

Annual Workforce Diversity Report 2022-2023

April 2022–March 2023



Contents

- 4 Glossary of terms
- 7 Introduction
- 17 Annual Workforce Diversity Analysis 2022/23
- 28 Equality and Diversity Report our workforce numbers
- 34 Ethnicity
- 46 Age
- 52 Gender
- 57 Disability
- 62 Part time
- 67 Leavers
- 73 Leaving
- 77 Starters
- 83 Training
- 89 Recruitment
- 115 Additional data items

Glossary of terms

Items

Throughout Report

- All Data within this report excludes Schools
- All figures relate to Headcount unless FTE stated
- Percentage shows all Employees including undisclosed with the exception of pages 2 and 3
- Totals may be less than 100% due to confidentiality reasons where we have excluded groups of <5 (less than 5).

Ethnically Diverse

- Black and Minority Ethnic. The Ethnically Diverse group is made of all ethnic categories excluding White British.

White Other Ethnicity

- Includes the ethnic categories White Irish, White Other, White Gypsy/Irish Traveller.

FTE

- 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.

Part Time

- Is any employee with an FTE lower than 1.

Grade J - H

- Salary Range - £18,327 to £27,540.

Grade G & F

- Salary Range - £23,000 to £49,195.

Grade E & D

- Salary Range - £35,796 to £71,700.

Grade C+

- Salary Range - £64,904 to £198,875.

Other Grade

- 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.

Training Data

- Is number of training recipients, this means an employee is counted for each training programme attended.



Introduction

The Annual Workforce Diversity report looks back on the previous financial year. This report sets out our workforce analysis for 2022/23. 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 in diversity and fairness for all groups of employees. As part of this, creating an environment where staff bring their authentic self to work is important so we can truly embrace diversity of thought into development of our services.

We continued to engage with employees on equality diversity and inclusion within the workforce and to use a range of mechanisms to capture and address equality concerns.

These include:

- **Your Voice** employee survey in 2022, 82% of our staff said that they can be themselves at work. We will continue to track survey results for our next survey in 2024
- Staff Networks continue to grow, with increasing membership. We also continue to support the Network Leads to better understand intersectionality and promote wider inclusivity
- Claims of bullying or harassment will be investigated and managed via the resolution process with individuals supported to access our confidential Employee Assistance Programme

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 The People Service Centre is able to supply it. Training, guides, and policies include:

- Code of Conduct and values and behaviours, Equality, Diversity and Inclusion Strategy and Standards
- Equality, Diversity and Inclusion pages, Network group information, Diversity and Equality in employment policy and guides on topics such as making reasonable adjustments and 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
- Mandatory module on our responsibilities for Equality, Diversity, and Inclusion

Following on from our external equalities and diversity review in 2021, we have recruited a dedicated Equality Diversity and Inclusion Lead in 2022 to oversee the implementation of the recommendations and to build a strong foundation where inclusion and diversity is embedded within every function.

Some of our key progress to date includes:

- We developed monthly Functional and quarterly Corporate Leadership Team workforce packs. Each pack contains sections dedicated to ED&I, bringing consistent and constant visibility of ED&I metrics to Functions and CLT. These packs provide an overview of the workforce profiles and offer insight into recruitment and turnover. The packs are being further enhanced with Employee survey data from Autumn 2024, combining metrics with qualitative insights into the employee experience.
- We continue to highlight the importance of disclosing diversity data through our communications channels and staff surveys. This will include working with our employee networks to promote and highlight the benefits of having richer workforce data to help identify future interventions.



- Working in collaboration with our Employee Staff Networks, we developed an ECC Diversity Calander. The purpose of the Diversity Calander is to highlight both activities that the Networks will focus on during the year and to encourage participation from the wider workforce in educational EDI webinars.
- Co-designed EDI webinars with over 800 staff attending at least one of the webinars. The webinars focused on educating the wider workforce on the business imperative of EDI, individual and collective responsibility and bring key examples of good practice within ECC to learn and encourage cross-fertilization of EDI practices.
- The Women in Leadership programme starts in May 2023, with two cohorts of 10 women from across the organisation. The 18-month programme will complete in November 2024. We have completed 3 out of the 5 modules and started Module 4 (Developing Strategy and Innovation) in April 2024 – continuing with

a blend of online and in-person sessions. **84%** of respondents said that they would recommend the programme to colleagues A metric that the programme will support is to increase the number of women in Senior Leadership level **from 56% to 62%**

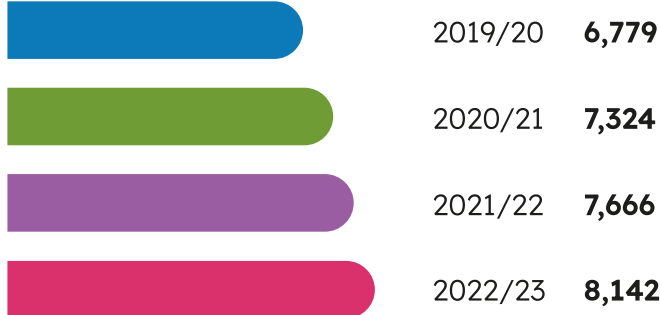
- Our resourcing team continue to make advancements in making our recruitment and selection process more inclusive. This includes using software technology Broadbean to filter gender biases in our job adverts and piloting of diverse interview panels for senior positions. This is currently being piloted in Adults Services and the Sustainable Growth teams with a view to expand this across other functions. We are also developing recruitment training for panellists to include awareness of diversity and biases.
- Our Workforce Ambassadors programme continues to grow with our functions now actively participating in this.

The yearly summary trend graphs are shown below

ECC Headcount 2019 to 2023

Year on year comparison

The headcount increase is attributed to reduction in contingent workers, with positions now filled by permanent employees and the TUPE into ECC of recycling centre employees from Veolia in April 22.

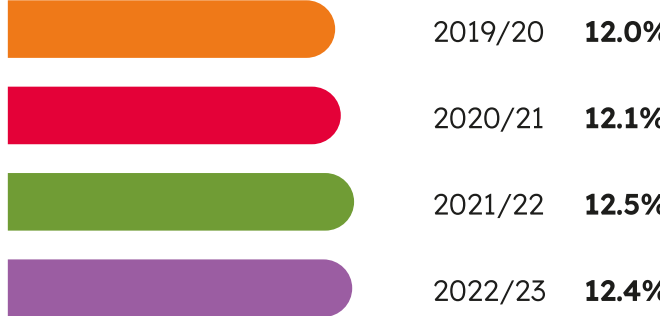


Ethnicity

Ethnically diverse workforce 2019 to 2023

Year on year comparison

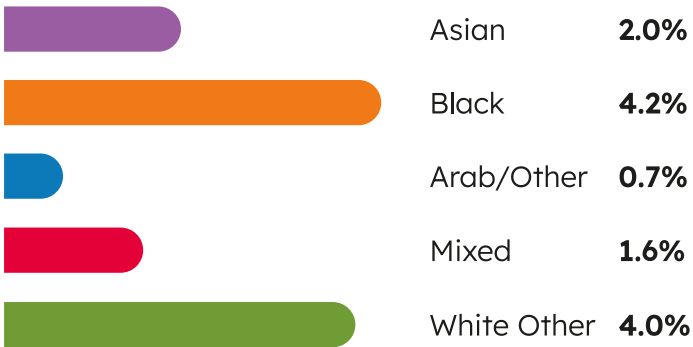
Ethnically Diverse % - small decrease of 0.1% compared to previous year.



