

# Equality and Diversity Dashboard – Infographics



**LIVERPOOL  
CITY REGION**  
COMBINED AUTHORITY

**METRO MAYOR**  
LIVERPOOL CITY REGION

# Demographics of Liverpool City Region



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# Age

LCR residents are slightly more likely to be over 65 than nationally and regionally, though the City Region does have a slightly higher proportion of young adults

Age Group	0-15	16-24	25-34	35-44	45-54	55-64	65+
LCR	18.3%	11.3%	13.8%	11.8%	12.6%	13.1%	19.1%
North West	19.1%	10.7%	13.4%	12.1%	13.2%	12.7%	18.8%
England	19.2%	10.5%	13.4%	12.8%	13.3%	12.3%	18.5%

Source: 2020 ONS Mid-Year Population Estimates

# Ethnicity and Religion

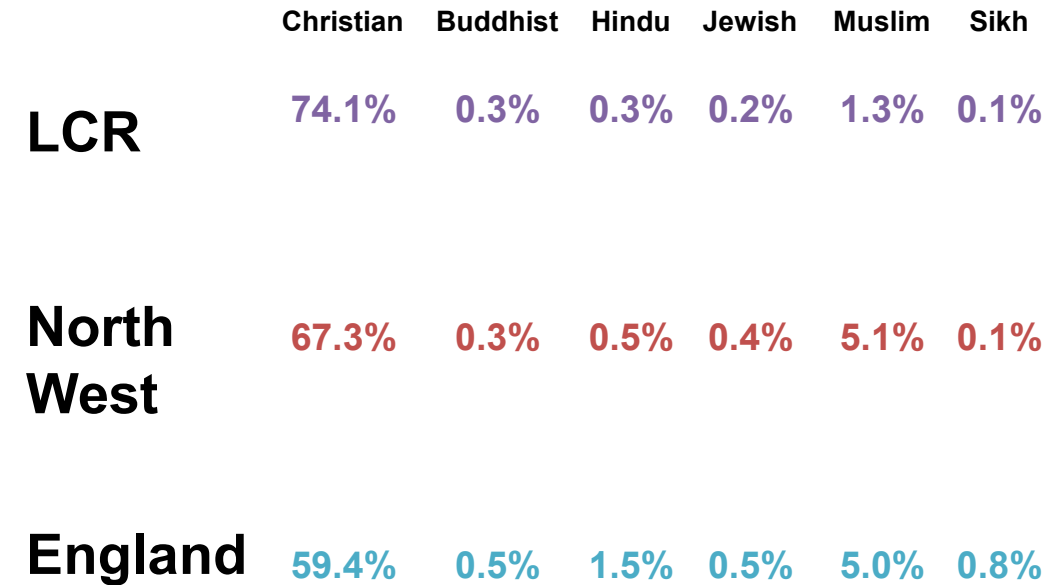
LCR is less diverse than the rest of the North West and England...

