

# Essex County Council Annual Workforce Diversity Report

April 2016 - March 2017



Essex County Council

# Annual Workforce Diversity Analysis 2016/17

## 1. Introduction

The Annual Workforce Diversity report looks back on the previous financial year. This report sets out our workforce analysis for 2016/17, and also refers to some of our achievements from 1 April 2016 onwards. We value our diverse workforce and the ability to attract and retain diverse talent as part of our workforce strategy. Essex County Council (ECC) is committed to ongoing improvement regarding diversity and fairness for all groups of employees. As part of this, knowing our workforce is important to us.

(Please note that because of data transfer issues in the first part of the financial year, we have a higher proportion of employees and candidates without personal diversity record values. This has affected our percentages. Once working for ECC, an employee can update their personal record through self-service and an action for this year includes internal communications to encourage record updating. Although when compared with a sample of other organisations also reporting under the Public Sector Equality Duty our data remains relatively robust, improving the quality of our data remains an objective in order to be able to monitor and support fairness at work for all our employees.)

We continued to engage with employees and Trade Unions on equality and diversity within the workforce, and to use a range of mechanisms to capture and address equality concerns. These include:

- Our employee survey – ‘Your Voice’, the next survey being due in early 2018
- In-house mediation service available to support employees as part of the anti-bullying strategy
- Virtual and/or face to face Employee-led Diversity Network Groups – Disabled Employees’ Network (DEN), LGBT (Lesbian, Gay, Bisexual and Transgender) Network, and Black, Asian and Minority Ethnic Network (BAMEN) and the Apprentice and Young People’s Network
- The face-to-face representative Employee Panel and the virtual Employee Panel, engaging in two—way dialogue and consultation with strategy leaders on significant themes
- Monthly minuted meetings as well as informal discussion with the Trade Unions

- Face to face employee briefings where organisational change is planned, supported by named advisers / project leads and a toolkit template providing prompts to ensure equality matters are addressed throughout
- 'Speak up!' helpline and email for raising whistle-blowing and other concerns through an external channel, reinforced by the additional Anti-bullying helpline and email facility.

All our policies and supporting guides and information are available to all managers and most employees though the ECC intranet (internal website). Where an employee cannot access the information, their manager or HR Advice & Support are able to supply it. Training, guides and policies include:

- Code of Conduct and values and behaviours, ECC equalities strategy
- Equality and diversity pages, Network group information, diversity and equality in employment policy and guides on topics such as making reasonable adjustments, equality analysis tools
- Our organisational change process which provides prompts to ensure reasonable adjustments (including packs in screen-reader accessible format) to ensure fair treatment of disabled employees during transformation / change
- optional e-learning courses on equality and diversity, plus a revised mandatory module on our responsibilities for equality and diversity.

In April 2016, ECC was re-recognised by peer assessment against the Equality Framework for Local Government as an 'Excellent' local authority, following initial accreditation in October 2012. Our aim is to maintain this standard, addressing improvement areas identified by ourselves and/or the review team.

ECC's Equality and Diversity Strategy 2015 - 2018 expresses our broad workforce diversity priorities. We have just completed consultation on new four-year equalities objectives, clearly linked to ECC's Organisational Strategy, and with the workforce elements identified within our new Workforce Strategy, due to be published in spring 2018.

### **Achievements from 1 April 2016**

Following information-gathering through DEN and with managers during 2015/16, ECC developed specific plans for support for reasonable adjustments, since complex processes and delays were leading to perceptions of lack of support, poor employee experience, and therefore also a risk of discrimination amongst this group of colleagues. As a driver and focus for our work, ECC

also committed to and later achieved Disability Confident Employer and Leader status during 2017, with the support of We are Purple as our disability partner for assessment and action planning. During 2017 we have set up:

- a central Access to Work budget from April 2017
- refreshed equality and diversity e-learning with a dedicated section on making adjustments for employees, with a 77% completion rate since Spring 2017
- improved intranet search for Access to Work and adjustments, and more visible information on adjustments
- more direct HR support with disability and adjustments for managers and for employees within HR, supported by a planned communications campaign
- introduced a passport for workplace (ie reasonable) adjustments
- self-service facility for employees to update their personal workforce record, enabling the self-service feature available for all protected characteristics except Gender identity (pregnancy/maternity is recorded separately but held in the same system).

ECC saw a 0.5% increase in job applications from candidates who told us they were disabled or had a long-term health condition, and a resulting increase in numbers of new joiners. We also successfully ran a pilot work placement scheme for disabled job seekers, delivering several appointments. There is considerable work to do to improve this, to meet our aspirational target of 10% of the workforce having told us they are disabled, have a long-term condition or impairment; however it shows some progress against a result which has been largely static for a number of years. In the Your Voice 2016 ECC employee survey, positive results amongst disabled employees regarding engagement were noted by ORC as highly unusual; perceptions of discrimination also fell and perceptions of ECC as an equal opportunity employer improved for this group of colleagues.

Promotion rates which fell slightly across the Council in total, increased both for disabled employees and for BME employees.

ECC relaunched the Apprentice and Young People's Network with an event held as part of the Art of the Possible festival in October 2017. We continued to engage with and support the BAME, Disabled Employees, and LGBT Networks, as well as actively seeking representatives of minority groups on the Employee Panels. We have also facilitated an active Carers' Network to positively support our working carers who represent around 25% of the ECC workforce.

Following the December 2015 Equal Pay audit, using data relating to gender, ethnicity, age and disability, which showed no overall inequality within our approach other than discrepancies amongst apprentices, we are reviewing apprentice pay and terms in 2018.

The full Equal Pay audit summary can be found on the ECC [equality and diversity web pages](#). Our Gender Pay Gap report will also be published here by 30 March 2018. In future, we will align reporting dates and monitoring for both these reports. The next Equal Pay audit is due in December 2018.

Two 2015/16 goals were completed: the new careers site was launched, currently being externally accredited for WCAG 2.0 Level AA accessibility, and employees' self-service for disability records became available in 2017/18.

### **Goals 2018-2019**

Our new Workforce Strategy has diversity at its heart: we are committed to ensuring workforce equality and diversity is more than annual reporting and tracking, but is integral both to our workforce planning and to our Organisation Development and People business plan. Strategic workforce planning is one of our key objectives throughout 2018-2021. We will ensure we are using the data we have to forward plan in an organic way, so that all facets of employment meet our strategic aims, driving our diversity agenda. Workforce planning will clearly demonstrate the points we need to address, and will feed into short and long term plans to ensure our organisation continues to attract, appoint and retain diverse, high performing teams.

Our goals are aligned with the success measures set out within our revised Equalities Objectives. These will be measured through the Workforce Strategy and monitored by ECC's Strategic Business Board.

### **ECC Corporate equalities objectives and success measures 2018 - 2021**

Our over-arching commitment to the corporate equalities objectives complements the Workforce Strategy and supporting HR and organisational business plans. The corporate equalities objectives linked to the workforce are set out below, with the measures which are being incorporated into our Workforce Strategy:

“We will employ a diverse workforce drawing on the different values and experiences that reflect the communities we serve.”

A truly Disability Confident Leader that champions disability in service delivery, employment opportunities and influencing the supply chain:

- Increase applications from disabled candidates, and achieve a more representative workforce (10% of employees who are disabled or have a long-term health condition or impairment) through personal updating of records, through retention and

attraction of new joiners including by embedding facilitation of short-term placements for disabled job seekers and recruitment targets for apprentices under the proposed new structures for HR from 2018.

- Develop, promote and consolidate Mental Health support at ECC within the Wellbeing agenda under the Workforce Strategy
- Continue to embed through culture change / skills and knowledge regarding perception and confidence in managing, supporting and sharing disability or long-term health issues at all grades within the organisation – do this through positive engagement on specific issues, targeted communication campaigns, celebrations of success, and appropriate learning

Attraction strategies are routinely used in parts of our business to help to rebalance the age, disability and gender profile of the ECC workforce:

- Disabled apprentices or those with long-term health conditions to represent 10% of new apprentices
- Care leavers to represent 10% of new apprentices
- From April 2018, entry level workscheme programmes to include 20 short-term placements for disabled job-seekers to boost CVs and introduce into the ECC work environment; the mid-Essex pilot project for eight young people with learning disabilities, starting September 2018; and the potential to job carve appropriate real employment opportunities in ECC
- Gender re-balancing through local Function-based apprenticeships where indicated
- Future monitoring of workforce diversity and reporting as part of the Workforce Strategy and planning
- Address the lack of equality records available for monitoring for internal candidate recruitment through Internal Portal, and by running regular internal campaigns encouraging the updating of all personal electronic records including diversity.

Reduced gender pay gap:

- Identify gender pay gap and publish results with analysis by 30 March 2018
- Review and plan actions
- Equal Pay audit December 2018 (includes ethnicity, age and disability as well as gender).
- Continue to review gender balance including at Band 8+ and establish what actions if any are needed

Our technological capability has enhanced how we view mobile and flexible working so we continue to deliver excellent services to our residents:

- Continue to support technology change and encourage mobile and flexible working within the workforce by continuing to ensure appropriate policy, training and strategies in place to enable managers and employees to work effectively in different ways
- Ensure the organisation adopts a structured, consistent and measurable accessible IT procurement and development maturity model, adhering to principles of universal design and Government Digital standards (including WCAG 2.0 Level AA standards for web platforms), influencing the market as Disability Confident Leaders, and implementing anticipatory reasonable adjustments for employees where gaps in the market still exist, to enable an inclusive approach that gives access to all as required, regardless of impairment

Ensured that the changing nature of our communities is reflected in our training and development offer:

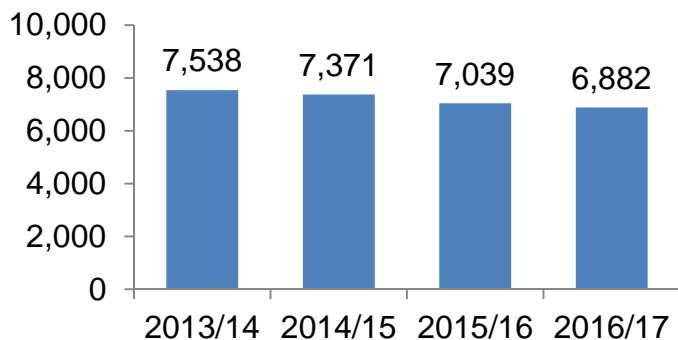
- Unconscious bias awareness and understanding and transgender awareness to be planned and effective delivery identified
- Monitor perceptions of bullying and harassment in the next Your Voice survey (2018)
- Incorporate planning of talent management strategies into the Workforce Strategy performance reporting to Strategic Business Board from April 2018
- Invest in training for the Diversity Network Chairs.

Routinely undertake equality analysis to inform emerging policies that impact on our communities.

- Continue to conduct Equality Impact Assessments and equip workforce with skills and knowledge to do this effectively

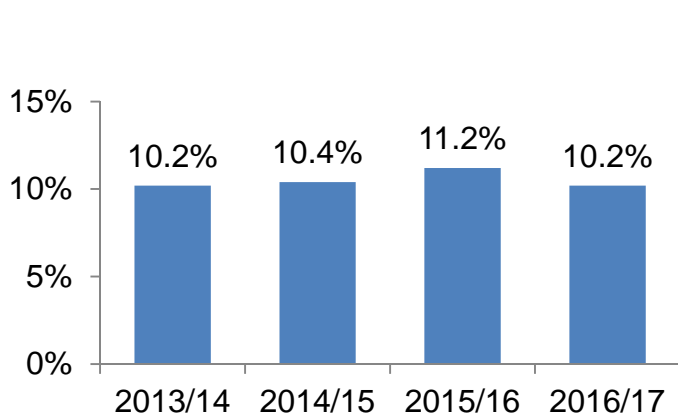
## 2A. Headlines – 2016/17 Annual Report

### ECC Headcount 2013 to 2017 Year on Year Comparison



Headcount continuing the downward trend, reduced by 157, or 2.2% in comparison with last year. The figure at December 2017 was 6,757 and we expect our workforce to continue to reduce.

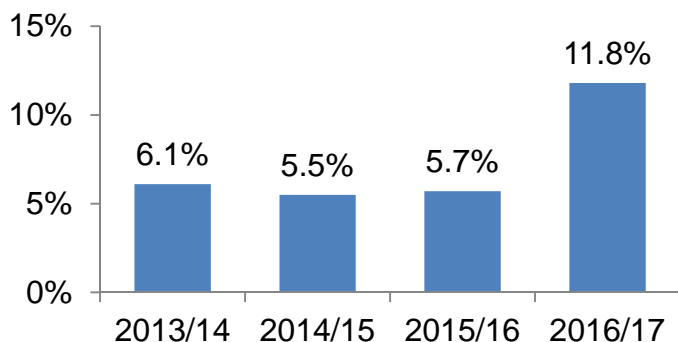
### BME Workforce 2013 to 2017 Year on Year Comparison



BME % - the figures show a decrease by 1% as an overall proportion of the workforce. However due to a technical integration issue affecting new starters since January 2016, causing 54% to show as undisclosed. We believe the reduction is a result of the data quality which is currently not as robust as in previous years.

Despite the drop in data quality, indications are that ECC's ethnic composition is broadly comparable to 2015/16.

### Ethnicity – Undisclosed\* Year on Year



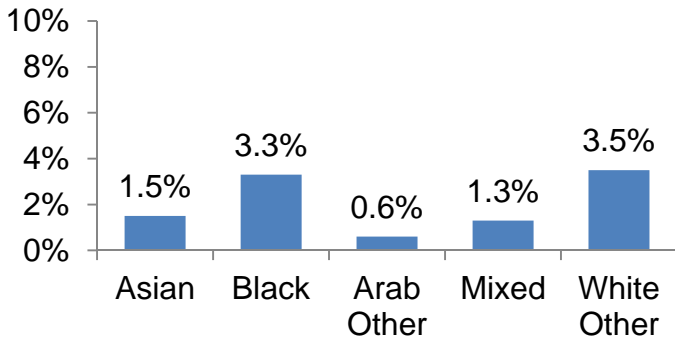
Leavers profile – 14% were undisclosed; 13.7% were BME

Starters – 54.2% undisclosed; 9.3% told us they were BME

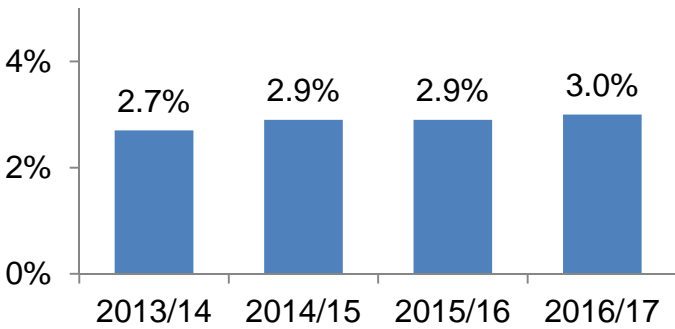
\*'Undisclosed' indicates the combined number of blank records and of 'prefer not to say' responses.