Ethnicity

Ethnically diverse profile 2023

No significant changes to the profile compared to 2022.

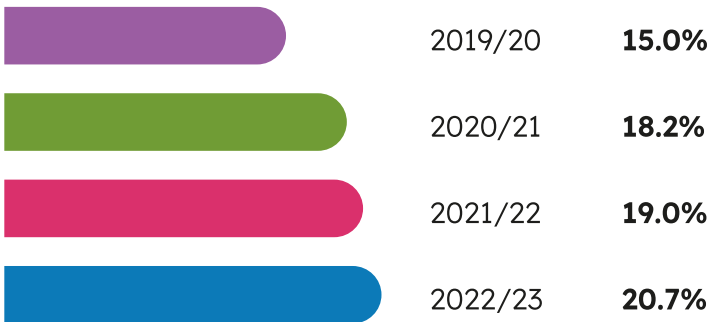


Ethnicity

Undisclosed ethnicity

Year on year

Undisclosed now 20.7%, an increase of 1.7% compared to 2021/22.

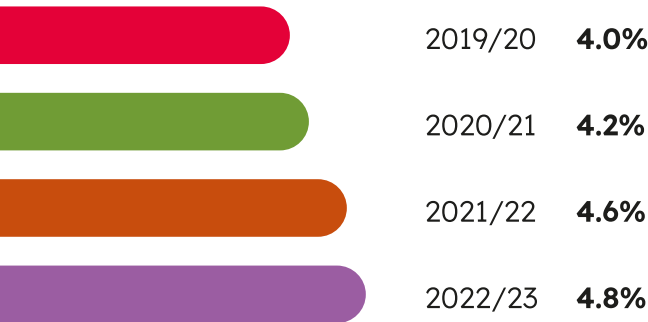


Disability

Disabled workforce 2019 to 2023

Year on year comparison

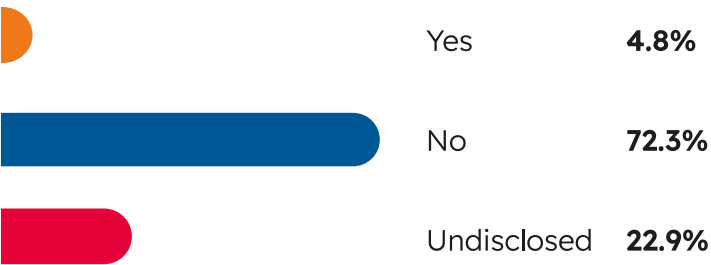
Disabled workforce increased by 0.2% to 4.8%



Disability

Disabled profile 2023

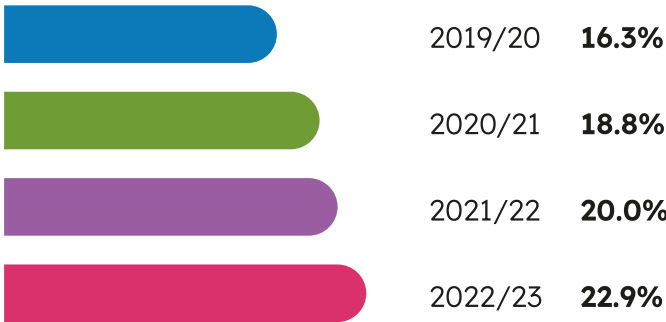
Undisclosed increased 2.9%.



Disability
Undisclosed disability

Year on year comparison

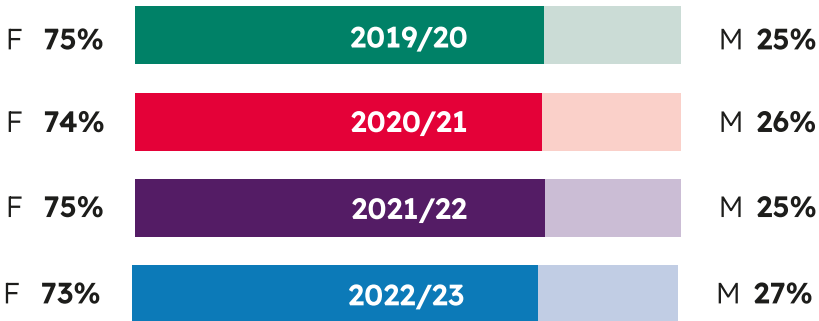
The proportion of our employees who have not declared a disability continues to increase, **increasing to 22.9%.**



Gender profile 2019 to 2023

Year on year comparison

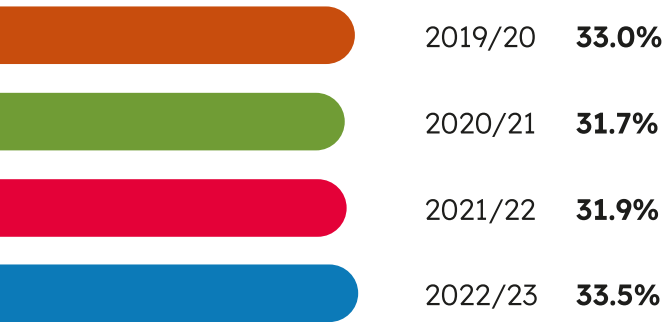
Slight change to the workforce profile, male workforce is **now 27%**, this is attributed to the TUPE into ECC of Recycling Centres.



Part time workforce 2019 to 2023

Year on year comparison

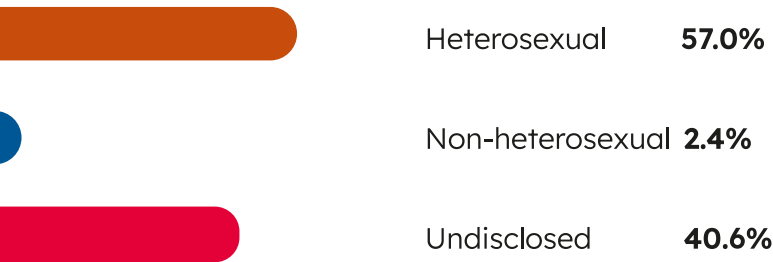
Increase of 1.6% in part time employees compared to 2022.



