

St Helens Borough Council Equality, Diversity & Inclusion Monitoring Report 2022/23

**Eliminating discrimination, harassment,
and victimisation**

Advancing equality of opportunity

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



ST HELENS
BOROUGH COUNCIL



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INTRODUCTION

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, requires public authorities to set measurable equality objectives and to publish information about their performance on equality annually.

The Annual Equality, Diversity, and Inclusion (EDI) Monitoring Report 2022-23 is the publication in which St Helens Borough Council sets out how it complies with the '2017 Regulations' for the period April 2022 to March 2023. It covers the following areas:

- Equality Impact Assessment
- Measurable Equality Objectives
- Service Accessibility
- Promoting Equality, Diversity, and Inclusion
- Workforce Equality Monitoring

The Equality Monitoring Report 2022-23 identifies the following key outcomes.

Performance Indicator	Target	Outturn
Percentage of the top 5% of earners that are women	50.00%	59.31%
Percentage of top 5% of earners declaring a minority ethnicity	3.00%	2.06%
Percentage of the top paid 5% of staff declaring that they meet the Equality Act 2010 definition of disability.	1.30%	3.44%
Percentage of authority employees declaring that they meet the Equality Act 2010 definition of disability.	4.10%	5.61%.
Percentage of authority employees declaring a minority ethnicity (including school-based staff).	1.50%	1.61%

Gender Pay Gap Report 2022, as published in the Council 2023 [Pay Policy Statement](#).

Gender Pay Indicator	Women	Men	Pay Gap
The median (middle) hourly rate across the Council.	£11.47	£12.42	7.64%
The mean (average) hourly rate across the Council.	£13.69	£14.73	7.06%

EQUALITY IMPACT ASSESSMENTS AND THE PUBLIC SECTOR EQUALITY DUTY

The Public Sector Equality Duty, [Section 149](#) 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.

There are nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion, sex, sexual orientation.

St Helens Borough Council uses Equality Impact Assessments (EIAs) to give ‘due regard’ to Section 149 across its policies and functions. The Council’s [EIA tool](#) uses analysis of evidence from consultation, complaints, employment, or service monitoring to identify who may be disadvantaged, have unmet need, or be disproportionately affected by proposals. If an EIA identifies any negative impact for people who share different protected characteristics, then the council will identify mitigation to lessen or remove that impact before a proposal proceeds through the decision-making processes.

[Regulation 4](#) of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires the Council to publish information to demonstrate its compliance with the duty imposed by section 149. To meet Regulation 4, the outcomes of Equality Impact Assessments are published on the Council’s website. To find out more please visit the Council Equality Impact Assessment Webpage: [Equality Impact Assessments - St Helens Borough Council](#).

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	See Workforce Equality Monitoring Section.
A council workforce profile with an improved representation of diversity across all protected characteristics	
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"> feel their health and well-being is well supported. feel their level of motivation is high. are experiencing a positive work culture based on our shared values 	Every two years Starting from 2023/24

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.

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 2022

St Helens Pride took place in Church Square, St Helens Town Centre, on Saturday 2 July between 12:00pm-4:00pm. The event celebrates diversity of sexual and gender identities through a programme of live music, dance, interactive workshops, and exhibitions. Artist performing on the main stage included MD Creatives, Tom Loughlin, Kerrie-Ann Lomas, Pretentious Dross, and Beats By Tom.



‘OUR GENERATION’ LGBTQI+ ORAL HISTORY DOCUMENTARY – July 2022

As part of St Helens 2022 Oral History Festival, St Helens Arts Service commissioned artist Ben Hodge to create new LGBTQI+ oral history-based documentary. Our Generation explored the intergenerational experiences of LGBTQI+ people who live and have lived in St Helens. Our Generation was premiered at St Helens’ Lucem House Community Cinema Plus.



Ben Hodge who produced the “Our Generation” LGBTQI+ oral history documentary.

SREBRENICA MEMORIAL – 11 July 2022

On the 11 July 2022, the Steve Prescott Bridge was lit in white and green, the colours of the UK charity Remembering Srebrenica, to mark the 27th anniversary of the genocide of more than 8,000 mostly Serbian Muslim men and boys. At 12 noon, the Council held a minute's silence to acknowledge all people who have experienced the impact of hatred and prejudice in their lives.



COMMUNITY EVENTS FOR REFUGEES AND ASYLUM SEEKERS - July 2022

As part of the St Helens Refugee Resettlement programme, children's centres and community centres hosted community groups and sessions throughout July to help welcome and support Syrian, Afghan, and Ukrainian families recently resettled in St Helens. Events included family sessions, parent and toddler groups, coffee mornings and mixed exercise, sport, and game activities.



DISABILITY IMPACT PLEDGE - 14 July 2022

St Helens Borough Council reinforced its commitment to supporting people with disabilities both in its workforce and in local communities, with the signing of the Disability Impact Pledge. The Disability Impact Pledge has been designed by the Disability Policy Centre, an independent social enterprise dedicated to improving public services and breaking down barriers for disabled people. Find out more about our [Disability Impact Pledge](#).



The Disability Impact Pledge - Council Leader Councillor David Baines, Equality and Diversity Champion Councillor Jeanie Bell, Council Chief Executive Kath O'Dwyer with staff and community partners

THE WORLD REIMAGINED EXHIBITION - 24 August to 31 October 2022

St Helens Borough Council took part in the Liverpool City Region wide The World Reimagined art education project which focused on creating a better understanding of our shared histories; inviting the public to explore the Borough's relationship with the Transatlantic Slave Trade, the impact of the global slave trade on the world, on our present society; and how we can take action to make racial justice a reality in the future.



The 'Tributaries Of Knowledge Globe' by Bryony Bengel-Abbott on display at The World Of Glass

Ten artists were commissioned across the Liverpool City Region to work with local communities to create a "Journey of Discovery Globes", representing the history and legacy of the Slave Trade. St Helens World of Glass Museum was home to the Tributaries Of Knowledge Globe by Bryony Bengé-Abbott, a British Trinidadian artist. It celebrates the legacy of Kenyan environmental activist Wangari Maathai who led the fight against environmental degradation in Kenya in the 1970s.



