

Equality, Diversity and Inclusion

Employee Data by Protected Characteristics February 2022

Resources/ benchmarking

Latest AOC workforce survey (2019/20) which was published in November 2021.

The 2011 Wirral census.

Staff Individualised Record 2018/19 (SIR 27) (FE College data)

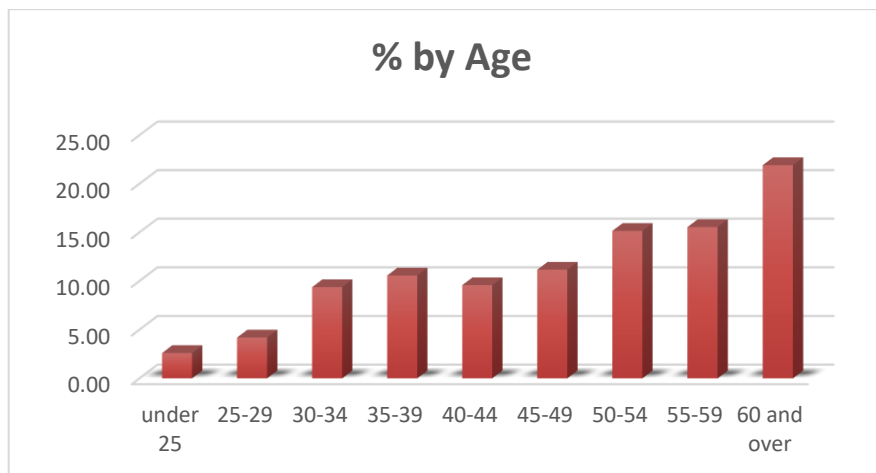
Office for National Statistics

<https://www.wirralintelligenceservice.org>

Background

WMC currently has 502 employees compared to 491 in 2020.

Age	All Staff	% WMC staff
under 25	13	2.59
25-29	21	4.18
30-34	47	9.36
35-39	53	10.56
40-44	48	9.56
45-49	56	11.16
50-54	76	15.14
55-59	78	15.54
60 and over	110	21.91
Total	502	100



The average age range is 50-54 which is an increase compared to 2020 when it was 45-49. This may represent staff loyalty and natural ageing of existing staff who have remained in employment.

Data taken as at 17th February 2022

Wirral Data – Taken from Census 2011

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The age range with the highest proportion of staff remains as 60 and over with 21.91% representing that Wirral Met has an ageing workforce.

Conclusion

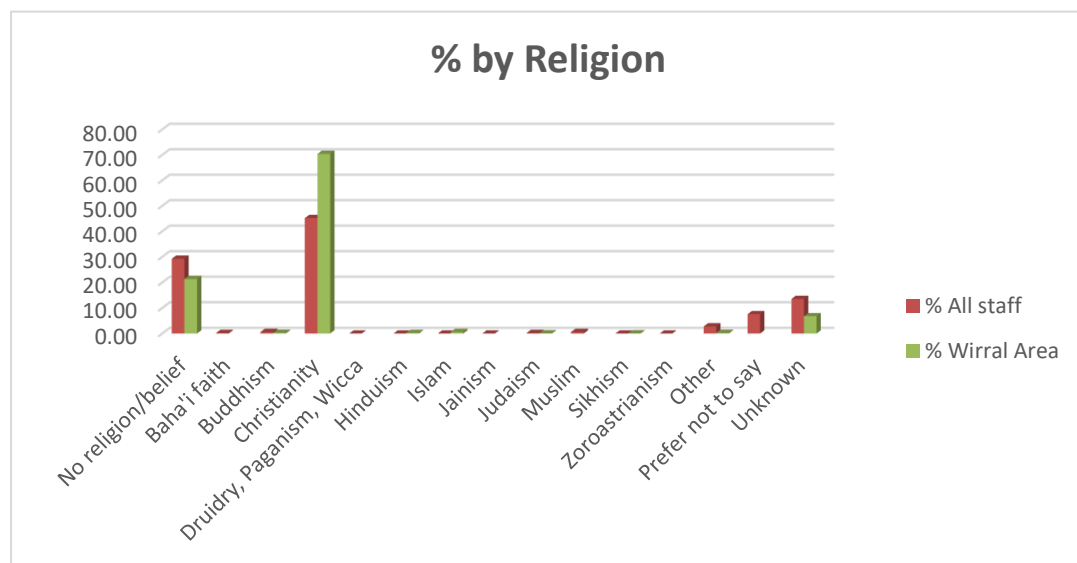
It is positive that the higher age range feel able to remain in employment at WMC which may be due to the increased prevalence of flexible working and flexible retirement opportunities. Conversely, consideration needs to be given to succession planning because their retirement will leave gaps in experience which may be difficult to fill without a plan in place. It is encouraging that the highest proportion of job applicants has been in the 30-34 age range during 2021 and that they also have the highest conversion rate to become employees.