**BME Profile 2016/17**

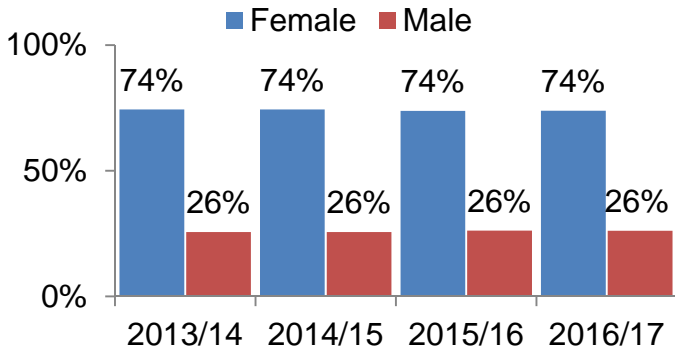


**Disabled Workforce 2013 to 2017 Year on Year Comparison**

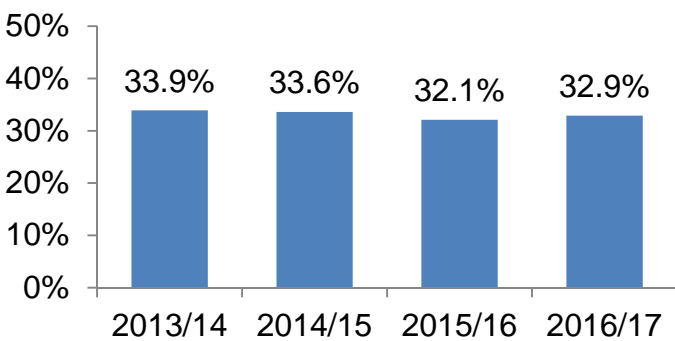


Proportion of ECC's workforce who have told us they are disabled increased by 0.1% to 3.0%, despite the headcount reductions of 2.2%. As with ethnicity, we are aware our data quality is less robust as in previous years due to technical issues.

**Gender Profile 2013 to 2017 Year on Year Comparison**



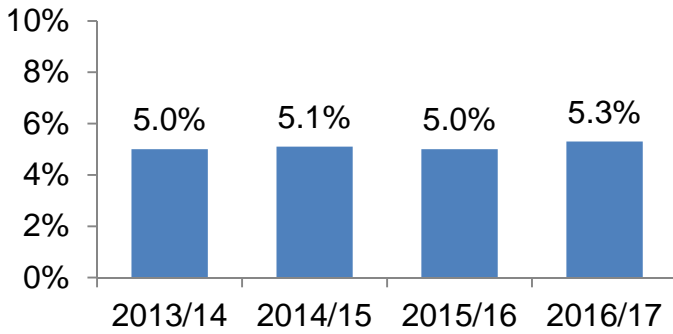
**Part Time Workforce 2013 to 2017 Year on Year Comparison**



For the first time since 2011/12 we have seen an increase in the part-time workforce (0.8%).

## Under 25 Profile 2013 to 2017 Year on Year Comparison and Age Profile 2017

### Under 25 Year on Year



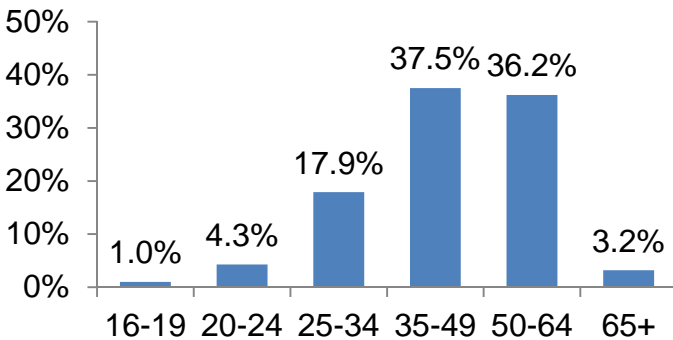
Under 25s increased by 0.3%

33.4% of new joiners were aged 35 – 49, consistently representing our biggest group of new joiners.

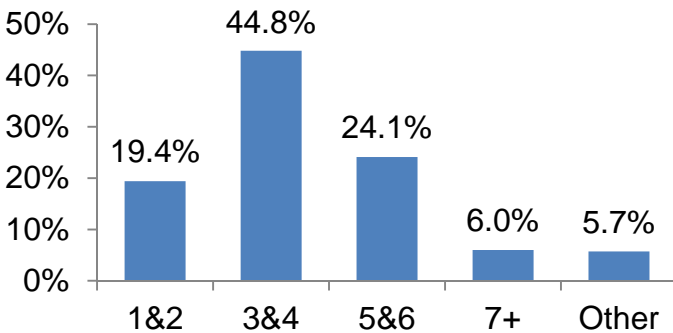
There was a 4% increase in new starters aged under 25, representing 26.2% of all new starters.

Leavers aged 50-64 dropped to 29% of leavers. 32.6% of leavers were aged 35-49. 11.6% of leavers were under 25.

### Workforce Age Profile 2017



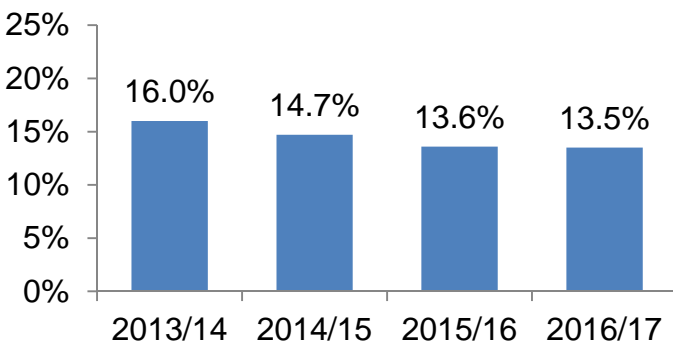
### Grade Profile 2017



There were no significant variations compared with 2016.

### Disability

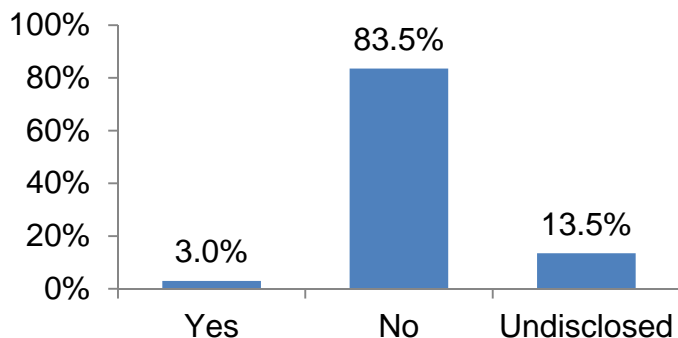
#### Undisclosed\* Disability Year on Year



Leavers - 10% with undisclosed disability status; 3.7% were disabled or had a long-term health condition, (37 people, or 3 more leavers than in 2015/16)

Starters – 6.7% undisclosed disability; 5.2% of all starters told us they were disabled or had long-term health conditions (41 people), which was a 41% increase on the previous year.

## Disability Profile 2017



Note: Our data collection is currently not as accurate as in previous years. We are working to make improvements.

## Religion and belief and Sexual Orientation

Religion or belief = 54.5% disclosed

Sexual orientation = 55% disclosed

These are minimal increases compared with the previous year. Through the recruitment process, 75% of new starters completed these fields compared with over 90% in previous years. As with other diversity characteristics, our data collection is not currently as accurate as we would like, due to inability to track internal candidates, or to distinguish between blank fields and an active choice of 'prefer not to say'.

## B. Local labour market comparison

ECC workforce data is drawn from the ECC payroll system. For benchmarking, this annual report uses the Labour market profile (Office for National Statistics), where results are drawn from the annual population survey with data from the labour force survey, applying smaller samples to a wider population. We have continued to show the 2011 Census figures relating to the Essex county council area for reference. Data relates to the working population, defined as economically active - in work or actively seeking work. The Census question on economic activity related solely to the week before the date of the Census. There are therefore some variations between year on year benchmarks.

Group	ECC 12/13	ECC 13/14	ECC 14/15	ECC 15/16	ECC 16/17	2011 Census Essex	July 2016 ONS survey Essex (economically active)
Black & Minority Ethnic employees	10.3% (9.5%*)	10.9% (10.2%*)	11% (10.4%*)	11.9% (11.2%*)	10.2%*	9.5%	13.1%
Disabled employees (note 2)	3.3% (2.7%*)	3.3% (2.7%*)	3.4% (2.9%*)	3.4% (2.9%*)	3%*	7.4% (see note 3)	14.7% (note 3)
Employees under 25 (note 1)	4.8%	5.0%	5.1%	5.0%	5.3%	14.2%	12.8%
Employees age 50+	39.1%	38.4%	38.4%	38.5%	39.4%	30.7%	35.5%
Employees gender female	74.4%	74.4%	74.4%	73.8%	73.9%	46.5%	47.8%
- male	25.6%	25.6%	25.6%	26.2%	26.1%	53.5%	52.2%

Group	ECC 12/13	ECC 13/14	ECC 14/15	ECC 15/16	ECC 16/17	2011 Census Essex	July 2016 ONS survey Essex (economically active)
Employee gender profile Band 7+	56% female	57% female	59% female	60.5% female	57.8% female	n/a	n/a
Employee gender profile Band 8+	n/a	n/a	n/a	61.8% female	54.1% female	n/a	n/a
Band 9+	n/a	n/a	n/a	57.1%	46.8%		
Employees - part-time	35%	33.9%	33.6%	32.1%	32.9%	27.4%	25.5%
- full-time profile	65%	66.1%	66.4%	67.9%	67.1%		74.5%

\*to give more comparable data on ethnicity and disability following data capture issues, the percentage in brackets has been added to show totals including (rather than excluding) blank and undeclared records

#### Notes:

- 1: The Essex county council geographic area figures for economic activity include working students.
- 2: Disabled employees (ECC) - Your Voice 2016 employee survey showed 6.4% of respondents consider themselves to be disabled although individual ECC workforce records remain as shown.
- 3: Broadly reflecting the Equality Act definition, with the addition of limitation on work activity, the Census question on disability specified a 'long term illness, health problem or disability which limits your day to day activity or work activity.' The Census used a stricter definition for economic activity (job search) to have taken place in the one week preceding the Census, whereas the labour force survey counts job search in the preceding four weeks as being 'economically active'. For this 2015/16 report, we have again used the Labour market profile data defined as 'core disabled' plus economically active, rather than solely work-limiting disabled, to more closely reflect the Equality Act 2010 definition.

### 3. Employment rates, leavers and starters

For a quick overview refer to the headlines at the start of the report. The trend in new joiners being generally comfortable with completing personal diversity details when starting work continued in 2016/17, other than where our ethnicity data is less robust due to system integration issues. Also the new system cannot distinguish between a blank record and an active choice not to disclose ('prefer not to say' option) so more records appear to be blank ('unknown') than was previously the case.

#### **Ethnicity: Tiers 1 – 3 and top five percent of earners and Band 8 +**

17% of Tiers 1 – 3 (38 people) are BME compared with the all-ECC profile of 10.2%.

When the top 5% of earners are compared (383 employees), the ECC outcome is now very close to the known ECC profile (10.2%). This also exceeds our benchmarking group of comparator authorities:

Characteristic	ECC 2015	ECC 2016	ECC 2017	Top 5% Benchmark (2015)
BME	8.5%	8.6%	9.9%	4.3%

BME Band 8+ of 159 employees in total, the percentage was 12%, which exceeds the ECC organisational profile slightly.

#### **Disability: Senior management profile - Tiers 1 – 3 (Chief Executive, corporate management board and direct reports) and top five percent of earners**

Tiers 1- 3 comprise 38 people, of whom none has told us they are disabled, have an impairment or a long-term health condition.

There is no change to the number of the top 5% of earners (383 employees), who are disabled, and the ECC outcomes are below the organisational profile (3.2%) and below the benchmark of seven comparator counties:

Characteristic	ECC 2015	ECC 2016	ECC 2017	Top 5% Benchmark (2015)
Disabled	1.6%	1.3%	1.3%	2.5%

**Senior management profile – Band 8+**

The Band 8+ (159 people in total) profile remains at 1.3% disabled employees, below ECC and comparator profiles. From the ECC workforce data, we know that the proportion of Band 8 + who preferred not to share their disability information was approximately 16%, similar to the all-ECC proportion.

**Gender**

Despite the overall reduction in headcount, our workforce gender balance remains virtually static at 73.9% female and 26.1% male.

**Senior management profile - Tiers 1 – 3 and top five percent of earners**

Tiers 1 – 3 represents 38 employees, of whom 18 are female, or 47.4% of the top three tiers – previously this was 48.9% so no real change. There is no benchmarking available by tier. If the top 5% of earners (383 employees) are compared, ECC outcomes reflect the benchmark of seven comparator counties:

Gender	ECC 2015	ECC 2016	ECC 2017	Top 5% Benchmark (2015)
Female	55.7%	59.1%	57.2%	55.8%

**Senior management profile – Bands 7 and 8+**

**Band 7+**

As previously, at the most senior grades (Band 7 and above, or 391 people) the ratio showed a small decrease in women in senior roles to 57.8% (compared with 60.5% female the previous year).

**Band 8+**

Total of 159 employees at Band 8+. Of these, 86 are female, or 54.1%. This is a significant reduction compared with last year’s profile of 173 employees, 101 being women, or 61.8% of the Band 8+ workforce.

## **Turnover**

The ECC turnover rate was 14.2% (10.6% voluntary). This compares broadly with the ECC agreed range of 5 – 10% for voluntary turnover and a 10% average public sector voluntary turnover rate quoted in the Xpert HR Labour turnover rates report from 2016 (published 2017).

Turnover for under 19s was 48% (31 people in total) of which 20% was involuntary, mainly ending of fixed term contracts.

Turnover for under 25s during the year was static in comparison to last year at 32% (of which 24% was voluntary, 8% was ending of fixed term contracts).

25 – 34 turnover was static at 16% - all but 1% voluntary.

35 – 49 turnover was 12% - all but 1% voluntary.

50 – 64 turnover was 11% - 7% voluntary including retirement.

65+ turnover was 28% - 80% voluntary including retirement.

## **Gender identity**

The 2016 Your Voice employee survey showed employees who identified as transgender responded in line with all ECC average regarding equal opportunities. This group of employees continued to respond more positively than their colleagues that ECC respected individual differences. The survey responses also showed there was no significant link between discrimination and gender identity, although several respondents felt they had been bullied. The population remained small at under 25 people. The next Your Voice survey is due in early 2018, and this group continues to be actively represented within ECC's Employee Diversity Network structures.



## **4. Performance**

Working pattern continued to impact high performance outcomes, with the difference between full time employees of whom 28.5% were high performers, and part time employees of whom 15.5% were high performers. This is likely also to continue to be impacted by grade, which remains significantly different between senior grades who are more likely to work full time, and lower bands: outcomes change incrementally by grade, from 6% high performers at Band 1 to 54% high performers at Band 8 plus.

Low performance outcomes, which include 'developing', continue to result more negatively for BME employees – however it has reduced, from an 8.6% rate to 6.8%, compared with a White British employee static rate of 4.1%. This is a significant and sustained narrowing of the gap over a period of years. The successful reduction is likely to be due to a variety of factors, such as training in appraisals, developments in recruitment, and anticipated improvement where high numbers of new joiners (for example as triggered by the Care Act implementation) successfully moved from 'developing' to 'met' outcomes after their first year.

BME high performance is 18.6% and non-BME is 25.9%. This is likely to be impacted by a significant proportion of BME employees working at Band 3 and Band 4.

Disabled employees: low performers 4.9% of outcomes compared with 4.3% for non-disabled. High performers in this group were 15.5% compared with 24.7% non-disabled employees – this is again likely to be an impact of very low numbers of disabled employees at senior grades (ECC is 50% below our competitor benchmark group for senior level employees with a long-term health condition, impairment or disability.)

## **5. Training**

See pages 54 and 55 in the data section of this Annual Report. Training data analysed almost exactly mirrored the workforce diversity profile across gender, disability, ethnicity and age.

Training for the purpose of this analysis is defined as all corporate face-to-face training courses and e-Learning modules completed throughout 2016/17.

## **6. Recruitment and Selection**

ECC recruited permanent or fixed term employees to 1,932 vacancies in 2016/17.

