

Thurrock Council

Ethnicity Pay Gap report, 30 March 2024

Background

Whilst it is not yet a legislative requirement to publish an ethnicity 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 ethnicity pay gap represents the difference in the average – mean or median – hourly pay of White employees and Black, Asian and minority ethnic (BAME) employees within an organisation. This is normally expressed with a percentage, with a positive figure being in favour of White employees or a negative figure being in favour of BAME employees. For example:

- 14.6% would show the extent to which employees of BAME ethnicity earn on average per hour less than White counterparts
- -10.3% would show the extent to which employees of White ethnicity earn on average less than their BAME counterparts

The ethnicity pay gap is different to equal pay. Equal pay is about White and BAME individuals receiving equal pay for equal work – failure to provide equal pay has been unlawful in the UK for over 50 years. The ethnicity pay gap is the measure of the overall difference in pay between the average earnings of White employees and BAME employees.

What we report on

What we report	What it is
Mean ethnicity pay gap	Average ethnicity pay gap as a mean average
Median ethnicity pay gap	Average ethnicity pay gap as a median average
Mean bonus gap	Average bonus ethnicity pay gap as a mean average
Median bonus gap	Average bonus ethnicity pay gap as a median average
Bonus proportions	Proportion of White employees receiving a bonus payment and proportion of BAME receiving a bonus payment
Quartile pay bands	Proportion of White employees and BAME employees when divided into 4 groups ordered from lowest to highest pay

Workforce profile

2,022 (88.88%) out of **2,275** qualifying employees working for Thurrock Council had provided their ethnicity data as at **31 March 2023**.

This total was comprised of **80.86%** identifying as White employees and **19.14%** identifying as BAME employees.

Ethnicity Pay Gap

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

- **mean ethnicity pay gap was -4.8%**
- **median ethnicity pay gap was 0%**
- **mean ethnicity bonus gap was 0%** – the council does not make bonus payments
- **median ethnicity bonus gap was 0%** – the council does not make bonus payments
- **the proportion of BAME and White receiving a bonus payment was 0%**

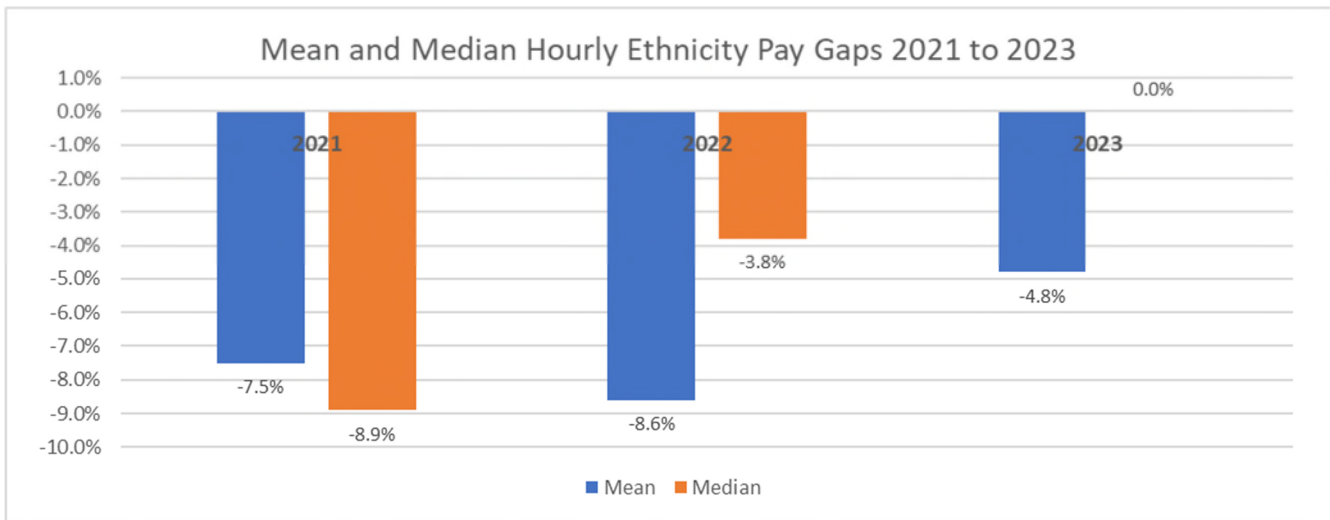
Proportion of White and BAME in each quartile of the pay structure

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. Figures for 2021 are shown in brackets.

Band	White	BAME	Description
A	81.8% (86.0%)	18.2% (14.0%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	81.6% (83.0%)	18.4% (17.0%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	83.8% (82.3%)	16.8% (17.7%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	76.2% (75.9%)	23.8% (24.1%)	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 ethnicity pay gaps from 2021 to 2023. This shows that since 2021, the hourly ethnicity pay gap measures have reduced to the extent they favour BAME employees. In the last year, the mean difference in hourly rates of pay have reduced from -8.6% in 2022 to -4.8% in 2023 whilst median difference has reduced from -3.8% to 0% (White and BAME employees paid the same).

