Knowsley Metropolitan Borough Council

Workforce Monitoring Report

2023

**Executive Summary**

**Introduction**

The Workforce Profile and Gender Pay Gap Report helps the Council meet the Equality Act 2010, General Equality Duty to:

* Eliminate unlawful discrimination, harassment and victimisation;
* Advance equality of opportunity; and
* Foster good relations.

The report is a valuable resource to help monitor the workforce and provide year-on-year benchmarking information to assist workforce planning. The Workforce Profile also supports the Council’s Equality, Diversity and Inclusion Policy Statement and provides intelligence and evidence for the Workforce Development Strategy and the Workforce Sufficiency Strategy.

This is includes Knowsley Council’s Gender (Sex) Pay information report for the snapshot date of 31st March 2023. In April 2017 [section 78 of the Equality Act 2010](http://www.legislation.gov.uk/ukpga/2010/15/section/78) was enacted. This requires any organisation that has 250 or more employees to publish and report specific information on the make-up and pay of their workforce.

**Background**

As part of the council’s obligations under the Equality Act 2010 we are required to publish information on our workforce and how we engage with the community broken down by the protected characteristics which are: age, disability, gender identity, pregnancy and maternity, race, religion and belief, sex (gender) and sexual orientation. Marriage and civil partnership is also a protected characteristic, but reporting is not required. Knowsley Council has been monitoring the workforce by age, sex, race, religion and belief and disability since 2000. We began collecting information on sexual orientation in 2021, and gender identity in 2022, but as yet do not have enough data to report on. Work is ongoing to improve data.

This is Knowsley Council’s Workforce Monitoring and Gender Pay Gap report for the year up to of 31st March 2023. Under the Equality Act 2010 specific duty - “Equality information and the equality duty: A guide for public authorities”[[1]](#footnote-2), as Knowsley MBC employ more than 150 people, we are required to produce a workforce monitoring report. As a public sector organisation, Knowsley Council has been publishing [Workforce Monitoring](http://www.knowsley.gov.uk/your-council/policies,-plans-and-strategies/people/equality-diversity) reports since 2010. These reports cover:

* The number of part-time and full-time employees;
* Recruitment, promotion, and performance review information;
* Access to training;
* Redundancy and leavers information;
* Grievances and dismissals, including reported incidents of harassment;
* The rates of return to work of women following maternity leave;
* Public office holders such as members of boards or committees;
* Gender pay gap information, for part-time and full-time employees;
* Black, Asian and minority ethnic pay gap;
* Disability pay gap;
* Success rates of job applicants; breakdown of applicants; shortlisted and successful; applications for promotion and success rates;
* Leavers;
* Length of service; and
* An indication of any issues for employees with different gender identities, based on our engagement with staff and/or voluntary groups.

### **Pay Calculations**

These calculations include two types of averages: -

* A mean average involves adding up all the numbers and dividing the result by how many numbers were in the list;
* A median average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

### **What is the Gender Pay Gap?**

[The Equality and Human Rights Commission](https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay) defines the difference between equal pay and the gender pay gap as follows: -

1. **Equal pay** means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010;
2. The **gender pay gap** is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings. Men working full-time continue to have higher median hourly and weekly earnings than women. The median full-time gender pay gap is the difference in percentage terms between the median earnings of women and men working full-time.

According to the Office for National Statistics “The median is the preferred measure of average earnings as it is less affected by a relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a better indication of “typical” pay than the mean.”

**Data limitations**

The data contained in this report is a snapshot of the relevant pay period; that is the pay period that includes 31st March 2023. As detailed in [the guidance](https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather#relevant-employees-full-pay-relevant-employees-and-their-gender) the data used to make the calculations includes both headcount and salary; not all staff included in the head-count data will have counted as full-pay relevant employees for the pay gap data. For the first time, unknowns have not been removed before the percentages calculated, therefore some percentages may be lower due to the fact that they include unknowns, this is to bring it in line with the way Census data is reported. The data covers all employees, except schools, unless stated:

* 78.2% of the workforce has declared their ethnicity;
* 67% of the workforce has declared their disability status;
* 67% of the workforce has declared their religion or belief;
* 34% of the unknowns are casual staff who are often only working for a few hours or for a few weeks (e.g., election canvassers) at a time. For the purposes of headcount, casual staff are included. For the purposes of calculating pay gaps only employees with a permanent/fixed term contract are counted if they worked in the relevant pay period as per Gender Pay Gap Guidelines.
* We cannot provide a breakdown of applications for flexible working as these are agreed between employees and their line managers, nothing is held centrally.
* We cannot provide a breakdown of success rates or promotion as the recruitment portal can’t currently report on internal/external candidates.