Creative Artist Miguel Doforo, Council Chief Executive Kath O'Dwyer and Councillor Anthony Burns Cabinet Member for Wellbeing, Culture standing next to the 'Heritage Tributaries Of Knowledge' Globe on show at the World Of Glass Museum.

Six smaller globes were based in the following venues: Sutton Academy's Globe - Chester Lane Library; Rainford High's Globe - Eccleston Library; MD Creatives' Globe - Newton Library; BuzzHub St Helens CDP's Globe - Parr Library; Rainford Brook Lodge Primary's Globe - Rainford Library; Nutgrove Methodist Primary's Globe - Thatto Heath Library

To find out more please watch [The World Reimagined](#) Video which shares some of the learning, thoughts, and feelings of those who participated in creating the globes

HOLOCAUST MEMORIAL DAY EXHIBITION - 27 January - 17 February 2023

Pupils from Nutgrove Methodist Primary School worked with artist Helen Newell to create an art installation 'Ordinary People' to remember the millions who perished in the holocaust during the second world war. The exhibition was displayed at Thatto Heath Library from Holocaust Memorial Day on 27 January until 17 February.



INTERNATIONAL WOMENS DAY - 8 March 2023

As part of the Borough of Culture Programme, the Council's Sports Development Team presented a series of events to celebrate International Women's Day. This provided the opportunity to promote the diverse range of council and non-council of Sports, Fitness, and Physical activities available to women and girls across the borough.

Sports development produced media articles to highlighting Sports, Fitness and Physical Activity. The service promoted Success Stories of local girls and women, and offered free female beginner level Fitness Taster Sessions at the Council's Leisure Centres.

On the evening of the 8 March, a special Question & Answer Event St Helens Rugby League Football Club's Women's Team was arranged at the Totally Wicked Stadium. The event was free to women and girls and included Saints star players Tara Jones, Jodie Cunningham and Emily Rudge, and team physio Jade Reed. These inspirational women shared their experiences in sport and rugby league, covering topics such as: who and what inspired them, their goals for the future, and their tips for any girls looking to get involved or progress in the world of sport.

A Women's Wellbeing Walk was held on the 9 March. The event was free for women of all ages to take part, get outdoors, and make some new friends. Women met at Chester Lane Library and walk up to Sutton Manor Woodland, taking in the Dream sculpture and exploring local paths, before returning to the library for refreshments.

WEDNESDAY 8TH MARCH 2023 6:30PM START

With St Helens Women Stars:

Jodie Cunningham **Emily Rudge** **Tara Jones**

Also featuring Physio Jade Reed

AT THE TOTALLY WICKED STADIUM

ST HELENS BOROUGH OF CULTURE 2023 active St Helens LIVERPOOL CITY REGION COMBINED AUTHORITY METRO MAYOR LIVERPOOL CITY REGION

FREE WELLBEING WALK

International Women's Day

WOMEN'S WELLBEING WALK

THURSDAY 9TH MARCH 2023, 10-12PM
CHESTER LANE LIBRARY, FOUR ACRE LANE, ST HELENS, WA9 4DE

Join us for our social Women's Wellbeing Walk; a great way to get outdoors, move your body and make some new friends. Meeting at Chester Lane Library, we'll walk up to Sutton Manor Woodland, taking in the Dream sculpture and exploring local paths, before returning to the library for refreshments.

You'll also be able to find out about other ways to get active in St Helens and learn about all the different events and activities delivered by the Library Service.

To book your place or for more details contact:
01744 675403
gemmaretland@sthelens.gov.uk
St Helens Sports Development

active St Helens St Helens Library Services ST HELENS BOROUGH OF CULTURE 2023 LIVERPOOL CITY REGION COMBINED AUTHORITY METRO MAYOR LIVERPOOL CITY REGION ST HELENS BOROUGH OF CULTURE 2023

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.

As a Disability Confident Employer, the Council guarantees an interview to disabled applicants who demonstrate they meet the essential job criteria and makes reasonable adjustments to ensure a fair and equitable route to sustainable employment.

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

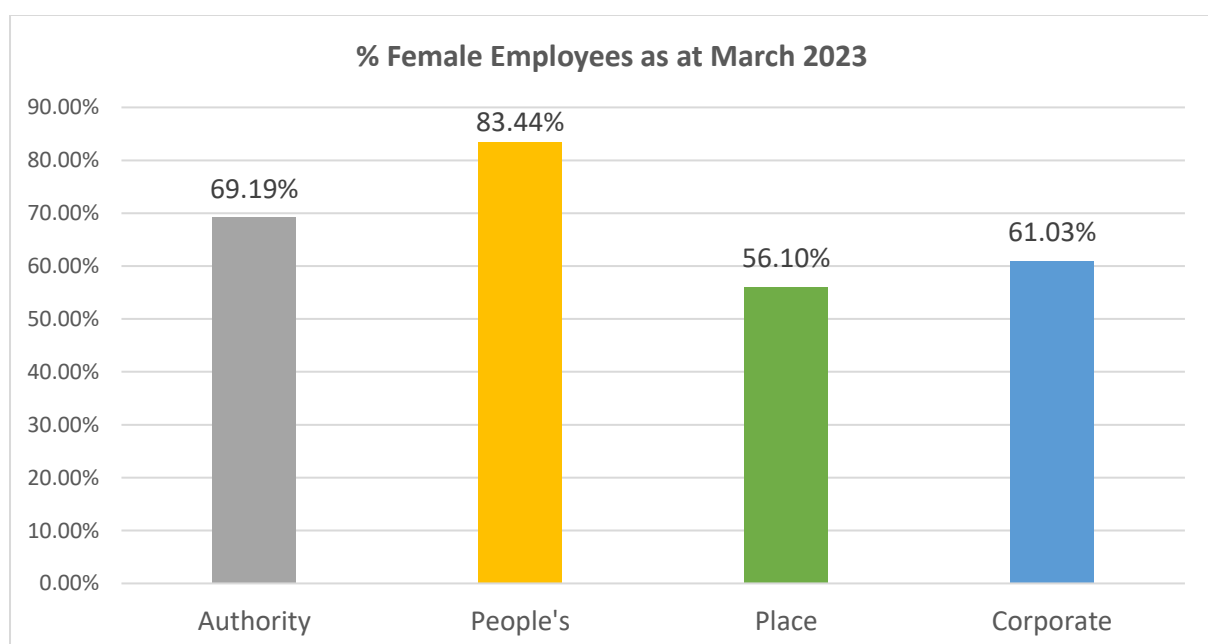
The 2021 Census records that women make up 50.9% of the Borough Population