Sexual orientation

Sexual orientation profile 2023

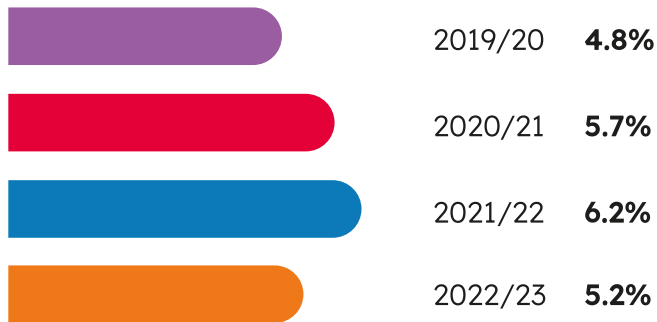
Non-heterosexual **increased from 1.7% to 2.4%.**



Under 25 profile 2019 to 2023

Year on year comparison and age profile 2023

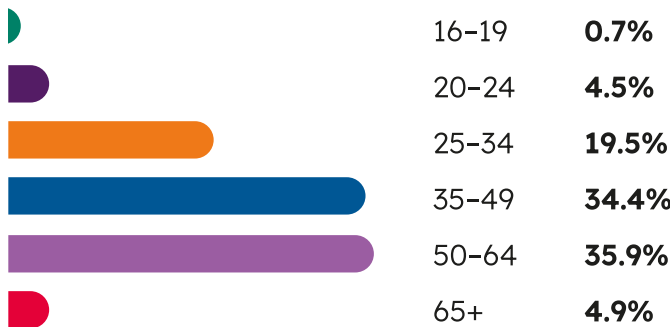
Under 25s **decreased by 1.0%.**



Workforce age profile 2023

17% of new starters are under 25. **31.5% of new starters were aged 35 – 49**, consistently representing our biggest group of new joiners.

14.2% of leavers were under 25.



Annual Workforce Diversity Analysis 2022/23

Ethnicity

Overall, as stated, the Ethnically Diverse employee percentage decreased marginally (0.1%). The workforce has 12.4% Ethnically Diverse employees, which broadly reflects the composition of the Essex economically active population (14.8%).

The number of White Other employees was largely static at 4.0% of the workforce. The biggest changes were our Black workforce reducing from 4.6% to 4.2% and our Asian workforce increasing from 1.6% to 2.0%. The number of blank (undisclosed) ethnicity records continues to increase, meaning ethnicity was unknown for 20.7% of the ECC workforce, this continues a 5 year upward trend.

26% of the 1178 who left ECC were employees whose ethnicity was unknown. 193 16.4% of leavers were Ethnically Diverse employees, slightly higher than the overall workforce profile. 7.6% of leavers were black, the highest diverse group, this is 3.4% higher than the workforce profile and higher than 21/22.

41.3% of new employees chose not to disclose their ethnicity. However, among those who did, 15.5% (219) identified as coming from ethnically diverse backgrounds. 20.9% of new employees in Children and Families were Ethnically Diverse. In Climate Environment & Customer Services department the new starters rate was 5.3%.

ED&I strategy actions to support a thriving ethnically diverse workforce

- Reviewing our Ethnicity Pay Gap internally following guidance as set out by Government
- We continue to highlight the importance of disclosing diversity data through our communications channels and staff surveys. This will include working with our employee networks to promote and highlight the benefits of having richer workforce data to help identify future interventions

Disability

The percentage of employees with blank records regarding disability is now one fifth of the workforce, continuing the upward trend, increasing to 20%. The percentage of employees identifying as disabled increased by 0.2% to 4.8%, with a numerical increase of 35 people. 6.4% of the People and Transformation function is recorded as having a disability, the highest Function, this compares to Climate Environment and Customer Services 4.0%.

4.2% of new starters identified as having a disability, this contrasts to 3.5% of leavers. The percentage of new starters not declaring a disability status, whilst is very high at 48.7%. 6.3% of applicants were recorded as having a disability, same level as 21/22.

75% of the workforce declaring a disability is graded F-J. There has been an increase in those grade C+ (our senior grades), increasing from 2% to 2.6%.

- Supporting the Ethnically Diverse Employee Network (EDEN) to grow in membership through activities such career talks by ECC staff and collective engagement on national recognised activities
- We have started using Diverse Job Boards where we have seen an increase in ethnically diverse candidates applying for roles
- To support our EDI action plan, we have started piloting diverse interview panels in Adult Care Services and Sustainable Growth with interview panellists on the pilot having gone through inclusive recruitment training. Following review of the pilots we will consider broadening out this programme

ED&I strategy actions to address disability gaps in employment and recruitment process

- We continue to highlight the importance of disclosing diversity data through our communications channels and staff surveys. This will include working with our employee networks to promote and highlight the benefits of having richer workforce data to help identify future interventions
- We have revised our template on workplace adjustment passport to include guidance for managers in how to carry out inclusive and supportive discussions
- We have set up an access to work working group. To date, we have mapped and analysed how access to work is utilised, focusing on improvements to the user journey
- As a Disability Confident Leader we ensure that candidates are provided reasonable adjustments and supported throughout the employee lifecycle

Gender

Our workforce gender balance has seen an increase in the male workforce, the largest increase in 12 years, partly attributable to the TUPE of workforce from Veolia, the male workforce is now 26.9%, female 73.1%. At the most senior grades (Grade C and above) the ratio decreased compared to 21/22, dropping from 54.4% to 52.6%, although in numbers there was actually an increase from 92 to 101 females, the male workforce increased from 77 to 91.

ED&I strategy actions to support gender balance

- Though our gender pay gap reporting for 2022/23 has seen a slight widening of both the mean and median between women and men, our current trend analysis shows a narrowing of the pay gap
- Monitoring of Gender profile through CLT performance packs

Age

Workforce age again remains largely static, with no significant changes in any of the age groups.

17% of new starters were aged 25 or under, a decrease proportionally when compared with the previous year (24%). 35-49 remains the largest starter group, 32% of starters in this age group.

ED&I strategy actions to support both younger people to stay

- Engagement with the Young Peoples Network in the creation of our diversity calendar
- A number of services have signed up and participating in the 10,000 Black interns programme
- In 2024, we will scope a mentoring and coaching programme that will benefit all functions in the council

Religion and Belief

The disclosure rate is now at 61.3%. No religion is the highest group at 30%.

ED&I strategy actions to raise awareness of religious and non-faith based beliefs

- Our newly formed interfaith employee network will be a platform for where faith groups (and non-faith) can share and collaborate

Sexual Orientation

The declaration rate continues to increase, increasing 5% to 58% this year. 1.8% identify as Gay/Lesbian/Bisexual/Other, same as 21/22.

ED&I strategy actions to support LGBTQ+ employees

- We continue to support Essex Pride by flying the Rainbow Flag at council sites. In 2023, we raised the Rainbow Flag for the whole month of Pride
- Following on from the launch of our ECC Rainbow lanyard and pledge to being an ally, over 300 staff have requested the lanyard

Gender Identity

Is now recorded during the application process and integrated to My Oracle where existing employees can now update their records. The completion rates currently remain too low to analyse.