**Workforce Profile**

**Headline figures**

The 2023 profile below provides a snapshot of the workforce; the data is current as of 31st March 2023. Knowsley Council’s workforce headcount was 2,578 (2,993 including casual staff), figures below are based include casual employees.

* 1,650 employees are full time;
* 928 employees are part time[[2]](#footnote-3);
* 415 employees are casual;
* 74% of the Council’s employees are female;
* Out of the 2,993 members of staff 777 (26%) are female and part-time;
* 3.2% of the workforce identify themselves as having a disability;
* 2.5% of Council employees are Black, Asian, Minority Ethnic compared to 4.71% of Knowsley residents[[3]](#footnote-4);
* 44% of the workforce have stated that they are Christian;
* 16% of the workforce have stated that they have no religion or belief;
* 29.2% is aged 55-64;
* 53% (1584) of employees live in Knowsley; and
* The median age of council employees is 49.

**Sex (Gender)**

On the snapshot date of 31st March 2023 there were 2,993 people employed by the Council, this is based on headcount not full-time equivalent numbers (this figure includes all staff employed regardless of contract status) most of the workforce is female (74.1%). This is typical across Local Government.

|  |  |  |
| --- | --- | --- |
|  | No. | % |
| Female | 2218 | 74.1 |
| Male | 775 | 25.9 |
| **Grand Total** | **2993** | **100.0** |

**Sex (Gender and contract)**

As of 31st March 2023 Knowsley Council’s workforce headcount was 2,584 staff (2,993 including casuals). The majority of the Council’s workforce at this date was female (74.1%); 91.6% of the part-time workforce is female. This means that any policy that affects more part-time employees than full-time employees will have a disproportionate impact on women.

Out of 133 senior manager posts 3 (2.3%) are less than 30 hours, currently all of these posts are occupied by women.

The latest census data shows us that the borough has the largest proportion of population who provide 50+ hours of unpaid care per week and high levels of lone parents with dependent children.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Female** | **Male** | **Total** |
| Casual | 73 | 8 | 81 |
| Full Time | 1033 | 658 | 1691 |
| Part Time | 969 | 82 | 1051 |
| **Grand Total** | **2075** | **748** | **2823[[4]](#footnote-5)** |

**Pay Gap**



**Definition of Gender Pay Gap:** Nationally men working full-time continue to have higher median hourly and weekly earnings than women. The median full-time gender pay gap is the difference in percentage terms between the median earnings of women and men working full-time.

The average median hourly rate across the council is £15.12. The council doesn’t pay bonuses, so there is no bonus gap for any of the protected characteristic groups.

According to the [Office for National Statistics](https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023) in the national median gender pay gap is 14.3% (November 2023). At the moment there is no published mean. The average median pay gap across Local Government is 2.5%. Knowsley Council reported a median gender pay gap of 9.41% and a mean gender pay gap of 12.78% for the year 2022.

**Sex (Gender)**

Out of the 2993 staff employed, 2,823 counted as full-pay relevant employees; 2,075 (73.5%) were female and 748 (26.5%) were male.

The median hourly rate across the council for women is £14.84 and for men it is £16.01, meaning there is a median pay gap of 7.3%. This is a decrease of 2.1% (from 9.41%) on the pay gap reported in the Council’s 2023 report. This is also significantly lower (i.e. better) than the national median gender pay gap of 14.3%[[5]](#footnote-6).

Out of the 1,691 staff who work full-time for Knowsley Council, 1033 are female and 658 males. The average median hourly rate for all full-time staff is £17.53. The average median hourly rate for male full-time staff is £16.47 and for female staff it is higher at £18.02 - meaning that there is a full-time median gender pay gap of -9.4%, which is interpreted as no pay gap at all. This has been the case since we began reporting in 2018.

