

Thurrock Council

Annual Workforce Equality Data December 2023



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 and to help our planning we use the annual ONS prediction on population increases. The latest figures from the 2021 census showed that Thurrock population has grown to 176,000 which is an increase of 17,600 since the 2011 census. We have a high percentage of staff who live in the borough, in total 63% of our workforce are residents.

As one of the largest employers in the borough we face EDI-related challenges. Some of those that have been highlighted locally and nationally include: Black Lives Matter, Gender Pay Gaps, workforce profile representative of our local community and matters related to mental and physical health equality.

Our ED&I 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 ED&I

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. Work continues to support staff updating their personal data with 6 monthly reminders communicated to staff.

2.1 Workforce data

- As at the 31st December 2023 Thurrock council employed 2495 with 66% working full time (1658). The table below represents the changes over the last three years in comparison with FTE and Headcount.

	2022	2021	2020
FTE	2,083.82	2,109.52	2203.61
Headcount	2513	2,564	2706

Within Thurrock Council's workforce:

- 66% (1,665) of our employees work full-time a 1% increase each year since 2020
- 34% (828) of our employees work part time an annual 1% decrease since 2020

	2022	2021	2020
Full Time	66%	65%	64%
Part Time	34%	35%	36%

2.2 Gender profile

The ONS provides an update on profiles periodically the last being in 2021, which stated Thurrock population profile being 49% Male and 51% female. The table below shows a breakdown of Gender over the last three years. Transgender figures are too low to show in this report.

	2022	2021	2020
Men	31%	30%	30.5%
Women	69%	70%	69.5%

2.3 Senior management gender

Within senior management positions:

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

	2022	2021	2020
Women	51%	53%	51%
Men	49%	47%	49%

2.4 Ethnicity profile

In the 2021 census, the White (British, Irish and Other) group comprised 76.8% of Thurrock borough's population. This was down from the 2011 census, when it was 85.9%.

All other ethnic groups comprised 23.2% of Thurrock's population in the 2021 census, up from 15.1% in the 2011 census.

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

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

	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 1048 employees
- the second largest age group was those aged from 35 to 49, which accounts for 34.2% or 859 employees

ONS estimates from 2021 a working age population of 78.1% across age bands 15yr – 65+yr. Table below represents ONS figures as estimated in 2021.

Age Band	2021
15-24 Years	11%
25-44 Years	30%
45-64 Years	24%
65 +	14%

The table below represents the breakdown of working age population as collected within Thurrock.

Age Band	2022	2021	2020
16-24 Years	4.2%	4.8%	5.4%
25-34 Years	15.1%	16.5%	17.6%
35-49 Years	34.2%	33.4%	33.1%
50-64 Years	41.7%	39.3%	39.3%
65 +	4.8%	4.6%	4.6%

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, however does not disclose type or extent of disability and impact on working age population.

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

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

	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 ED&I across all levels of the organisation. To make sure we continuously improve throughout 2023, we will:

- implement actions as set out in our ED&I 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
- committed 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