ED&I strategy actions to support Gender Identity

- Monitor disclosure rates on My Oracle and carry out targeted communications and raise awareness with staff who identify as non-binary or gender fluid

Training

Training is recorded using the Corporate Training solution Cornerstone. Every instance of training, whether online course, webinar, employee roadshows are counted as a training instance, over 79,000 training instances were included in the analysis. The profile of training follows closely to the ECC workforce profile. Those under 25 being the only group with a slightly higher proportion of training at 7% versus the workforce profile of 5%.

ED&I strategy actions to support wider training

- As part of our review of our EDI learning we will be working with the employee networks in reviewing the current training on offer. First step will be in creating an EDI landing page to support signposting to relevant training material
- Developing new manager training on emotional and cultural intelligence and introducing a series of inclusive leadership training with senior leaders as part of the council’s wider leadership framework

Recruitment

Hiring managers don't receive any diversity information at any stage of the recruitment process.

Applications – Over 35% of applications were ethnically diverse, significantly higher than the economically active population (14.8%). Applications from Male continue to be lower than female, however, male applications was slightly higher than the workforce profile. Applicants under 25 represented 17% of the total applications, age 25-34 was the biggest applicant group. On average 15% of applicants chose to leave the diversity fields blank a 5% increase on the previous year.

Shortlisted – Across all diversity analysis, 'undisclosed' shortlisting rates were significantly higher at 40%, whilst high, this much improved on the 60% of the previous year. 39% of applicants recorded as having a disability were shortlisted, higher than applicants not recorded as having a disability 28%. Ethnically diverse

21%, was lower than White British 35% short listed. 25% of under 25 were shortlisted, 37% of the age 65+ were shortlisted.

Offered – the analysis includes all offers of employment, including those not accepted or ended in the applicant withdrawing. The analysis again shows a high proportion of 'undisclosed' being offered positions across all diversities, on average 73%. An internal review of processes is taking place to understand if processes are causing diversity data to disconnect from candidate records. 21% of shortlisted applicants recorded as having a disability were offered a role, this compares favourably with 28% offers for applicants not recorded as having a disability. The offer rates amongst the age groups were broadly similar, except 65+ which was 41% offer rate. There was some disparity in the ethnically diverse offer rate of 22% versus White British 29%, Asian the lowest offer rate at 20%.

ED&I strategy actions to inclusive recruitment and selection

- Hiring Manager Recruitment Training will include training for inclusive recruitment covering inclusive adverts; guaranteed job interview schemes; making reasonable adjustments during the recruitment process; the Equality Act 2010; objective interview techniques; potential bias awareness and tools to mitigate bias; and fair and objective scoring
- We have turned on the Broadbean (our job posting technology) gender bias filter which is our first step in improving the inclusivity of the language used in our adverts. We continue to work with the operational teams, embedding the full suite of inclusive language tools and implementing new advert templates into BAU
- We have now gone live with diversity jobs group job boards. In addition, the work on inclusive adverts is key as we know high profile platforms will reach the greatest diverse audience

Disciplinary and Grievance Cases

A case is counted at point of closure. In total 51 disciplinary cases were analysed. 23% of the total cases involved employees from ethnically diverse backgrounds, higher than the workforce profile, however this is 12% lower than the 35% of cases in the previous year. To understand the cases in more detail a further breakdown shown below.

	Asian	Black	Arab/Other	Mixed	White Other	White British	Undisclosed
Case	3.9%	5.9%	2.0%	2.0%	9.8%	45.1%	31.4%
Workforce	2.0%	4.2%	0.7%	1.6%	4.0%	66.8%	20.7%

Due to the low cases numbers, a single case is 2.0% of the case profile, this means for most diversity categories two cases will exceed the respective workforce profile.

In total 30 Grievance cases were analysed. Due to the low numbers, we are not presenting detailed information. However, the data closely aligns to the respective workforce profiles.

ED&I strategy actions to analyse disciplinary and grievance case actions

- Claims of bullying or harassment will be investigated and managed via the resolution process with individuals supported to access our confidential Employee Assistance Programme
- Building manager capability through training and learning of managing an inclusive workforce will help to support inclusive behaviours and increase cultural intelligence

The following Equality and Diversity report includes detailed breakdowns by each Essex County Council Function. In addition to detailed reporting of the items covered in the Headline Summary above the report also includes detailed reporting for:

- Training
- Recruitment
- Maternity Return Rates
- Disciplinary Cases
- Grievance Cases

Equality and Diversity Report

our workforce numbers



Employees by gender, ethnicity, disability, age and working pattern

	Headcount	FTE	Ethnically Diverse		Disabled		Male		Female		Part Time	
	No's	No's	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	8,142	6,711	1,013	12.4%	388	4.8%	2,189	26.9%	5,953	73.1%	2,730	33.5%
Adult Social Care	1,370	1,277	283	20.7%	76	5.5%	271	19.8%	1,099	80.2%	268	19.6%
Chief Executives Office	156	151	21	13.5%	7	4.5%	67	42.9%	89	57.1%	19	12.2%
Children & Families	1,557	1,465	262	16.8%	73	4.7%	199	12.8%	1,358	87.2%	272	17.5%
Climate Environment & Customer Services	1,637	1,075	112	6.8%	66	4.0%	666	40.7%	971	59.3%	936	57.2%
Corporate Services	1,238	1,150	145	11.7%	65	5.3%	331	26.7%	907	73.3%	264	21.3%
Economy Investment & Public Health	849	600	96	11.3%	37	4.4%	234	27.6%	615	72.4%	419	49.4%
Education	961	630	53	5.5%	40	4.2%	240	25.0%	721	75.0%	518	53.9%
People and Transformation	374	363	41	11.0%	24	6.4%	181	48.4%	193	51.6%	34	9.1%

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. Ethnically Diverse 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’.

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	%
Essex County Council	60	0.7%	369	4.5%	1,589	19.5%	2,800	34.4%	2,924	35.9%	400	4.9%
Adult Social Care	<5	n/a	43	3.1%	316	23.1%	502	36.6%	469	34.2%	38	2.8%
Chief Executives Office	<5	n/a	10	6.4%	44	28.2%	76	48.7%	25	16.0%	<5	n/a
Children & Families	<5	n/a	47	3.0%	384	24.7%	612	39.3%	482	31.0%	31	2.0%
Climate Environment & Customer Services	30	1.8%	83	5.1%	220	13.4%	421	25.7%	709	43.3%	174	10.6%
Corporate Services	21	1.7%	135	10.9%	269	21.7%	415	33.5%	364	29.4%	34	2.7%
Economy Investment & Public Health	<5	n/a	18	2.1%	129	15.2%	285	33.6%	358	42.2%	57	6.7%
Education	<5	n/a	17	1.8%	137	14.3%	328	34.1%	416	43.3%	61	6.3%
People and Transformation	<5	n/a	16	4.3%	90	24.1%	161	43.0%	101	27.0%	<5	n/a

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. Ethnically Diverse 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	%
Essex County Council	2,244	27.6%	338	4.2%	2,408	29.6%	3,152	38.7%
Adult Social Care	438	32.0%	67	4.9%	395	28.8%	470	34.3%
Chief Executives Office	37	23.7%	11	7.1%	62	39.7%	46	29.5%
Children & Families	444	28.5%	61	3.9%	469	30.1%	583	37.4%
Climate Environment & Customer Services	402	24.6%	48	2.9%	428	26.1%	759	46.4%
Corporate Services	316	25.5%	51	4.1%	403	32.6%	468	37.8%
Economy Investment & Public Health	243	28.6%	35	4.1%	282	33.2%	289	34.0%
Education	287	29.9%	43	4.5%	233	24.2%	398	41.4%
People and Transformation	77	20.6%	22	5.9%	136	36.4%	139	37.2%

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. Ethnically Diverse 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’.