According to the 'This is Wirral' population survey completed in December 2019 by the Wirral Intelligence Service, the highest proportion of the local population is within the age group between 50-54 (this includes men and women). This mirrors the average age group of our staff.

WMC has an older workforce than Colleges nationally according to SIR 27 data (14% for over 60's compared to 21.91% for WMC staff).

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Religion	All staff	% All staff	% Wirral Area
No religion/belief	147	29.28	21.33
Baha'i faith	1	0.20	
Buddhism	3	0.60	0.28
Christianity	227	45.22	70.41
Druidry, Paganism, Wicca			0.00
Hinduism		0.00	0.23
Islam		0.00	0.57
Jainism		0.00	
Judaism	1	0.20	0.08
Muslim	3	0.60	
Sikhism	0	0.00	0.07
Zoroastrianism		0.00	
Other	14	2.79	0.26
Prefer not to say	38	7.57	
Unknown	68	13.55	6.77
Total	502	100.00	100

Just under half of our employees are Christians (the figure has remained around half in the last 3 years) compared to 70% in Wirral, according to the 2011 census. There is an updated census due to be published in May 2022 which may provide a lower figure given the general decline in following a religion/church attendance nationwide. This is followed by around a fifth who declared they have no religion or belief. The Wirral figure for those who did not declare a religion or belief was also 21% which brings us in line with the local population.

The remaining religions have been fairly static over the last 3 years.

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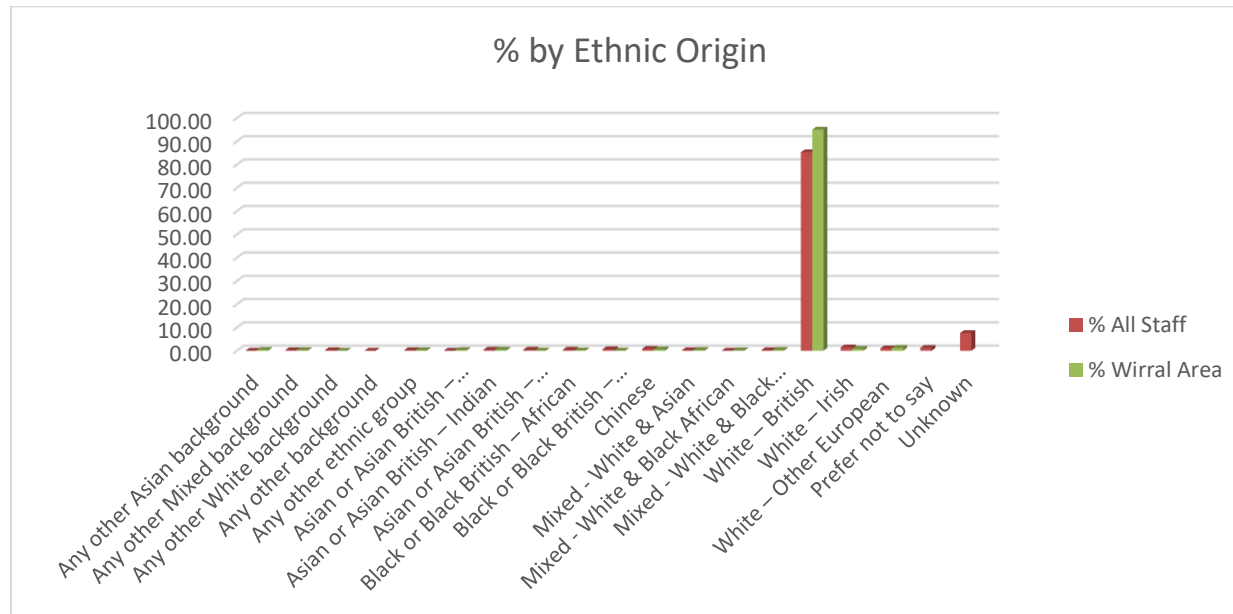
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Conclusion