Numbers include internal and external job applicants, and covers permanent and fixed term appointments.

However, we have recently identified that internal recruitment also lacks associated diversity records for candidates who use the internal jobs site, because the employee record held in the corporate system is not currently re-integrated with the recruitment system. Therefore recruitment rates for BME and other minority employee groups are known to be on the low side, due to internal candidates not currently showing in the recruitment analysis.

<b>Year</b>	<b>Number of applications received</b>	<b>Diversity information supplied</b>
2012/13	21,968	81%
2013/14	18,193	98%
2014/15	21,335	96%
2015/16	22,287	89%
2016/17	21,568	86%

Application rates varied between functions, with Children and Families receiving just over 4,629 of the ECC total, Corporate and Customer Services 8,790 and Adult Social Care 2,699.

### **Ethnicity**

<b>Applicants</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>
White British	58.5%	71.6%	66.9%	61.3%	61.6%
BME	22.5%	27.1%	28.7%	27.3%	24.9%
Undisclosed	18.9%	1.3%	4.4%	11.3%	13.5%

'Undisclosed' indicates a blank record or a 'prefer not to say' choice. We believe that 'undisclosed' recruitment records may apply largely to applications from internal candidates, as explained above.

Similar to the previous year, in 2016/17 18% of BME applicants through the external recruitment site applied for Adult Social Care roles – this represented 36% of all applicants in Adult Social Care; 25% of BME applicants applied to Children and Families, or 29%

of Children and Families' applicants; and 36% of BME applicants sought Corporate and Customer Services' posts, or 22% of all applications to the function.

Shortlisting for interview rates for ECC's 1,932 vacancies showed some difference between applicant groups as follows:

<b>Shortlisting rate</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>
White British	8.4%	18.2%	24.8%	33.9%	25.7%
BME	4.9%	16.9%	17.6%	24.0%	18.3%
All ECC	8.1%	17.8%	23.5%	32.4%	27%

The BME shortlisting rate is likely to be higher than the above suggests, because 24% of those shortlisted had undisclosed ethnicity. We think this largely may relate to our internal applicants not having a diversity record for the recruitment process, a significant discrepancy – this is a target area for action to ensure data-gathering from internal candidates at application stage.

Children and Families sought candidates for 419 roles. BME candidates were shortlisted at a rate of 18% compared with 27%, a 9% difference in shortlisting rates compared with White British applicants. This is improved when compared to Children and Families of 2015/16 when the difference was 17%. We will not have a fully reliable picture until we have also addressed the gap in data for internal candidates.

Adult Social Care advertised 376 roles. The shortlisting rate difference has decreased again 10% to 6%, with a 21% BME shortlisting rate compared with 27% rate for non-BME applicants (782 total numbers shortlisted). In Corporate and Customer Services, 18.7% BME applicants were shortlisted, 8.3% fewer than the 27.0% of non-BME candidates who were shortlisted, however this represents a slightly reduced gap from the previous year. (The above notes on missing internal candidate data also apply.)

<b>Offer rate</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>	<b>2015/16</b>	<b>2016/17</b>
White British	61%	45%	34%	15.3%	28.8%
BME	61%	32%	27%	12.7%	21.9%

The gap in the offer rate for BME candidates across ECC has increased from 3% of the offer rate for White British candidates to 7%. In no Function was the offer rate to BME candidates higher than the offer rate for White British candidates. In social care the

gap is approximately 5%, and in Corporate and Customer it was 9% and for Corporate Development the gap was 17%. This is still potentially an area for further research, as the data quality issues above may suggest the results are more positive.

## Disability

	2012/13		2013/14		2014/15		2015/16		2016/17	
	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled
Applied	3.8% (831)	76.4% (16,791)	5.1% (920)	93% (16,862)	5.2% (1,108)	89.5% (19,104)	5.0% (1,123)	82.2% (18,314)	5.5% (1,186)	79.0% (17,044)
Short-list rate	7.2%	7.5%	16%	18%	27%	22%	33.1%	30.6%	25.7%	23.3%
Offer rate	45% (27)	62%	40%	42%	28.5%	32.9%	13.4%	14.6%	22.3%	27.7%

We continued to see a small increase in the numbers of disabled applicants, attracting a 0.5% higher percentage of disabled applicants, and the shortlisting rate remained positive. The gap in offer rate has increased a little to just over 5% below the non-disabled candidate offer rate. Missing diversity data for disabled employees applying through the internal site (as for BME applicants above) will also have potentially negatively impacted the short-listing and offer rates and is an area for action.

ECC's Job Interview Scheme (JIS) – as part of the Disability Confident government scheme - is available to all disabled job applicants. The number of applicants choosing to apply under the JIS scheme in 2016/17 reduced to 1.1% of applicants, or 19% of disabled applicants. The percentage shortlisted dropped 20 percentage points to 20%, similar to those not applying via the scheme. The offer rate remained at 10% of those shortlisted.

JIS	2014/15	2015/16	2016/17
Disabled applicants choosing JIS	62 - 0.3% of all applicants or 5.6% of all disabled applicants	315 – 1.4% of all applicants or 28% of all disabled applicants	230 – 1.1% of all applicants or 19% of all disabled applicants
Disabled applicants not choosing JIS	1046 (4.9% of all applicants or 94.4% of all disabled applicants)	808 (3.6% of all applicants or 72.0% of all disabled applicants)	956 (4.4% of all applicants or 81.0% of all disabled applicants)
Shortlisting rate	JIS applicants – 30 (48.4%) Disabled (non JIS) – 265 (25.3%)	JIS applicants – 130 (41.3%) Disabled (non JIS) – 241 (29.8%)	JIS applicants – 46 (20%) Disabled (non JIS) – 259 (21.8%)
Offer rate	JIS shortlisted – 11 (36.7%) Disabled (non JIS) – 73 (27.5%)	JIS shortlisted – 13 (10.0%) Disabled (non JIS) – 37 (15.4%)	JIS shortlisted – 5 (10.8%) Disabled (non JIS) – 63 (24.3%)

## **7. Promotion**

See pages 66 and 67 (Additional data section) of this Annual Workforce Diversity Report. Promotion is analysed by assessing which employees in post in early April 2016 changed to a higher graded job by the end of March 2017. Secondments are excluded, and since promotion within the same job role or within the salary bands cannot be easily tracked and analysed, this is also excluded. (Poorer data quality may have affected the analysis of protected characteristics for the current year.)

Promotion rates at ECC fell by 1% over the year to 4.4% (243 people). However, the percentage of promotions of disabled colleagues increased to 3.3% (8 people). BME employee promotion rates also increased significantly to 11.5%. Under 25s also had a higher rate of promotion at 8.4% (21 people). Promotion rates by gender were in line with the workforce profile.

## **8. Grievance and disciplinary cases**

See pages 66 and 67 (Additional data section).

### **Grievance**

Grievance cases almost halved during the year, to 37 in total (0.5% of the workforce). This is due to informal first contacts not being held as a formal grievance record, as our aim is to facilitate resolution at the earliest possible point. Our figures are considerably below the public and private sector benchmark. Diversity characteristics were largely in line with the workforce profile, given the very small numbers.

### **Disciplinary**

The number of disciplinary cases increased by 13, to 80 cases. This is due to a more accurate approach to recording outcomes. Disciplinary cases involving male employees were significant, increasing to 47.5% (38 men) from 42%. However this remains out of line with the proportion of men in the workforce (26.2%). Comparison in 2015/16 with a County Council benchmarking group of three others also showed a similar profile. Total number of disciplinaries in Children and Families was 17 people - 35% of disciplinaries in Children and Families were men, compared with 14% male workforce profile in this Function.

14% of the disciplinary cases resulted in dismissals in 2016/17, 5 percentage point increase; in addition, 21% received formal warnings (28 people overall were dismissed or received formal warnings.)

## **9. Maternity return rate**

See pages 66 and 67 (Additional data section). The report covers maternity returners between 1 October 2015 and 30 September 2016 who then remained in ECC employment until 31 March 2017. Maternity return rate overall was 95% and unchanged from the previous two years. (The required time in ECC employment after returning from maternity leave in order to qualify for contractual maternity pay is three months' full time equivalent hours.)

## **10. Disability-related sickness return rate**

ECC had 174 absences in this category, of which 49 had a personal record on Oracle telling us they had an impairment, long term condition or disability. Of the 174 absences, there was a 98% return rate.

## 11. Data for casual workers and zero hours employees

All data as at March 2017:

Group	ECC 16/17 employees	ECC 16/17 zero hours employees and casual workers
All ECC	6,882	1,216
Black & Minority Ethnic employees	10.2%	10.9%
Disabled employees	3.0%	3.5%
Employees under 25	5.3%	9.3%
Employees age 50+	39.4%	53.7% - 65+ age group is 13.7% higher in the 0 FTE group
Employees gender female	73.9%	70.6%
- male	26.1%	29.4%
Religion and belief		
- Christian	29.3%	35.9%
- Other faiths	3%	4.2%
- No religion	22.3%	18.7%
Sexual orientation		
- Heterosexual	53.8%	56.7%
- Gay/Lesbian/Bisexual/Other	1.7%	1.1%

Zero hours Permanent and Fixed Term Contract employee headcount:

- 2017: 459

Zero hours casual workers' terms headcount:

- 2017: 757

# Essex County Council Annual Diversity Report

April 2016 to March 2017

[www.essex.gov.uk](http://www.essex.gov.uk)

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<b>Item</b>	<b>Explanation Notes</b>
<b>Throughout Report</b>	<p>All Data within this report excludes Schools</p> <p>All figures relate to Headcount unless FTE stated</p> <p>Percentage shows all Employees including undisclosed with the exception of pages 2 and 3</p> <p>Totals may be less than 100% due to confidentiality reasons where we have excluded groups of &lt;5 (less than 5)</p>
<b>BME</b>	Black and Minority Ethnic. The BME group is made of all ethnic categories excluding White British
<b>White Other Ethnicity</b>	Includes the ethnic categories White Irish, White Other, White Gypsy/Irish Traveller
<b>FTE</b>	Is Full Time Equivalent, an employee working 37 hours a week, 52.14 weeks a year is 1 FTE, an employee working 18.5 hours per week, 52.14 weeks per year is 0.5 FTE
<b>Part Time</b>	Is any employee with an FTE lower than 1
<b>Band 1 &amp; 2</b>	Salary Range - £13,890 to £23,200
<b>Band 3 &amp; 4</b>	Salary Range - £17,300 to £40,750
<b>Band 5 &amp; 6</b>	Salary Range - £28,500 to £59,500
<b>Band 7+</b>	Salary Range - £46,000 to £197,000
<b>Other Grade</b>	Includes Teaching, Soulbury, Youth Workers and Adult Community Term and Conditions and as such the salary ranges are not comparable to the bandings listed above
<b>Training Data</b>	Is number of training recipients, this means an employee is counted for each training programme attended

	Employee Numbers													
	Headcount		FTE		BME		Disabled		Male		Female		Part Time	
	No.s	No.s	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	6,882	5,936	701	10.2%	206	3.0%	1,799	26.1%	5,083	73.9%	2,263	32.9%		
L1 - Adult Social Care	1,053	961	205	19.5%	38	3.6%	225	21.4%	828	78.6%	253	24.0%		
L1 - Children & Families	1,266	1,167	215	17.0%	35	2.8%	186	14.7%	1,080	85.3%	277	21.9%		
L1 - Corporate & Customer Services	2,190	1,847	153	7.0%	68	3.1%	591	27.0%	1,599	73.0%	803	36.7%		
L1 - Corporate Development	538	500	39	7.2%	12	2.2%	186	34.6%	352	65.4%	123	22.9%		
L1 - Economy Localities & Ph	515	421	27	5.2%	16	3.1%	153	29.7%	362	70.3%	239	46.4%		
L1 - Education	802	594	37	4.6%	23	2.9%	145	18.1%	657	81.9%	383	47.8%		
L1 - Infrastructure & Environment	450	389	24	5.3%	11	2.4%	304	67.6%	146	32.4%	150	33.3%		
L1 - Organisation Development & People	68	57	<5	n/a	<5	n/a	9	13.2%	59	86.8%	35	51.5%		

**Age Profile**

	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	67	1.0%	295	4.3%	1,230	17.9%	2,579	37.5%	2,492	36.2%	219	3.2%
L1 - Adult Social Care	6	0.6%	58	5.5%	184	17.5%	420	39.9%	355	33.7%	30	2.8%
L1 - Children & Families	<5	n/a	41	3.2%	275	21.7%	537	42.4%	386	30.5%	26	2.1%
L1 - Corporate & Customer Services	54	2.5%	136	6.2%	418	19.1%	727	33.2%	802	36.6%	53	2.4%
L1 - Corporate Development	<5	n/a	22	4.1%	137	25.5%	235	43.7%	139	25.8%	<5	n/a
L1 - Economy Localities & Ph	<5	n/a	21	4.1%	55	10.7%	188	36.5%	226	43.9%	22	4.3%
L1 - Education	<5	n/a	9	1.1%	106	13.2%	312	38.9%	321	40.0%	53	6.6%
L1 - Infrastructure & Environment	<5	n/a	8	1.8%	46	10.2%	130	28.9%	236	52.4%	29	6.4%
L1 - Organisation Development & People	<5	n/a	<5	n/a	9	13.2%	30	44.1%	27	39.7%	<5	n/a

**Notes:**

Headcount refers to Total Employees in post in the reporting month, this includes Full or Part Time. The Full Time Equivalent Figure (FTE) describes Part Time employees' contracted hours as a ratio of the standard weekly hours for their job within Essex County Council. BME and Disabled percentages are based on totals where the employee has declared their 'Ethnic Origin' and 'Disability Status'. The remainder of this document will show the percentages of all employees and not just those that have declared their 'Ethnic Origin' or 'Disability Status'.

Religion or Belief	Christian		Other Faiths		No religion		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	2,013	29.3%	204	3.0%	1,536	22.3%	3,129	45.5%
L1 - Adult Social Care	346	32.9%	40	3.8%	231	21.9%	436	41.4%
L1 - Children & Families	398	31.4%	31	2.4%	291	23.0%	546	43.1%
L1 - Corporate & Customer Services	605	27.6%	70	3.2%	520	23.7%	995	45.4%
L1 - Corporate Development	131	24.3%	17	3.2%	155	28.8%	235	43.7%
L1 - Economy Localities & Ph	141	27.4%	11	2.1%	84	16.3%	279	54.2%
L1 - Education	233	29.1%	25	3.1%	153	19.1%	391	48.8%
L1 - Infrastructure & Environment	135	30.0%	9	2.0%	84	18.7%	222	49.3%
L1 - Organisation Development & People	24	35.3%	<5	n/a	18	26.5%	25	36.8%

Sexual Orientation	Heterosexual		Gay/Lesbian/ Bisexual/Other		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	3,703	53.8%	114	1.7%	3,065	44.5%
L1 - Adult Social Care	592	56.2%	20	1.9%	441	41.9%
L1 - Children & Families	721	57.0%	19	1.5%	526	41.5%
L1 - Corporate & Customer Services	1,186	54.2%	44	2.0%	960	43.8%
L1 - Corporate Development	306	56.9%	10	1.9%	222	41.3%
L1 - Economy Localities & Ph	239	46.4%	5	1.0%	271	52.6%
L1 - Education	397	49.5%	11	1.4%	394	49.1%
L1 - Infrastructure & Environment	219	48.7%	<5	n/a	227	50.4%
L1 - Organisation Development & People	43	63.2%	<5	n/a	24	35.3%

Notes:

Headcount refers to Total Employees in post in the reporting month, this includes Full or Part Time. The Full Time Equivalent Figure (FTE) describes Part Time employees' contracted hours as a ratio of the standard weekly hours for their job within Essex County Council. BME and Disabled percentages are based on totals where the employee has declared their 'Ethnic Origin' and 'Disability Status'. The remainder of this document will show the percentages of all employees and not just those that have declared their 'Ethnic Origin' or 'Disability Status'.