Sexual orientation

	Heterosexual		Gay/Lesbian/Bisexual/Other		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	4,642	57.0%	197	2.4%	3,303	40.6%
Adult Social Care	848	61.9%	36	2.6%	486	35.5%
Chief Executives Office	101	64.7%	5	3.2%	50	32.1%
Children & Families	913	58.6%	33	2.1%	611	39.2%
Climate Environment & Customer Services	775	47.3%	44	2.7%	818	50.0%
Corporate Services	720	58.2%	31	2.5%	487	39.3%
Economy Investment & Public Health	533	62.8%	19	2.2%	297	35.0%
Education	524	54.5%	18	1.9%	419	43.6%
People and Transformation	228	61.0%	11	2.9%	135	36.1%

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. Ethnically Diverse 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

	Grade J - H		Grade H - F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	2,762	33.9%	2,726	33.5%	1,928	23.7%	192	2.4%	534	6.6%
Adult Social Care	445	32.5%	515	37.6%	380	27.7%	24	1.8%	6	0.4%
Chief Executives Office	<5	n/a	72	46.2%	71	45.5%	9	5.8%	<5	n/a
Children & Families	303	19.5%	658	42.3%	582	37.4%	14	0.9%	<5	n/a
Climate Environment & Customer Services	1,026	62.7%	320	19.5%	129	7.9%	19	1.2%	143	8.7%
Corporate Services	562	45.4%	361	29.2%	253	20.4%	52	4.2%	10	0.8%
Economy Investment & Public Health	200	23.6%	211	24.9%	193	22.7%	31	3.7%	214	25.2%
Education	195	20.3%	432	45.0%	160	16.6%	13	1.4%	161	16.8%
People and Transformation	27	7.2%	157	42.0%	160	42.8%	30	8.0%	<5	n/a

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. Ethnically Diverse 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’.

Ethnicity



Ethnic group by function

	Headcount	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	8,142	160	2.0%	346	4.2%	54	0.7%	131	1.6%	5,440	66.8%	322	4.0%	1,689	20.7%
Adult Social Care	1,370	28	2.0%	160	11.7%	7	0.5%	25	1.8%	801	58.5%	63	4.6%	286	20.9%
Chief Executives Office	156	8	5.1%	<5	n/a	<5	n/a	<5	n/a	116	74.4%	7	4.5%	19	12.2%
Children & Families	1,557	31	2.0%	97	6.2%	13	0.8%	33	2.1%	991	63.6%	88	5.7%	304	19.5%
Climate Environment & Customer Services	1,637	22	1.3%	16	1.0%	14	0.9%	23	1.4%	1,069	65.3%	37	2.3%	456	27.9%
Corporate Services	1,238	29	2.3%	40	3.2%	<5	n/a	24	1.9%	852	68.8%	49	4.0%	241	19.5%
Economy Investment & Public Health	849	21	2.5%	14	1.6%	11	1.3%	11	1.3%	613	72.2%	39	4.6%	140	16.5%
Education	961	13	1.4%	6	0.6%	<5	n/a	6	0.6%	749	77.9%	25	2.6%	159	16.5%
People and Transformation	374	8	2.1%	12	3.2%	<5	n/a	6	1.6%	249	66.6%	14	3.7%	84	22.5%

Ethnicity by grade

	Grade J - H		Grade G&F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Asian	45	1.6%	63	2.3%	39	2.0%	<5	n/a	10	1.9%
Black	71	2.6%	173	6.3%	91	4.7%	6	3.2%	5	0.9%
Arab/Other	19	0.7%	20	0.7%	11	0.6%	<5	n/a	<5	n/a
Mixed	44	1.6%	55	2.0%	27	1.4%	<5	n/a	<5	n/a
White British	1,905	69.0%	1,745	64.0%	1,370	71.1%	142	75.9%	278	52.8%
White Other	78	2.8%	102	3.7%	106	5.5%	11	5.9%	25	4.7%
Undisclosed	600	21.7%	568	20.8%	284	14.7%	28	15.0%	209	39.7%

Ethnicity by 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	100	2.6%	27	1.8%	27	1.5%	6	0.7%
Black	221	5.7%	79	5.1%	38	2.1%	8	0.9%
Arab/Other	27	0.7%	9	0.6%	16	0.9%	<5	n/a
Mixed	68	1.8%	28	1.8%	29	1.6%	6	0.7%
White British	2,055	53.2%	1,061	69.1%	1,580	85.4%	744	83.6%
White Other	139	3.6%	63	4.1%	81	4.4%	39	4.4%
Undisclosed	1,255	32.5%	269	17.5%	80	4.3%	85	9.6%

Ethnicity by age

	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	15	4.1%	40	2.5%	75	2.7%	28	1.0%	<5	n/a
Black	<5	n/a	7	1.9%	61	3.8%	156	5.6%	110	3.8%	10	2.5%
Arab/Other	<5	n/a	<5	n/a	9	0.6%	27	1.0%	15	0.5%	<5	n/a
Mixed	<5	n/a	7	1.9%	37	2.3%	53	1.9%	30	1.0%	<5	n/a
White British	32	58.2%	200	54.2%	992	62.4%	1,788	63.9%	2,135	73.0%	293	74.6%
White Other	<5	n/a	10	2.7%	51	3.2%	152	5.4%	98	3.4%	10	2.5%
Undisclosed	23	41.8%	130	35.2%	399	25.1%	549	19.6%	508	17.4%	80	20.4%

Ethnicity by disability

	Disabled	
	No's	%
Asian	10	2.6%
Black	15	3.9%
Arab/Other	6	1.5%
Mixed	7	1.8%
White British	301	77.6%
White Other	13	3.4%
Undisclosed	36	9.3%

Ethnicity by gender

	Male		Female	
	No's	%	No's	%
Asian	42	1.9%	118	2.0%
Black	81	3.7%	265	4.5%
Arab/Other	9	0.4%	45	0.8%
Mixed	27	1.2%	104	1.7%
White British	1,427	65.2%	4,013	67.4%
White Other	71	3.2%	251	4.2%
Undisclosed	532	24.3%	1,157	19.4%