% of population from ethnic minority background



...and has a greater Christian population than both regionally and nationally

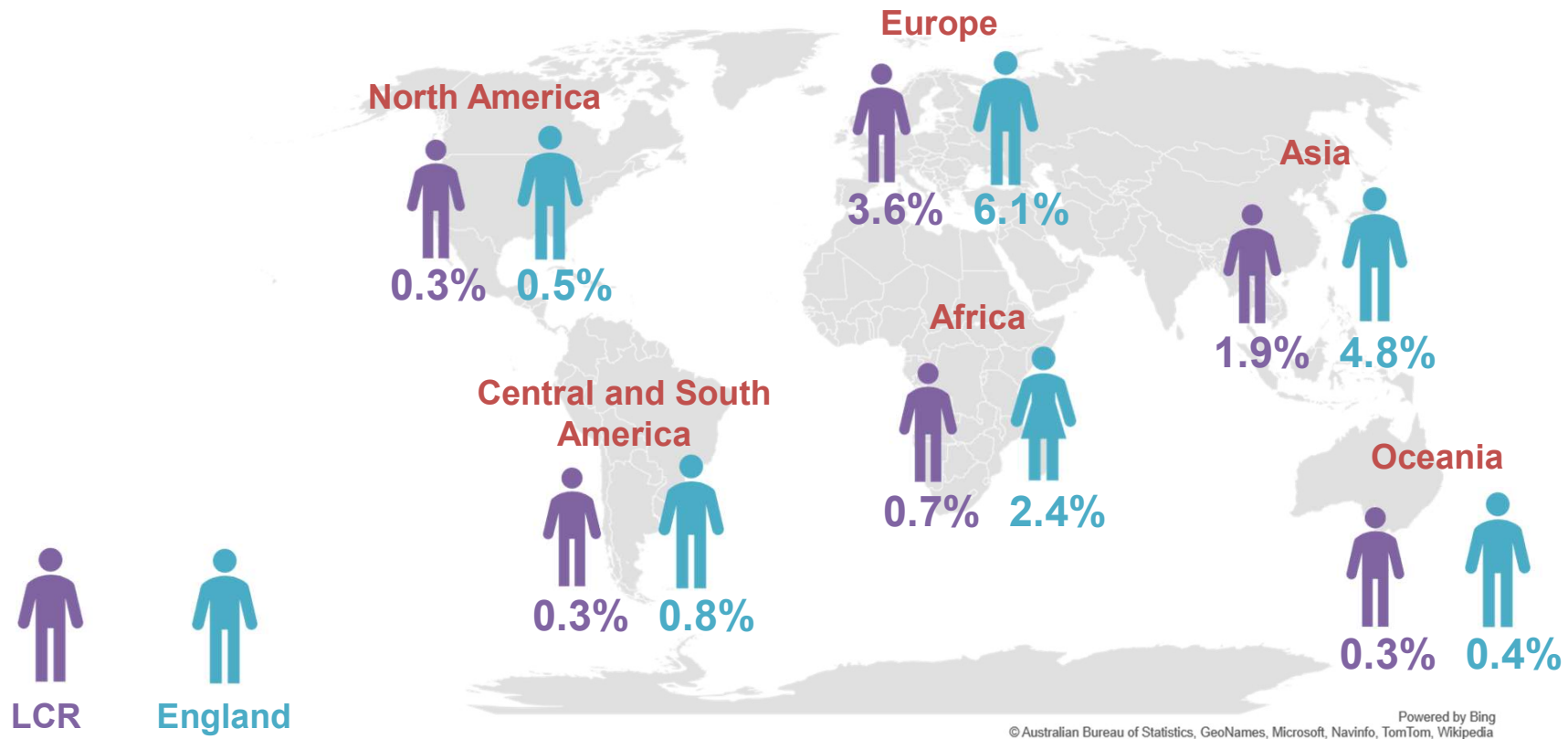
% of population who identify with a religion



Source: 2011 ONS Census

# Country of Origin

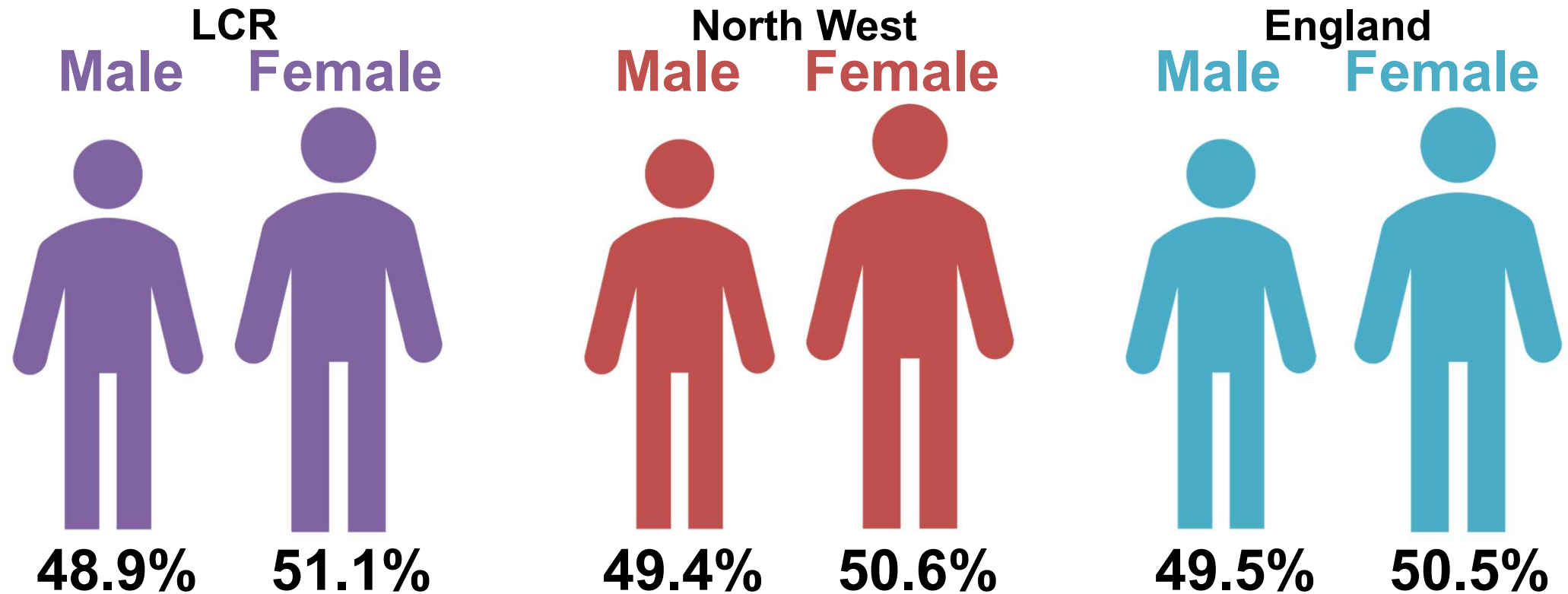
Residents of LCR are less likely to have been born abroad than the national average