Grade Profile	Band1&2		Band3&4		Band5&6		Band 7+		Other	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	1,337	19.4%	3,082	44.8%	1,662	24.1%	410	6.0%	391	5.7%
L1 - Adult Social Care	92	8.7%	679	64.5%	236	22.4%	39	3.7%	7	0.7%
L1 - Children & Families	30	2.4%	772	61.0%	421	33.3%	40	3.2%	<5	n/a
L1 - Corporate & Customer Services	795	36.3%	873	39.9%	364	16.6%	140	6.4%	18	0.8%
L1 - Corporate Development	34	6.3%	170	31.6%	252	46.8%	75	13.9%	7	1.3%
L1 - Economy Localities & Ph	128	24.9%	197	38.3%	95	18.4%	25	4.9%	70	13.6%
L1 - Education	140	17.5%	262	32.7%	102	12.7%	31	3.9%	267	33.3%
L1 - Infrastructure & Environment	118	26.2%	121	26.9%	146	32.4%	46	10.2%	19	4.2%
L1 - Organisation Development & People	<5	n/a	8	11.8%	46	67.6%	14	20.6%	<5	n/a

Notes:  
Headcount refers to Total Employees in post in the reporting month, this includes Full or Part Time. The Full Time Equivalent Figure (FTE) describes Part Time employees' contracted hours as a ratio of the standard weekly hours for their job within Essex County Council. BME and Disabled percentages are based on totals where the employee has declared their 'Ethnic Origin' and 'Disability Status'. The remainder of this document will show the percentages of all employees and not just those that have declared their 'Ethnic Origin' or 'Disability Status'.

Ethnic Group by Function	Headcount	Ethnic Origin													
		Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
		No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	6,882	100	1.5%	225	3.3%	44	0.6%	88	1.3%	5,366	78.0%	244	3.5%	815	11.8%
L1 - Adult Social Care	1,053	21	2.0%	112	10.6%	<5	n/a	19	1.8%	737	70.0%	50	4.7%	111	10.5%
L1 - Children & Families	1,266	24	1.9%	67	5.3%	13	1.0%	26	2.1%	953	75.3%	85	6.7%	98	7.7%
L1 - Corporate & Customer Services	2,190	30	1.4%	30	1.4%	10	0.5%	21	1.0%	1,747	79.8%	62	2.8%	290	13.2%
L1 - Corporate Development	538	9	1.7%	<5	n/a	<5	n/a	7	1.3%	437	81.2%	15	2.8%	62	11.5%
L1 - Economy Localities & Ph	515	7	1.4%	<5	n/a	7	1.4%	<5	n/a	395	76.7%	9	1.7%	93	18.1%
L1 - Education	802	7	0.9%	7	0.9%	<5	n/a	6	0.7%	657	81.9%	14	1.7%	108	13.5%
L1 - Infrastructure & Environment	450	<5	n/a	<5	n/a	<5	n/a	6	1.3%	377	83.8%	8	1.8%	49	10.9%
L1 - Organisation Development & People	68	<5	n/a	<5	n/a	<5	n/a	<5	n/a	63	92.6%	<5	n/a	<5	n/a

Ethnicity by Grade	Grade									
	Band 1&2		Band 3&4		Band 5&6		Band 7+		Other	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Asian	17	1.3%	36	1.2%	33	2.0%	9	2.2%	5	1.3%
Black	31	2.3%	141	4.6%	44	2.6%	5	1.2%	<5	n/a
Arab/Other	10	0.7%	12	0.4%	16	1.0%	<5	n/a	6	1.6%
Mixed	15	1.1%	48	1.6%	20	1.2%	<5	n/a	<5	n/a
White British	1,021	76.4%	2,358	76.5%	1,323	79.6%	345	84.8%	319	82.9%
White Other	39	2.9%	106	3.4%	80	4.8%	13	3.2%	6	1.6%
Undisclosed	204	15.3%	381	12.4%	146	8.8%	35	8.6%	49	12.7%

Ethnicity by Length of Service	Length of Service							
	0-4.99 Yrs		5-9.99 Yrs		10-19.99 Yrs		20 Yrs +	
	No.s	%	No.s	%	No.s	%	No.s	%
Asian	50	1.9%	27	1.7%	18	0.9%	5	0.7%
Black	162	6.2%	36	2.3%	21	1.0%	6	0.9%
Arab/Other	19	0.7%	14	0.9%	9	0.4%	<5	n/a
Mixed	53	2.0%	18	1.1%	16	0.8%	<5	n/a
White British	1,764	67.2%	1,362	86.0%	1,641	81.9%	599	89.3%
White Other	95	3.6%	63	4.0%	66	3.3%	20	3.0%
Undisclosed	481	18.3%	64	4.0%	232	11.6%	38	5.7%

**Ethnicity by Age**

	Age Band											
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Asian	<5	n/a	<5	n/a	27	2.2%	47	1.8%	24	1.0%	<5	n/a
Black	<5	n/a	5	1.7%	44	3.6%	115	4.5%	60	2.4%	<5	n/a
Arab/Other	<5	n/a	<5	n/a	9	0.7%	22	0.9%	11	0.4%	<5	n/a
Mixed	<5	n/a	5	1.7%	22	1.8%	37	1.4%	20	0.8%	<5	n/a
White British	46	73.0%	212	73.1%	919	74.7%	1,939	75.2%	2,055	82.5%	195	89.9%
White Other	<5	n/a	<5	n/a	39	3.2%	127	4.9%	68	2.7%	8	3.7%
Undisclosed	17	27.0%	68	23.4%	170	13.8%	292	11.3%	254	10.2%	14	6.5%

**Ethnicity by Disability**

	Disabled	
	No.s	%
Asian	<5	n/a
Black	6	3.1%
Arab/Other	<5	n/a
Mixed	<5	n/a
White British	169	86.2%
White Other	<5	n/a
Undisclosed	21	10.7%

**Ethnicity by Gender**

	Gender			
	Male		Female	
	No.s	%	No.s	%
Asian	31	1.7%	69	1.4%
Black	48	2.7%	177	3.5%
Arab/Other	7	0.4%	37	0.7%
Mixed	20	1.1%	68	1.3%
White British	1,427	79.3%	3,939	77.5%
White Other	52	2.9%	192	3.8%
Undisclosed	214	11.9%	601	11.8%

	Asian			Asian Background									
	Headcount		Asian	Bangladeshi		Chinese		Indian		Pakistani		Other	
	No.s	No.s		No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	6,882	100	1.5%	8	0.1%	20	0.3%	56	0.8%	9	0.1%	7	0.1%
L1 - Adult Social Care	1,053	21	2.0%	<5	n/a	<5	n/a	15	1.4%	<5	n/a	<5	n/a
L1 - Children & Families	1,266	24	1.9%	<5	n/a	<5	n/a	16	1.3%	<5	n/a	<5	n/a
L1 - Corporate & Customer Services	2,190	30	1.4%	<5	n/a	8	0.4%	13	0.6%	5	0.2%	<5	n/a
L1 - Corporate Development	538	9	1.7%	<5	n/a	5	0.9%	<5	n/a	<5	n/a	<5	n/a
L1 - Economy Localities & Ph	515	7	1.4%	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Education	802	7	0.9%	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Infrastructure & Environment	450	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Organisation Development & People	68	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

	Black			Black Background					
	Headcount		Black	African		Caribbean		Other	
	No.s	No.s		No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	6,882	225	3.3%	166	2.4%	47	0.7%	12	0.2%
L1 - Adult Social Care	1,053	112	10.6%	98	9.3%	8	0.8%	6	0.6%
L1 - Children & Families	1,266	67	5.3%	45	3.6%	18	1.4%	<5	n/a
L1 - Corporate & Customer Services	2,190	30	1.4%	17	0.8%	11	0.5%	<5	n/a
L1 - Corporate Development	538	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Economy Localities & Ph	515	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Education	802	7	0.9%	<5	n/a	7	0.9%	<5	n/a
L1 - Infrastructure & Environment	450	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Organisation Development & People	68	<5	n/a	<5	n/a	<5	n/a	<5	n/a

	Mixed			Mixed Background							
	Headcount		Mixed	White and Asian		White and Black African		White and Black Caribbean		Other	
	No.s	No.s		No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	6,882	88	1.3%	29	0.4%	15	0.2%	21	0.3%	12	0.2%
L1 - Adult Social Care	1,053	19	1.8%	6	0.6%	7	0.7%	<5	n/a	6	0.6%
L1 - Children & Families	1,266	26	2.1%	8	0.6%	6	0.5%	6	0.5%	<5	n/a
L1 - Corporate & Customer Services	2,190	21	1.0%	7	0.3%	<5	n/a	7	0.3%	<5	n/a
L1 - Corporate Development	538	7	1.3%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Economy Localities & Ph	515	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Education	802	6	0.7%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Infrastructure & Environment	450	6	1.3%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
L1 - Organisation Development & People	68	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

	Arab/Other			Arab/Other Background			
	Headcount		Arab/Other	Arab		Other	
	No.s	No.s		No.s	%	No.s	%
<b>Essex County Council</b>	6,882	44	0.6%	<5	n/a	43	0.6%
L1 - Adult Social Care	1,053	<5	n/a	<5	n/a	<5	n/a
L1 - Children & Families	1,266	13	1.0%	<5	n/a	13	1.0%
L1 - Corporate & Customer Services	2,190	10	0.5%	<5	n/a	9	0.4%
L1 - Corporate Development	538	<5	n/a	<5	n/a	<5	n/a
L1 - Economy Localities & Ph	515	7	1.4%	<5	n/a	7	1.4%
L1 - Education	802	<5	n/a	<5	n/a	<5	n/a
L1 - Infrastructure & Environment	450	<5	n/a	<5	n/a	<5	n/a
L1 - Organisation Development & People	68	<5	n/a	<5	n/a	<5	n/a



**White British**

	Headcount	White British	
	No.s	No.s	%
<b>Essex County Council</b>	6,882	5,366	78.0%
L1 - Adult Social Care	1,053	737	70.0%
L1 - Children & Families	1,266	953	75.3%
L1 - Corporate & Customer Services	2,190	1,747	79.8%
L1 - Corporate Development	538	437	81.2%
L1 - Economy Localities & Ph	515	395	76.7%
L1 - Education	802	657	81.9%
L1 - Infrastructure & Environment	450	377	83.8%
L1 - Organisation Development & People	68	63	92.6%

**White Other**

	Headcount	White Other Background							
		White Other		Irish		Gypsy or Irish Traveller		Other	
		No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	6,882	244	3.5%	45	0.7%	<5	n/a	198	2.9%
L1 - Adult Social Care	1,053	50	4.7%	7	0.7%	<5	n/a	43	4.1%
L1 - Children & Families	1,266	85	6.7%	14	1.1%	<5	n/a	71	5.6%
L1 - Corporate & Customer Services	2,190	62	2.8%	13	0.6%	<5	n/a	49	2.2%
L1 - Corporate Development	538	15	2.8%	<5	n/a	<5	n/a	13	2.4%
L1 - Economy Localities & Ph	515	9	1.7%	<5	n/a	<5	n/a	6	1.2%
L1 - Education	802	14	1.7%	<5	n/a	<5	n/a	12	1.5%
L1 - Infrastructure & Environment	450	8	1.8%	5	1.1%	<5	n/a	<5	n/a
L1 - Organisation Development & People	68	<5	n/a	<5	n/a	<5	n/a	<5	n/a

Age Group by Function	Age Group												
	Headcount	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	6,882	67	1.0%	295	4.3%	1,230	17.9%	2,579	37.5%	2,492	36.2%	219	3.2%
L1 - Adult Social Care	1,053	6	0.6%	58	5.5%	184	17.5%	420	39.9%	355	33.7%	30	2.8%
L1 - Children & Families	1,266	<5	n/a	41	3.2%	275	21.7%	537	42.4%	386	30.5%	26	2.1%
L1 - Corporate & Customer Services	2,190	54	2.5%	136	6.2%	418	19.1%	727	33.2%	802	36.6%	53	2.4%
L1 - Corporate Development	538	<5	n/a	22	4.1%	137	25.5%	235	43.7%	139	25.8%	<5	n/a
L1 - Economy Localities & Ph	515	<5	n/a	21	4.1%	55	10.7%	188	36.5%	226	43.9%	22	4.3%
L1 - Education	802	<5	n/a	9	1.1%	106	13.2%	312	38.9%	321	40.0%	53	6.6%
L1 - Infrastructure & Environment	450	<5	n/a	8	1.8%	46	10.2%	130	28.9%	236	52.4%	29	6.4%
L1 - Organisation Development & People	68	<5	n/a	<5	n/a	9	13.2%	30	44.1%	27	39.7%	<5	n/a

Age by Grade	Grade									
	Band 1&2		Band 3&4		Band 5&6		Band 7+		Other	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
16-19	47	3.5%	<5	n/a	<5	n/a	<5	n/a	16	4.1%
20-24	111	8.3%	159	5.2%	10	0.6%	<5	n/a	15	3.8%
25-34	165	12.3%	695	22.6%	289	17.4%	36	8.8%	45	11.5%
35-49	329	24.6%	1,133	36.8%	763	45.9%	201	49.3%	153	39.1%
50-64	568	42.5%	1,023	33.2%	580	34.9%	171	41.9%	150	38.4%
65+	117	8.8%	68	2.2%	20	1.2%	<5	n/a	12	3.1%

Age by Length of Service	Length of Service							
	0-4.99 Yrs		5-9.99 Yrs		10-19.99 Yrs		20 Yrs +	
	No.s	%	No.s	%	No.s	%	No.s	%
16-19	67	2.6%	<5	n/a	<5	n/a	<5	n/a
20-24	283	10.8%	12	0.8%	<5	n/a	<5	n/a
25-34	756	28.8%	348	22.0%	126	6.3%	<5	n/a
35-49	945	36.0%	627	39.6%	843	42.1%	164	24.4%
50-64	547	20.8%	554	35.0%	939	46.9%	452	67.4%
65+	26	1.0%	43	2.7%	95	4.7%	55	8.2%

Age by Ethnicity

	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
16-19	<5	n/a	<5	n/a	<5	n/a	<5	n/a	46	0.9%	<5	n/a	17	2.1%
20-24	<5	n/a	5	2.2%	<5	n/a	5	6.0%	212	4.0%	<5	n/a	68	8.3%
25-34	27	27.6%	44	19.6%	9	21.4%	22	26.2%	919	17.1%	39	16.1%	170	20.9%
35-49	47	48.0%	115	51.3%	22	52.4%	37	44.0%	1,939	36.1%	127	52.5%	292	35.8%
50-64	24	24.5%	60	26.8%	11	26.2%	20	23.8%	2,055	38.3%	68	28.1%	254	31.2%
65+	<5	n/a	<5	n/a	<5	n/a	<5	n/a	195	3.6%	8	3.3%	14	1.7%

Age by Disability

	Disabled	
	No.s	%
16-19	<5	n/a
20-24	14	6.9%
25-34	48	23.5%
35-49	71	34.8%
50-64	71	34.8%
65+	<5	n/a

Age by Gender

	Gender			
	Male		Female	
	No.s	%	No.s	%
16-19	26	1.4%	41	0.8%
20-24	102	5.7%	193	3.8%
25-34	317	17.6%	913	18.0%
35-49	652	36.2%	1,927	37.9%
50-64	621	34.5%	1,871	36.8%
65+	81	4.5%	138	2.7%

