



Equality Data 2016

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Merseytravel Equality Data



Why Do We Collect Data on Protected Characteristics?

Merseytravel collects equality data relating to our employees to help us to ensure that employees are not at any disadvantage either prior to, during or after their employment with Merseytravel. We also use the data to identify any areas where we may be able to advance equality of opportunity for those employees or potential employees who are from protected characteristic groups.

How We Collect the Data

Employees submit their details anonymously either electronically or using paper forms if either they do not have regular access to a PC or if they find it difficult to use a computer for any other reason. We communicated extensively with our employees prior to collecting this data to explain the reasons for collecting the data and what it would (and wouldn't!) be used for. The trade unions have always been supportive of the rationale and the approach we have taken. We check that the data we hold on employees is correct on an annual basis.



To give context to the data below, Merseytravel is an Organisation with low staff turnover rates and due to the current economic climate and public sector spending cuts, the majority of vacancies are currently filled internally.

The percentage of employees for whom we hold data varies between the different protected characteristics. It is therefore not possible to give an overall definitive figure in relation to employee equality data held.

Gender Make-Up

Male	62.3%
Female	36.9%
Prefer not to say	0.8%

Of the 776 employees, 62.3% are male and 36.9% are female. The male/female split is out of line with the Merseyside population where the split is 49% males and 51% females. In terms of those in the age bracket 16-64, within the Merseyside area 49.2% are male and 50.8% female.¹

It is important that we have a workforce which is representative of the population we serve. For this reason we will be making further investigations into:

¹ NOMIS Labour Market Profile 2015

- (a) Applications and success rates – Where a vacancy is advertised externally, do we have more males applying than females? Where there are female applicants for a vacancy, at what stage in the selection process are they unsuccessful, eg at shortlisting, testing or interview. Once we have this additional data we can investigate whether there is a reason for either less female applicants or a lower success rate and take steps to remedy this situation.
- (b) Any occupational segregation – are there any areas within the Organisation which are male or female dominated and if so, what is the reason for this?
- (c) Gender pay gaps – what percentage of female employees do we have in senior positions within the Organisation? Are there any aspects of our policies which limit the potential of women within the Organisation?

Disability

Declared as having a disability	3.1%
Declared as not having a disability or not made a declaration	96.9%

We asked employees to state whether they considered themselves to have a disability and gave some guidance as to what this meant. We did this to ensure that employees understood that there wasn't a particular category they had to fit into or allowance or benefit they had to be in receipt of in order to be considered as having a disability. It was also to recognise the fact that although an individual may have a condition or physical or mental feature which others may class as a disability, it was entirely their individual choice to determine whether or not they felt that this impaired them in any way.

Of those who responded, 3.1% said that they did consider themselves to have a disability. This is an increase in the percentage reported last year (2.5%). According to the Annual Population Survey conducted by NOMIS, this figure is low in relation to the Merseyside population where 23.6% of those of working age are disabled.

As with the figures for gender, further investigation is necessary to determine any implications of these seemingly low figures.

Disability Breakdown

Of the employees who declared that they had a disability, the breakdown is as follows:-

Type of Disability	Percentage
Physical	37.5
Mental	4.2
Hearing	12.5
Sight	4.2

Learning	8.3
Other	33.3

Ethnic Make-Up

467 employees declared their ethnic origin (60.2% of the workforce).

White	98.1%
White & Black Caribbean	0.6%
White and Black African	0%
African	0.6%
Indian	0.2%
Other mixed/multiple ethnic background	0%
Other	0.4%

Of those who declared themselves as White, the breakdown is as follows:-

English	96.9%
Irish	0.4%
Northern Irish	1.1%
Scottish	0.4%
Welsh	0.2%
Other White	0.9%

98.1% of all Merseytravel employees are of White ethnic background, with the majority classifying themselves as White English. 1.8% of our employees are from ethnic backgrounds other than white which is a decrease from the previous reporting period (2.3%). We do not hold this data for 39.8% of our workforce. This figure must be reduced and we will be working to increase the number of employees who are prepared to declare their ethnic origin.

