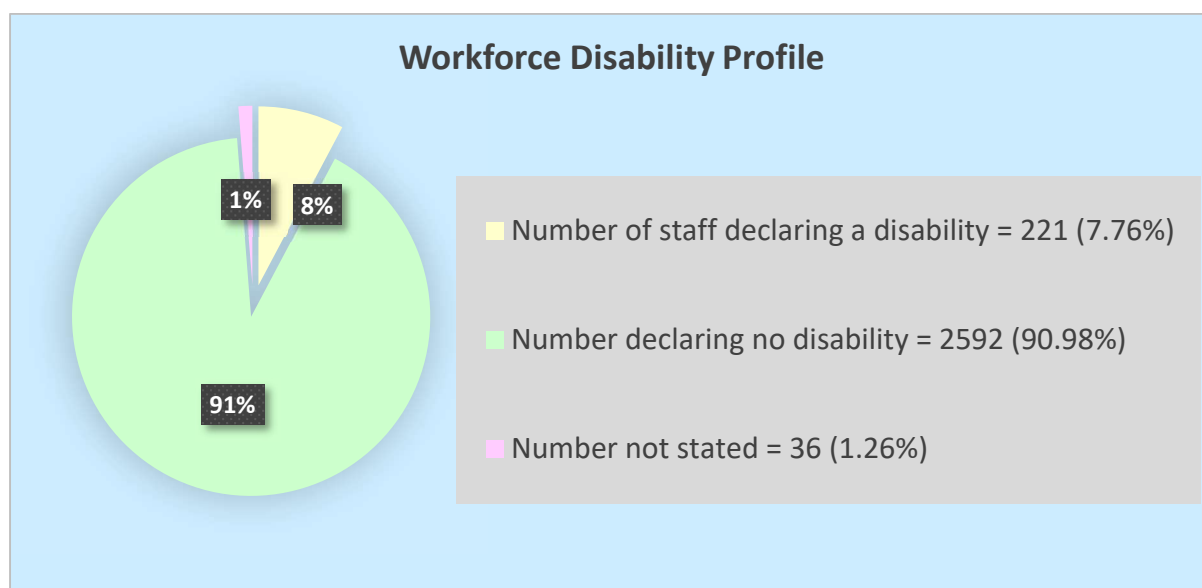
## WORKFORCE DISABILITY EQUALITY MONITORING

The Equality Act 2010 defines a disabled person as a person with a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

The Census 2011 showed that 5.67% of the Borough’s working age population declared they had a long-term health problem or disability that limited their day-to-day activities a lot – this is the most appropriate comparator for an organisation’s workforce.

Workforce Disabled Staff Profile	March 2022	Comment
Percentage of authority employees declaring they have a disability as a percentage of the total workforce.	7.76%	Improvement from the percentage representation in 2020/21, which was 6.48%. The 7.76% represents 221 disabled employees in a workforce of 2849

Performance Indicator	Target	Outturn	Comment
Indicator - CS-15 - Percentage of the top paid 5% of staff who have a disability	1.3%	0.71%	A decrease from the 2020/21 outturn, which was 1.32%. The 0.71% represents >10 employees in a group of 140
Indicator – CS-16 - Percentage of authority employees declaring that they meet the Equality Act 2010 definition of disability (including school-based staff)	4.1%	4.6%	A decrease from the 2020/21 outturn, which was 4.85%. The 4.6% outturn represents 267 disabled employees in a workforce of 5804.



## Current Initiatives to improve workforce disability diversity representation

Disability Staff Forum: A forum for disabled staff to meet openly with the equalities officer and senior management and discuss issues linked to disability equality in the workplace

Disability Confident Employer: The Council has been assessed by the Department of Work and Pensions as a Disability Confident Employer, which means that we

- guarantee interviews for disabled job applicants who meet all essential requirements within the job specification,
- provide Supported Internship placements for disabled people
- use flexible working, assistive technology, and other reasonable adjustments to support disabled staff
- The Council has set a Measurable Equality Objective to become a Disability Confident Leader by December 2023

Disability Impact Pledge: The Council has made the Disability Impact Pledge to improve access to employment for disabled people which means that we:

- Review the accessibility of our council buildings and workspaces
- Ensure our staff are trained in Equality, Diversity, and Inclusion.
- Promote flexible working, assistive technology, and other reasonable adjustments for our employees, to ensure that we as employers are 'Disability Confident'.

