



**LIVERPOOL
CITY REGION**
COMBINED AUTHORITY



METROMAYOR
LIVERPOOL CITY REGION

Liverpool City Region Combined Authority and Merseytravel Workforce Monitoring Report 2020/21

Contents

Background

Purpose of the report and reporting requirements

1. The Liverpool City Region Combined Authority and Merseytravel:
 - Who we are and what we do
2. Methodology
 - How we collect equality information
 - What data we collect
 - Data gaps
3. Links with the Corporate Plan
4. Driving Equality, Diversity and Inclusion through our People Strategy
5. Links with the Equality Strategy
6. Workforce Data

Background

Under section 149 of the Equality Act 2010 (the Public Sector Equality Duty [PSED]) and the Equality Act 2010 (Specific Duties) Regulations 2011, we are required to publish equality information to demonstrate our compliance with the general equality duty. The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

Purpose of the report and Reporting Requirements

The purpose of this report is for the Liverpool City Region Combined Authority (LCRCA) and Merseytravel to report our workforce equality monitoring information which forms part of the information we collate, monitor and publish to help us embed equality considerations within our employment policies and practices and meet our responsibilities under the duty.

The data and analysis are used to benchmark, inform further investigation and identify actions that the LCRCA and/or Merseytravel will take to demonstrate our commitment to equality, diversity and inclusion.

The data and work on equality in employment also feeds into the organisations' wider Equality and Diversity Strategy and the People Strategy.

1. The Liverpool City Region Combined Authority and Merseytravel – who we are and what we do

The Combined Authority was established in 2014. In 2015 we agreed a Devolution Deal with national Government and, in 2017, the first Metro Mayor was selected. We are a politically led organisation led by the Liverpool City Region Metro Mayor, the local authority leaders of Halton, Knowsley, Sefton, St Helens and Wirral councils and the elected Mayor of Liverpool City Council.

The purpose of the combined Authority is to make a difference through devolution to improve the lives of the 1.6 million people we serve.

We are aiming for a fairer, stronger, cleaner city region where no one is left behind.

We do this by working in partnership to use the powers and funding devolved to us to develop, fund and deliver programmes, projects and a transport system in the best interests of our residents.

Merseytravel is the Executive body that provides professional, strategic and operational transport advice to the Liverpool City Region Combined Authority to enable it to make informed decisions. It is also the delivery arm, making transport happen.

Merseytravel oversees the public transport network and is responsible for coordinating bus and rail services, maintaining transport infrastructure, providing public transport information and operating the Mersey road tunnels, the Mersey Ferries and their associated visitor attractions.

2. Methodology

How we collect equality data

All applicants for employment complete an Equality Monitoring questionnaire as part of their application. This information is separated from the application form, along with the applicant's personal information, and is not shared with the recruiting manager. This data is stored electronically within HR so that it can be used for monitoring and reporting purposes. Once the successful applicant is appointed, their equality monitoring data forms part of their employment record.

Employees are encouraged to update HR should their information change however, to ensure that the information we hold on employees is up to date, we contact employees periodically to ask them to check and update their information. In October 2021, the organisation conducted a complete refresh of employee monitoring data and it is this data that forms the basis of this report.

What data we collect

We collect data on all the protected characteristics. This enables the organisation to analyse and assess the impact of policies, procedures, practices and decisions on specific groups and to identify where action is required to remedy any disadvantage and promote equality of opportunity for all.

Data Gaps

Although we actively encourage employees to share information about their protected characteristics, it is their right not to do so. In our monitoring questionnaires, we give employees a "prefer not to say" option so that they may share information about some protected characteristics but not others, if they choose to do so. This is done on the basis that we would prefer employees to complete some of the information rather than none. Despite this, there are some employees who do not provide their equality monitoring information which causes gaps within the data.

3. Links with the Corporate Plan

The Liverpool City Region Combined Authority is committed to creating a better future for the 1.6m people who live here. This Corporate Plan sets how we will deliver on this commitment, across five priority areas.

The plan is used to align directorate, service area plans and operational activity with the strategic objectives in our priority areas. It supports decision making and determines how we use the resource we have to deliver the best outcomes, in the most effective and efficient way.