Asian

	Headcount	Asian		Asian Background									
				Bangladeshi		Chinese		Indian		Pakistani		Other	
		No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	8,142	160	2.0%	29	0.4%	22	0.3%	71	0.9%	17	0.2%	21	0.3%
Adult Social Care	1,370	28	2.0%	5	0.4%	<5	n/a	15	1.1%	<5	n/a	<5	n/a
Chief Executives Office	156	8	5.1%	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,557	31	2.0%	10	0.6%	<5	n/a	14	0.9%	5	0.3%	<5	n/a
Climate Environment & Customer Services	1,637	22	1.3%	<5	n/a	<5	n/a	6	0.4%	<5	n/a	5	0.3%
Corporate Services	1,238	29	2.3%	5	0.4%	6	0.5%	13	1.1%	<5	n/a	<5	n/a
Economy Investment & Public Health	849	21	2.5%	<5	n/a	5	0.6%	10	1.2%	<5	n/a	<5	n/a
Education	961	13	1.4%	<5	n/a	<5	n/a	<5	n/a	<5	n/a		
People and Transformation	374	8	2.1%	<5	n/a	<5	n/a	5	1.3%	<5	n/a		

Black

	Headcount	Black		Black Background							
				African		Caribbean		Other			
		No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	8,142	346	4.2%	255	3.1%	67	0.8%	24	0.3%		
Adult Social Care	1,370	160	11.7%	133	9.7%	13	0.9%	14	1.0%		
Chief Executives Office	156	<5	n/a	<5	n/a	<5	n/a	<5	n/a		
Children & Families	1,557	97	6.2%	66	4.2%	27	1.7%	<5	n/a		
Climate Environment & Customer Services	1,637	16	1.0%	7	0.4%	7	0.4%	<5	n/a		
Corporate Services	1,238	40	3.2%	29	2.3%	8	0.6%	<5	n/a		
Economy Investment & Public Health	849	14	1.6%	9	1.1%	<5	n/a	<5	n/a		
Education	961	6	0.6%	<5	n/a	<5	n/a	<5	n/a		
People and Transformation	374	12	3.2%	6	1.6%	6	1.6%	<5	n/a		

Mixed

	Headcount	Mixed		Mixed Background							
				White and Asian		White and Black African		White and Black Caribbean		Other	
				No's	%	No's	%	No's	%	No's	%
Essex County Council	8,142	131	1.6%	41	0.5%	20	0.2%	20	0.2%	24	0.3%
Adult Social Care	1,370	25	1.8%	9	0.7%	<5	n/a	<5	n/a	14	1.0%
Chief Executives Office	156	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,557	33	2.1%	9	0.6%	9	0.6%	6	0.4%	<5	n/a
Climate Environment & Customer Services	1,637	23	1.4%	10	0.6%	<5	n/a	<5	n/a	<5	n/a
Corporate Services	1,238	24	1.9%	6	0.5%	5	0.4%	5	0.4%	<5	n/a
Economy Investment & Public Health	849	11	1.3%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Education	961	6	0.6%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
People and Transformation	374	6	1.6%	<5	n/a	<5	n/a	<5	n/a	<5	n/a

Arab/Other

	Headcount	Arab/Other		Arab/Other Background			
				Arab		Other	
				No's	%	No's	%
Essex County Council	8,142	54	0.7%	<5	n/a	53	0.7%
Adult Social Care	1,370	7	0.5%	<5	n/a	7	0.5%
Chief Executives Office	156	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,557	13	0.8%	<5	n/a	12	0.8%
Climate Environment & Customer Services	1,637	14	0.9%	<5	n/a	14	0.9%
Corporate Services	1,238	<5	n/a	<5	n/a	<5	n/a
Economy Investment & Public Health	849	11	1.3%	<5	n/a	11	1.3%
Education	961	<5	n/a	<5	n/a	<5	n/a
People and Transformation	374	<5	n/a	<5	n/a	<5	n/a

White British

	Headcount	White British	
	No's	No's	%
Essex County Council	8,142	5,440	66.8%
Adult Social Care	1,370	801	58.5%
Chief Executives Office	156	116	74.4%
Children & Families	1,557	991	63.6%
Climate Environment & Customer Services	1,637	1,069	65.3%
Corporate Services	1,238	852	68.8%
Economy Investment & Public Health	849	613	72.2%
Education	961	749	77.9%
People and Transformation	374	249	66.6%

White Other

	Headcount	White Other		White Other Background					
				Irish		Gypsy or Irish Traveller		Other	
	No's	No's	%	No's	%	No's	%	No's	%
Essex County Council	8,142	322	4.0%	47	0.6%	<5	n/a	275	3.4%
Adult Social Care	1,370	63	4.6%	7	0.5%	<5	n/a	56	4.1%
Chief Executives Office	156	7	4.5%	<5	n/a	<5	n/a	6	3.8%
Children & Families	1,557	88	5.7%	16	1.0%	<5	n/a	72	4.6%
Climate Environment & Customer Services	1,637	37	2.3%	7	0.4%	<5	n/a	30	1.8%
Corporate Services	1,238	49	4.0%	7	0.6%	<5	n/a	42	3.4%
Economy Investment & Public Health	849	39	4.6%	5	0.6%	<5	n/a	34	4.0%
Education	961	25	2.6%	<5	n/a	<5	n/a	22	2.3%
People and Transformation	374	14	3.7%	<5	n/a	<5	n/a	13	3.5%

Age



Age group by function

	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	%
Essex County Council	8,142	60	0.7%	369	4.5%	1,589	19.5%	2,800	34.4%	2,924	35.9%	400	4.9%
Adult Social Care	1,370	<5	n/a	43	3.1%	316	23.1%	502	36.6%	469	34.2%	38	2.8%
Chief Executives Office	156	<5	n/a	10	6.4%	44	28.2%	76	48.7%	25	16.0%	<5	n/a
Children & Families	1,557	<5	n/a	47	3.0%	384	24.7%	612	39.3%	482	31.0%	31	2.0%
Climate Environment & Customer Services	1,637	30	1.8%	83	5.1%	220	13.4%	421	25.7%	709	43.3%	174	10.6%
Corporate Services	1,238	21	1.7%	135	10.9%	269	21.7%	415	33.5%	364	29.4%	34	2.7%
Economy Investment & Public Health	849	<5	n/a	18	2.1%	129	15.2%	285	33.6%	358	42.2%	57	6.7%
Education	961	<5	n/a	17	1.8%	137	14.3%	328	34.1%	416	43.3%	61	6.3%
People and Transformation	374	<5	n/a	16	4.3%	90	24.1%	161	43.0%	101	27.0%	<5	n/a