Gender by Function	Headcount	Gender			
		Female		Male	
		No.s	%	No.s	%
<b>Essex County Council</b>	6,882	5,083	73.9%	1,799	26.1%
L1 - Adult Social Care	1,053	828	78.6%	225	21.4%
L1 - Children & Families	1,266	1,080	85.3%	186	14.7%
L1 - Corporate & Customer Services	2,190	1,599	73.0%	591	27.0%
L1 - Corporate Development	538	352	65.4%	186	34.6%
L1 - Economy Localities & Ph	515	362	70.3%	153	29.7%
L1 - Education	802	657	81.9%	145	18.1%
L1 - Infrastructure & Environment	450	146	32.4%	304	67.6%
L1 - Organisation Development & People	68	59	86.8%	9	13.2%

**Gender by Grade**

	Grade									
	Band 1&2		Band 3&4		Band 5&6		Band 7+		Other	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Female	980	73.3%	2,422	78.6%	1,143	68.8%	237	57.8%	301	77.0%
Male	357	26.7%	660	21.4%	519	31.2%	173	42.2%	90	23.0%

**Gender by Length of Service**

	Length of Service							
	0-4.99 Yrs		5-9.99 Yrs		10-19.99 Yrs		20 Yrs +	
	No.s	%	No.s	%	No.s	%	No.s	%
Female	1,900	72.4%	1,154	72.9%	1,523	76.0%	506	75.4%
Male	724	27.6%	430	27.1%	480	24.0%	165	24.6%

Gender by Ethnicity

	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Female	69	69.0%	177	78.7%	37	100.0%	68	77.3%	3,939	73.4%	192	78.7%	601	73.7%
Male	31	31.0%	48	21.3%	<5	n/a	20	22.7%	1,427	26.6%	52	21.3%	214	26.3%

Gender by Age

	Age Band											
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Female	41	61.2%	193	65.4%	913	74.2%	1,927	74.7%	1,871	75.1%	138	63.0%
Male	26	38.8%	102	34.6%	317	25.8%	652	25.3%	621	24.9%	81	37.0%

Gender by Disability

	Disabled	
	No.s	%
Female	144	69.9%
Male	62	30.1%

Disabled by Function	Gender						
	Headcount	Disabled		Not Disabled		Undisclosed	
	No.s	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	6,882	206	3.0%	5,745	83.5%	931	13.5%
L1 - Adult Social Care	1,053	38	3.6%	896	85.1%	119	11.3%
L1 - Children & Families	1,266	35	2.8%	1,097	86.7%	134	10.6%
L1 - Corporate & Customer Services	2,190	68	3.1%	1,832	83.7%	290	13.2%
L1 - Corporate Development	538	12	2.2%	464	86.2%	62	11.5%
L1 - Economy Localities & Ph	515	16	3.1%	397	77.1%	102	19.8%
L1 - Education	802	23	2.9%	633	78.9%	146	18.2%
L1 - Infrastructure & Environment	450	11	2.4%	366	81.3%	73	16.2%
L1 - Organisation Development & People	68	<5	n/a	60	88.2%	5	7.4%

**Disabled by Grade**

	Grade									
	Band 1&2		Band 3&4		Band 5&6		Band 7+		Other	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Disabled	57	4.3%	95	3.1%	33	2.0%	6	1.5%	15	3.8%
Not Disabled	1,100	82.3%	2,590	84.0%	1,411	84.9%	338	82.4%	306	78.3%
Undisclosed	180	13.5%	397	12.9%	218	13.1%	66	16.1%	70	17.9%

**Disabled by Length of Service**

	Length of Service							
	0-4.99 Yrs		5-9.99 Yrs		10-19.99 Yrs		20 Yrs +	
	No.s	%	No.s	%	No.s	%	No.s	%
Disabled	98	3.7%	43	2.7%	49	2.4%	16	2.4%
Not Disabled	2,421	92.3%	1,168	73.7%	1,551	77.4%	605	90.2%
Undisclosed	105	4.0%	373	23.5%	403	20.1%	50	7.5%

**Disabled by Ethnicity**

	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Disabled	<5	n/a	6	2.7%	<5	n/a	<5	n/a	169	3.1%	<5	n/a	21	2.6%
Not Disabled	88	90.7%	210	93.3%	40	100.0%	81	100.0%	4,608	85.9%	222	92.1%	496	60.9%
Undisclosed	9	9.3%	9	4.0%	<5	n/a	<5	n/a	589	11.0%	19	7.9%	298	36.6%

**Disabled by Age**

	Age Band											
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Disabled	<5	n/a	14	4.7%	48	3.9%	71	2.8%	71	2.8%	<5	n/a
Not Disabled	62	92.5%	274	92.9%	1,074	87.3%	2,140	83.0%	2,013	80.8%	182	83.1%
Undisclosed	5	7.5%	7	2.4%	108	8.8%	368	14.3%	408	16.4%	35	16.0%

**Disabled by Gender**

	Gender			
	Female		Male	
	No.s	%	No.s	%
Disabled	144	2.8%	62	3.4%
Not Disabled	4,236	83.3%	1,509	83.9%
Undisclosed	703	13.8%	228	12.7%

**Part Time Gender by Function**

	Headcount	Gender			
		Male		Female	
		No.s	%	No.s	%
<b>Essex County Council</b>	2,263	307	13.6%	1,956	86.4%
L1 - Adult Social Care	253	29	11.5%	224	88.5%
L1 - Children & Families	277	19	6.9%	258	93.1%
L1 - Corporate & Customer Services	803	72	9.0%	731	91.0%
L1 - Corporate Development	123	9	7.3%	114	92.7%
L1 - Economy Localities & Ph	239	31	13.0%	208	87.0%
L1 - Education	383	67	17.5%	316	82.5%
L1 - Infrastructure & Environment	150	80	53.3%	70	46.7%
L1 - Organisation Development & People	35	<5	n/a	35	100.0%

**Part Time Gender by Grade**

	Grade									
	Band 1&2		Band 3&4		Band 5&6		Band 7+		Other	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Female	740	77.9%	756	93.9%	270	95.1%	33	100.0%	157	84.0%
Male	210	22.1%	49	6.1%	14	4.9%	<5	n/a	30	16.0%

**Part Time Gender by Length of Service**

	Length of Service							
	0-4.99 Yrs		5-9.99 Yrs		10-19.99 Yrs		20 Yrs +	
	No.s	%	No.s	%	No.s	%	No.s	%
Female	536	79.8%	491	88.6%	694	89.5%	235	89.7%
Male	136	20.2%	63	11.4%	81	10.5%	27	10.3%



Part Time Gender by Ethnicity

		Ethnicity													
		Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
		No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Female	18	100.0%	29	90.6%	<5	n/a	21	91.3%	1,586	86.4%	55	91.7%	233	85.0%	
Male	<5	n/a	<5	n/a	<5	n/a	<5	n/a	249	13.6%	5	8.3%	41	15.0%	

Part Time Gender by Age

		Age Band											
		16-19		20-24		25-34		35-49		50-64		65+	
		No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Female	23	62.2%	26	65.0%	239	91.6%	794	93.7%	767	84.6%	107	62.6%	
Male	14	37.8%	14	35.0%	22	8.4%	53	6.3%	140	15.4%	64	37.4%	

Part Time Gender by Disability

		Disabled	
		No.s	%
Female	58	74.4%	
Male	20	25.6%	

	Disabled		Disability				Gender		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female			
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%		
<b>Essex County Council</b>	37	3.7%	868	86.3%	101	10.0%	282	28.0%	724	72.0%		
L1 - Adult Social Care	5	3.0%	147	89.6%	12	7.3%	30	18.3%	134	81.7%		
L1 - Children & Families	9	5.0%	161	89.9%	9	5.0%	33	18.4%	146	81.6%		
L1 - Corporate & Customer Services	12	3.9%	263	84.6%	36	11.6%	89	28.6%	222	71.4%		
L1 - Corporate Development	<5	n/a	75	89.3%	5	6.0%	42	50.0%	42	50.0%		
L1 - Economy Localities & Ph	<5	n/a	53	86.9%	7	11.5%	14	23.0%	47	77.0%		
L1 - Education	<5	n/a	115	81.0%	23	16.2%	32	22.5%	110	77.5%		
L1 - Infrastructure & Environment	<5	n/a	43	82.7%	7	13.5%	41	78.8%	11	21.2%		
L1 - Organisation Development & People	<5	n/a	11	84.6%	<5	n/a	<5	n/a	12	92.3%		

	Age		Age									
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	31	3.1%	86	8.5%	203	20.2%	328	32.6%	293	29.1%	65	6.5%
L1 - Adult Social Care	<5	n/a	9	5.5%	28	17.1%	67	40.9%	44	26.8%	13	7.9%
L1 - Children & Families	<5	n/a	7	3.9%	53	29.6%	68	38.0%	46	25.7%	5	2.8%
L1 - Corporate & Customer Services	17	5.5%	42	13.5%	57	18.3%	89	28.6%	94	30.2%	12	3.9%
L1 - Corporate Development	10	11.9%	12	14.3%	24	28.6%	23	27.4%	14	16.7%	<5	n/a
L1 - Economy Localities & Ph	<5	n/a	8	13.1%	13	21.3%	17	27.9%	18	29.5%	5	8.2%
L1 - Education	<5	n/a	7	4.9%	20	14.1%	43	30.3%	52	36.6%	19	13.4%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	6	11.5%	16	30.8%	20	38.5%	9	17.3%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	5	38.5%	5	38.5%	<5	n/a

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	138	13.7%	727	72.3%	141	14.0%
L1 - Adult Social Care	46	28.0%	95	57.9%	23	14.0%
L1 - Children & Families	40	22.3%	123	68.7%	16	8.9%
L1 - Corporate & Customer Services	21	6.8%	243	78.1%	47	15.1%
L1 - Corporate Development	8	9.5%	62	73.8%	14	16.7%
L1 - Economy Localities & Ph	6	9.8%	43	70.5%	12	19.7%
L1 - Education	12	8.5%	108	76.1%	22	15.5%
L1 - Infrastructure & Environment	<5	n/a	43	82.7%	5	9.6%
L1 - Organisation Development & People	<5	n/a	10	76.9%	<5	n/a

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	13	1.3%	73	7.3%	5	0.5%	14	1.4%	727	72.3%	33	3.3%	141	14.0%
L1 - Adult Social Care	<5	n/a	30	18.3%	<5	n/a	6	3.7%	95	57.9%	6	3.7%	23	14.0%
L1 - Children & Families	<5	n/a	28	15.6%	<5	n/a	<5	n/a	123	68.7%	7	3.9%	16	8.9%
L1 - Corporate & Customer Services	<5	n/a	7	2.3%	<5	n/a	<5	n/a	243	78.1%	5	1.6%	47	15.1%
L1 - Corporate Development	<5	n/a	<5	n/a	<5	n/a	<5	n/a	62	73.8%	<5	n/a	14	16.7%
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	<5	n/a	<5	n/a	43	70.5%	5	8.2%	12	19.7%
L1 - Education	<5	n/a	6	4.2%	<5	n/a	<5	n/a	108	76.1%	<5	n/a	22	15.5%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	43	82.7%	<5	n/a	5	9.6%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	10	76.9%	<5	n/a	<5	n/a

Disabled	Disability						Gender	Gender			
	Disabled		Not Disabled		Undisclosed			Male		Female	
	No.s	%	No.s	%	No.s	%		No.s	%	No.s	%
Dismissal	<5	n/a	8	0.9%	<5	n/a	9	3.2%	11	1.5%	
Redundancy	<5	n/a	26	3.0%	<5	n/a	9	3.2%	19	2.6%	
Resignation	26	70.3%	655	75.5%	71	70.3%	189	67.0%	563	77.8%	
Retirement	5	13.5%	106	12.2%	18	17.8%	44	15.6%	85	11.7%	
Other Leaving Type	5	13.5%	63	7.3%	9	8.9%	31	11.0%	46	6.4%	

Age	Age											
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Dismissal	<5	n/a	<5	n/a	<5	n/a	6	1.8%	9	3.1%	<5	n/a
Redundancy	<5	n/a	<5	n/a	<5	n/a	8	2.4%	16	5.5%	<5	n/a
Resignation	18	58.1%	69	80.2%	189	93.1%	293	89.3%	172	58.7%	11	16.9%
Retirement	<5	n/a	<5	n/a	<5	n/a	5	1.5%	76	25.9%	47	72.3%
Other Leaving Type	13	41.9%	16	18.6%	11	5.4%	16	4.9%	20	6.8%	<5	n/a

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
Dismissal	<5	n/a	6	0.8%	<5	n/a
Redundancy	<5	n/a	26	3.6%	<5	n/a
Resignation	121	87.7%	518	71.3%	113	80.1%
Retirement	<5	n/a	116	16.0%	12	8.5%
Other Leaving Type	10	7.2%	55	7.6%	12	8.5%

**Ethnicity Breakdown**

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Dismissal	<5	n/a	<5	n/a	<5	n/a	<5	n/a	6	0.8%	<5	n/a	<5	n/a
Redundancy	<5	n/a	<5	n/a	<5	n/a	<5	n/a	26	3.6%	<5	n/a	<5	n/a
Resignation	12	92.3%	67	91.8%	5	100.0%	13	92.9%	518	71.3%	24	72.7%	113	80.1%
Retirement	<5	n/a	<5	n/a	<5	n/a	<5	n/a	116	16.0%	<5	n/a	12	8.5%
Other Leaving Type	<5	n/a	<5	n/a	<5	n/a	<5	n/a	55	7.6%	6	18.2%	12	8.5%

	Disabled		Disability				Gender		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female			
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%		
<b>Essex County Council</b>	41	5.2%	699	88.1%	53	6.7%	222	28.0%	571	72.0%		
L1 - Adult Social Care	7	5.8%	105	86.8%	9	7.4%	23	19.0%	98	81.0%		
L1 - Children & Families	<5	n/a	115	92.7%	6	4.8%	19	15.3%	105	84.7%		
L1 - Corporate & Customer Services	19	6.1%	268	85.6%	26	8.3%	95	30.4%	218	69.6%		
L1 - Corporate Development	<5	n/a	77	95.1%	<5	n/a	37	45.7%	44	54.3%		
L1 - Economy Localities & Ph	<5	n/a	41	91.1%	<5	n/a	11	24.4%	34	75.6%		
L1 - Education	7	10.6%	53	80.3%	6	9.1%	11	16.7%	55	83.3%		
L1 - Infrastructure & Environment	<5	n/a	33	91.7%	<5	n/a	24	66.7%	12	33.3%		
L1 - Organisation Development & People	<5	n/a	7	100.0%	<5	n/a	<5	n/a	5	71.4%		

