

Thurrock Council

Disability Pay Gap report, 30 March 2024

Background

Whilst it is not yet a legislative requirement to publish a disability pay gap, since 2021 Thurrock Council has published this information to demonstrate its commitment to equality and inclusion. The salaries used in this report are taken from **31 March 2023**.

The disability pay gap represents the difference in the average – mean or median – hourly pay of employees who have not declared a disability and employees who have declared a disability within an organisation. This is normally expressed with a percentage, with a positive figure being in favour of employees who have not declared a disability or a negative figure being in favour of employees who have declared a disability. For example:

- 14.6% would show the extent to which employees who have not declared a disability earn on average per hour less than employees who have declared a disability
- -10.3% would show the extent to which employees who have declared a disability earn on average less than employees who have not declared a disability

The disability pay gap is different to equal pay. Equal pay is about not-disabled and disabled individuals receiving equal pay for equal work – failure to provide equal pay has been unlawful in the UK for over 50 years. The disability pay gap is the measure of the overall difference in pay between the average earnings of not-disabled and disabled employees.

What we report on

What we report	What it is
Mean disability pay gap	Average disability pay gap as a mean average
Median disability pay gap	Average disability pay gap as a median average
Mean bonus gap	Average bonus disability pay gap as a mean average
Median bonus gap	Average bonus disability pay gap as a median average
Bonus proportions	Proportion of not-disabled employees receiving a bonus payment and proportion of disabled receiving a bonus payment
Quartile pay bands	Proportion of not-disabled employees and disabled employees when divided into 4 groups ordered from lowest to highest pay

Workforce profile

2,275 qualifying employees working for Thurrock Council had provided their disability data as at **31 March 2023**.

This total was comprised of **90.1%** who consider themselves not-disabled and **9.9%** who consider themselves disabled.

Disability Pay Gap

As at **31 March 2023**, for Thurrock Council the:

- **mean disability pay gap was 0.3%**
- **median disability pay gap was 0%**
- **mean disability bonus gap was 0%** – the council does not make bonus payments
- **median disability bonus gap was 0%** – the council does not make bonus payments
- **proportion of disabled and not-disabled employees getting a bonus payment was 0%**

The changes since the previous report and trend over time are explained below.

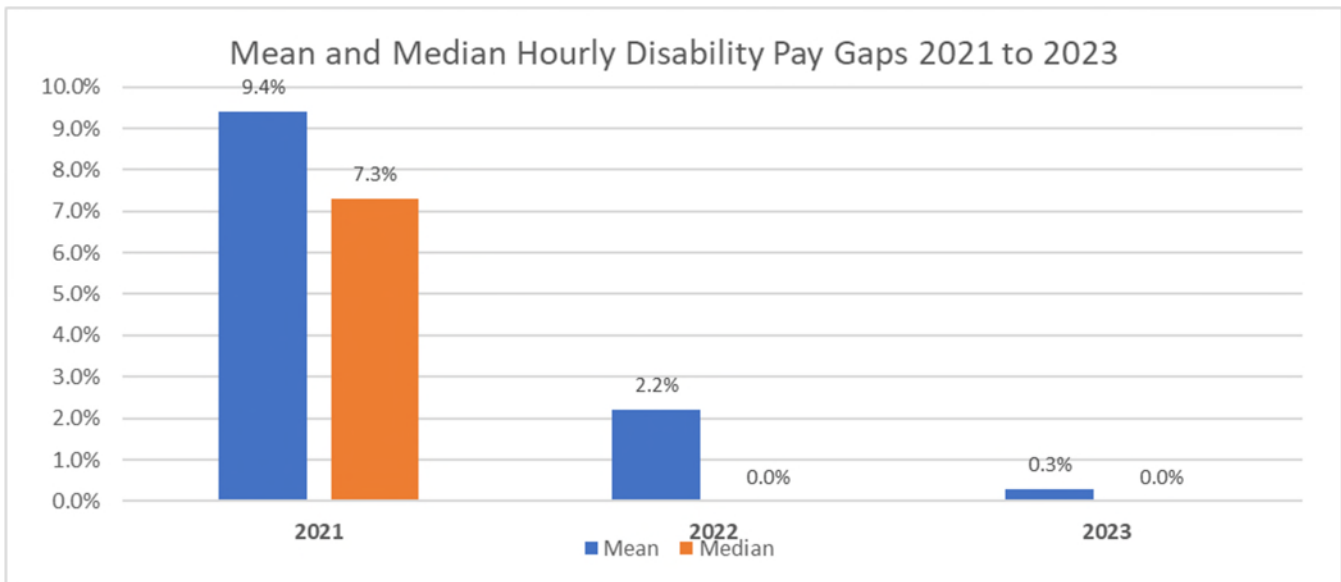
Proportion of not-disabled and disabled in each quartile of the pay structure

The figures set out in the table below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures for 2022 are shown in brackets.

Band	Not disabled	Disabled	Description
A	90.2% (86.8%)	9.8% (13.2%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	90.3% (90.0%)	9.7% (10.0%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	90.2% (88.2%)	9.8% (11.8%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	89.8% (89.0%)	10.2% (11.0%)	Includes all employees whose standard hourly rate places them above the upper quartile

Comparison to previous years

The chart below shows the mean and median hourly disability pay gaps from 2021 to 2023. This shows that since 2021, the hourly disability pay gap measures have reduced each year. In the last year, the mean difference in hourly rates of pay has reduced from 2.2% in 2022 to 0.3% in 2023 whilst median difference has remained at 0% (not-disabled and disabled employees paid the same).