The Council also supports disabled people to access skills training and employment through the following programmes and projects

Supported Internships: These support young people with complex Special Educational Needs who are some distance away from mainstream employment, to develop functional skills necessary to enable them to access further employment and skills training.

Adult Community Learning Courses: These help residents develop the qualifications and skills to access employment and skills training opportunities to assist their movement into employment. 30% of the 2021-22 cohort were disabled people.

Supported Employment Pathways: The Council has 8 referral pathways that support residents with disabilities into volunteering and paid work opportunities in a variety of community settings and with local employers

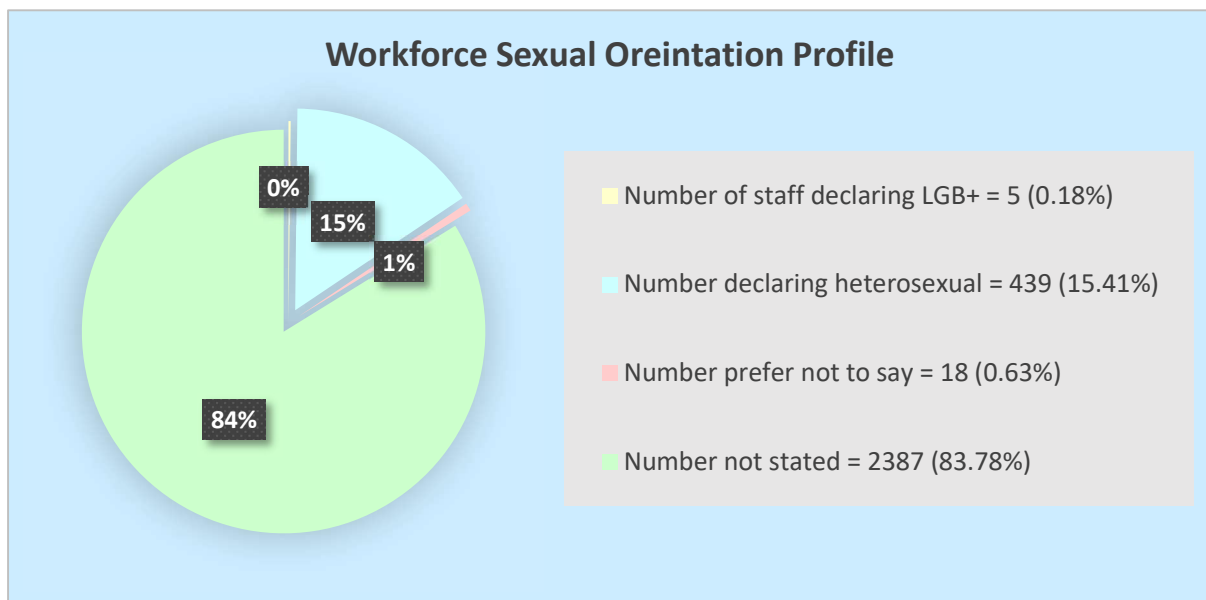
Ways to Work: This is the Council's largest Employment Support Programme, which has a dedicated Key Worker linked with the Council's Supporting Living Service to support clients with disability into Training, Education and Employment. Since January 2016 The Council's Ways to work Programme has supported over 2,600 residents, 30% being disabled people.

Positive Inclusion Programme: This is a programme developed to support unemployed and economically inactive residents with complex and multiple barriers to access intensive coaching and mentoring and a bespoke and individualised support package that will help them achieve sustainable education, employment, or skills. Delivery in St Helens Started in June 2021 and with 50% of those receiving support being disabled people.

## WORKFORCE SEXUAL ORIENTATION EQUALITY MONITORING

The 2021 Census shows that 2.7% of the Borough population aged 16 years and over recorded an LGB+ orientation (“gay or lesbian”, “bisexual”, or “other sexual orientation”). The council does not have any current performance indicators for workforce by sexual orientation.

Workforces LGB Profile	March 2022	Comment
Percentage of authority employees from declaring a LGB+ orientation (“gay or lesbian”, “bisexual”, or “other sexual orientation”) as a percentage of the total workforce.	0.18%	The percentage represents 5 LGB+ employees in a workforce of 2849



Current Initiatives to improve the representation of Sexual Orientation diversity in the Workforce

**LGBTQI+ Staff Forum:** – a forum for staff to meet openly with the equalities officer and senior management and discuss workplace equality and inclusion issues linked gender identity diversity and sexual orientation diversity

**MyView Staff Dashboard App:** The Council’s Staff Dashboard is the space through which Staff manage their own HR and Personnel requests. This App has a section for Diversity Data which provides all staff with the opportunity to self-define their equality profile including Gender Identity, Sexual Orientation, and Pronouns.