Out of the 1,051 staff who work part time for Knowsley Council, the vast majority are female (969) with 82 men working less than full-time hours. The average median hourly rate for all part-time staff is £11.74. The median average hourly rate for male part-time staff is £11.70 and female staff is £11.74 meaning that there is a part-time gender pay gap of -0.34%. This has been the case since we began reporting in 2018.

The council’s complete [Gender Pay Gap Report](https://www.knowsley.gov.uk/your-council/policies,-plans-and-strategies/people/equality-diversity)  is also available.

**Disability**

For disability the mean average hourly pay for staff with a disability is £17.59, the mean average hourly pay for staff without a disability is £17.47 making a pay gap of -0.69%. The median hourly rate for staff with a disability is £15.58; the median average pay for staff who haven’t declared a disability is £15.69. This equates to a median pay gap of 0.7%. This has been under 2% since reporting began in 2018.

**Ethnicity**

The average mean hourly pay for Black, Asian, Minority Ethnic staff £17.73, for staff who identify as White it is £17.62 making a mean pay gap of -0.62%. The median hourly rate for Black, Asian, Minority Ethnic staff is £17.06, for staff who identify as White British it is £15.68. These equates to a median pay gap of -8.8%, this is interpreted as no pay gap at all. This has been under 2% since reporting began in 2018.

We cannot report on quartiles for ethnicity or disability as the numbers are too low. Further work is ongoing to encourage staff to share their EDI data with us so we can report on this and target work to further improve this effectively.

## Sex (Gender) – Quartile Distribution

The Gender Pay Gap reporting legislation requires that the Council publishes the quartile data by dividing the workforce into four equal size groups. These four groups will be separated according to the hourly pay rate, starting from the lowest paid in quartile 1 to the highest paid in quartile 4.

**Lower Quartile Lower Middle Quartile**

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 542 | 76.9 |
| Male | 163 | 23.1 |
| **Grand Total** | **705** | 100 |

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 557 | 78.9 |
| Male | 149 | 21.1 |
| **Grand Total** | **706** | 100 |

**Upper Middle Quartile Upper Quartile (K and above)**

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 517 | 73.2 |
| Male | 189 | 26.8 |
| **Grand Total** | **706** | 100 |

|  |  |  |
| --- | --- | --- |
|  | **Number** | **%** |
| Female | 459 | 65 |
| Male | 247 | 35 |
| **Grand Total** | **706** | 100 |

74.1% of the Knowsley workforce are female. The data split by quartile shows that the number of females in the upper middle quartile is just under representative whilst the number of females in in the lower quartile and lower middle quartile are over representative. In the upper quartile, 65% are female, 9.9% less representative than the organisation overall.

**Age**

29% of the council’s workforce is in the age bracket 55-64, the median age of council employees is 49, reducing from 50 in 2022.

**Number of employees by age bands.**

|  |  |  |
| --- | --- | --- |
| **Age** | **No.** | **%** |
| 16-24 | 94 | 3.14 |
| 25-34 | 419 | 14.00 |
| 35-44 | 626 | 20.92 |
| 45-54 | 792 | 26.46 |
| 55-64 | 874 | 29.20 |
| 65+ | 188 | 6.28 |
| **Grand Total** | **2993** | **100** |

**Disability**

67% of the workforce has declared their disability status meaning that 33% are unknown. Out of the employees who have declared, 3.2% of our workforce consider themselves to be disabled, this is a reduction from 4.8% reported in 2022.

Disability status is not asked on the Census, so it is not possible to compare the number of staff employed to the local population. The 2021 Census asked if the respondent’s day-to-day activities were limited a lot, a little or not all, 22.6% stated that they were affected a little or a lot.

**Number of council employees by disability status:**

|  |  |  |
| --- | --- | --- |
| **Disability** | **No.** | **%** |
| No | 1872 | 62.55 |
| Prefer Not to say | 39 | 1.30 |
| Unknown | 986 | 32.94 |
| Yes | 96 | 3.21 |
| **Grand Total** | **2993** | 100.00 |

**Ethnicity**

In terms of race, 78.2% of the workforce has declared their ethnicity. 2.5% of people employed by the council, are from a Black, Asian, Minority Ethnic background, this is higher than the 1.6% reported in 2022. This figure is less than the population of Knowsley which is 4.71%[[6]](#footnote-7). In order to be reflective of the local population the council would need to employ another 66 people from a Black, Asian, Minority Ethnic background. Due to the low numbers this can’t be broken down further for reporting, however the largest group of employees come from a mixed ethnicity/heritage background, which is reflective of the borough population.