	Age		Age									
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	68	8.6%	140	17.7%	196	24.7%	265	33.4%	121	15.3%	<5	n/a
L1 - Adult Social Care	5	4.1%	21	17.4%	22	18.2%	53	43.8%	20	16.5%	<5	n/a
L1 - Children & Families	<5	n/a	24	19.4%	42	33.9%	45	36.3%	11	8.9%	<5	n/a
L1 - Corporate & Customer Services	45	14.4%	62	19.8%	74	23.6%	89	28.4%	43	13.7%	<5	n/a
L1 - Corporate Development	14	17.3%	14	17.3%	21	25.9%	24	29.6%	8	9.9%	<5	n/a
L1 - Economy Localities & Ph	<5	n/a	11	24.4%	12	26.7%	12	26.7%	10	22.2%	<5	n/a
L1 - Education	<5	n/a	<5	n/a	20	30.3%	26	39.4%	15	22.7%	<5	n/a
L1 - Infrastructure & Environment	<5	n/a	5	13.9%	<5	n/a	13	36.1%	12	33.3%	<5	n/a
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	74	9.3%	289	36.4%	430	54.2%
L1 - Adult Social Care	18	14.9%	33	27.3%	70	57.9%
L1 - Children & Families	25	20.2%	40	32.3%	59	47.6%
L1 - Corporate & Customer Services	23	7.3%	117	37.4%	173	55.3%
L1 - Corporate Development	<5	n/a	40	49.4%	40	49.4%
L1 - Economy Localities & Ph	<5	n/a	17	37.8%	24	53.3%
L1 - Education	<5	n/a	22	33.3%	42	63.6%
L1 - Infrastructure & Environment	<5	n/a	17	47.2%	18	50.0%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	5	0.6%	28	3.5%	<5	n/a	12	1.5%	289	36.4%	27	3.4%	430	54.2%
L1 - Adult Social Care	<5	n/a	11	9.1%	<5	n/a	<5	n/a	33	27.3%	<5	n/a	70	57.9%
L1 - Children & Families	<5	n/a	12	9.7%	<5	n/a	<5	n/a	40	32.3%	8	6.5%	59	47.6%
L1 - Corporate & Customer Services	<5	n/a	5	1.6%	<5	n/a	5	1.6%	117	37.4%	11	3.5%	173	55.3%
L1 - Corporate Development	<5	n/a	<5	n/a	<5	n/a	<5	n/a	40	49.4%	<5	n/a	40	49.4%
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	<5	n/a	<5	n/a	17	37.8%	<5	n/a	24	53.3%
L1 - Education	<5	n/a	<5	n/a	<5	n/a	<5	n/a	22	33.3%	<5	n/a	42	63.6%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	17	47.2%	<5	n/a	18	50.0%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

	Disabled		Disability				Gender		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female			
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%		
<b>Essex County Council</b>	20	6.7%	238	80.1%	39	13.1%	101	34.0%	196	66.0%		
L1 - Adult Social Care	<5	n/a	30	81.1%	<5	n/a	6	16.2%	31	83.8%		
L1 - Children & Families	<5	n/a	30	81.1%	5	13.5%	9	24.3%	28	75.7%		
L1 - Corporate & Customer Services	6	7.4%	67	82.7%	8	9.9%	36	44.4%	45	55.6%		
L1 - Corporate Development	<5	n/a	42	79.2%	10	18.9%	16	30.2%	37	69.8%		
L1 - Economy Localities & Ph	<5	n/a	36	80.0%	6	13.3%	15	33.3%	30	66.7%		
L1 - Education	5	13.9%	27	75.0%	<5	n/a	11	30.6%	25	69.4%		
L1 - Infrastructure & Environment	<5	n/a	6	75.0%	<5	n/a	8	100.0%	<5	n/a		
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a		

	Age		Age									
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	<5	n/a	16	5.4%	54	18.2%	98	33.0%	119	40.1%	7	2.4%
L1 - Adult Social Care	<5	n/a	<5	n/a	10	27.0%	9	24.3%	17	45.9%	<5	n/a
L1 - Children & Families	<5	n/a	<5	n/a	7	18.9%	17	45.9%	12	32.4%	<5	n/a
L1 - Corporate & Customer Services	<5	n/a	8	9.9%	13	16.0%	28	34.6%	26	32.1%	<5	n/a
L1 - Corporate Development	<5	n/a	<5	n/a	12	22.6%	19	35.8%	20	37.7%	<5	n/a
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	7	15.6%	7	15.6%	27	60.0%	<5	n/a
L1 - Education	<5	n/a	<5	n/a	5	13.9%	18	50.0%	11	30.6%	<5	n/a
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	6	75.0%	<5	n/a
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

Notes:

shows the percentage of employee who were rated as low performers (did not achieve their agreed objectives and/or behaviours) - for example 66.0% of the low performers were female employees, and 34.0% were male employees.



Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	44	14.8%	210	70.7%	43	14.5%
L1 - Adult Social Care	16	43.2%	14	37.8%	7	18.9%
L1 - Children & Families	13	35.1%	23	62.2%	<5	n/a
L1 - Corporate & Customer Services	8	9.9%	63	77.8%	10	12.3%
L1 - Corporate Development	<5	n/a	43	81.1%	8	15.1%
L1 - Economy Localities & Ph	<5	n/a	35	77.8%	9	20.0%
L1 - Education	<5	n/a	25	69.4%	7	19.4%
L1 - Infrastructure & Environment	<5	n/a	7	87.5%	<5	n/a
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	<5	n/a	25	8.4%	<5	n/a	6	2.0%	210	70.7%	12	4.0%	43	14.5%
L1 - Adult Social Care	<5	n/a	12	32.4%	<5	n/a	<5	n/a	14	37.8%	<5	n/a	7	18.9%
L1 - Children & Families	<5	n/a	8	21.6%	<5	n/a	<5	n/a	23	62.2%	<5	n/a	<5	n/a
L1 - Corporate & Customer Services	<5	n/a	<5	n/a	<5	n/a	<5	n/a	63	77.8%	5	6.2%	10	12.3%
L1 - Corporate Development	<5	n/a	<5	n/a	<5	n/a	<5	n/a	43	81.1%	<5	n/a	8	15.1%
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	<5	n/a	<5	n/a	35	77.8%	<5	n/a	9	20.0%
L1 - Education	<5	n/a	<5	n/a	<5	n/a	<5	n/a	25	69.4%	<5	n/a	7	19.4%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	7	87.5%	<5	n/a	<5	n/a
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

Notes:

shows the percentage of employee who were rated as low performers (did not achieve their agreed objectives and/or behaviours) - for example 66.0% of the low performers were female employees, and 34.0% were male employees.

	Disabled		Disability				Gender		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female			
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%		
<b>Essex County Council</b>	156	3.3%	3,903	82.9%	650	13.8%	1,172	24.9%	3,537	75.1%		
L1 - Adult Social Care	30	4.1%	621	84.3%	86	11.7%	160	21.7%	577	78.3%		
L1 - Children & Families	25	3.0%	731	86.4%	90	10.6%	131	15.5%	715	84.5%		
L1 - Corporate & Customer Services	58	3.5%	1,364	82.7%	227	13.8%	399	24.2%	1,250	75.8%		
L1 - Corporate Development	8	2.5%	267	84.5%	41	13.0%	107	33.9%	209	66.1%		
L1 - Economy Localities & Ph	12	3.1%	289	75.9%	80	21.0%	93	24.4%	288	75.6%		
L1 - Education	10	2.2%	364	80.7%	77	17.1%	87	19.3%	364	80.7%		
L1 - Infrastructure & Environment	7	2.5%	223	80.8%	46	16.7%	186	67.4%	90	32.6%		
L1 - Organisation Development & People	6	11.3%	44	83.0%	<5	n/a	9	17.0%	44	83.0%		

	Age		Age		Age		Age		Age		Age	
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	42	0.9%	205	4.4%	755	16.0%	1,690	35.9%	1,839	39.1%	178	3.8%
L1 - Adult Social Care	5	0.7%	47	6.4%	122	16.6%	286	38.8%	250	33.9%	27	3.7%
L1 - Children & Families	<5	n/a	28	3.3%	163	19.3%	361	42.7%	275	32.5%	18	2.1%
L1 - Corporate & Customer Services	34	2.1%	103	6.2%	272	16.5%	501	30.4%	687	41.7%	52	3.2%
L1 - Corporate Development	<5	n/a	9	2.8%	76	24.1%	136	43.0%	93	29.4%	<5	n/a
L1 - Economy Localities & Ph	<5	n/a	6	1.6%	33	8.7%	140	36.7%	185	48.6%	16	4.2%
L1 - Education	<5	n/a	6	1.3%	57	12.6%	159	35.3%	187	41.5%	41	9.1%
L1 - Infrastructure & Environment	<5	n/a	6	2.2%	24	8.7%	85	30.8%	141	51.1%	20	7.2%
L1 - Organisation Development & People	<5	n/a	<5	n/a	8	15.1%	22	41.5%	21	39.6%	<5	n/a

Notes:

Table shows the percentage of employee who were rated as met performers (achieved their agreed objectives and behaviours) - for example 75.1% of the met performers were female employees, and 24.9% were male employees.

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	494	10.5%	3,620	76.9%	595	12.6%
L1 - Adult Social Care	146	19.8%	509	69.1%	82	11.1%
L1 - Children & Families	140	16.5%	636	75.2%	70	8.3%
L1 - Corporate & Customer Services	123	7.5%	1,286	78.0%	240	14.6%
L1 - Corporate Development	24	7.6%	255	80.7%	37	11.7%
L1 - Economy Localities & Ph	27	7.1%	289	75.9%	65	17.1%
L1 - Education	18	4.0%	368	81.6%	65	14.4%
L1 - Infrastructure & Environment	15	5.4%	228	82.6%	33	12.0%
L1 - Organisation Development & People	<5	n/a	49	92.5%	<5	n/a

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	85	1.8%	160	3.4%	33	0.7%	60	1.3%	3,620	76.9%	156	3.3%	595	12.6%
L1 - Adult Social Care	19	2.6%	80	10.9%	<5	n/a	11	1.5%	509	69.1%	34	4.6%	82	11.1%
L1 - Children & Families	19	2.2%	45	5.3%	9	1.1%	17	2.0%	636	75.2%	50	5.9%	70	8.3%
L1 - Corporate & Customer Services	28	1.7%	25	1.5%	8	0.5%	15	0.9%	1,286	78.0%	47	2.9%	240	14.6%
L1 - Corporate Development	5	1.6%	<5	n/a	<5	n/a	5	1.6%	255	80.7%	7	2.2%	37	11.7%
L1 - Economy Localities & Ph	10	2.6%	<5	n/a	8	2.1%	<5	n/a	289	75.9%	<5	n/a	65	17.1%
L1 - Education	<5	n/a	<5	n/a	<5	n/a	<5	n/a	368	81.6%	8	1.8%	65	14.4%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	228	82.6%	5	1.8%	33	12.0%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	49	92.5%	<5	n/a	<5	n/a

Notes:

Table shows the percentage of employee who were rated as met performers (achieved their agreed objectives and behaviours) - for example 75.1% of the met performers were female employees, and 24.9% were male employees.

	Disabled		Disability				Gender		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female			
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%		
<b>Essex County Council</b>	32	2.0%	1,336	85.0%	204	13.0%	436	27.7%	1,136	72.3%		
L1 - Adult Social Care	<5	n/a	165	89.2%	16	8.6%	41	22.2%	144	77.8%		
L1 - Children & Families	5	1.8%	244	86.8%	32	11.4%	37	13.2%	244	86.8%		
L1 - Corporate & Customer Services	8	1.5%	444	85.2%	69	13.2%	157	30.1%	364	69.9%		
L1 - Corporate Development	<5	n/a	112	90.3%	9	7.3%	47	37.9%	77	62.1%		
L1 - Economy Localities & Ph	5	2.9%	139	79.4%	31	17.7%	47	26.9%	128	73.1%		
L1 - Education	<5	n/a	132	81.0%	28	17.2%	32	19.6%	131	80.4%		
L1 - Infrastructure & Environment	<5	n/a	90	81.1%	17	15.3%	75	67.6%	36	32.4%		
L1 - Organisation Development & People	<5	n/a	10	83.3%	<5	n/a	<5	n/a	12	100.0%		

	Age		Age									
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	<5	n/a	44	2.8%	293	18.6%	665	42.3%	539	34.3%	28	1.8%
L1 - Adult Social Care	<5	n/a	<5	n/a	34	18.4%	78	42.2%	66	35.7%	<5	n/a
L1 - Children & Families	<5	n/a	<5	n/a	57	20.3%	124	44.1%	90	32.0%	6	2.1%
L1 - Corporate & Customer Services	<5	n/a	24	4.6%	111	21.3%	216	41.5%	164	31.5%	<5	n/a
L1 - Corporate Development	<5	n/a	6	4.8%	30	24.2%	68	54.8%	20	16.1%	<5	n/a
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	17	9.7%	68	38.9%	76	43.4%	9	5.1%
L1 - Education	<5	n/a	<5	n/a	25	15.3%	68	41.7%	62	38.0%	6	3.7%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	18	16.2%	37	33.3%	56	50.5%	<5	n/a
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	6	50.0%	5	41.7%	<5	n/a

Notes:

le shows the percentage of employee who were rated as high performers (exceeded their agreed objectives and/or behaviours) - for example 72.3% of the high performers were female employees, and 27.7% were male employees.

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	119	7.6%	1,312	83.5%	141	9.0%
L1 - Adult Social Care	22	11.9%	154	83.2%	9	4.9%
L1 - Children & Families	40	14.2%	228	81.1%	13	4.6%
L1 - Corporate & Customer Services	24	4.6%	443	85.0%	54	10.4%
L1 - Corporate Development	13	10.5%	96	77.4%	15	12.1%
L1 - Economy Localities & Ph	6	3.4%	143	81.7%	26	14.9%
L1 - Education	8	4.9%	139	85.3%	16	9.8%
L1 - Infrastructure & Environment	6	5.4%	97	87.4%	8	7.2%
L1 - Organisation Development & People	0	n/a	12	100.0%	0	n/a

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	20	1.3%	18	1.1%	11	0.7%	9	0.6%	1,312	83.5%	61	3.9%	141	9.0%
L1 - Adult Social Care	<5	n/a	8	4.3%	<5	n/a	<5	n/a	154	83.2%	10	5.4%	9	4.9%
L1 - Children & Families	<5	n/a	<5	n/a	6	2.1%	<5	n/a	228	81.1%	22	7.8%	13	4.6%
L1 - Corporate & Customer Services	6	1.2%	<5	n/a	<5	n/a	<5	n/a	443	85.0%	12	2.3%	54	10.4%
L1 - Corporate Development	<5	n/a	<5	n/a	<5	n/a	<5	n/a	96	77.4%	8	6.5%	15	12.1%
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	<5	n/a	<5	n/a	143	81.7%	<5	n/a	26	14.9%
L1 - Education	<5	n/a	<5	n/a	<5	n/a	<5	n/a	139	85.3%	<5	n/a	16	9.8%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	97	87.4%	<5	n/a	8	7.2%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	12	100.0%	<5	n/a	<5	n/a

Notes:

le shows the percentage of employee who were rated as high performers (exceeded their agreed objectives and/or behaviours) - for example 72.3% of the high performers were female employees, and 27.7% were male employees.