Within the plan, there are 3 cross-cutting themes which underpin all of our activities and plans, one of which is equality. This ensures that everything we do; every decision we make will be done in consideration of its potential impacts (positive or negative) on equality. We will root out and tackle inequalities and take positive action to promote equality, diversity and inclusion.



4. Driving Equality, Diversity and Inclusion through our People Strategy

The LCRCA's People Strategy ensures that we have the right people, skills and approaches to deliver our corporate plan and that our colleagues are engaged, empowered and supported to deliver our vision of a fairer, stronger, cleaner city region where no-one is left behind.



As with the Corporate Plan, equality, diversity and inclusion cuts across all themes of the People Strategy. The table below provides a snapshot of our equality and diversity commitments within each theme as set out within the People Strategy.

| | |
|---|--|
| <p>Attract</p>  | <ul style="list-style-type: none"> • We will develop an engaging proposition that positions the Liverpool City Region Combined Authority as an exciting, rewarding and fulfilling place to work – and share this message widely to appeal to a diverse group of potential candidates. • We need a diverse workforce that is representative of the city region. We will develop a positive action programme, building on the work of the race equality programme, and embed this into recruitment and selection processes. |
| <p>Nurture</p>  | <ul style="list-style-type: none"> • We will review our employee network groups and how they are co-ordinated, supported and communicated. We will identify gaps in our networks and support new groups to form to support an inclusive culture where everyone feels they belong. • we will continue to build on the strong foundations in place to further improve relationships between employers and employees, both at an individual and collective level. We will promote high levels of employee involvement, commitment and engagement. |

| | |
|---|---|
| <p>Value</p>  | <ul style="list-style-type: none"> • We will develop and launch an employee recognition scheme that sets out the different way employees will be recognised, from a simple thank you, to meaningful rewards for great performance that drives the organisation forward. • We will ensure Job Evaluation is applied to all roles to ensure all roles are rewarded consistently and fairly and we will work towards eliminating pay gaps across protected characteristics. |
| <p>Thrive</p>  | <ul style="list-style-type: none"> • We will ensure everyone who wants one has access to a mentor or coach to support their development. We will also introduce reverse mentoring for senior leaders with young people from Black, Asian and Minority Ethnic backgrounds as part of our positive action programme • We will develop structured programmes for graduates, apprenticeships and traineeships. We will recognise the importance of these programmes in diversifying our workforce and futureproofing our services |

5. Links with the Equality Strategy

The LCRCA Equality Strategy sets out our commitments to equality, diversity and inclusion within our three principle roles of Employer, Commissioner and Civic Leader.

The detail of the actions we will take as an employer, informed by the data we have collected about our workforce and our potential employees, will be detailed within the Equality Strategy.

6. Workforce Profile by Protected Characteristic

At the date of reporting, the Liverpool City Region Combined Authority (LCRCA) and Merseytravel had 960 employees working across a number of sites and out on the transport network and in the community within the Liverpool City Region.

During the period 1/4/20 to 31/3/21, 32 employees left the organisation and we had 85 new starters.

Table 1: Workforce Profile by Gender

| | |
|-------------------|-------|
| Male | 55.7% |
| Female | 39.6% |
| Prefer not to say | >1% |
| No Data | 3.8% |