Source: 2019/20 ONS Estimates

# Gender

LCR has a proportionally larger female population than regionally and nationally



Source: 2020 ONS Mid-Year Population Estimates

# Disability

Residents of LCR are more likely to suffer from a disability or long-term illness that impacts their day-to-day life than regionally and nationally

% of population that have a disability or long-term illness that impacts their day-to-day activities



Source: 2011 ONS Census

## Summary – Demographics of Liverpool City Region

- Data from the 2020 mid-year population estimates shows that there are relatively more older people (those aged 65+) in LCR compared to regionally and nationally (19.1% compared to 18.8% and 18.5% respectively).
- The latest data (from the 2011 Census) shows that **Liverpool City Region is less ethnically diverse than both the regional and national average** with 5.2% of the population coming from an ethnic minority background compared to 9.8% and 14.6% in the North West and England respectively.
- Data from the same source **suggests that LCR has a larger Christian population (74.1%) than regionally (67.3%) and nationally (59.4%)**. All other religious groups are more common regionally and nationally also.
- **Residents of LCR also are less likely to have been born abroad (7%)** than the national average (15%).
- **LCR has a slightly larger female population than the North West and England**. The ONS 2020 mid-year population estimates suggest that 51.1% of the City Region's population is female, whereas the regional and national averages are 50.6% and 50.5%.
- According to the 2011 Census, **residents of LCR are more likely to suffer from a disability or long-term illness that impacts their day-to-day life (22.7% of the population)** than regionally (20.2%) and nationally (17.6%).
- **Unfortunately, a large element of this information is based on Census 2011 data which is now significantly out of date. However, the release of Census 2021 data in 2022, will help provide a more current and updated understanding of diversity across LCR, as well as a reliable benchmarks for the size of the LGBTQ+ community in the City Region.**