	Disabled		Disability				Gender		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female			
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%		
<b>Essex County Council</b>	1,202	3.7%	27,578	85.3%	3,554	11.0%	7,183	22.2%	25,151	77.8%		
L1 - Adult Social Care	274	4.2%	5,772	87.4%	555	8.4%	1,369	20.7%	5,232	79.3%		
L1 - Children & Families	323	3.5%	8,062	87.5%	832	9.0%	1,328	14.4%	7,889	85.6%		
L1 - Corporate & Customer Services	393	3.9%	8,399	83.9%	1,220	12.2%	2,609	26.1%	7,403	73.9%		
L1 - Corporate Development	60	2.8%	1,846	85.9%	242	11.3%	680	31.7%	1,468	68.3%		
L1 - Economy Localities & Ph	49	3.6%	1,076	78.9%	239	17.5%	469	34.4%	895	65.6%		
L1 - Education	75	3.5%	1,683	78.7%	381	17.8%	312	14.6%	1,827	85.4%		
L1 - Infrastructure & Environment	7	1.2%	506	87.8%	63	10.9%	376	65.3%	200	34.7%		
L1 - Organisation Development & People	21	7.6%	234	84.5%	22	7.9%	40	14.4%	237	85.6%		

	Age		Age		Age		Age		Age		Age	
	16-19		20-24		25-34		35-49		50-64		65+	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	274	0.8%	1,840	5.7%	6,611	20.4%	12,621	39.0%	10,507	32.5%	481	1.5%
L1 - Adult Social Care	18	0.3%	414	6.3%	1,211	18.3%	2,746	41.6%	2,093	31.7%	119	1.8%
L1 - Children & Families	<5	n/a	517	5.6%	2,191	23.8%	3,910	42.4%	2,494	27.1%	105	1.1%
L1 - Corporate & Customer Services	228	2.3%	709	7.1%	1,960	19.6%	3,328	33.2%	3,617	36.1%	170	1.7%
L1 - Corporate Development	<5	n/a	83	3.9%	568	26.4%	937	43.6%	551	25.7%	5	0.2%
L1 - Economy Localities & Ph	16	1.2%	70	5.1%	182	13.3%	462	33.9%	608	44.6%	26	1.9%
L1 - Education	<5	n/a	24	1.1%	381	17.8%	907	42.4%	786	36.7%	41	1.9%
L1 - Infrastructure & Environment	8	1.4%	23	4.0%	81	14.1%	206	35.8%	248	43.1%	10	1.7%
L1 - Organisation Development & People	<5	n/a	<5	n/a	37	13.4%	125	45.1%	110	39.7%	5	1.8%

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	3,704	11.5%	23,348	72.2%	5,282	16.3%
L1 - Adult Social Care	1,308	19.8%	4,183	63.4%	1,110	16.8%
L1 - Children & Families	1,537	16.7%	6,532	70.9%	1,148	12.5%
L1 - Corporate & Customer Services	567	5.7%	7,723	77.1%	1,722	17.2%
L1 - Corporate Development	160	7.4%	1,640	76.4%	348	16.2%
L1 - Economy Localities & Ph	50	3.7%	1,015	74.4%	299	21.9%
L1 - Education	59	2.8%	1,555	72.7%	525	24.5%
L1 - Infrastructure & Environment	23	4.0%	452	78.5%	101	17.5%
L1 - Organisation Development & People	<5	n/a	248	89.5%	29	10.5%

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	477	1.5%	1,337	4.1%	159	0.5%	447	1.4%	23,348	72.2%	1,284	4.0%	5,282	16.3%
L1 - Adult Social Care	135	2.0%	684	10.4%	19	0.3%	136	2.1%	4,183	63.4%	334	5.1%	1,110	16.8%
L1 - Children & Families	164	1.8%	512	5.6%	92	1.0%	160	1.7%	6,532	70.9%	609	6.6%	1,148	12.5%
L1 - Corporate & Customer Services	114	1.1%	121	1.2%	34	0.3%	90	0.9%	7,723	77.1%	208	2.1%	1,722	17.2%
L1 - Corporate Development	42	2.0%	12	0.6%	6	0.3%	43	2.0%	1,640	76.4%	57	2.7%	348	16.2%
L1 - Economy Localities & Ph	12	0.9%	5	0.4%	5	0.4%	6	0.4%	1,015	74.4%	22	1.6%	299	21.9%
L1 - Education	8	0.4%	<5	n/a	<5	n/a	11	0.5%	1,555	72.7%	35	1.6%	525	24.5%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	452	78.5%	19	3.3%	101	17.5%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	248	89.5%	<5	n/a	29	10.5%

	<b>Disabled</b>		Disability				<b>Gender</b>		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	1,186	5.5%	17,044	79.0%	3,338	15.5%	6,417	29.8%	13,064	60.6%	2,087	9.7%
L1 - Adult Social Care	136	5.0%	2,055	76.1%	508	18.8%	694	25.7%	1,686	62.5%	319	11.8%
L1 - Children & Families	186	4.0%	3,526	76.2%	917	19.8%	785	17.0%	3,228	69.7%	616	13.3%
L1 - Corporate & Customer Services	611	7.0%	7,061	80.3%	1,118	12.7%	2,876	32.7%	5,258	59.8%	656	7.5%
L1 - Corporate Development	58	4.3%	1,012	75.7%	267	20.0%	576	43.1%	573	42.9%	188	14.1%
L1 - Economy Localities & Ph	77	5.6%	1,151	83.6%	148	10.8%	569	41.4%	722	52.5%	85	6.2%
L1 - Education	92	5.0%	1,523	82.7%	226	12.3%	378	20.5%	1,332	72.4%	131	7.1%
L1 - Infrastructure & Environment	16	2.1%	617	80.9%	130	17.0%	495	64.9%	193	25.3%	75	9.8%
L1 - Organisation Development & People	10	7.5%	99	74.4%	24	18.0%	44	33.1%	72	54.1%	17	12.8%

	<b>Age</b>						Age							
	16-19		20-24		25-34		35-49		50-64		65+		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	915	4.2%	3,549	16.5%	5,240	24.3%	5,700	26.4%	3,366	15.6%	113	0.5%	2,685	12.4%
L1 - Adult Social Care	40	1.5%	308	11.4%	603	22.3%	896	33.2%	460	17.0%	8	0.3%	384	14.2%
L1 - Children & Families	40	0.9%	654	14.1%	1,301	28.1%	1,380	29.8%	520	11.2%	10	0.2%	724	15.6%
L1 - Corporate & Customer Services	744	8.5%	1,722	19.6%	2,011	22.9%	1,955	22.2%	1,413	16.1%	39	0.4%	906	10.3%
L1 - Corporate Development	21	1.6%	196	14.7%	372	27.8%	350	26.2%	161	12.0%	<5	n/a	233	17.4%
L1 - Economy Localities & Ph	41	3.0%	239	17.4%	336	24.4%	367	26.7%	270	19.6%	8	0.6%	115	8.4%
L1 - Education	23	1.2%	356	19.3%	486	26.4%	499	27.1%	261	14.2%	14	0.8%	202	11.0%
L1 - Infrastructure & Environment	6	0.8%	67	8.8%	108	14.2%	203	26.6%	251	32.9%	30	3.9%	98	12.8%
L1 - Organisation Development & People	<5	n/a	7	5.3%	23	17.3%	50	37.6%	30	22.6%	<5	n/a	23	17.3%



Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	5,376	24.9%	13,281	61.6%	2,911	13.5%
L1 - Adult Social Care	972	36.0%	1,275	47.2%	452	16.7%
L1 - Children & Families	1,357	29.3%	2,435	52.6%	837	18.1%
L1 - Corporate & Customer Services	1,931	22.0%	5,928	67.4%	931	10.6%
L1 - Corporate Development	307	23.0%	774	57.9%	256	19.1%
L1 - Economy Localities & Ph	256	18.6%	996	72.4%	124	9.0%
L1 - Education	400	21.7%	1,256	68.2%	185	10.0%
L1 - Infrastructure & Environment	127	16.6%	532	69.7%	104	13.6%
L1 - Organisation Development & People	26	19.5%	85	63.9%	22	16.5%

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	1,066	4.9%	1,918	8.9%	188	0.9%	626	2.9%	13,281	61.6%	1,578	7.3%	2,911	13.5%
L1 - Adult Social Care	120	4.4%	487	18.0%	40	1.5%	102	3.8%	1,275	47.2%	223	8.3%	452	16.7%
L1 - Children & Families	127	2.7%	645	13.9%	38	0.8%	129	2.8%	2,435	52.6%	418	9.0%	837	18.1%
L1 - Corporate & Customer Services	583	6.6%	495	5.6%	74	0.8%	233	2.7%	5,928	67.4%	546	6.2%	931	10.6%
L1 - Corporate Development	76	5.7%	92	6.9%	11	0.8%	41	3.1%	774	57.9%	87	6.5%	256	19.1%
L1 - Economy Localities & Ph	49	3.6%	48	3.5%	9	0.7%	41	3.0%	996	72.4%	109	7.9%	124	9.0%
L1 - Education	78	4.2%	109	5.9%	10	0.5%	68	3.7%	1,256	68.2%	135	7.3%	185	10.0%
L1 - Infrastructure & Environment	26	3.4%	35	4.6%	6	0.8%	10	1.3%	532	69.7%	50	6.6%	104	13.6%
L1 - Organisation Development & People	7	5.3%	7	5.3%	<5	n/a	<5	n/a	85	63.9%	10	7.5%	22	16.5%

	Disabled		Disability				Gender		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	305	5.3%	3,972	68.5%	1,525	26.3%	1,362	23.5%	3,426	59.0%	1,014	17.5%
L1 - Adult Social Care	34	4.3%	488	62.4%	260	33.2%	146	18.7%	468	59.8%	168	21.5%
L1 - Children & Families	42	3.3%	760	60.4%	457	36.3%	136	10.8%	802	63.7%	321	25.5%
L1 - Corporate & Customer Services	168	7.0%	1,744	72.9%	479	20.0%	620	25.9%	1,453	60.8%	318	13.3%
L1 - Corporate Development	22	5.7%	241	62.3%	124	32.0%	161	41.6%	154	39.8%	72	18.6%
L1 - Economy Localities & Ph	10	4.2%	183	76.6%	46	19.2%	59	24.7%	153	64.0%	27	11.3%
L1 - Education	23	4.9%	349	74.1%	99	21.0%	89	18.9%	314	66.7%	68	14.4%
L1 - Infrastructure & Environment	<5	n/a	193	76.3%	56	22.1%	146	57.7%	70	27.7%	37	14.6%
L1 - Organisation Development & People	<5	n/a	14	70.0%	<5	n/a	5	25.0%	12	60.0%	<5	n/a

	Age		20-24		25-34		35-49		50-64		65+		Undisclosed	
	16-19		20-24		25-34		35-49		50-64		65+		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	256	4.4%	729	12.6%	1,220	21.0%	1,547	26.7%	889	15.3%	31	0.5%	1,130	19.5%
L1 - Adult Social Care	18	2.3%	61	7.8%	149	19.1%	260	33.2%	112	14.3%	<5	n/a	181	23.1%
L1 - Children & Families	<5	n/a	116	9.2%	277	22.0%	381	30.3%	137	10.9%	5	0.4%	341	27.1%
L1 - Corporate & Customer Services	214	9.0%	400	16.7%	511	21.4%	516	21.6%	382	16.0%	<5	n/a	365	15.3%
L1 - Corporate Development	14	3.6%	41	10.6%	93	24.0%	106	27.4%	44	11.4%	<5	n/a	89	23.0%
L1 - Economy Localities & Ph	<5	n/a	38	15.9%	60	25.1%	70	29.3%	35	14.6%	<5	n/a	30	12.6%
L1 - Education	<5	n/a	56	11.9%	103	21.9%	145	30.8%	77	16.3%	6	1.3%	80	17.0%
L1 - Infrastructure & Environment	<5	n/a	17	6.7%	23	9.1%	66	26.1%	93	36.8%	13	5.1%	40	15.8%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	9	45.0%	<5	n/a	<5	n/a

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	982	16.9%	3,419	58.9%	1,401	24.1%
L1 - Adult Social Care	200	25.6%	343	43.9%	239	30.6%
L1 - Children & Families	248	19.7%	587	46.6%	424	33.7%
L1 - Corporate & Customer Services	362	15.1%	1,598	66.8%	431	18.0%
L1 - Corporate Development	64	16.5%	198	51.2%	125	32.3%
L1 - Economy Localities & Ph	19	7.9%	176	73.6%	44	18.4%
L1 - Education	66	14.0%	321	68.2%	84	17.8%
L1 - Infrastructure & Environment	22	8.7%	181	71.5%	50	19.8%
L1 - Organisation Development & People	<5	n/a	15	75.0%	<5	n/a

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	171	2.9%	355	6.1%	26	0.4%	113	1.9%	3,419	58.9%	317	5.5%	1,401	24.1%
L1 - Adult Social Care	21	2.7%	114	14.6%	5	0.6%	21	2.7%	343	43.9%	39	5.0%	239	30.6%
L1 - Children & Families	23	1.8%	120	9.5%	<5	n/a	21	1.7%	587	46.6%	80	6.4%	424	33.7%
L1 - Corporate & Customer Services	94	3.9%	79	3.3%	11	0.5%	43	1.8%	1,598	66.8%	135	5.6%	431	18.0%
L1 - Corporate Development	15	3.9%	17	4.4%	<5	n/a	9	2.3%	198	51.2%	20	5.2%	125	32.3%
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	<5	n/a	<5	n/a	176	73.6%	11	4.6%	44	18.4%
L1 - Education	13	2.8%	19	4.0%	<5	n/a	12	2.5%	321	68.2%	19	4.0%	84	17.8%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	181	71.5%	12	4.7%	50	19.8%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	15	75.0%	<5	n/a	<5	n/a

	<b>Disabled</b>		Disability				<b>Gender</b>		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	68	3.6%	1,100	58.9%	699	37.4%	385	20.6%	1,071	57.4%	411	22.0%
L1 - Adult Social Care	10	3.1%	175	54.3%	137	42.5%	58	18.0%	186	57.8%	78	24.2%
L1 - Children & Families	8	2.1%	194	50.4%	183	47.5%	37	9.6%	234	60.8%	114	29.6%
L1 - Corporate & Customer Services	34	4.6%	474	64.8%	224	30.6%	148	20.2%	443	60.5%	141	19.3%
L1 - Corporate Development	<5	n/a	70	51.5%	64	47.1%	54	39.7%	54	39.7%	28	20.6%
L1 - Economy Localities & Ph	<5	n/a	42	61.8%	25	36.8%	18	26.5%	39	57.4%	11	16.2%
L1 - Education	11	7.7%	93	65.5%	38	26.8%	29	20.4%	89	62.7%	24	16.9%
L1 - Infrastructure & Environment	<5	n/a	49	65.3%	25	33.3%	39	52.0%	23	30.7%	13	17.3%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

	<b>Age</b>		16-19		20-24		25-34		35-49		50-64		65+		Undisclosed	
	Age		16-19		20-24		25-34		35-49		50-64		65+		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	100	5.4%	227	12.2%	362	19.4%	483	25.9%	257	13.8%	14	0.7%	424	22.7%		
L1 - Adult Social Care	8	2.5%	31	9.6%	56	17.4%	109	33.9%	38	11.8%	<5	n/a	80	24.8%		
L1 - Children & Families	<5	n/a	42	10.9%	91	23.6%	108	28.1%	28	7.3%	<5	n/a	113	29.4%		
L1 - Corporate & Customer Services	76	10.4%	109	14.9%	132	18.0%	155	21.2%	106	14.5%	<5	n/a	153	20.9%		
L1 - Corporate Development	11	8.1%	16	11.8%	33	24.3%	31	22.8%	14	10.3%	<5	n/a	31	22.8%		
L1 - Economy Localities & Ph	<5	n/a	11	16.2%	13	19.1%	15	22.1%	18	26.5%	<5	n/a	7	10.3%		
L1 - Education	<5	n/a	11	7.7%	32	22.5%	43	30.3%	25	17.6%	<5	n/a	25	17.6%		
L1 - Infrastructure & Environment	<5	n/a	7	9.3%	<5	n/a	20	26.7%	26	34.7%	<5	n/a	13	17.3%		
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a		