Some religions have a greater representation amongst staff than in the local population, but the numbers are small so it has no statistical significance.

There are no other religions in significant numbers in the local population according to the census, so no evidence that any individual religious group is under represented.

WMC has an All Faiths and None room on every campus which is available for the use of staff and students.



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Ethnic Origin	All Staff	% All Staff	% Wirral Area
Any other Asian background	0	0.00	0.33
Any other Mixed background	1	0.20	0.25
Any other White background	1	0.20	0.02
Any other background	0	0.00	
Any other ethnic group	1	0.20	0.21
Asian or Asian British – Bangladeshi		0.00	0.27
Asian or Asian British – Indian	2	0.40	0.42
Asian or Asian British – Pakistani	2	0.40	0.07
Black or Black British – African	2	0.40	0.12
Black or Black British – Caribbean	3	0.60	0.06
Chinese	4	0.80	0.52
Mixed - White & Asian	1	0.20	0.30
Mixed - White & Black African	0	0.00	0.17
Mixed - White & Black Caribbean	1	0.20	0.30
White – British	428	85.26	94.97
White – Irish	7	1.39	0.83
White – Other European	5	1.00	1.17
Prefer not to say	6	1.20	
Unknown	38	7.57	
Total	502	100.00	100.00

There are predominantly White-British employees working for WMC with current figures being similar to 2020. There has been a slight reduction in declarations of White British but also a rise in Unknowns which affects the accuracy of the data.

Across the other ethnic groups, the current figures are almost the same percentage as 2020.

Conclusion

In comparison to the figures on the Wirral census of 2011, WMC is showing as almost 10% less for White-British people, but slightly more in the other ethnic groups. There is a significant amount of Unknowns which will contain more White British staff.

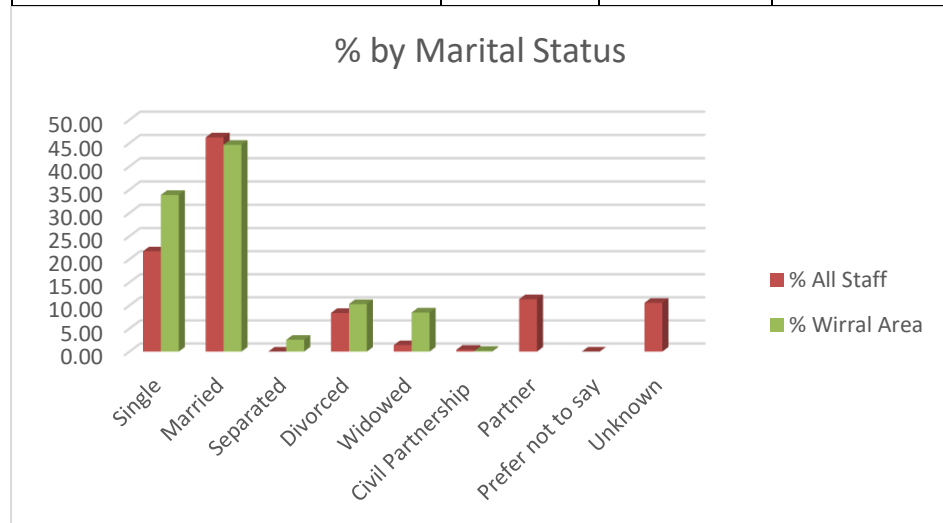
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Marital Status	All Staff	% All Staff	% Wirral Area
Single	109	21.71	33.86
Married	232	46.22	44.63
Separated		0.00	2.56
Divorced	42	8.37	10.29
Widowed	7	1.39	8.47
Civil Partnership	2	0.40	0.18
Partner	57	11.35	
Prefer not to say		0.00	
Unknown	53	10.56	
Total	502	100.00	100.00



For 2021 just under half the workforce is married which is slightly less than 2020 and may reflect a decline in marriage amongst the younger generation and the difficulties in arranging weddings during the Covid-19 pandemic.