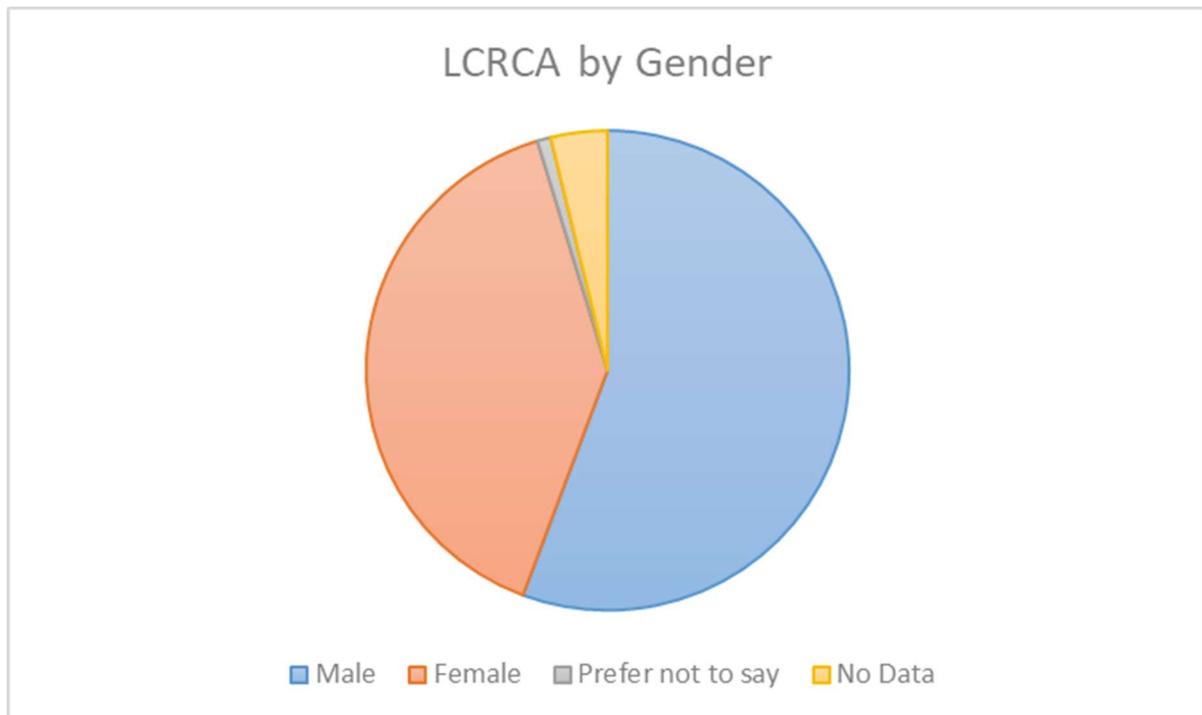


Table 2: Workforce Profile by Ethnic Origin

| | |
|--|-------|
| White British/English/Welsh/Scottish/Northern Irish | 83.5% |
| White Irish | 1.0% |
| Other White | 1.0% |
| Black African/Caribbean/British | >1% |
| Asian/Asian British: Bangladeshi | >1% |
| Asian/Asian British: Chinese | >1% |
| Asian/Asian British: Indian | >1% |
| Other Asian | >1% |
| Mixed/Multiple Ethnic Group: White and Asian | >1% |
| Mixed/Multiple Ethnic Group: White and Black African | >1% |
| Mixed/Multiple Ethnic Group: White and Black Caribbean | >1% |
| Other Mixed | >1% |
| Other Ethnic Group | >1% |
| Prefer not to say | 2.0% |
| No Data | 8.9% |