Workforce Female Staff Profile	March 2023	Comment
Percentage of authority employees that are women as a percentage of the total workforce.	69.19%	The percentage represents 1,916 employees in a workforce of 2,769 (March 2022 = 69.85%)

People's Female Staff Profile	March 2023	Comment
Percentage of People's Directorate employees that are women as a percentage of the People's Directorate's workforce.	83.44%	The percentage represents 1,048 employees in a Directorate of 1,256 staff.

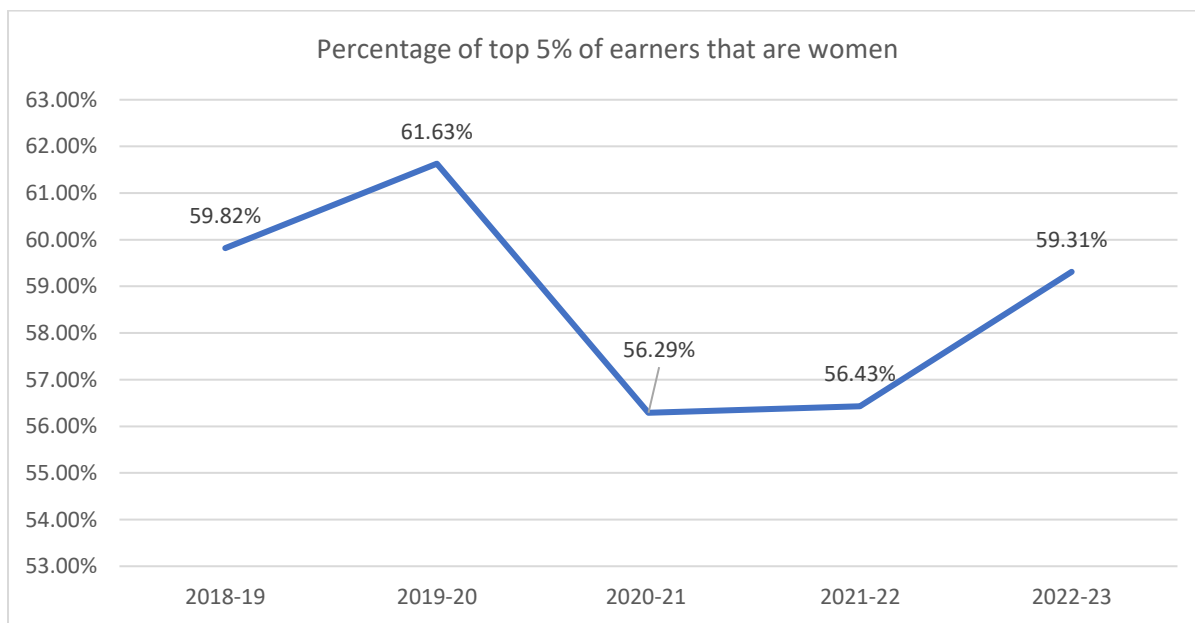
Place Female Staff Profile	March 2023	Comment
Percentage of Place Directorate employees that are women as a percentage of Place Directorate's workforce.	56.10%	The percentage represents 630 employees in a Directorate of 1,123 staff.

Corporate Female Staff Profile	March 2023	Comment
Percentage of Corporate Directorate employees that are women as a percentage of Corporate Directorate's workforce.	61.03%	The percentage represents 238 employees in a Directorate of 390 staff.



Workforce Sex Performance Indicators

Performance Indicator CS-015	March 2023	Comment
Percentage of top 5% of earners that are women	59.31%	March 2024 Target = 50%