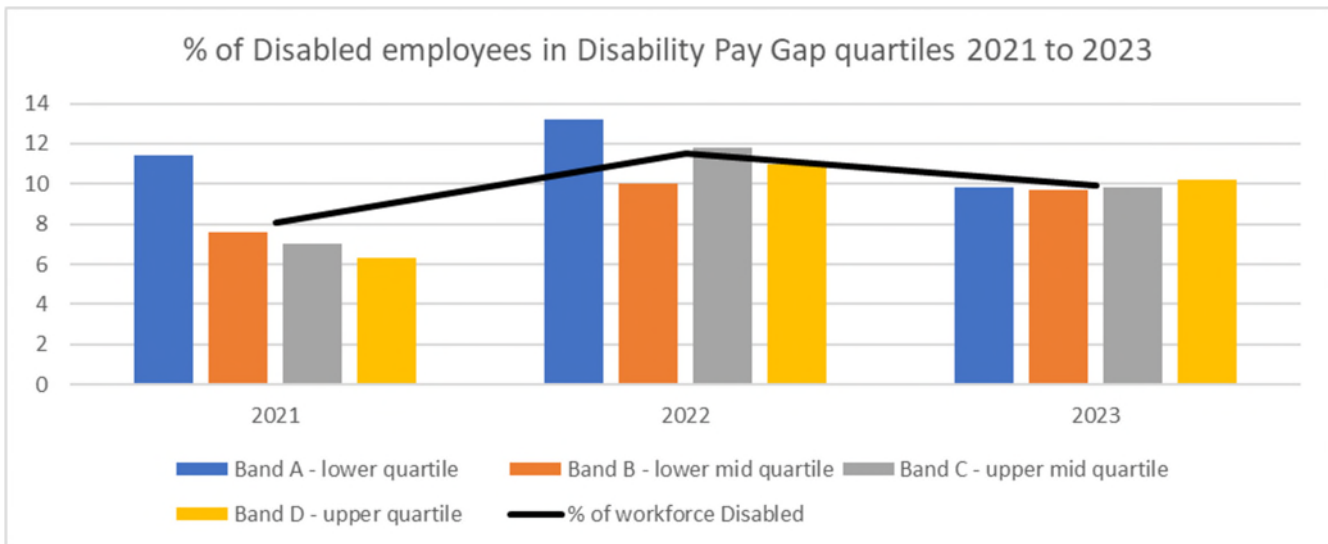
In comparison to gender and ethnicity, the profile of the council's part-time employees has the least impact on the disability pay gap – 10.15% of the council's part-time employees are disabled, similar to the 9.78% of those working full-time. The mean disability hourly pay gap for part-time employees is 2.3%, whilst the difference between full time employees is 0%. The median disability hourly pay gap is 0% for part-time employees and 3.9% for full-time.

Between March 2022 and March 2023, there were 411 new starters. 334 had confirmed whether they had a disability, of which 3.59% were disabled and 96.41% were not disabled. During the same period there were 414 leavers, of which 6.76% were disabled compared to 93.24% who were not disabled.

At grade F and above – the lowest grade that falls within the upper pay quartile, Band D – a higher proportion of disabled employees were leavers compared to new starters. Within these grades, 2.83% of new starters were disabled compared to 7.14% of leavers.

There can be a delay in the time taken for a new employee to record a disability so this does not necessarily mean disabled employees are being recruited at a lower rate than those leaving the council. Since the period to which this data relates, the proportion of employees that have provided data on their personal characteristics, including disability, has reached 98%. This will be reflected in next reporting period.

The chart below shows the percentage of disabled employees in the Disability Pay Gap quartiles between 2021 to 2023. The changes each year will be impacted by the increase in employees that are recording their personal characteristics on. Whilst the 2023 data shows a more even distribution of disabled employees across each pay quartile, a further period of data with high levels personal characteristics should be observed before attempting to reach any conclusions.



Summary

This report shows a mean disability pay gap at March 2023 in favour of employees who are not disabled. The median measure shows hourly pay is the same for disabled and not disabled employees. The gaps have reduced compared to 2022.

In addition, the council continues to:

- conduct anonymised shortlisting at recruitment stage
- carry out regular data audits to encourage staff to disclose close their personal characteristics, including disability
- make reasonable adjustments as required for existing and prospective employees
- work to make sure the Disability Network is established with a programme of activity and awareness-raising
- look at further measures to support staff, including the development of disability support documents for employees and managers
- publish an annual workforce profile of our workforce that identifies changes in the composition of the workforce across different protected characteristics, including disability
- use the Personal Development Review and Pay Progression Policy to support continuous development and encouragement – this also provides a fair and equitable process for confirming pay progression

Recommendation

It is recommended that from 2024, the reporting period for the annual workforce profile is aligned with the annual pay gap reporting period of the year ending 31 March. This will allow for a single period of workforce and pay data to be analysed to measure progress against objectives and identify areas for improvement. It will also be able to contribute to the Community and Equality Impact Assessment of changes to the workforce as a result of the new operating model to deliver the Improvement and Recovery Plan.