Although the figure for those from a White background may appear high, it is in line with the ethnic make-up of the Merseyside region. The 2011 Census showed that 94.5% of people living in Merseyside are of White background, with the next highest percentage being Chinese at 0.8%, Black African at 0.7% and Indian at 0.6%.

Age

16-25	5%
26-40	25.3%
41-55	50.6%
56-64	17.8%
65+	1.3%

Just over half of Merseytravel employees (50.6%) are in the age bracket 41-55. The lowest number of employees are in the 65+ age bracket (1.3%) which may be understandable given that Merseytravel employees tend to have long service and have the benefit of being in the Local Government Pension Scheme. Merseytravel has relatively low numbers of employees in the 16-25 age bracket (5%).

Merseytravel will be launching a new apprenticeship programme and a number of Service areas are recruiting graduate/trainee placements. It is important to note that 69.7% of Merseytravel employees are age 41 and above. Further investigations will be conducted into the age profile of the workforce with a particular emphasis on critical roles and succession planning.

The statistics held in relation to the Merseyside area are grouped differently to the way in which we have collected our data therefore direct comparisons are not possible. However the Merseyside population is made up of 13% in the 16-24 age bracket, 48.8% in the 25 – 59/64 age bracket (the census categorises this as up to pensionable age therefore the top end of the bracket is different for females [59] and males [64] and 20.5% in the 65+ age group.

Religion or Religious Belief

Christian	69%
Buddhist	0.4%
Hindu	0.2%
Jewish	0.2%
Muslim	0.6%
Sikh	0.0%
None	22.7%
Other	0.6%
Prefer not to say	6.2%

Over half of Merseytravel employees who declared their religion are of Christian religion which is slightly lower than the figure for the Merseyside region where 74% declared their religion or belief as being Christian. It is in-line with Merseyside in terms of it being the highest proportion of people. The next highest percentage for both Merseytravel and the Merseyside region was “No Religion” at 22.7% and 17.2% respectively. Merseytravel’s figures were low in relation to other religions or beliefs which is also the case across the Merseyside region.

Sexual Orientation

Although data was collected on sexual orientation, the figures returned are such that it may be possible to identify individuals therefore a decision has been taken not to publish this data. Merseytravel has the Navajo Chartermark which demonstrates our commitment to take positive steps to welcome and encompass LGBT issues both as an employer and in terms of service provision.

Marriage and Civil Partnership

Merseytravel has not historically collected data in relation to marriage and civil partnership. Our view is that employees would be reluctant to share this data as they would question the value that could be gained from it and may see it as a potential way of discriminating against them, rather than a positive measure. We have, however, reviewed our policies in relation to marriage and civil partnership to ensure that there is no bias. For example, allowing benefits of employment to be available to partners and civil partners as well as spouses and ensuring that there is

no discrimination within our pension scheme. It is our intention to ask for opinions from our staff regarding the collection of data on marriage and civil partnership and will take any further action accordingly.

Working Patterns

Full Time	660 employees (85.1%)
Part Time	116 employees (14.9%)

The data held on working patterns applies to the whole workforce as it is based on employment records, rather than employees completing a monitoring questionnaire which is voluntary. 14.9% of Merseytravel employees work part time. Part time is classed as anything less than 35 hours. Part time covers a variety of working patterns which include job share (2 people working opposite ends of the week), reducing the number of days worked, eg working a 4-day week and compressed hours, ie working for more than the standard 7 hour day but working less days.

Equality in Employment

We have an Equality in Employment Policy which sets out our overarching commitment to ensuring that equality is built into all of our employment practices. All employment policies have been assessed for equality implications and amendments have been made accordingly, including specific requirements to make equality considerations where appropriate.

Dignity at Work

Merseytravel is committed to ensuring that all employees have dignity at work and are not subjected to an environment or behaviours where they are subject to any kinds of bullying, harassment or discrimination. A Dignity at Work Policy and support mechanisms have been in place for several years. Following consultation with employees and trade unions, in 2012 enhancements were made to this programme. These included the recruitment and extensive training of Dignity at Work Contacts and Mediators from across the Organisation, along with the re-launch of the Policy and the production of a range of information for employees on the subject of bullying, harassment and dignity at work.