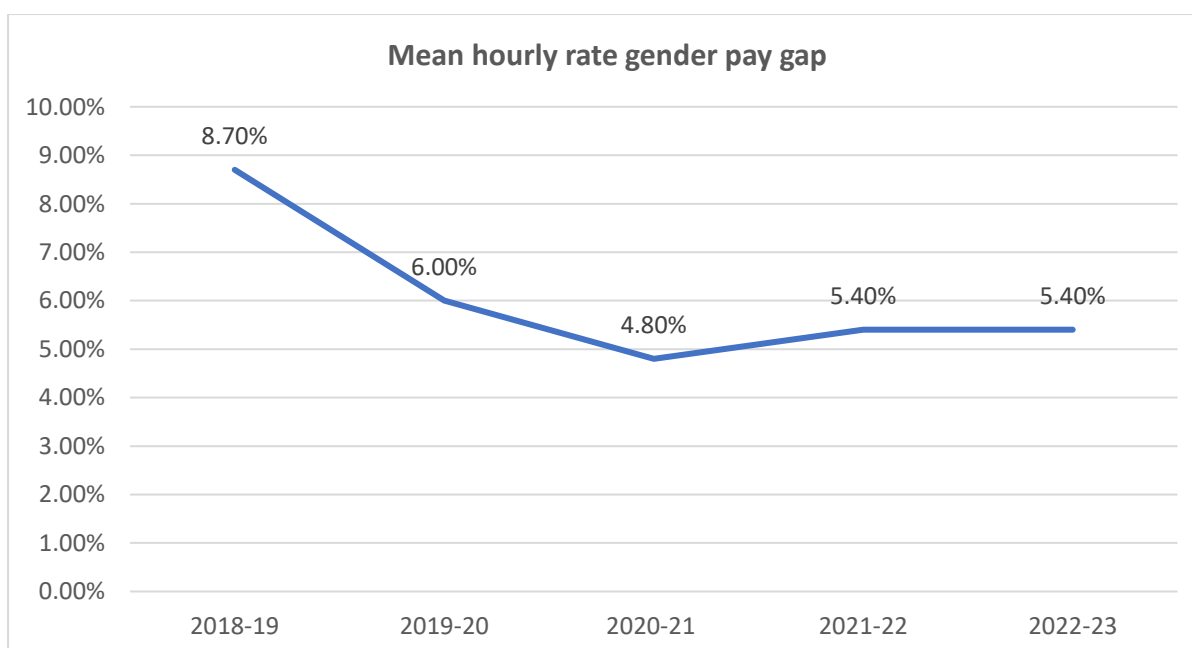
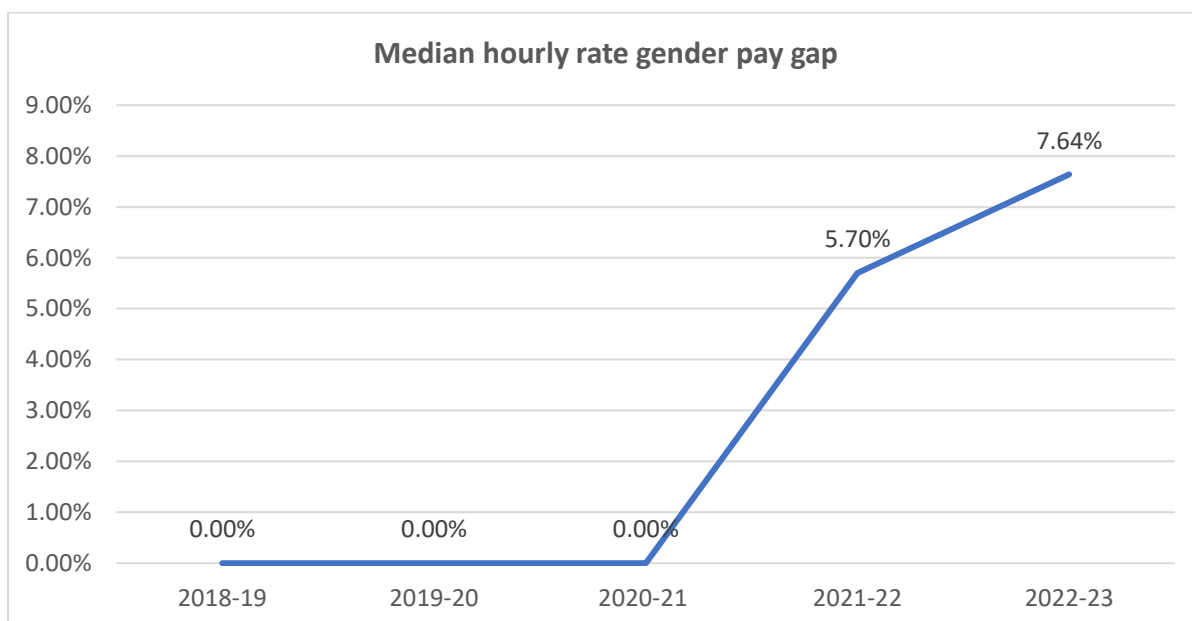


Gender Pay Policy Statement Summary – March 2023

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap. The 2023 report below was calculated using a specific reference date of 31 March 2022, published in March 2023.

Gender Pay Indicator	Women	Men	Pay Gap	Comment
<p>The median hourly rate across the Council.</p> <p>The hourly rate in the middle of the highest and lowest hourly rates</p>	£11.47	£12.42	7.64%	<p>As of 31 March 2022, the median rate across the Council was £11.47: the median rate for women was £11.47 and for men it was £12.42, meaning there was a median pay gap of 7.64%. The Council does not pay bonuses. The gender pay profiles for each quartile are as follows</p>

Gender Pay Indicator	Women	Men	Pay Gap	Comment
<p>The mean hourly rate across the Council.</p> <p>The sum of all the wages of female or male employees divided by the respective number of employees of each gender.</p>	£13.69	£14.73	7.06%	As of 31 March 2022, the mean hourly rate across the Council was £14.01: for women the rate was £13.69 and for men it was £14.73, meaning there was a mean pay gap of 7.06% which has increased from last year's figure of 5.4%.



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 2022-23, nor does it have any current workforce performance indicators for Gender Identity to report on.

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

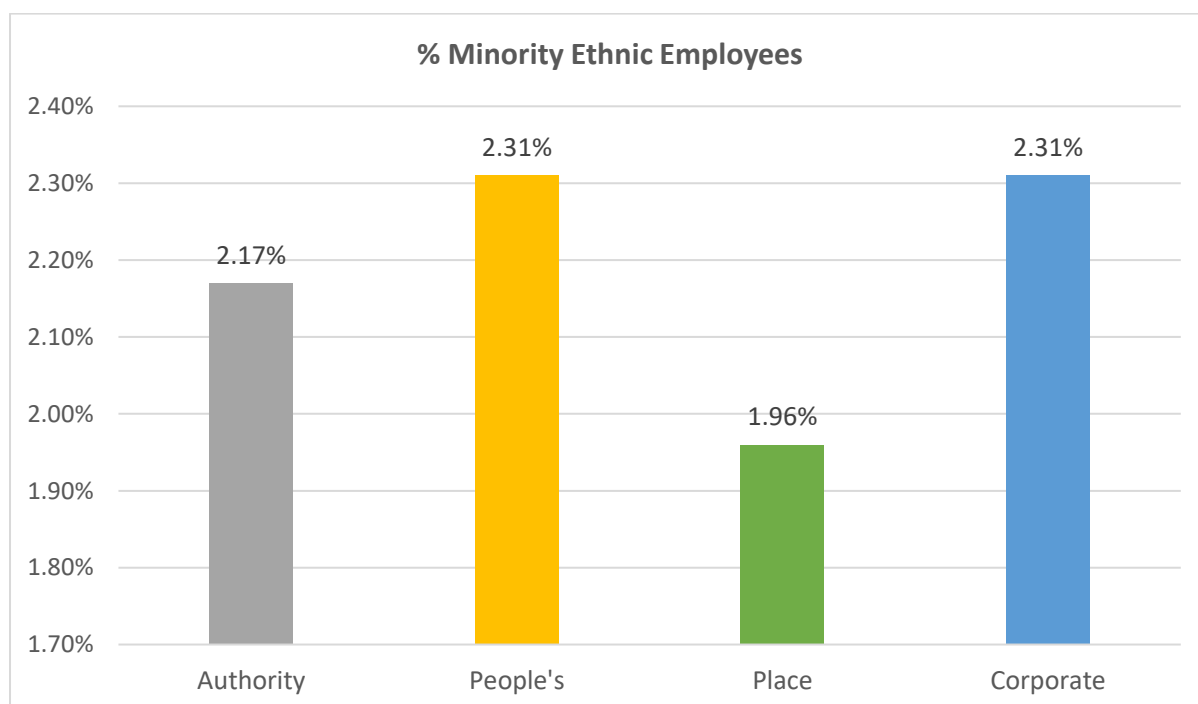
The Census 2021 records that people from Asian, Black, Mixed/Multiple (White &... categories), and Other Ethnic backgrounds (collectively referred to as ‘minority ethnicity’ within this report for monitoring purposes), represent 3.47% of the Borough Population.