# Diversity in Liverpool City Region Combined Authority



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# Age

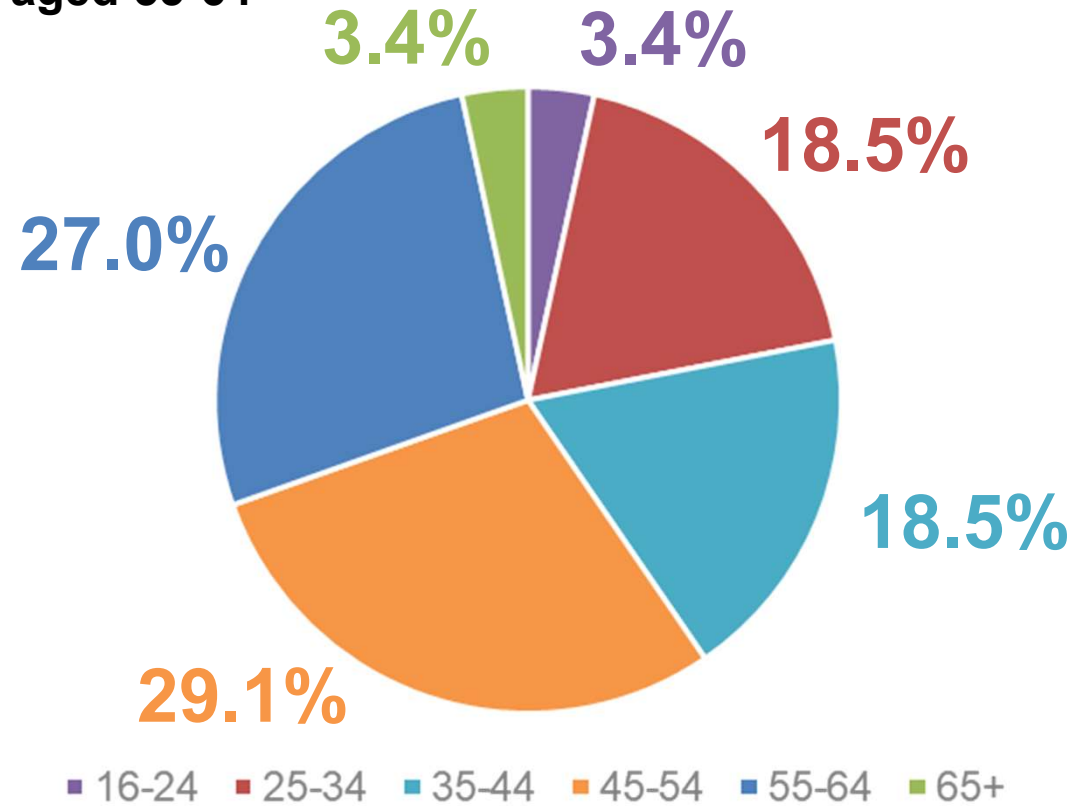
Younger people are underrepresented in the LCRCA workforce, however many of these young people will not be seeking employment yet as they may still be studying or training

Age Group	16-24	25-34	35-44	45-54	55-64	65+
LCRCA Workforce	3.4%	18.5%	18.5%	29.1%	27.0%	3.4%
LCR Working Age Population	18.0%	22.1%	18.9%	20.1%	20.9%	

Source: LCRCA HR Data and 2020 ONS Mid-Year Population Estimates

# Age

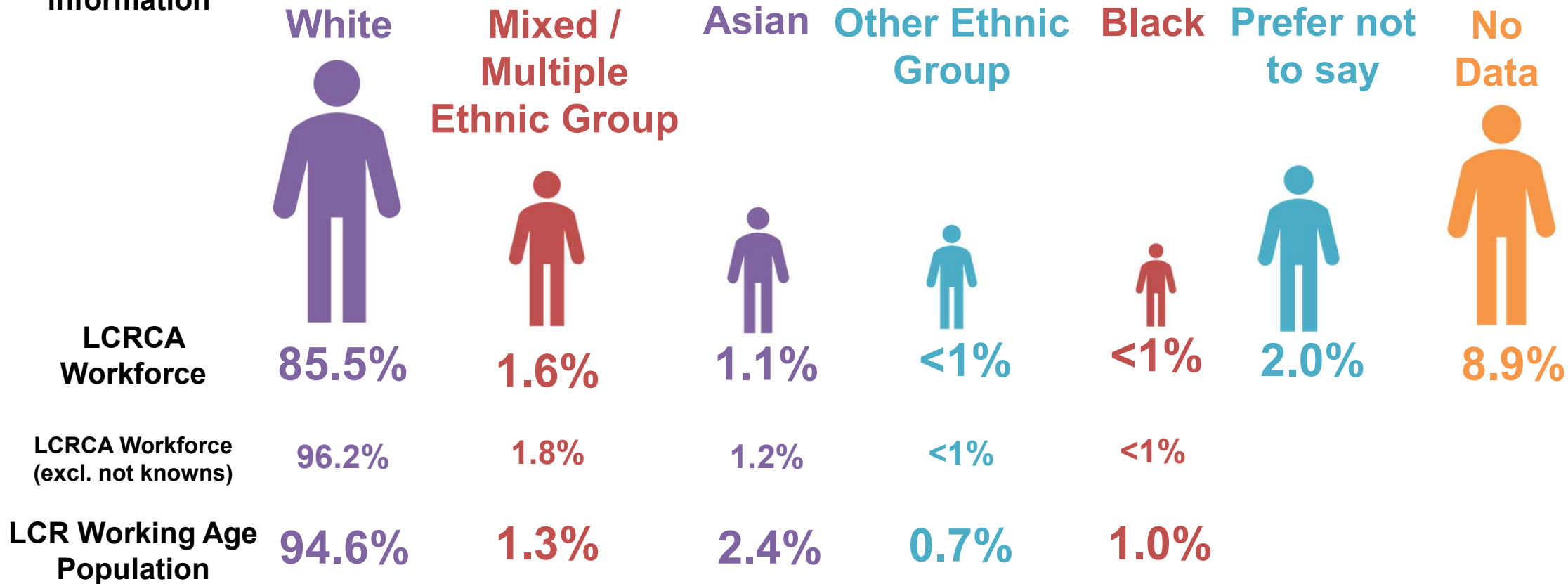
Amongst LCRCA's workforce, those aged 45-54 make-up the most common age group, followed by those aged 55-64



