

Thurrock Council Annual workforce equality data December 2022



1. Introduction

Thurrock Council is an ambitious and collaborative borough that works hard to ensure we offer a diverse range of services putting our residents at the heart of everything we do.

Our population continues to grow in its diversity. To help our planning we use the annual Office of National Statistics (ONS) prediction on population increases. Latest figures predict that Thurrock's population will grow to 178,300, which is an increase of 20,000 since the 2011 census. We have a high percentage of staff who live in the borough – 63% of our workforce are residents.

We have refreshed our People Strategy 2020-2023 putting our staff at the very heart of our strategy setting out a clear commitment and expectation of who we are and our focus over the next 3 years.

As one of the largest employers in the borough we face challenges related to equality, diversity and inclusion (EDI). Some of those that have been highlighted locally and nationally include:

- Black Lives Matter
- gender pay gaps
- workforce profile representative of our local community
- matters related to mental and physical health equality

Our EDI delivery plan seeks to address these issues and has three themes that empower #TeamThurrock to promote equality in our organisation and recognise those that do – it supports and drives our ambition to create a high performing, open and inclusive culture.

- demonstrable equality in experience for all our staff
- strengthen our diversity and improve inclusion across the workforce
- delivery of our ambition to embed EDI

This document provides transparency of the council's current workforce profile as determined by the Public Sector Equality Duty.

2. Workforce profile

The data below provides an overview of the council's workforce profile including gender, age, ethnicity, working hours and disability. During 2021 the council undertook an exercise for staff to update their personal data and aligned our categories with GOV.UK.

2.1. Workforce data

As at 31 December 2022, Thurrock Council employed 2,513 people, with 66% working full-time (1,658). The table below represents the changes over the last 3 years, comparing full-time equivalent (FTE) and headcount.

Workforce	2022	2021	2020
FTE	2,083.82	2,109.52	2,203.61
Headcount	2,513	2,564	2,706

Within Thurrock Council's workforce:

- 66% (1,665) of our employees work full-time, a 1% increase each year since 2020
- 34% (9828) of our employees work part-time, a 1% decrease since 2020

Workforce	2022	2021	2020
Full-time	66%	65%	64%
Part-time	34%	35%	36%

2.2. Gender profile

The ONS periodically provides an update on profiles the last being in 2019, which stated Thurrock's population profile was 50.66% female and 49.34% male. The table below shows a breakdown of gender over the last 3 years. Transgender figures are too low to show in this report.

Gender	2022	2021	2020
Female	69%	70%	69.5%
Male	31%	30%	30.5%

2.3. Senior management gender

Within senior management positions:

- 51% (85) are occupied by female employees
- 49% (83) are occupied by male employees

Gender	2022	2021	2020
Female	51%	53%	51%
Male	49%	47%	49%

2.4. Ethnicity profile

In the 2011 census, the White (British, Irish and Other) group comprised 85.9% of Thurrock's population. This was down from the 2001 census, when it was 95.3%. All other ethnic groups comprised 15.2% of Thurrock's population in the 2011 census, up from 4.7% in the 2001 census.

Within the council's workforce, of those who have disclosed their ethnicity:

- 18% (444) come from a Black, Asian or Minority Ethnicity (BAME) background
- 70% (1,758) come from a White background
- BAME employee profile has increased by 2%
- 12% of the council's employees are currently designated 'prefer not to say'

Ethnicity	2022	2021	2020
White	70%	68.6%	39%
BAME	18%	16%	13%
Prefer not to say	12%	15.4%	48%

2.5. Age profile

Within Thurrock Council's workforce:

- the largest age group is currently those aged between 50 and 64, which accounts for 41.7% or 1,048 employees
- the second largest age group was those aged from 35 to 49, which accounts for 34.2% or 859 employees

ONS estimates from 2019 show Thurrock has a working age population of 78.31% across age bands from 15 years to 65+ years.

The table below represents ONS figures as estimated in 2019.

Age band	2019
15-24 years	10.90%
25-44 years	28.74%
45-64 years	24.56%
65 years and over	14.11%

2.6. Disability profile

As of 31 December 2022, 248 employees (9.9%) disclosed that they have a disability. This has increased from 182 (7.1%).

ONS data currently suggest 1 in 6 residents (15.57%) in Thurrock have limited day-to day-activities. It does not disclose type or extent of disability and impact on the working-age population, however.

Of Thurrock Council's 248 employees who have disclosed that they have a disability:

- 70% (173 employees) are in full-time employment
- 30% (75 employees) are in part-time employment

The table below represents the working pattern of our disabled staff group.

Staff with a disability	2022	2021	2020
Full-time	70%	69%	80%
Part-time	30%	31%	20%

3. Overall conclusion and action points

We remain committed to ensuring we are an equal opportunity employer that provides their employees with a fair and safe environment. The council has a clear delivery plan to improve against our current profile and embed EDI across all levels of the organisation.

To make sure we continuously improve throughout 2023, we will:

- implement actions as set out in our EDI strategic delivery plan

- continue anonymised recruitment to make sure we are shortlisting applicants based upon ability rather than characteristics
- benchmark against similar authorities to help us understand how we are performing in comparison
- successfully utilise opportunities presented by the apprentice levy to increase the age profile of our workforce
- use the findings and recommendations from our gender pay gap reporting to ensure we are improving in terms of gender equality
- commit to publishing an ethnicity pay gap report in 2023
- capture data on our transgender workforce to make sure we are successful in embedding our equality commitments
- remain committed to being a Disability Confident Employer so we continue improving our disability equality