Workforce Minority Ethnicity Staff Profile	March 2023	Comment
Percentage of authority employees declaring a minority ethnicity, as a percentage of the total workforce.	2.17%	The percentage represents 60 employees in a workforce of 2,769 (March 2022 = 1.86%)

People’s Minority Ethnicity Staff Profile	March 2023	Comment
Percentage of People’s Directorate employees declaring a minority ethnicity as a percentage of the People’s Directorate’s workforce.	2.31%	The percentage represents 29 employees in a Directorate of 1,256 staff.

Place Minority Ethnicity Staff Profile	March 2023	Comment
Percentage of Place Directorate employees declaring a minority ethnicity as a percentage of Place Directorate’s workforce.	1.96%	The percentage represents 22 employees in a Directorate of 1,123 staff.

Corporate Minority Ethnicity Staff Profile	March 2023	Comment
Percentage of Corporate Directorate employees declaring a minority ethnicity as a percentage of Corporate Directorate’s workforce.	2.31%	The percentage represents 9 employees in a Directorate of 390 staff.



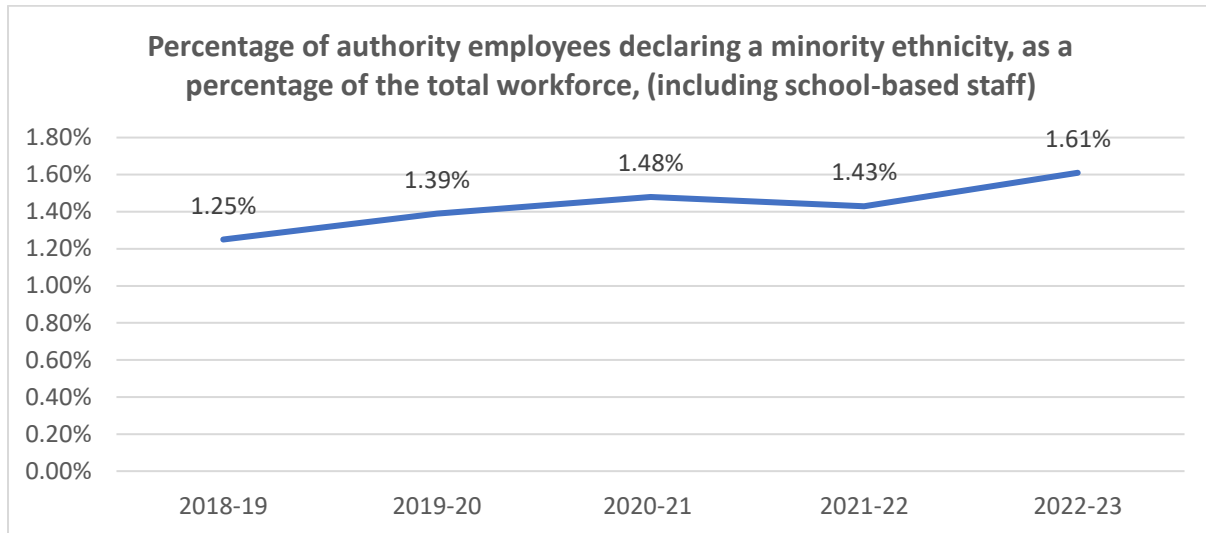
Workforce Ethnic Profile March 2023, by Census 2021 Ethnic Categories and Subcategories

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%	0.25%	0.00%	0.36%
	Indian	5	0.18%	0.11%	+0.07%	0.30%
	Pakistani	4	0.14%	0.11%	+0.03%	0.13%
	Other Asian	2	0.07%	0.11%	-0.04%	0.52%
Black, Black British, Black Welsh, Caribbean or African	African	14	0.51%	0.28%	+0.23%	0.30%
	Caribbean	2	0.07%	0.04%	+0.03%	0.06%
	Other Black	0	0%	0.07%	+0.07%	0.06%
Mixed or Multiple ethnic groups	White and Asian	3	0.11%	0.18%	-0.07%	0.33%
	White and Black African	4	0.14%	0.21%	-0.07%	0.23%
	White and Black Caribbean	2	0.07%	0.14%	-0.07%	0.25%
	Other Mixed or Multiple ethnic groups	8	0.29%	0.28%	-0.01%	0.27%
White	English, Welsh, Scottish, Northern Irish or British	2,584	93.32%	89.89%	+3.43%	93.61%
	Irish	9	0.33%	0.39%	-0.06%	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	25	0.90%	0.70%	+0.2%	2.28%
Other ethnic group	Arab	0	0.00%	0.00%	0.00%	0.21%
	Any other ethnic group	2	0.07%	0.04%	+0.03%	0.36%
Not specified	Not Specified	96	3.47%	7.16%	-3.69%	0.00%
Totals		2,769	100%			