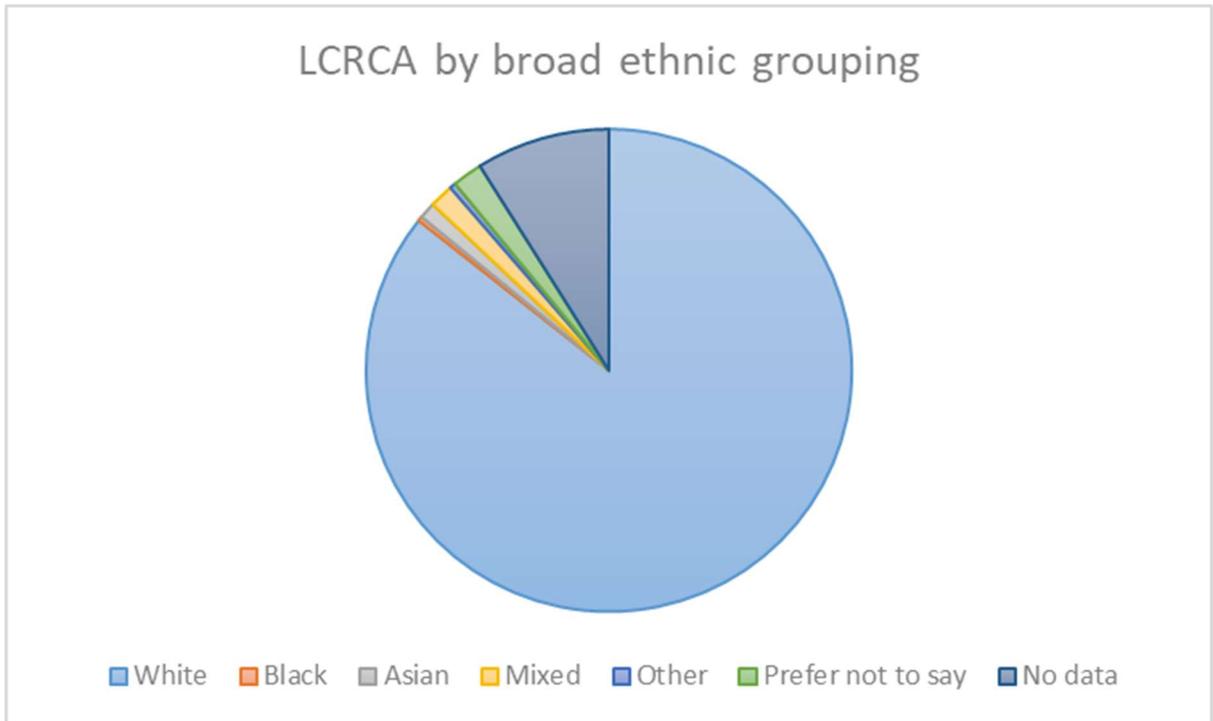


Table 3: Workforce Profile by Disability

| | |
|-------------------|-------|
| Disabled | 6.6% |
| Non-disabled | 86.6% |
| Prefer not to say | 3.1% |
| No Data | 3.8% |

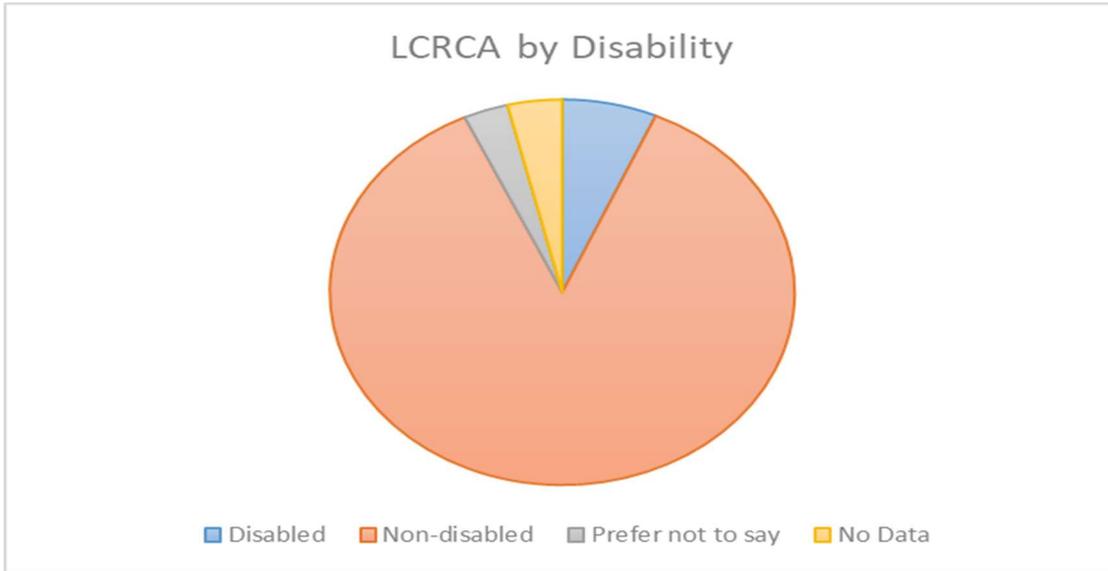


Table 4: Workforce Profile by Disability Type

| | |
|---------------------|------|
| Hearing Impairment | 7.9 |
| Sight Impairment | 4.8 |
| Physical Disability | 33.3 |
| Learning Disability | 12.7 |
| Mental Health | 4.8 |
| Other | 31.8 |
| No Data | 7.9% |

The figure does not total 100% as some employees have more than one disability.