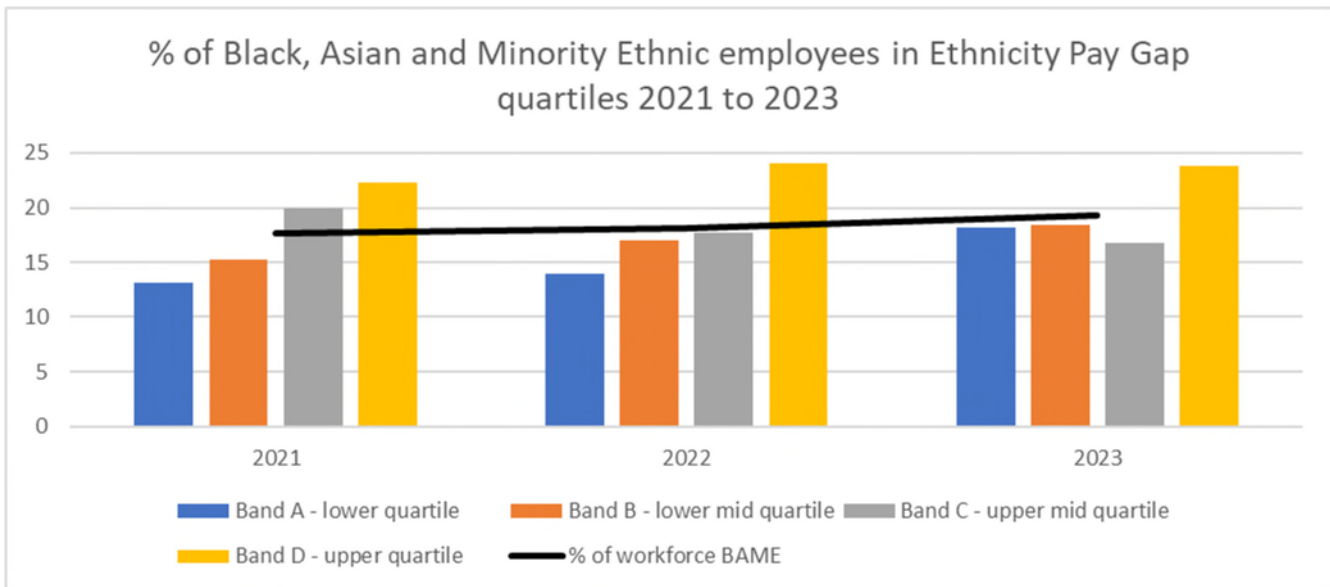


The profile of the council's part-time employees has an impact on the ethnicity pay gap, but to lesser extent than the difference detailed in the gender pay gap report – 14.1% of the council's part-time employees are BAME compared to 21.1% of full-time, and 85.9% of part-time employees are White compared to 78.9% of full-time. The mean ethnicity hourly pay gap for part-time employees is 4.5%, whilst the difference between full time employees is -3.8% (BAME full-time earn more on average than White). The median ethnicity hourly pay gap is -2.4% for part-time employees and -6.0% for full-time.

Between March 2022 and March 2023, there were 411 new starters – 380 had provided their ethnicity details, of which 29.21% were BAME and 70.79% were White. During the same period there were 414 leavers – 380 had provided their ethnicity details, of which 23.98% were BAME compared to 76.02% who were White. This means a higher proportion of new starters were from BAME groups than employees who were leavers during this period.

At grade F and above – the lowest grade that falls within the upper pay quartile, Band D – a lower proportion of employees from BAME groups were new starters compared to leavers. Within the same grades, 17.31% of new starters were BAME compared to 33.75% of leavers.

The chart below shows the percentage of BAME employees in the Ethnicity Pay Gap quartiles between 2021 to 2023. This shows that the most notable changes during this period are increases of 5% in the proportion of BAME employees in the lower pay quartile (Band A) compared to an increase of 1.5% in the upper pay quartile (Band D). During the same period, their representation in the lower mid quartile (Band B) increased by 3% whilst the upper quartile (Band C) reduced by the same amount.



Summary

This report shows a mean ethnicity pay gap at March 2023 in favour of BAME employees. The median measure shows hourly pay is the same for BAME and White employees.

The gaps have decreased compared to 2022. The principle reason for this is that whilst the proportion of BAME employees included in the pay gap data increased from 18% to 19%, most were recruited to jobs in the lowest pay quartiles (bands A and B). However, BAME employees still have their highest level of representation of 23.8% in the upper quartile (Band D).

The council has put the following measures in place to support equality and inclusion across all ethnic groups:

- conducting anonymised shortlisting at recruitment stage
- carrying out regular data audits to encourage staff to disclose close their personal characteristics, including ethnicity
- working with our multi-cultural staff network group to identify any targeted support required and provide programmes of activity and awareness-raising
- publishing an annual workforce profile of our workforce that identifies changes in the composition of the workforce across different protected characteristics, including ethnicity
- using 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.