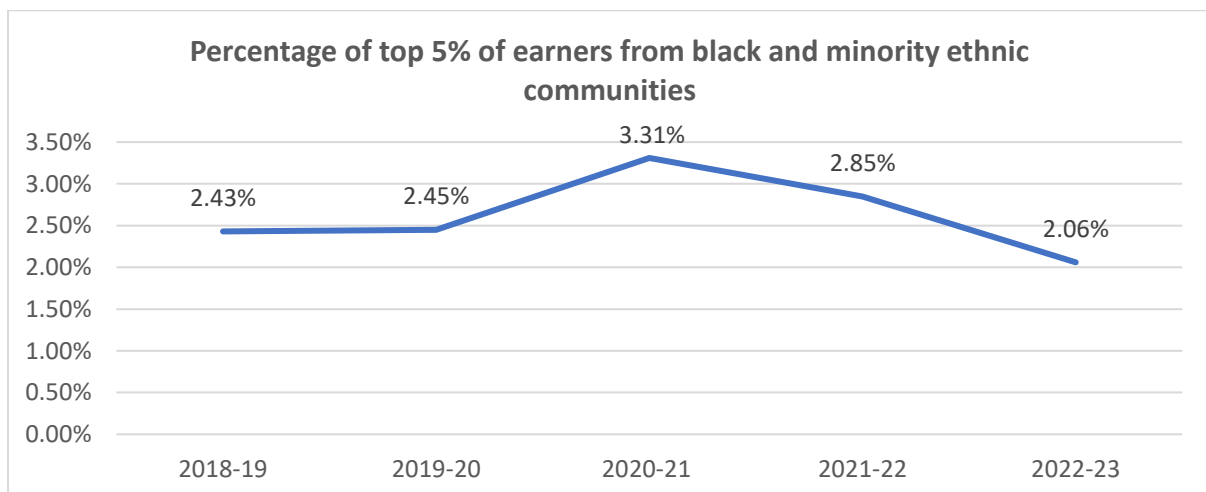
Workforce March 2023	Percentage	Workforce March 2023	Percentage
Asian	0.72%	White Minority	1.23%
Black	0.58%	Other Ethnic Group	0.07%
Mixed Multiple	0.61%	Not Specified	3.47%
White British (E/W/S/NI/B)	93.32%		

Workforce Race Performance Indicators

Performance Indicator CS-019	March 2023	Comment
Percentage of authority employees declaring a minority ethnicity, as a percentage of the total workforce, (including school-based staff)	1.61%	March 2024 Target = 2.50%



Performance Indicator CS-016	March 2023	Comment
Percentage of top 5% of earners from black and minority ethnic communities	2.06%	March 2024 Target = 3.00%



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.
- 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 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.

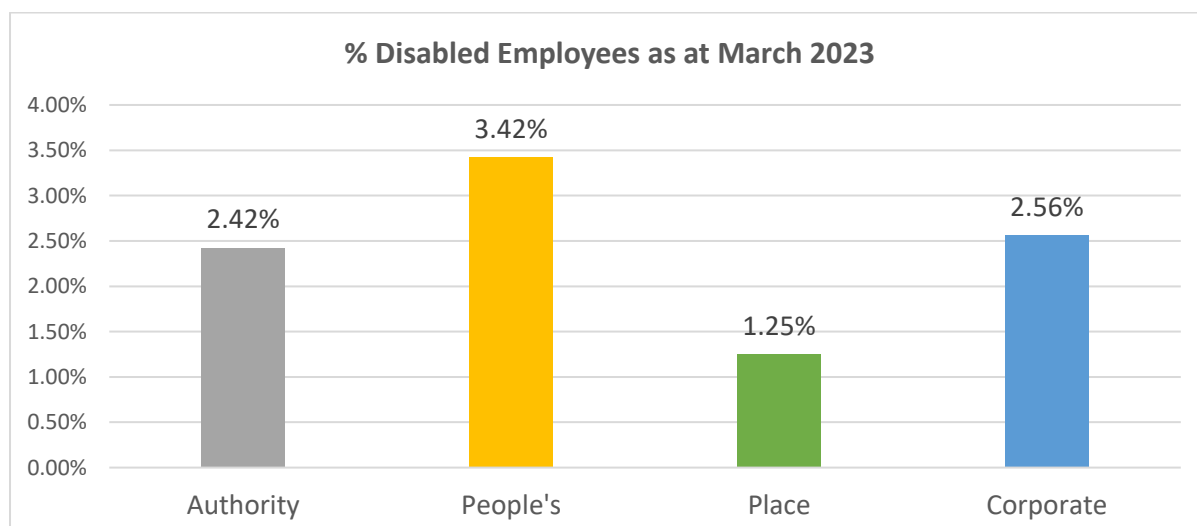
The Census 2011 showed that 2.41% of the Borough’s working age population declared they had a long-term health problem or disability that limited their day-to-day activities a lot.

Workforce Disabled Staff Profile	March 2023	Comment
Percentage of authority employees declaring a disability, as a percentage of the total workforce.	2.42%	The percentage represents 67 employees in a workforce of 2,769 (March 2022 = 7.76%)

People’s Disabled Staff Profile	March 2023	Comment
Percentage of People’s Directorate employees declaring a disability as a percentage of the People’s Directorate’s workforce.	3.42%	The percentage represents 43 employees in a Directorate of 1,256 staff.

