

Thurrock Council

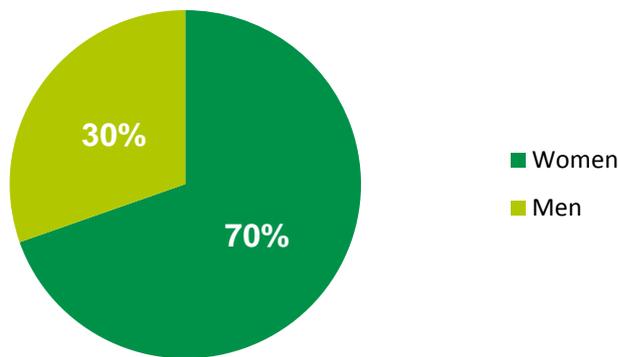
Annual workforce equality data, December 2016

Gender profile

According to the 2011 Census and 2014 mid-year estimate, the population of Thurrock borough was 163,270 with the gender split being 50/50. Within the council's workforce:

- 70.1% (1,567) of our employees are female
- 29.9% (667) of our employees are male

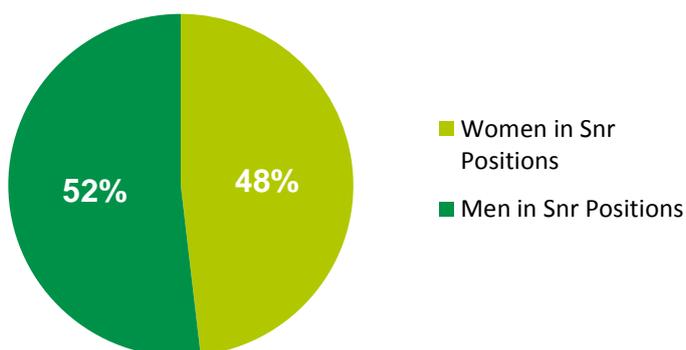
This suggests that Thurrock Council is not representative of the gender profile of Thurrock, with female gender profile being disproportionately higher by 20.1%.



Senior management gender

Within senior management positions:

- 52% are occupied by male employees
- 48% are occupied by female employees



This data suggests the senior management team at Thurrock Council is representative of the borough

Ethnicity profile

In the 2011 census, the White (British, Irish and Other) group comprised a total of 85.9% of Thurrock borough's population. This was down from the 2001 census, when it was 95.3%.

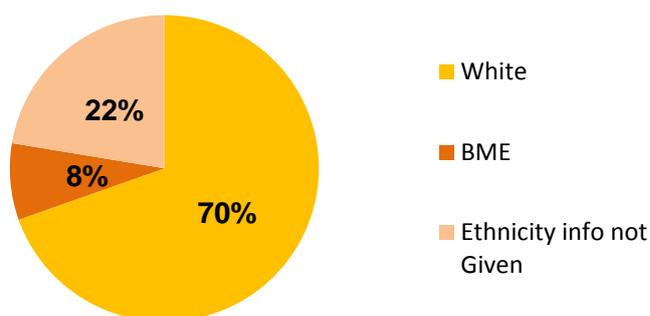
All other ethnic groups comprised a total of 15.2% of Thurrock's population in the 2011 census, up from 4.7% in the 2001 census.

Within the council's workforce:

- 8% (180) of our employees come from a Black or Minority Ethnicity (BME) background
- 70% (1,554) of our employees come from a White background

In conclusion:

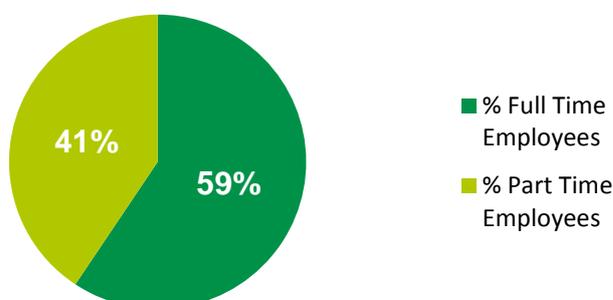
- current data suggests that Thurrock Council is not representative of the ethnic profile of the community it serves, being slightly under-represented against the demographic in all areas:
 - BME employee profile is lower by 7.2%
 - White employee profile is lower by 15.9%
- 22% of the council's employees have not disclosed their ethnicity, however, which distorts the figures



Working hours

Within Thurrock Council's workforce:

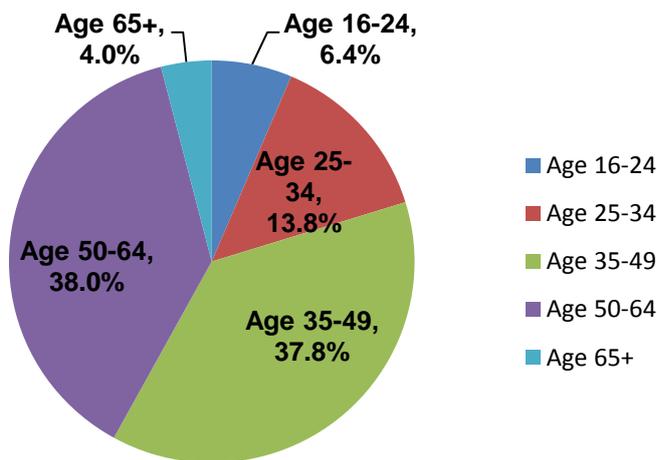
- 59% (1,326) of our employees work full-time employees
- 41% (908) of our employees work part time



Age profile

Within Thurrock Council's workforce:

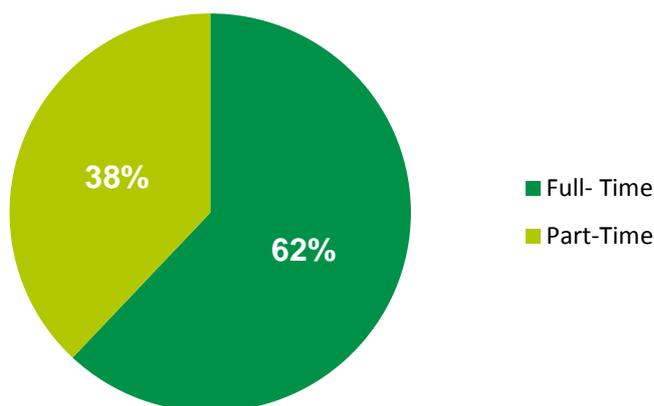
- the largest age group is currently those aged between 50 and 64, which accounts for 38% or 848 employees
- the second largest age group was those aged from 35 to 49, which accounts for 37.8% or 844 employees
- the council is under-represented in both the younger age profiles of those aged from 16 to 24, and from those aged 65 and over



Disability profile

As of 31 December 2016, 26 employees disclosed that they have a disability. Of those:

- 62% (16 employees) are in full time employment
- 38% (10 employees) in part time employment



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.

From our equality and diversity statistics, we have concluded that we:

- remain slightly under-represented in the majority of areas
- are representative of the borough in terms of the senior management team

Actions

To make sure we continuously improve throughout 2017, we will:

- introduce anonymised recruitment from March 2017 to further ensure we are shortlisting applicants based upon ability rather than characteristics
- implement a transitioning policy within the 2017/18 financial year to support employees who may be in the process of transitioning
- benchmark against similar authorities in our 2017 equality and diversity report to help us understand how we are performing in comparison
- use the findings and recommendations from our gender pay gap reporting to ensure we are improving in terms of gender equality