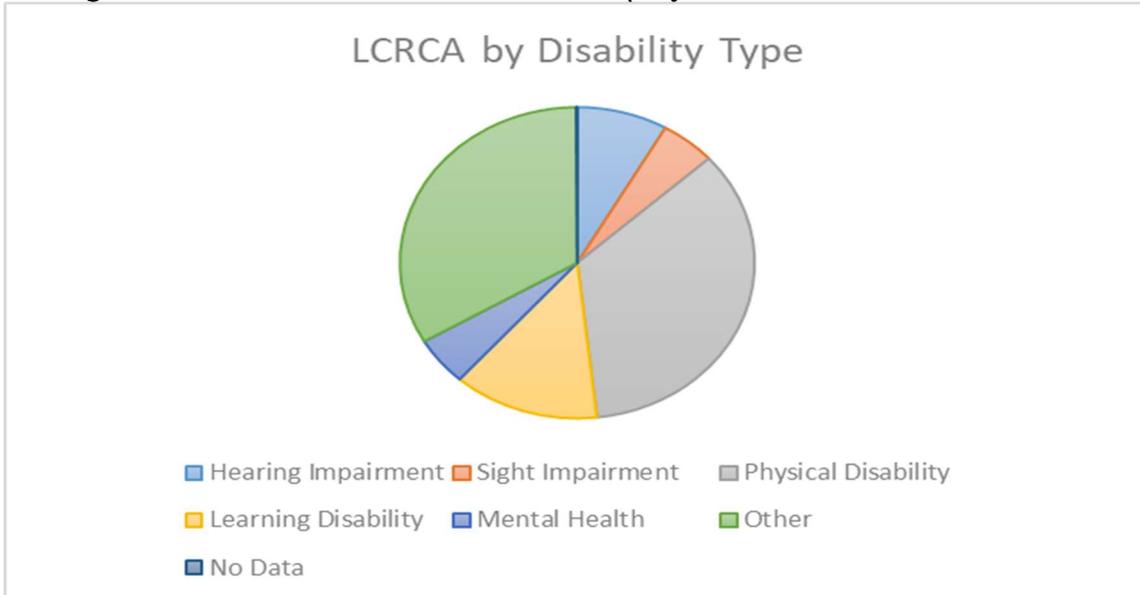
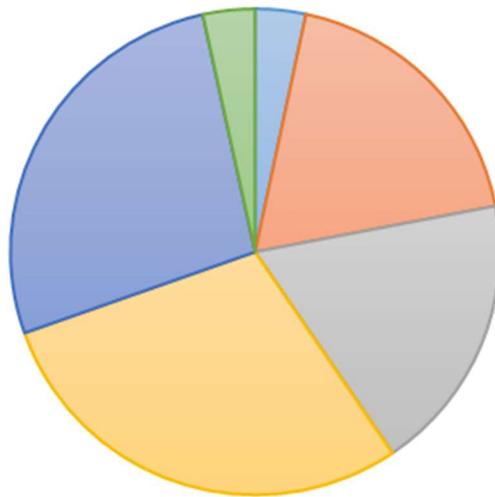


Table 5: Workforce Profile by Age

| | |
|-------|-------|
| 16-24 | 3.4% |
| 25-34 | 18.5% |
| 35-44 | 18.5% |
| 45-54 | 29.1% |
| 55-64 | 27% |
| 65+ | 3.4% |

LCRCA by Age Group

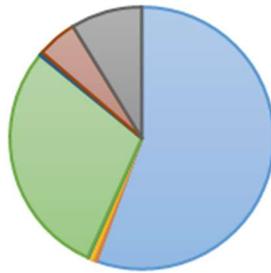


■ 16-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65+

Table 6: Workforce Profile by Religion or Belief

| | |
|--|-------|
| Christian incl CoE, Catholic, Protestant | 55.6% |
| Buddhist | >1% |
| Jewish | >1% |
| Muslim | >1% |
| Sikh | >1% |
| No religion | 29.2% |
| Other | >1% |
| Prefer not to say | 4.9% |
| No data | 8.8% |

LCRCA by Religion or Belief



- Christian (incl Catholic, CofE, Protestant)
- Buddhist
- Jewish
- Muslim
- Sikh
- No Religion
- Other
- Prefer not to say
- No Data

Table 7: Workforce Profile by Sexual Orientation

| | |
|-------------------|-------|
| Heterosexual | 82.4% |
| Gay/Lesbian | 2.6% |
| Bisexual | >1% |
| Prefer not to say | 5.1% |
| No data | 9.4% |