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	215	11.5%	985	52.8%	667	35.7%
L1 - Adult Social Care	63	19.6%	128	39.8%	131	40.7%
L1 - Children & Families	54	14.0%	157	40.8%	174	45.2%
L1 - Corporate & Customer Services	70	9.6%	447	61.1%	215	29.4%
L1 - Corporate Development	9	6.6%	62	45.6%	65	47.8%
L1 - Economy Localities & Ph	<5	n/a	41	60.3%	26	38.2%
L1 - Education	16	11.3%	94	66.2%	32	22.5%
L1 - Infrastructure & Environment	<5	n/a	52	69.3%	21	28.0%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	40	2.1%	84	4.5%	7	0.4%	28	1.5%	985	52.8%	56	3.0%	667	35.7%
L1 - Adult Social Care	9	2.8%	40	12.4%	<5	n/a	7	2.2%	128	39.8%	6	1.9%	131	40.7%
L1 - Children & Families	5	1.3%	22	5.7%	<5	n/a	7	1.8%	157	40.8%	20	5.2%	174	45.2%
L1 - Corporate & Customer Services	20	2.7%	15	2.0%	<5	n/a	10	1.4%	447	61.1%	22	3.0%	215	29.4%
L1 - Corporate Development	<5	n/a	<5	n/a	<5	n/a	<5	n/a	62	45.6%	<5	n/a	65	47.8%
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	<5	n/a	<5	n/a	41	60.3%	<5	n/a	26	38.2%
L1 - Education	<5	n/a	5	3.5%	<5	n/a	<5	n/a	94	66.2%	<5	n/a	32	22.5%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	52	69.3%	<5	n/a	21	28.0%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

	Disabled		Disability				Gender		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	305	25.7%	3,972	23.3%	1,525	45.7%	1,362	21.2%	3,426	26.2%	1,014	48.6%
L1 - Adult Social Care	34	25.0%	488	23.7%	260	51.2%	146	21.0%	468	27.8%	168	52.7%
L1 - Children & Families	42	22.6%	760	21.6%	457	49.8%	136	17.3%	802	24.8%	321	52.1%
L1 - Corporate & Customer Services	168	27.5%	1,744	24.7%	479	42.8%	620	21.6%	1,453	27.6%	318	48.5%
L1 - Corporate Development	22	37.9%	241	23.8%	124	46.4%	161	28.0%	154	26.9%	72	38.3%
L1 - Economy Localities & Ph	10	13.0%	183	15.9%	46	31.1%	59	10.4%	153	21.2%	27	31.8%
L1 - Education	23	25.0%	349	22.9%	99	43.8%	89	23.5%	314	23.6%	68	51.9%
L1 - Infrastructure & Environment	<5	n/a	193	31.3%	56	43.1%	146	29.5%	70	36.3%	37	49.3%
L1 - Organisation Development & People	<5	n/a	14	14.1%	<5	16.7%	5	11.4%	12	16.7%	<5	n/a

	Age				Age				Age					
	16-19		20-24		25-34		35-49		50-64		65+		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	256	28.0%	729	20.5%	1,220	23.3%	1,547	27.1%	889	26.4%	31	27.4%	1,130	42.1%
L1 - Adult Social Care	18	45.0%	61	19.8%	149	24.7%	260	29.0%	112	24.3%	<5	n/a	181	47.1%
L1 - Children & Families	<5	n/a	116	17.7%	277	21.3%	381	27.6%	137	26.3%	5	50.0%	341	47.1%
L1 - Corporate & Customer Services	214	28.8%	400	23.2%	511	25.4%	516	26.4%	382	27.0%	<5	n/a	365	40.3%
L1 - Corporate Development	14	66.7%	41	20.9%	93	25.0%	106	30.3%	44	27.3%	<5	n/a	89	38.2%
L1 - Economy Localities & Ph	<5	n/a	38	15.9%	60	17.9%	70	19.1%	35	13.0%	<5	n/a	30	26.1%
L1 - Education	<5	n/a	56	15.7%	103	21.2%	145	29.1%	77	29.5%	6	42.9%	80	39.6%
L1 - Infrastructure & Environment	<5	n/a	17	25.4%	23	21.3%	66	32.5%	93	37.1%	13	43.3%	40	40.8%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	9	30.0%	<5	n/a	<5	n/a

Notes:

Reading across the table, the percentage of applicants who were shortlisted - for example 25.7% of the total number of disabled job applicants were shortlisted, and 23.3% of all non-disabled applicants were shortlisted.

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	982	18.3%	3,419	25.7%	1,401	48.1%
L1 - Adult Social Care	200	20.6%	343	26.9%	239	52.9%
L1 - Children & Families	248	18.3%	587	24.1%	424	50.7%
L1 - Corporate & Customer Services	362	18.7%	1,598	27.0%	431	46.3%
L1 - Corporate Development	64	20.8%	198	25.6%	125	48.8%
L1 - Economy Localities & Ph	19	7.4%	176	17.7%	44	35.5%
L1 - Education	66	16.5%	321	25.6%	84	45.4%
L1 - Infrastructure & Environment	22	17.3%	181	34.0%	50	48.1%
L1 - Organisation Development & People	<5	n/a	15	17.6%	<5	n/a

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	171	16.0%	355	18.5%	26	13.8%	113	18.1%	3,419	25.7%	317	20.1%	1,401	48.1%
L1 - Adult Social Care	21	17.5%	114	23.4%	5	12.5%	21	20.6%	343	26.9%	39	17.5%	239	52.9%
L1 - Children & Families	23	18.1%	120	18.6%	<5	n/a	21	16.3%	587	24.1%	80	19.1%	424	50.7%
L1 - Corporate & Customer Services	94	16.1%	79	16.0%	11	14.9%	43	18.5%	1,598	27.0%	135	24.7%	431	46.3%
L1 - Corporate Development	15	19.7%	17	18.5%	<5	n/a	9	22.0%	198	25.6%	20	23.0%	125	48.8%
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	<5	n/a	<5	n/a	176	17.7%	11	10.1%	44	35.5%
L1 - Education	13	16.7%	19	17.4%	<5	n/a	12	17.6%	321	25.6%	19	14.1%	84	45.4%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	181	34.0%	12	24.0%	50	48.1%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	15	17.6%	<5	n/a	<5	n/a

Notes:

Reading across the table, the percentage of applicants who were shortlisted - for example 25.7% of the total number of disabled job applicants were shortlisted, and 23.3% of all non-disabled applicants were shortlisted.

	<b>Disabled</b>		Disability				<b>Gender</b>		Gender			
	Disabled		Not Disabled		Undisclosed		Male		Female		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	68	22.3%	1,100	27.7%	699	45.8%	385	31.3%	1,071	28.3%	411	40.5%
L1 - Adult Social Care	10	29.4%	175	35.9%	137	52.7%	58	39.7%	186	39.7%	78	46.4%
L1 - Children & Families	8	19.0%	194	25.5%	183	40.0%	37	29.2%	234	27.2%	114	35.5%
L1 - Corporate & Customer Services	34	20.2%	474	27.2%	224	46.8%	148	30.5%	443	23.9%	141	44.3%
L1 - Corporate Development	<5	n/a	70	29.0%	64	51.6%	54	35.1%	54	33.5%	28	38.9%
L1 - Economy Localities & Ph	<5	n/a	42	23.0%	25	54.3%	18	25.5%	39	30.5%	11	40.7%
L1 - Education	11	47.8%	93	26.6%	38	38.4%	29	28.3%	89	32.6%	24	35.3%
L1 - Infrastructure & Environment	<5	n/a	49	25.4%	25	44.6%	39	32.9%	23	26.7%	13	35.1%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

	<b>Age</b>						Age							
	16-19		20-24		25-34		35-49		50-64		65+		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	100	39.1%	227	31.1%	362	29.7%	483	31.2%	257	28.9%	14	45.2%	424	37.5%
L1 - Adult Social Care	8	44.4%	31	50.8%	56	37.6%	109	41.9%	38	33.9%	<5	n/a	80	44.2%
L1 - Children & Families	<5	n/a	42	36.2%	91	32.9%	108	28.3%	28	20.4%	<5	n/a	113	33.1%
L1 - Corporate & Customer Services	76	35.5%	109	27.3%	132	25.8%	155	30.0%	106	27.7%	<5	n/a	153	41.9%
L1 - Corporate Development	11	78.6%	16	39.0%	33	35.5%	31	29.2%	14	31.8%	<5	n/a	31	34.8%
L1 - Economy Localities & Ph	<5	n/a	11	28.9%	13	21.7%	15	21.4%	18	51.4%	<5	n/a	7	23.3%
L1 - Education	<5	n/a	11	19.6%	32	31.1%	43	29.7%	25	32.5%	<5	n/a	25	31.3%
L1 - Infrastructure & Environment	<5	n/a	7	41.2%	<5	n/a	20	30.3%	26	28.0%	<5	n/a	13	32.5%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

Notes:

Reading across the table, the percentage of shortlisted applicants who were offered a role - for example 31.3% of the total number of males applicants shortlisted were offered a role, and 28.3% of female applicants shortlisted were offered a role.



Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	215	21.9%	985	28.8%	667	47.6%
L1 - Adult Social Care	63	31.5%	128	37.3%	131	54.8%
L1 - Children & Families	54	21.8%	157	26.7%	174	41.0%
L1 - Corporate & Customer Services	70	19.3%	447	28.0%	215	49.9%
L1 - Corporate Development	9	14.1%	62	31.3%	65	52.0%
L1 - Economy Localities & Ph	<5	n/a	41	23.3%	26	59.1%
L1 - Education	16	24.2%	94	29.3%	32	38.1%
L1 - Infrastructure & Environment	<5	n/a	52	28.7%	21	42.0%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
<b>Essex County Council</b>	40	23.4%	84	23.7%	7	26.9%	28	24.8%	985	28.8%	56	17.7%	667	47.6%
L1 - Adult Social Care	9	42.9%	40	35.1%	<5	n/a	7	33.3%	128	37.3%	6	15.4%	131	54.8%
L1 - Children & Families	5	21.7%	22	18.3%	<5	n/a	7	33.3%	157	26.7%	20	25.0%	174	41.0%
L1 - Corporate & Customer Services	20	21.3%	15	19.0%	<5	n/a	10	23.3%	447	28.0%	22	16.3%	215	49.9%
L1 - Corporate Development	<5	n/a	<5	n/a	<5	n/a	<5	n/a	62	31.3%	<5	n/a	65	52.0%
L1 - Economy Localities & Ph	<5	n/a	<5	n/a	<5	n/a	<5	n/a	41	23.3%	<5	n/a	26	59.1%
L1 - Education	<5	n/a	5	26.3%	<5	n/a	<5	n/a	94	29.3%	<5	n/a	32	38.1%
L1 - Infrastructure & Environment	<5	n/a	<5	n/a	<5	n/a	<5	n/a	52	28.7%	<5	n/a	21	42.0%
L1 - Organisation Development & People	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a

Notes:

Reading across the table, the percentage of shortlisted applicants who were offered a role - for example 31.3% of the total number of males applicants shortlisted were offered a role, and 28.3% of female applicants shortlisted were offered a role.

	<b>Disabled</b>						<b>Gender</b>					
	Disabled		Disability		Undisclosed		Male		Female		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Promotion Rates	8	3.3%	217	89.3%	18	7.4%	56	23.0%	187	77.0%	<10	n/a
Maternity Return Rates	7	87.5%	273	95.1%	33	91.7%	<5	n/a	313	94.6%	<10	n/a
Disciplinary Cases	6	7.5%	56	70.0%	18	22.5%	38	47.5%	42	52.5%	0	0.0%
Grievance Cases	<5	n/a	32	86.5%	<5	n/a	10	27.0%	27	73.0%	0	0.0%
Disability Related Sickness Return Rates	49	98.0%	100	97.1%	25	100.0%	38	95.0%	38	95.0%	136	98.6%

	<b>Age</b>						<b>Age</b>							
	16-19		20-24		25-34		35-49		50-64		65+		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Promotion Rates	<5	n/a	19	7.8%	79	32.5%	99	40.7%	44	18.1%	<5	n/a	<10	n/a
Maternity Return Rates	<5	n/a	<5	n/a	189	93.6%	120	96.0%	<5	n/a	<5	n/a	<10	n/a
Disciplinary Cases	<5	n/a	5	6.3%	9	11.3%	20	25.0%	43	53.8%	<5	n/a	0	0.0%
Grievance Cases	<5	n/a	<5	n/a	<5	n/a	17	45.9%	15	40.5%	<5	n/a	0	0.0%
Disability Related Sickness Return Rates	<5	n/a	7	100.0%	25	100.0%	83	97.6%	56	100.0%	<5	n/a	0	0.0%

**Notes:**

- Promotion Rates Reading across the table, this shows the number and percentage of employees who were promoted between April 2016 and March 2017 - for example 217 not disabled or 89.3% of all promoted were not disabled employees. Only employees in post in April 2016 and March 2017 included, Secondments and acting up are excluded, non standard terms and conditions excluded.
- Maternity Return Rates Reading across the table, this shows the number and percentage of employees who returned from maternity leave - for example 273 not disabled or 95.1% of not disabled employees returned from maternity leave
- Disciplinary Cases This table shows the percentage of employees who were involved in a disciplinary case - for example 70.0% of the total number of cases involved not disabled employees
- Grievance Cases This table shows the percentage of employees who were involved in a grievance case - for example 27.0% of the total number of cases involved male employees, and 73.0% involved female employees.
- Disability Return Rates Reading across the table, this shows the number and percentage of employees who returned from disability related absence - for example 49 disabled or 98.0% of disabled employees returned from their most recent disability related absence.

Ethnicity	Ethnicity					
	BME		Non BME		Undisclosed	
	No.s	%	No.s	%	No.s	%
Promotion Rates	28	11.5%	200	82.3%	15	6.2%
Maternity Return Rates	49	94.2%	250	95.1%	14	87.5%
Disciplinary Cases	14	17.5%	61	76.3%	5	6.3%
Grievance Cases	7	18.9%	26	70.3%	<5	n/a
Disability Related Sickness Return Rates	10	100.0%	150	97.4%	14	100.0%

Ethnicity Breakdown	Ethnicity													
	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%	No.s	%
Promotion Rates	6	2.5%	8	3.3%	<5	n/a	5	2.1%	200	82.3%	5	2.1%	15	6.2%
Maternity Return Rates	7	100.0%	13	100.0%	<5	n/a	7	100.0%	250	95.1%	18	90.0%	14	87.5%
Disciplinary Cases	<5	n/a	<5	n/a	<5	n/a	<5	n/a	61	76.3%	5	6.3%	5	6.3%
Grievance Cases	<5	n/a	<5	n/a	<5	n/a	<5	n/a	26	70.3%	<5	n/a	<5	n/a
Disability Related Sickness Return Rates	<5	n/a	6	100.0%	<5	n/a	<5	n/a	150	97.4%	<5	n/a	14	100.0%

Notes:

- Promotion Rates Reading across the table, this shows the number and percentage of employees who were promoted between April 2016 and March 2017 - for example 217 not disabled or 89.3% of all promoted were not disabled employees. Only employees in post in April 2016 and March 2017 included, Secondments and acting up are excluded, non standard terms and conditions excluded.
- Maternity Return Rates Reading across the table, this shows the number and percentage of employees who returned from maternity leave - for example 273 not disabled or 95.1% of not disabled employees returned from maternity leave
- Disciplinary Cases This table shows the percentage of employees who were involved in a disciplinary case - for example 70.0% of the total number of cases involved not disabled employees
- Grievance Cases This table shows the percentage of employees who were involved in a grievance case - for example 27.0% of the total number of cases involved male employees, and 73.0% involved female employees.
- Disability Return Rates Reading across the table, this shows the number and percentage of employees who returned from disability related absence - for example 49 disabled or 98.0% of disabled employees returned from their most recent disability related absence.

Indication of likely representation on Gender Identity

Data extracted from Employee Survey 2016 - ECC Level Only

Transgender - 0.4%

Not Transgender - 93.0%

Prefer not to say - 6.6%

This information is issued by  
**Essex County Council, Corporate and Customer Services.**

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