

Thurrock Council

Annual Workforce Equality Data December 2024



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.

We are refreshing our People Strategy for 2025 to 2028, keeping 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 we prepare for the implications of Local Government Reform and continue to deliver the Corporate Plan.

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, pay gap reporting, a 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. The council undertakes regular exercises for staff to update their personal data and ensure our categories are aligned with Gov.uk.

2.1 Workforce data

As at the 31st December 2024 Thurrock council employed 2,356 with 67% working full time (1,574). The table below represents the changes over the last three years in comparison with FTE and Headcount.

	2024	2023	2022
FTE	1,959.65	2,071.05	2,083.82
Headcount	2,356	2,495	2,513

Within Thurrock Council's own workforce:

- 67% (1,574) of our employees work full-time, slightly higher than 2023
- 33% (782) of our employees work part time, slightly lower than 2023

	2024	2023	2022
Full Time	67%	66%	66%
Part Time	33%	34%	34%

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.

	2024	2023	2022
Men	30%	32%	31%
Women	70%	68%	69%

2.3 Senior management gender

Within senior management positions:

- 45.1% (65) are occupied by male employees
- 54.9% (79) are occupied by female employees

The proportion of female senior managers increased by 4.6%. Turnover at the highest levels of this group (Assistant Directors and above) was higher than usual following recruitment to positions in a new senior management structure during 2024.

	2024	2023	2022
Women	54.9%	50.3%	51%
Men	45.1%	49.7%	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:

- 20.4% (480) of our employees come from a Black, Asian or Minority Ethnicity (BAME) background
- 69.6% (1,640) of our employees come from a White background
- BAME employee profile has increased by 2.1%
- A further 10.0% (236) of the council's employees are currently designated prefer not to say.

	2024	2023	2022
White	69.6%	70.1%	70%
BAME	20.4%	18.3%	18%
Prefer not to Say	10.0%	11.6%	12%

2.5 Age profile

Within Thurrock Council's workforce:

- the largest age group is currently those aged between 50 and 64, which accounts for 41.0% or 965 employees
- the second largest age group was those aged from 35 to 49, which accounts for 35.8% or 844 employees

The 2021 census working age population of 77.5% across age bands 15yr – 65+yr is shown in the table below.

Age Band	Census 2021
16-24 Years	10.0%
25-34 Years	14.7%
35-49 Years	21.6%
50-64 Years	17.6%
65 +	13.6%

The following table represents the breakdown of the council's own workforce by age band.

Age Band	2024	2023	2022
16-24 Years	3.2%	3.6%	4.2%
25-34 Years	14.9%	15.0%	15.1%
35-49 Years	35.8%	35.9%	34.2%
50-64 Years	41.0%	41.3%	41.7%
65 +	5.1%	5.0%	4.8%

2.6 Disability profile

As of 31 December 2024, 215, employees (9.1%) disclosed that they have a disability, this has decreased slightly from 228 in 2023 although the percentage has remained stable (9.1%).

The 2021 census reported that 16.7% of residents in Thurrock reported they were disabled and have some limits on their day to day activities, however does provide a breakdown on disability within the working age population.

- 70.7% (152 employees) are in full time employment
- 29.3% (63 employees) in part time employment

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

	2024	2023	2022
Full Time	70.7%	69.7%	70.0%
Part Time	29.3%	30.3%	30.0%

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 2025, 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, ethnicity and disability pay gap reports to ensure we are improving equality
- continue to undertake regular audits to make sure we increase the proportion of staff that are disclosing all protected characteristics
- remain committed to being a Disability Confident Employer so we continue improving our disability equality