Source: LCRCA HR Data

# Ethnicity

Under representation of employees across most minority groups. Depending on how the population has changed since 2011 this representation could have changed. Over 10% of employees we do not have this information



Source: LCRCA HR Data and 2011 ONS Census

# Ethnicity

Other CAs have a higher proportion of staff from ethnic minority backgrounds, however there is a high proportion of LCRCA staff for whom we have no data

% of workforce from an ethnic minority background



Source: LCRCA HR Data and Liverpool City Region Combined Authority Representation Data Analysis 2020

# Religion

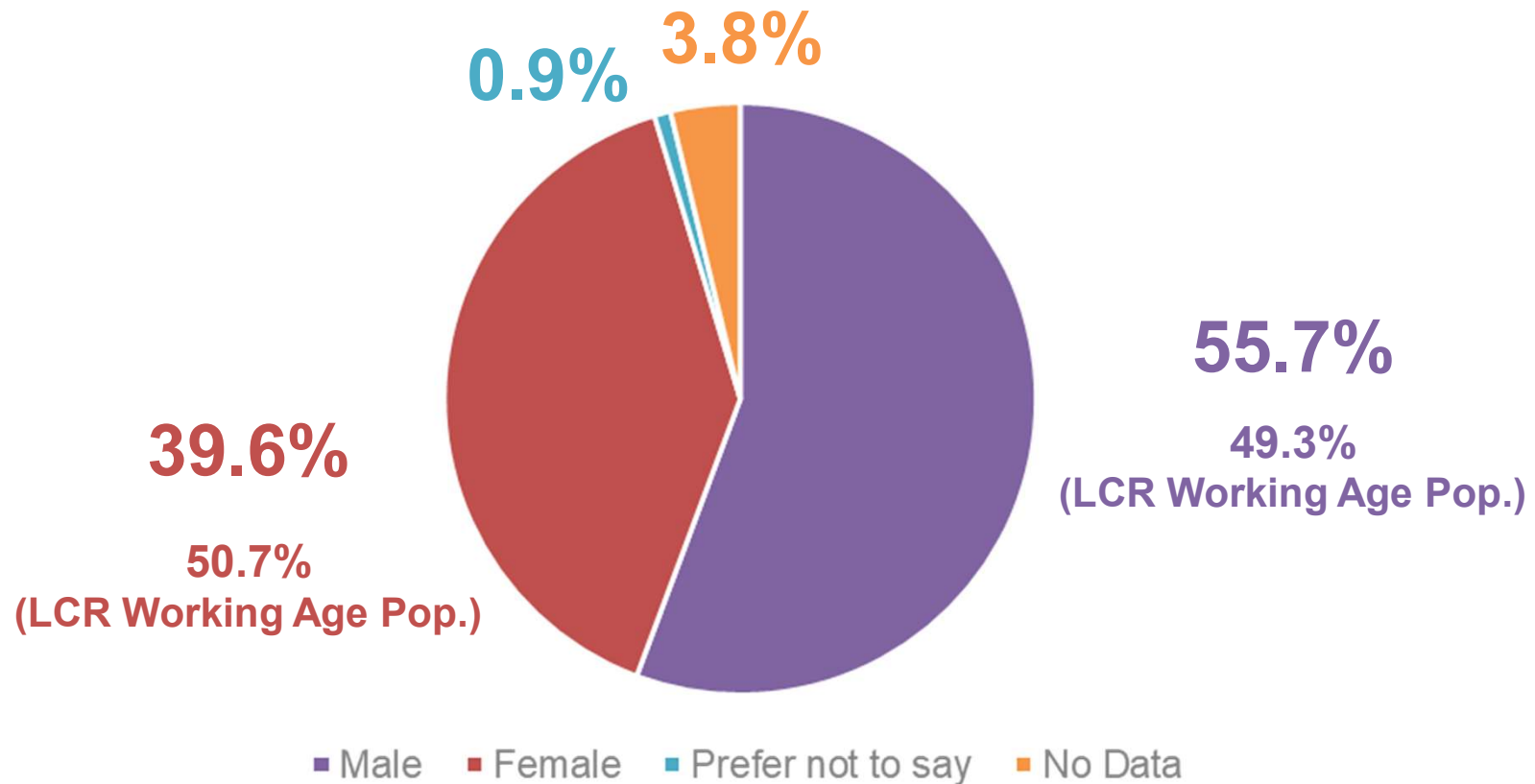
**'No religion' overrepresented in LCRCA staff compared to population**