**Number of council employees by ethnicity:**

|  |  |  |
| --- | --- | --- |
| **Ethnicity** | **No.** | **%** |
| White | 2247 | 75.1 |
| Black, Asian & Minority Ethnic | 75 | 2.5 |
| Prefer | 18 | 0.6 |
| Unknown | 653 | 21.8 |
| **Total** | **2993** | **100.0** |

**Religion, Belief and Non-Belief**

In terms of Religion, Belief, and non-belief 67% have completed their religion and 33% of employees are classed as unknown. 44.17% of staff stated that they are Christian; 0.87% state that they belong to another religion or belief that isn’t Christianity and 16% stated that they have no religion. According to the 2021 Census 66.6% of Knowsley residents identify as Christian, with 27.2% stating they have no religion and 1.4% identifying as a religion other than Christianity.

**Number of council staff by religion, belief, and non-belief:**

|  |  |  |
| --- | --- | --- |
| **Religion** | **No.** | **%** |
| Christian | 1322 | 44.17 |
| Other | 26 | 0.87 |
| None | 482 | 16.10 |
| Prefer Not to say | 171 | 5.71 |
| Unknown | 992 | 33.1 |
| **Grand Total** | **2993.00** | **100.00** |

**Leavers**

A total of 667 people left employment with the council between 1st April 2022 and 31st March 2023. Of the leavers, 71.4% were female and 28.6% were male. 47% of leavers’ ethnicity was unknown, and 1.35% (n=9) were from a Black, Asian, Minority Ethnic background, all resigned. 59% of leavers were unknown in relation to disability; out of those whose disability status was known, 0.9% were disabled (n=6), 5 resignations, 1 early retirement. 63% of leavers hadn’t disclosed their religion; 0.3% (n=2) of leavers stated that they belonged to a religion that wasn’t Christianity, all resigned.

Attrition rate for 22/23 was 22.3%, this is lower than 21/22 which was 24.9%. The attrition rate for Black, Asian, and Minority Ethnic employees was 12%, female employees was 21.5%, and disabled staff was 6.4%, all of these are lower than the general attrition rates.  A more streamlined exit interview process was introduced in Nov 2022, there are no indications from the data that employees are leaving due to having a protected characteristic.

|  |  |  |
| --- | --- | --- |
| **Reason for Leaving** | **No.** | **%** |
| Compromise agreement | 3 | 0.45 |
| Death in service | 33 | 4.95 |
| Disciplinary | 6 | 0.90 |
| Early Retirement | 30 | 4.50 |
| End of Temp/Fixed Term Contract | 113 | 16.94 |
| Ill Health | 6 | 0.90 |
| Medical Incapability | 16 | 2.40 |
| Normal Retirement | 33 | 4.95 |
| Redundancy (compulsory) | 7 | 1.05 |
| Resignation | 415 | 62.22 |
| TUPE transfer | 5 | 0.75 |
| **Grand Total** | **667** | 100.00 |

**Recruitment and Selection**

Between 1st April 2022 and 31st March 2023 KMBC received 6,190 applications for employment; this is a dramatic increase to the number reported in the 2021/22 report (3237). Overall, the likelihood of being shortlisted is 30% and the likelihood of being appointed after shortlisting is 32%. The overall likelihood of being appointed from application is 6.6%. The number of applicants shortlisted and appointed dropped across the board compared to last year, so it is not useful to make comparisons year on year.

**Disability**

Out of all applications received 99.9% completed the disability section of the questionnaire. Applicants who identified as having a disability represented 5.9% of all applications. Out of those who were short-listed 6.7% declared a disability and 3.7% of those who were appointed, this has decreased by 2% on 2022 figures. The likelihood of being short-listed if you have a disability is 34% compared to 29.6% if a candidate isn’t disabled, this demonstrates that the guaranteed interview scheme is working. The likelihood of being appointed following shortlisting is 12.1% compared to 22.6% if you don’t have a disability. The likelihood of being appointed from application is 4% if a person identifies as disabled and 6.7% if a person isn’t disabled.