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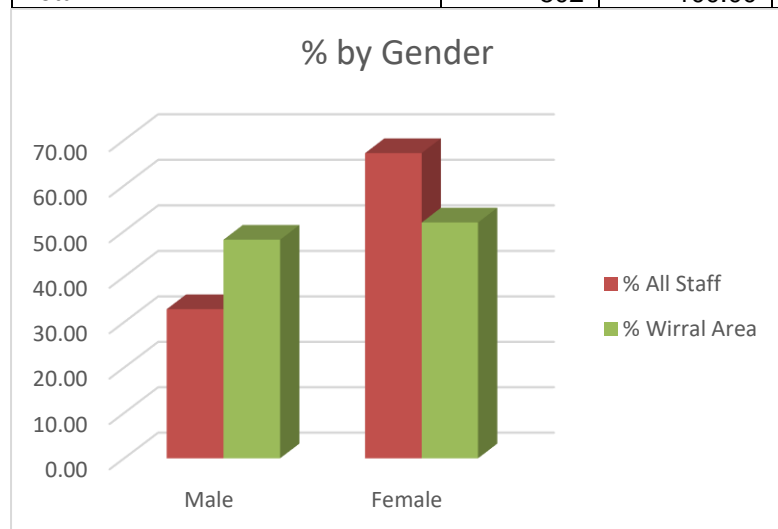
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The other categories are broadly similar to 2020 and the number of Unknowns has increased.

Conclusion

According to the 2011 census, there are more married people (44%) than single people (33%) and few same sex civil partnerships (0.18%). This compares with the WMC figures of 46% married, 22% single and 0.40% in a civil partnership). Employees are therefore representative of the local population in this respect.

Gender	All Staff	% All Staff	% Wirral Area
Male	165	32.87	48.11
Female	337	67.13	51.89
Total	502	100.00	100



WMC has more than double the amount of females compared to males. This may be due to the higher proportion of support staff roles within WMC which tend to attract females and the amount of family friendly policies which are in place across the College including part time working, job share, flexible working arrangements and enhanced maternity and parental leave pay. Term time only opportunities are also typically more attractive to females with family commitments.

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Conclusion

According to the 2011 census, there are 51% females in the local area compared to males at 48%.

According to the AoC workforce survey, almost 64% of college employees are female across the sector. At WMC it is marginally higher.

There is a significantly higher proportion of female staff who work part time which accounts for the higher headcount of female staff.

The Office for National Statistics reports that more than 3 times as many women work part time compared to men. At WMC this may be due to the family friendly terms and conditions.

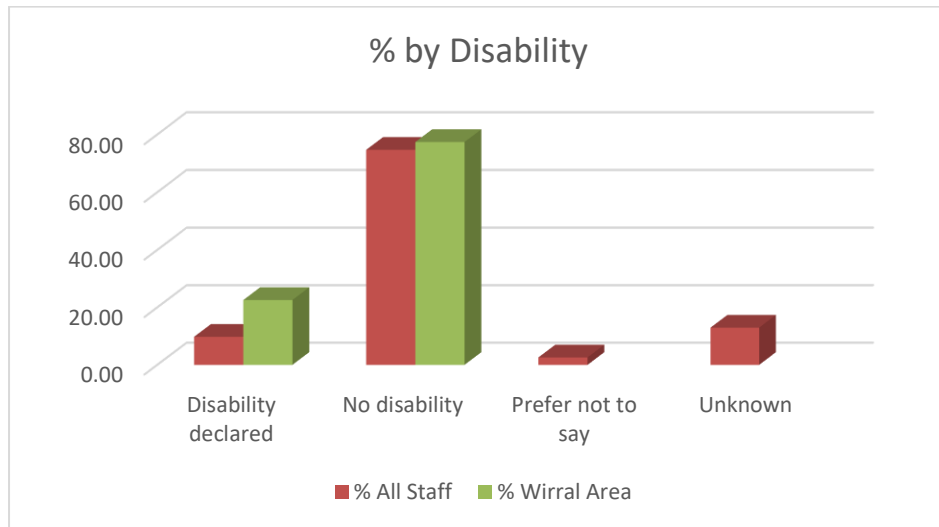
Disability	All Staff	% All Staff	% Wirral Area
Disability declared	49	9.76	22.58
No disability	375	74.70	77.42
Prefer not to say	13	2.59	
Unknown	65	12.95	
Total	502	100.00	100