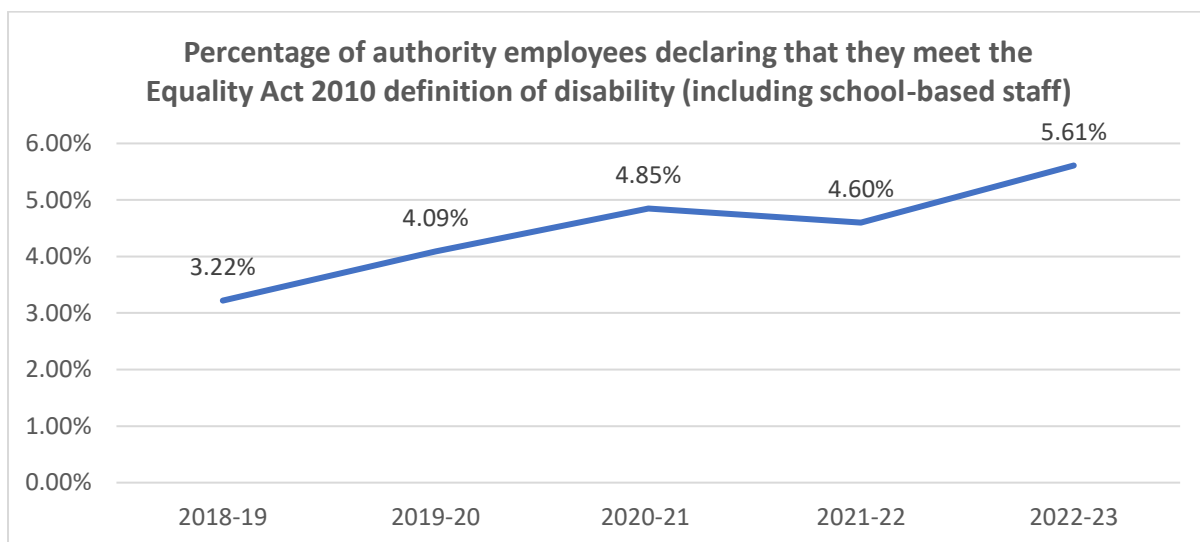
Place Disabled Staff Profile	March 2023	Comment
Percentage of Place Directorate employees declaring a disability as a percentage of Place Directorate’s workforce.	1.25%	The percentage represents 14 employees in a Directorate of 1,123 staff.

Corporate Disabled Staff Profile	March 2023	Comment
Percentage of Corporate Directorate employees declaring a disability as a percentage of Corporate Directorate’s workforce.	2.56%	The percentage represents 10 employees in a Directorate of 390 staff.



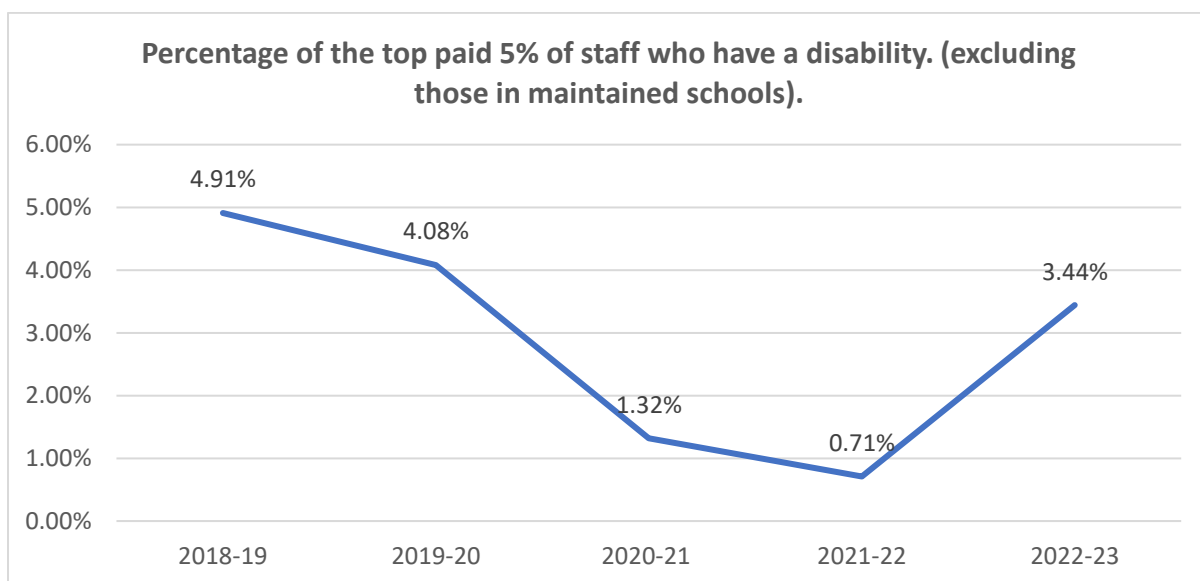
Workforce Disability Performance Indicators

Performance Indicator CS-018	March 2023	Comment
Percentage of authority employees declaring that they meet the Equality Act 2010 definition of disability (including school-based staff)	5.61%	March 2024 Target = 5.00%



Performance Indicator CS-017	March 2023	Comment
Percentage of the top paid 5% of staff who have a disability. (excluding those in maintained schools).	3.44%	March 2024 Target = 3.00%

* HR reported the reduction for 2020-21 was due to a change in the method of calculation.



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 2022-23 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

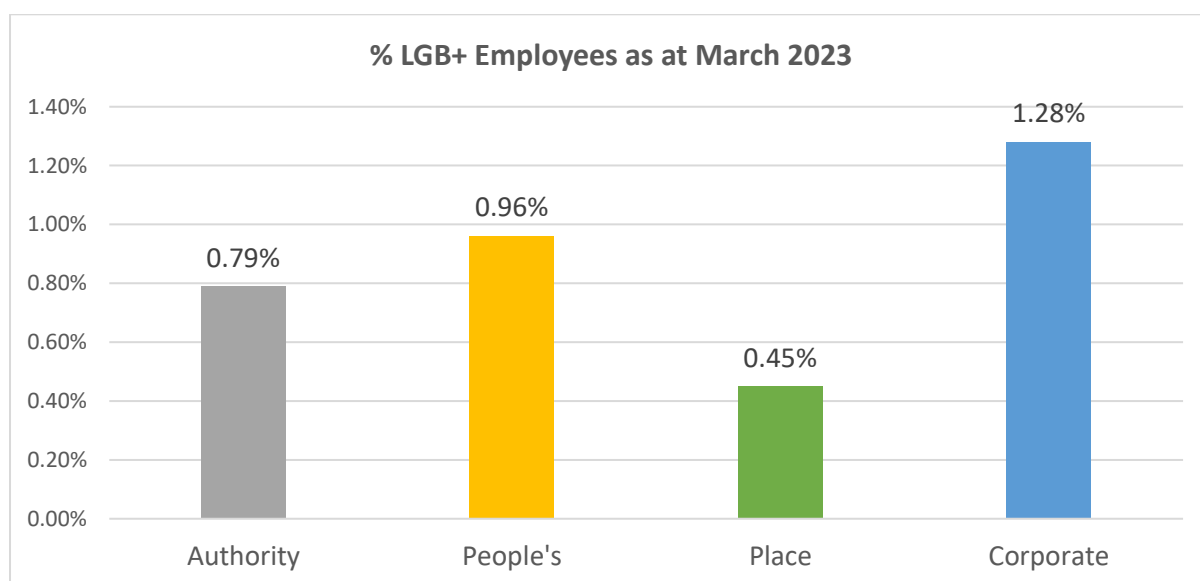
The 2021 Census shows that 2.7% of the Borough population aged 16 years and over recorded an LGB+ orientation (“gay or lesbian”, “bisexual”, or “other sexual orientation”). The council does not have any current performance indicators for workforce by sexual orientation.