**Ethnicity**

98% of applicants completed the ethnicity questionnaire. 10.1% of all applications received were from people from a Black, Asian, Minority Ethnic background, this is a 2% increase on 2022 figures and twice that of the Black, Asian, Minority Ethnic population in Knowsley which is 4.71%[[7]](#footnote-8). This illustrates that the council is attracting applications from people from a diverse range of backgrounds.

Out of the applications that were shortlisted 5.9% were from a Black, Asian, Minority Ethnic background, this is a 1% drop from 2022 but still higher than the Knowsley population; out of those that were appointed 5% were from a Black, Asian, Minority Ethnic background, this is an increase on the 2022 figure of 3.3%. The likelihood of being shortlisted if you have a Black, Asian, Minority Ethnic background is 17.5%, the likelihood of then being appointed from shortlisting is 18% and from application is 3%. The success rate for people who were appointed from a White British background from shortlisting was 22.9%. The likelihood of being appointed from application is 5.3% for a candidate from a Black, Asian, Minority Ethnic background and 7.3% for a candidate who was White British.

**Gender Identity**

This is the second year that gender identity has been a question on the application form 97.6% of applicants completed the information. The numbers of people applying for jobs whose identity differs for the one which they were assigned at birth are too low to report, however there is no indication that they are at` a disadvantage.

**Sex (Gender)**

In terms of sex 64% of applications received were from women, 69% of those shortlisted and 71% of those appointed. The success rates were as follows: likelihood of a female being short-listed 33%, likelihood of a male being shortlisted 25%; likelihood of being appointed from short-listing 22.6% for females and 21% for males. The likelihood of being appointed from application is 7.4% for a woman and 5.2% for a man.

**Sexual Orientation**

This is the second year that sexual orientation has been a question on the application form 98.2% of applicants completed the information. Candidates who identified as Lesbian, Gay or Bisexual (LGB) made up 7.6% of applications, 6.2% of those shortlisted and 3.2% of those appointed. The likelihood of being shortlisted if you identify as LGB is 24.6% compared to 30% if you identify as straight/heterosexual. The likelihood of being appointed after shortlisting if you are LGB is 11.3% and from application to appointment is 2.8%, compared to 22.6% and 6.8% if you identify as straight.

**Religion, Belief and Non-Belief**

Of all applications received 97% completed the religion, belief and non-belief section of the questionnaire. Applicants who identified as having a religion that wasn’t Christianity made up 6.5% of applications received and 4.2% of those shortlisted and 3.4% of those who were appointed. The likelihood of being shortlisted if a candidate identifies as non-Christian is 19.5% compared to 32.2% for a candidate that identifies as Christian. The likelihood of being appointed from shortlisting is 18% as a non-Christian and 21% as a Christian. The likelihood of being appointed from application is 3.49% if a person identifies as a religion other than Christian and 6.9% for candidates who identify as Christian. The likelihood of being successful if you have no religion is the same as the overall success rate.

The table below shows the chances of being shortlisted, and then appointed after shortlisting and from the point of application. Black, Asian, Minority Ethnic, religions that are non-Christian and LGB show the biggest gaps.

|  |  |  |  |
| --- | --- | --- | --- |
| **Protected Characteristic:** | **Chance of being shortlisted** | **Chance of being appointed following shortlisting** | **Chance of being appointed from application** |
| Overall | 30% | 22% | 6.6% |
| Disability | 34.3 | 12.1% | 4.14% |
| Black, Asian, Minority Ethnic | 17.5 | 18.8 | 3.2% |
| Female | 32.6 | 22.6% | 7.4% |
| Non-Christian | 19.45 | 18% | 3.5% |
| No Religion | 28.8 | 23% | 6.8% |
| LGB | 24.6 | 11.3 | 2.8% |

**Rates of Promotion**

Although, the application form does ask if a candidate is internal or external, it doesn’t indicate if the post is a promotion, change of career or redeployment. We are therefore currently unable to report on this.