Age by grade

	Grade J - H		Grade G&F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
16-19	56	2.0%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
20-24	226	8.2%	123	4.5%	10	0.5%	<5	n/a	10	1.9%
25-34	495	17.9%	716	26.3%	313	16.2%	<5	n/a	61	11.5%
35-49	699	25.3%	987	36.2%	883	45.8%	89	48.1%	142	26.7%
50-64	1,056	38.2%	827	30.3%	683	35.4%	96	51.9%	262	49.3%
65+	230	8.3%	73	2.7%	38	2.0%	<5	n/a	56	10.5%

Age by 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	60	1.6%	<5	n/a	<5	n/a	<5	n/a
20-24	346	9.0%	23	1.5%	<5	n/a	<5	n/a
25-34	1,128	29.2%	375	24.4%	86	4.6%	<5	n/a
35-49	1,253	32.4%	565	36.8%	789	42.6%	193	21.7%
50-64	963	24.9%	497	32.4%	870	47.0%	594	66.7%
65+	115	3.0%	76	4.9%	106	5.7%	103	11.6%

Age by 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	32	0.6%	<5	n/a	23	1.4%
20-24	15	9.5%	7	2.0%	<5	n/a	7	5.5%	200	3.7%	10	3.1%	130	7.7%
25-34	40	25.3%	61	17.7%	9	17.6%	37	29.1%	992	18.2%	51	15.9%	399	23.6%
35-49	75	47.5%	156	45.3%	27	52.9%	53	41.7%	1,788	32.9%	152	47.4%	549	32.5%
50-64	28	17.7%	110	32.0%	15	29.4%	30	23.6%	2,135	39.2%	98	30.5%	508	30.1%
65+	<5	n/a	10	2.9%	<5	n/a	<5	n/a	293	5.4%	10	3.1%	80	4.7%

Age by disability

	Disabled	
	No's	%
16-19	5	1.3%
20-24	21	5.4%
25-34	88	22.7%
35-49	142	36.6%
50-64	121	31.2%
65+	11	2.8%

Age by gender

	Male		Female	
	No's	%	No's	%
16-19	22	1.0%	38	0.6%
20-24	120	5.5%	249	4.2%
25-34	394	18.0%	1,195	20.1%
35-49	696	31.8%	2,104	35.3%
50-64	786	35.9%	2,138	35.9%
65+	171	7.8%	229	3.8%

Gender



Gender by function

	Headcount	Female		Male	
	No's	No's	%	No's	%
Essex County Council	8,142	5,953	73.1%	2,189	26.9%
Adult Social Care	1,370	1,099	80.2%	271	19.8%
Chief Executives Office	156	89	57.1%	67	42.9%
Children & Families	1,557	1,358	87.2%	199	12.8%
Climate Environment & Customer Services	1,637	971	59.3%	666	40.7%
Corporate Services	1,238	907	73.3%	331	26.7%
Economy Investment & Public Health	849	615	72.4%	234	27.6%
Education	961	721	75.0%	240	25.0%
People and Transformation	374	193	51.6%	181	48.4%

Gender by grade

	Grade J - H		Grade G&F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Female	2,116	76.6%	2,002	73.4%	1,399	72.6%	101	52.6%	335	62.7%
Male	646	23.4%	724	26.6%	529	27.4%	91	47.4%	199	37.3%

Gender by 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	2,760	71.4%	1,153	75.1%	1,367	73.9%	673	75.6%
Male	1,105	28.6%	383	24.9%	484	26.1%	217	24.4%

Gender by 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	118	73.8%	265	76.6%	45	100.0%	104	79.4%	4,013	73.8%	251	78.0%	1,157	68.5%
Male	42	26.3%	81	23.4%	<5	n/a	27	20.6%	1,427	26.2%	71	22.0%	532	31.5%

Gender by age

	16-19		20-24		25-34		35-49		50-64		65+	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Female	38	63.3%	249	67.5%	1,195	75.2%	2,104	75.1%	2,138	73.1%	229	57.3%
Male	22	36.7%	120	32.5%	394	24.8%	696	24.9%	786	26.9%	171	42.8%

Gender by disability

	Disabled	
	No's	%
Female	293	75.5%
Male	95	24.5%

Disability



Disabled by function

	Headcount	Disabled		Not Disabled		Undisclosed	
	No's	No's	%	No's	%	No's	%
Essex County Council	8,142	388	4.8%	5,888	72.3%	1,866	22.9%
Adult Social Care	1,370	76	5.5%	1,009	73.6%	285	20.8%
Chief Executives Office	156	7	4.5%	125	80.1%	24	15.4%
Children & Families	1,557	73	4.7%	1,157	74.3%	327	21.0%
Climate Environment & Customer Services	1,637	66	4.0%	1,089	66.5%	482	29.4%
Corporate Services	1,238	65	5.3%	887	71.6%	286	23.1%
Economy Investment & Public Health	849	37	4.4%	651	76.7%	161	19.0%
Education	961	40	4.2%	696	72.4%	225	23.4%
People and Transformation	374	24	6.4%	274	73.3%	76	20.3%

Disabled by grade

	Grade J - H		Grade G&F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Disabled	167	6.0%	122	4.5%	76	3.9%	5	2.6%	18	3.4%
Not Disabled	1,931	69.9%	1,945	71.3%	1,561	81.0%	155	80.7%	296	55.4%
Undisclosed	664	24.0%	659	24.2%	291	15.1%	32	16.7%	220	41.2%

Disabled by 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	210	5.4%	69	4.5%	74	4.0%	35	3.9%
Not Disabled	2,384	61.7%	1,377	89.6%	1,417	76.6%	710	79.8%
Undisclosed	1,271	32.9%	90	5.9%	360	19.4%	145	16.3%

Disabled by 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	10	6.3%	15	4.3%	6	11.1%	7	5.3%	301	5.5%	13	4.0%	36	2.1%
Not Disabled	131	81.9%	296	85.5%	42	77.8%	106	80.9%	4,558	83.8%	274	85.1%	481	28.5%
Undisclosed	19	11.9%	35	10.1%	6	11.1%	18	13.7%	581	10.7%	35	10.9%	1,172	69.4%

Disabled by gender

	Female		Male	
	No's	%	No's	%
Disabled	293	4.9%	95	4.3%
Not Disabled	4,378	73.5%	1,510	69.0%
Undisclosed	1,282	21.5%	584	26.7%

Disabled by age

	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	8.3%	21	5.7%	88	5.5%	142	5.1%	121	4.1%	11	2.8%
Not Disabled	33	55.0%	211	57.2%	1,159	72.9%	2,051	73.3%	2,159	73.8%	275	68.8%
Undisclosed	22	36.7%	137	37.1%	342	21.5%	607	21.7%	644	22.0%	114	28.5%