	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	No Religion	Prefer not to say	No Data
<b>LCRCA Workforce</b>	<b>55.6%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>29.2%</b>	<b>4.9%</b>	<b>8.8%</b>
<b>LCRCA Workforce (excl. not knowns)</b>	<b>64.7%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>34.0%</b>		
<b>LCR Working Age Population</b>	<b>72.4%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>0.2%</b>	<b>1.3%</b>	<b>0.1%</b>	<b>19.3%</b>		

Source: LCRCA HR Data and 2011 ONS Census

# Gender

LCRCA's workforce has higher proportion of males than the LCR working age population



Source: LCRCA HR Data and 2020 ONS Mid-Year Population Estimates

# Disability

LCRCA's workforce has relatively fewer disabled people than LCR's working age population (for this we use the combination of data from the Census as people who said their day-to-day activities were limited either a lot or a little)

	Disabled	Non-Disabled	Prefer not to say	No Data
<b>LCRCA Workforce</b>	<b>6.6%</b>	<b>86.6%</b>	<b>3.1%</b>	<b>3.8%</b>
<b>LCRCA Workforce (excl. not knowns)</b>	<b>7.1%</b>	<b>92.9%</b>		
<b>LCR Working Age Population</b>	<b>17.6%</b>	<b>82.4%</b>		

Source: LCRCA HR Data and 2011 ONS Census

Note: Disability for the workforce population is the combination of data from the Census as people who said their day-to-day activities were limited either a lot or a little



# Disability

Other CAs have a higher proportion of staff with a disability, however there is a proportion of LCRCA staff for whom we have no data

% of workforce from an ethnic minority background



Source: LCRCA HR Data and Liverpool City Region Combined Authority Representation Data Analysis 2020

# Sexual Orientation

LCRCA's workforce represents well the lesbian, gay and bisexual community of the City Region, though the comparator data should be treated with heavy caution

	Heterosexual	Gay/Lesbian/Bisexual /Other	Prefer not to say	No Data
<b>LCRCA Workforce</b>	<b>82.4%</b>	<b>3.1%</b>	<b>5.1%</b>	<b>9.4%</b>
<b>LCRCA Workforce (excl. not knows)</b>	<b>96.4%</b>	<b>3.6%</b>	<b>Don't know or prefer not to say</b>	
<b>Merseyside Over 16 Population</b>	<b>92.7%</b>	<b>1.4%</b>	<b>5.9%</b>	

Source: LCRCA HR Data and ONS Sub-National Sexual Identity Estimates, 2013-15

Note: Data for Merseyside excludes Halton and are rough estimates that should be treated with caution

## Summary – Diversity in Liverpool City Region Combined Authority

- LCRCA staff are most likely to be over the age of 45 with 56.1% of staff being aged between 45 and 64. Those aged 65+ make-up 3.4% of the workforce, the same proportion as those aged 16-24.
- The data we have available on the CA's workforce suggests that, in most ethnic groups, our workforce underrepresents the LCR population. This said, it should be noted that a proportion of the workforce have not provided ethnicity responses (10.9%).
- Other CAs have a high proportion of staff from ethnic minority backgrounds; in West Yorkshire CA, 35% of staff are from an ethnic minority community, in West Midlands CA it is 25.1%. Our current data for LCRCA suggests that only 3.6% of staff come from an ethnic minority community.
- The LCRCA workforce are relatively more male than the LCR working age population (by 55.7% to 49.3%).
- LCRCA's workforce has relatively fewer disabled people (6.6%) than LCR's working age population (17.6%). In West Yorkshire CA the proportion is 7.3% and in West Midlands CA it is 6.8%.
- 3.1% of LCRCA's staff identify as either gay, lesbian or bisexual, overrepresenting Merseyside's (i.e. LCR excluding Halton) over 16 population. This said, the benchmark data on sexual orientation is poor quality data and should be treated with caution.