**Training**

The council runs a corporate training prospectus as well as a prospectus for Social Care and Neighbourhood Services. Some job roles require mandatory and statutory training. Employees are not obligated to inform Workforce Development if they attend external training. The figures show that 2.9% of staff that accessed training identified as Black, Asian, Minority Ethnic; 3.4% identified as disabled; 66% were female and 1.5% identified as belonging to a religion other than Christianity. The number of staff attending training is steady across age ranges.

**Maternity and Shared Parental Leave**

During 2022/23, 63 women had a period of maternity leave and returned, 5 employees took shared parental leave. Without going into everyone’s personnel file, it is not possible to find out if those that took maternity/shared parental leave were still in post after the 3 months that they need to return to avoid having to pay back occupational maternity /shared parental leave pay. [Government research](https://gender-pay-gap.service.gov.uk/actions-to-close-the-gap/promising-actions) suggests that encouraging take up of shared parental leave can help to reduce the Gender Pay Gap.

**Length of service**

A member of staff’s length of service is based on their service with Knowsley, although staff may have longer continuous service from previous employment in other areas of the public sector. The majority of council staff (36%) have been employed for less than 5 years and 15% for 15-19 years’ service. The average length of service is 12 years, women, employees with no religion or belief and those with a religion other the Christianity are broadly the same.

The length of service for employees who are Black, Asian, Minority Ethnic is 6 years, with 68% of Black Asian Ethnic minority staff having 0-4 years’ service, this shows that the work we are doing to attract and recruit a more diverse workforce is working, the next step is to retain, train and develop those employees.

The number of women decreases as the length of service increases, with women making 65% of those with 35+ years’ service. Disabled employees have a higher than average length of service of 16 years and the percentage of staff who consider themselves to be disabled increases with length of service in line with disabilities increasing with age.

|  |  |  |
| --- | --- | --- |
| **LOS (Current)** | No. | % |
| 0-4 | 1079 | 36.1 |
| 5-9 | 410 | 13.7 |
| 10-14 | 285 | 9.5 |
| 15-19 | 474 | 15.8 |
| 20-24 | 333 | 11.1 |
| 25-29 | 144 | 4.8 |
| 30-34 | 147 | 4.9 |
| 35-39 | 77 | 2.6 |
| 40-44 | 34 | 1.1 |
| 45+ | 10 | 0.3 |
| Grand Total | 2993 | 100.0 |

**Employee Relations**

From 1 April 2022 to 31st March 2023 there were no grievances that were raised as, ableist, homophobic or sexist, one grievance was raised that was cited use of racist language, this resulted in disciplinary action in the form of a dismissal. One action that was subject to disciplinary action had a racial element. There were no actions that were subject to discipline relating to homophobia, sexism or to ableism.

From 1 April 2022 to 31st March 2023 – 20 grievances were lodged 15 were logged by women, 5 by men, one identified as disabled and 2 from a mixed ethnic background.

From 1 April 2022 to 31st March 2023 - 21 employees were subject to disciplinary action. 8 were female, 6 of the females identified as disabled and none identified as being from a Black, Asian, Minority Ethnic background. Of the 13 males, 7 males identified as disabled and 1 of the males identified as being from a Black, Asian, Minority Ethnic background. One of the cases resulted in dismissal, 1 male.

**Elected Officials**

As of March 2023, Knowsley MBC has 45 elected officials. Of these:

* 60% are male, 40% female.
* 0% are from a Black, Asian, Minority Ethnic background;
* 27% are Christian, 9% have no religion;
* 17% consider themselves to be disabled.

Electoral candidates are chosen within political parties and cannot be influenced by Knowsley Council. However, it is important that the elected officials and the residents know if the makeup of the elected officials is reflective of the Knowsley borough demographics. The IPPR published a report in August 2017 entitled “Power to the People? Tackling the gender imbalance in combined authorities’ and local government"; the report highlights what needs to be done to ensure more women enter politics.

1. Revised (second) edition, 19 December 2011 [↑](#footnote-ref-2)
2. Full time is defined as less than 30 hours per week [↑](#footnote-ref-3)
3. 2021 Census [↑](#footnote-ref-4)
4. Figures based on Full Pay Relevant employees [↑](#footnote-ref-5)
5. Reported by the Office for National Statistics as of November 2023 [↑](#footnote-ref-6)
6. Based on data taken from the 2021 Census. [↑](#footnote-ref-7)
7. 2021 census [↑](#footnote-ref-8)