**LGBTQI+ Measurable Equality Objective:** The Council has set a Measurable Equality Objective to achieve the Navajo Merseyside and Cheshire LGBTIQ+ Charter Mark by December 2024

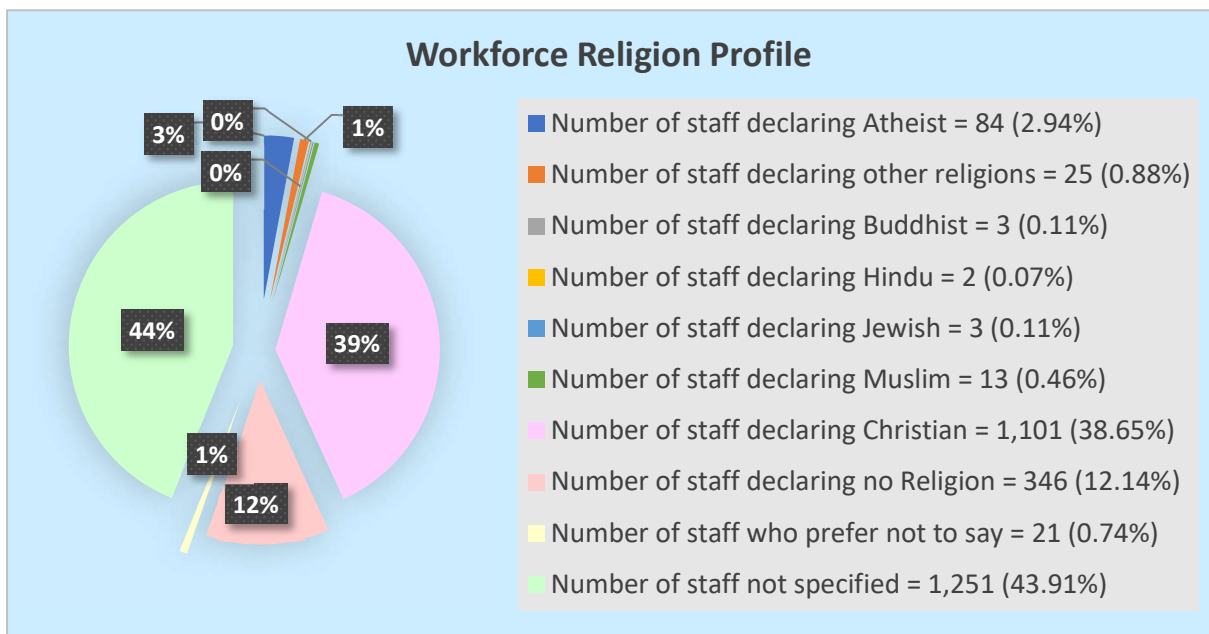
## WORKFORCE RELIGION EQUALITY MONITORING

The Census 2021 showed that people declaring they have a religion which is in a minority in the borough made up 1.75% of the borough’s population. The council does not have any current performance indicators for Workforce by religion.

Population Census 2021	Percentage	Population Census 2021	Percentage
Buddhist	0.27%	Other Religions	0.39%
Hindu	0.33%	Christian	62.32%
Jewish	0.03%	No Religion	31.21%
Muslim	0.73%	Religion Not Stated	4.72%

Workforce March 2022	Percentage	Workforce March 2022	Percentage
Buddhist	0.11%	Other Religions	0.88%
Hindu	0.07%	Christian	38.65%
Jewish	0.11%	No Religion	12.14%
Muslim	0.46%	Religion Not Stated	43.91%

Workforce Minority Religion Profile	March 2022	Comment
Percentage of authority employees declaring they have a religion which is in a minority in the borough, as a percentage of the total workforce.	1.62%	A decrease from 1.63% representation in 2020/21 The percentage represents 46 employees in a workforce of 2849



**YOUR VIEWS ARE IMPORTANT TO US**

Comments concerning this document or St. Helens Borough Council's equality, diversity, and inclusion strategy and performance are very welcome.

You can send comments to us in the following ways

Online - <https://www.sthelens.gov.uk/contactus>

Email – [contactcentre@sthelens.gov.uk](mailto:contactcentre@sthelens.gov.uk)

Phone - 01744 676 789

Or write to

Equalities Officer  
Town Hall  
Victoria Square  
St. Helens  
Merseyside  
WA10 1HP