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We have predominantly non-disabled employees at WMC although 9.76% have declared a disability. The number of disabled employees is higher than in was in 2020 however the number of Unknowns has also increased at approximately the same amount which may indicate that some staff who have a disability have not declared this.

The disabled employee figure is higher than the one declared in SIR27 of 6%.

Conclusion

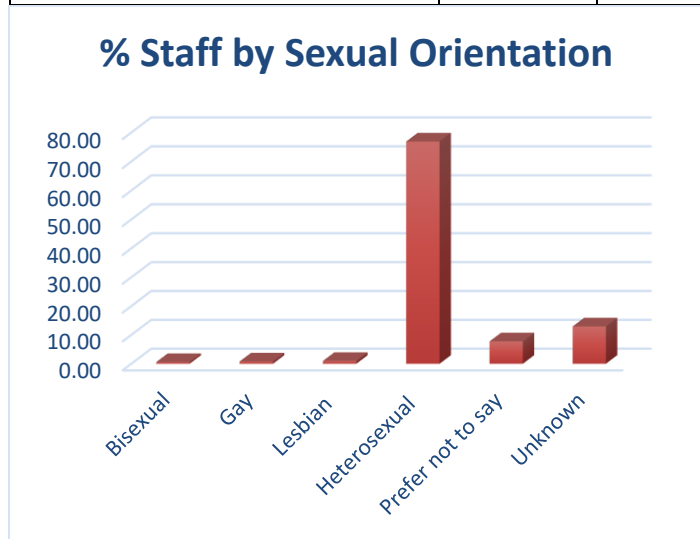
We need to encourage more staff to complete their disability disclosure via iTrent.

Those who have declared a disability in the last year have had help from Access to Work with interventions including new furniture, new software etc. in order to support them in the workplace.

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Sexual Orientation	All Staff	% All Staff
Bisexual	3	0.60
Gay	4	0.80
Lesbian	5	1.00
Heterosexual	386	76.89
Prefer not to say	39	7.77
Unknown	65	12.95
Total	502	100.00



Current WMC employees are predominantly heterosexual with the figure being 77% of the overall headcount which is in line with the SIR27 data.

The number of gay employees has reduced but there has been an increase in bisexual and lesbian employees. The number of 'prefer not to say' employees is similar to 2020 at 7.77%. This is less than the SIR27 data which is 17% who prefer not to say.