Workforces LGB+ Staff Profile	March 2023	Comment
Percentage of authority employees from declaring an LGB+ orientation as a percentage of the total workforce.	0.79%	The percentage represents 22 employees in a workforce of 2,769 (March 2022 = 0.18%)

People’s LGB+ Staff Profile	March 2023	Comment
Percentage of People’s Directorate employees declaring an LGB+ orientation as a percentage of the People’s Directorate’s workforce.	0.96%	The percentage represents 12 employees in a Directorate of 1,256 staff.

Place LGB+ Staff Profile	March 2023	Comment
Percentage of Place Directorate employees declaring an LGB+ orientation as a percentage of Place Directorate’s workforce.	0.45%	The percentage represents 5 employees in a Directorate of 1,123 staff.

Corporate Female Staff Profile	March 2023	Comment
Percentage of Corporate Directorate employees declaring an LGB+ orientation as a percentage of Corporate Directorate’s workforce.	1.28%	The percentage represents 5 employees in a Directorate of 390 staff.



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 LGBTIQA+ 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 2023	Percentage	Workforce March 2023	Percentage
Buddhist	0.04%	Other Religions	0.43%
Hindu	0.00%	Christian	7.37%
Jewish	0.04%	No Religion	5.02%
Muslim	0.22%	Religion Not Stated	86.88%

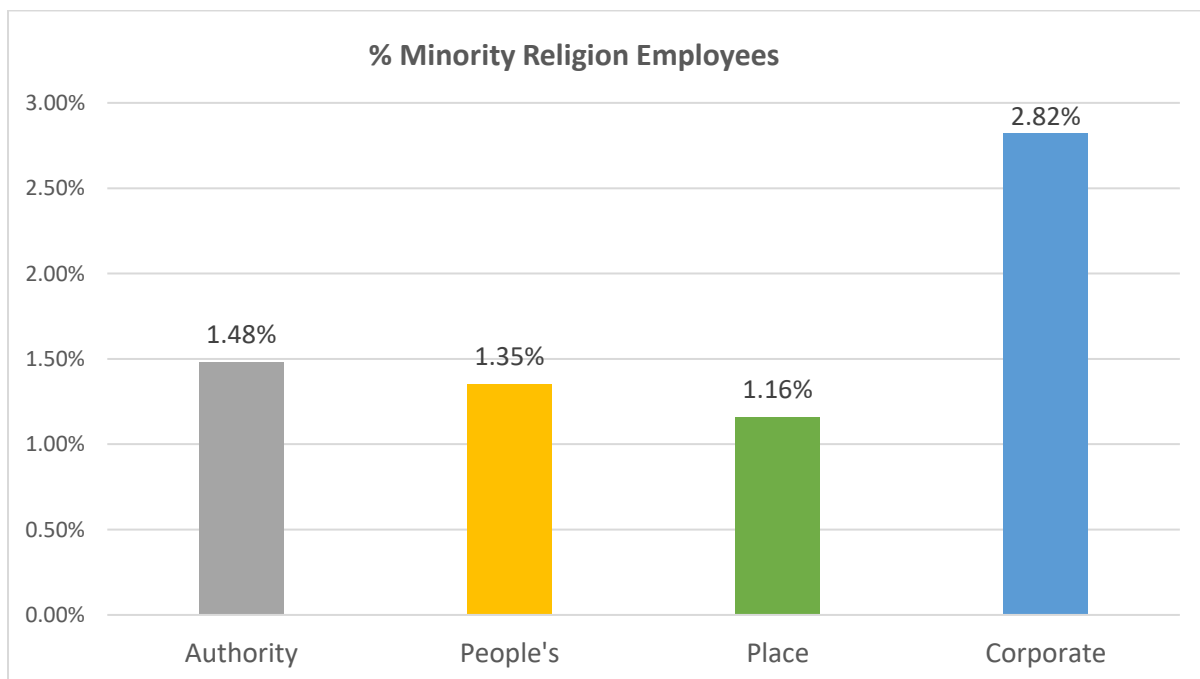
The Census 2021 showed that people declaring they have a religion which is in a minority in the borough made up 1.75% of the borough’s population.

Workforce Minority Religion Staff Profile	March 2023	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.	1.48%	The percentage represents 41 employees in a workforce of 2,769 (March 2022 = 1.62%)

People's Minority Religion Staff Profile	March 2023	Comment
Percentage of People's Directorate employees declaring they have a religion which is in a minority in the borough as a percentage of the People's Directorate's workforce.	1.35%	The percentage represents 17 employees in a Directorate of 1,256 staff.

Place Minority Religion Staff Profile	March 2023	Comment
Percentage of Place Directorate employees declaring they have a religion which is in a minority in the borough as a percentage of Place Directorate's workforce.	1.16%	The percentage represents 13 employees in a Directorate of 1,123 staff.

Corporate Minority Religion Staff Profile	March 2023	Comment
Percentage of Corporate Directorate employees declaring they have a religion which is in a minority in the borough as a percentage of Corporate Directorate's workforce.	2.82%	The percentage represents 11 employees in a Directorate of 390 staff.



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

Phone - 01744 676 789

Or write to

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