Conclusion

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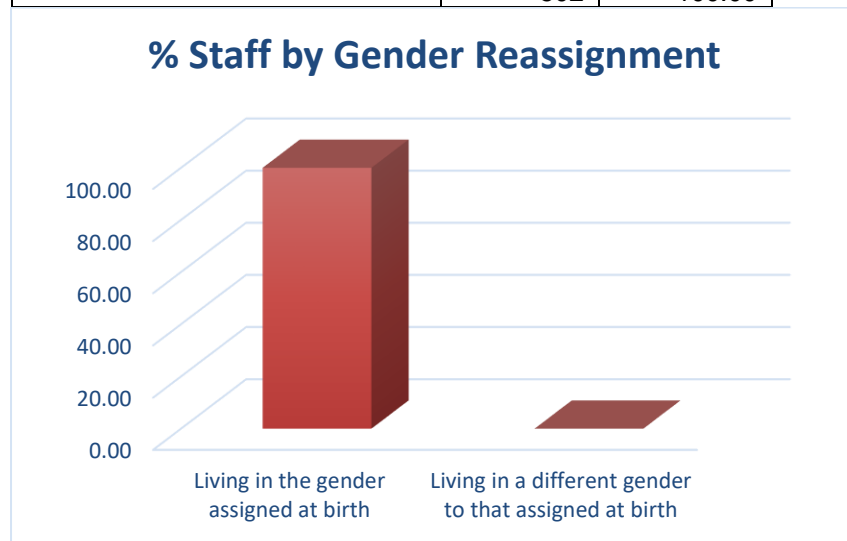
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Given personal sensitivity regarding sexual orientation, limited reliable information is available on the numbers of LGBTQ+, and these statistics may under-estimate true numbers.

Gender Reassignment	All Staff	% All Staff
Living in the gender assigned at birth	502	100.00
Living in a different gender to that assigned at birth	0	0.00
Total	502	100.00



No employees at WMC have declared gender reassignment.

Conclusion

Whilst staff may be reluctant about declaring gender reassignment status, HR would generally be contacted if this was the case which has not happened.

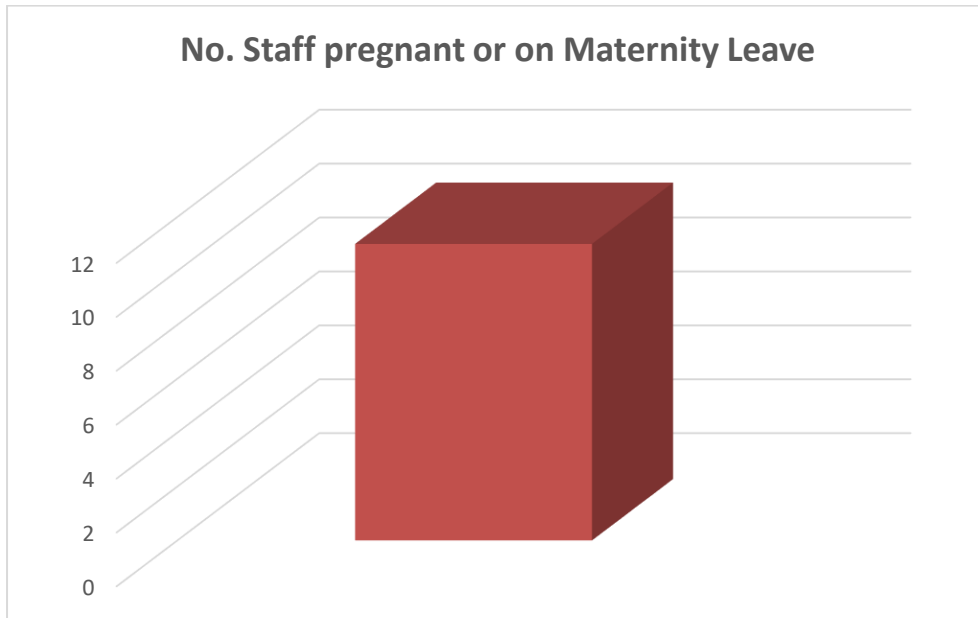
Consideration to be given to the introduction of gender neutral facilities.

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Pregnant / Maternity Leave	Number
Staff pregnant or on Maternity Leave	11

The same number of people have been on maternity leave in 2021 as in 2020 at 11.

Conclusion

Regular Keeping in Touch (KIT) days are taking place with all those on maternity leave to keep them informed of events in the college and about vacancies.

All pregnant employees have a risk assessment undertaken to ensure their safety while in work.

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Summary

The number of unknowns has increased which has affected the figures presented for 2021. HR will continue to encourage staff to complete their EDI information via iTrent upon appointment and to update this yearly.

The headcount has remained fairly static over the last 3 years and turnover is low compared to the sector. Exit interviews via MS Forms have been introduced in 2022 which will provide data regarding reason for leaving which will inform an action plan to attract and retain staff moving forward.