Part time



Part time gender by function

	Headcount	Male		Female	
	No's	No's	%	No's	%
Essex County Council	2,730	582	21.3%	2,148	78.7%
Adult Social Care	268	22	8.2%	246	91.8%
Chief Executives Office	19	<5	n/a	17	89.5%
Children & Families	272	20	7.4%	252	92.6%
Climate Environment & Customer Services	936	317	33.9%	619	66.1%
Corporate Services	264	18	6.8%	246	93.2%
Economy Investment & Public Health	419	43	10.3%	376	89.7%
Education	518	157	30.3%	361	69.7%
People and Transformation	34	<5	n/a	31	91.2%

Part time gender by grade

	Grade J - H		Grade G&F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Female	1,171	79.0%	479	78.8%	259	91.8%	<5	n/a	236	67.0%
Male	311	21.0%	129	21.2%	23	8.2%	<5	n/a	116	33.0%

Part time gender by 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	821	71.9%	438	83.4%	591	83.7%	298	83.5%
Male	321	28.1%	87	16.6%	115	16.3%	59	16.5%

Part time gender by 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	33	84.6%	40	80.0%	<5	n/a	29	93.5%	1,570	81.9%	63	86.3%	392	65.9%
Male	6	15.4%	10	20.0%	<5	n/a	<5	n/a	347	18.1%	10	13.7%	203	34.1%

Part time gender by age

	16-19		20-24		25-34		35-49		50-64		65+	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Female	21	70.0%	45	60.8%	276	83.1%	760	88.2%	883	77.3%	163	56.2%
Male	9	30.0%	29	39.2%	56	16.9%	102	11.8%	259	22.7%	127	43.8%

Part time gender by disability

	Disabled	
	No's	%
Female	110	79.1%
Male	29	20.9%

Leavers



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	41	3.5%	604	51.3%	533	45.2%
Adult Social Care	7	5.1%	75	54.3%	56	40.6%
Chief Executives Office	<5	n/a	16	66.7%	8	33.3%
Children & Families	10	4.5%	120	54.1%	92	41.4%
Climate Environment & Customer Services	6	2.2%	133	48.0%	138	49.8%
Corporate Services	5	3.1%	71	44.7%	83	52.2%
Economy Investment & Public Health	5	4.1%	66	53.7%	52	42.3%
Education	<5	n/a	89	59.7%	57	38.3%
People and Transformation	5	5.8%	34	39.5%	47	54.7%

Gender

	Male		Female	
	No's	%	No's	%
Essex County Council	340	28.9%	838	71.1%
Adult Social Care	18	13.0%	120	87.0%
Chief Executives Office	8	33.3%	16	66.7%
Children & Families	36	16.2%	186	83.8%
Climate Environment & Customer Services	105	37.9%	172	62.1%
Corporate Services	46	28.9%	113	71.1%
Economy Investment & Public Health	37	30.1%	86	69.9%
Education	44	29.5%	105	70.5%
People and Transformation	46	53.5%	40	46.5%

Age

	16-19		20-24		25-34		35-49		50-64		65+	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	34	2.9%	133	11.3%	273	23.2%	356	30.2%	278	23.6%	104	8.8%
Adult Social Care	<5	n/a	13	9.4%	30	21.7%	45	32.6%	41	29.7%	9	6.5%
Chief Executives Office	<5	n/a	<5	n/a	11	45.8%	9	37.5%	<5	n/a	<5	n/a
Children & Families	<5	n/a	10	4.5%	68	30.6%	83	37.4%	52	23.4%	9	4.1%
Climate Environment & Customer Services	23	8.3%	39	14.1%	49	17.7%	59	21.3%	63	22.7%	44	15.9%
Corporate Services	<5	n/a	25	15.7%	39	24.5%	40	25.2%	44	27.7%	8	5.0%
Economy Investment & Public Health	<5	n/a	11	8.9%	22	17.9%	45	36.6%	35	28.5%	10	8.1%
Education	<5	n/a	5	3.4%	32	21.5%	54	36.2%	33	22.1%	24	16.1%
People and Transformation	7	8.1%	28	32.6%	22	25.6%	21	24.4%	8	9.3%	<5	n/a

Ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	193	16.4%	673	57.1%	312	26.5%
Adult Social Care	35	25.4%	67	48.6%	36	26.1%
Chief Executives Office	<5	n/a	16	66.7%	5	20.8%
Children & Families	60	27.0%	100	45.0%	62	27.9%
Climate Environment & Customer Services	24	8.7%	163	58.8%	90	32.5%
Corporate Services	22	13.8%	93	58.5%	44	27.7%
Economy Investment & Public Health	17	13.8%	83	67.5%	23	18.7%
Education	21	14.1%	96	64.4%	32	21.5%
People and Transformation	11	12.8%	55	64.0%	20	23.3%

Ethnicity breakdown

	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	24	2.0%	89	7.6%	5	0.4%	23	2.0%	673	57.1%	52	4.4%	312	26.5%
Adult Social Care	<5	n/a	23	16.7%	<5	n/a	<5	n/a	67	48.6%	7	5.1%	36	26.1%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	16	66.7%	<5	n/a	5	20.8%
Children & Families	<5	n/a	41	18.5%	<5	n/a	8	3.6%	100	45.0%	6	2.7%	62	27.9%
Climate Environment & Customer Services	<5	n/a	6	2.2%	<5	n/a	<5	n/a	163	58.8%	14	5.1%	90	32.5%
Corporate Services	6	3.8%	7	4.4%	<5	n/a	<5	n/a	93	58.5%	<5	n/a	44	27.7%
Economy Investment & Public Health	<5	n/a	<5	n/a	<5	n/a	<5	n/a	83	67.5%	6	4.9%	23	18.7%
Education	<5	n/a	6	4.0%	<5	n/a	<5	n/a	96	64.4%	10	6.7%	32	21.5%
People and Transformation	<5	n/a	<5	n/a	<5	n/a	<5	n/a	55	64.0%	5	5.8%	20	23.3%

Leaving



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Dismissal	<5	n/a	<5	n/a	<5	n/a
Redundancy	<5	n/a	10	1.7%	<5	n/a
Resignation	32	78.0%	486	80.5%	445	83.5%
Retirement	<5	n/a	<5	n/a	<5	n/a
Other Leaving Type	8	19.5%	108	17.9%	88	16.5%

Gender

	Male		Female	
	No's	%	No's	%
Dismissal	<5	n/a	<5	n/a
Redundancy	<5	n/a	9	1.1%
Resignation	261	76.8%	702	83.8%
Retirement	<5	n/a	<5	n/a
Other Leaving Type	77	22.6%	127	15.2%

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	<5	n/a	<5	n/a	<5	n/a
Redundancy	<5	n/a	<5	n/a	<5	n/a	5	1.4%	<5	n/a	<5	n/a
Resignation	22	64.7%	116	87.2%	257	94.1%	331	93.0%	201	72.3%	36	34.6%
Retirement	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Other Leaving Type	12	35.3%	17	12.8%	15	5.5%	20	5.6%	73	26.3%	67	64.4%

Ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Dismissal	<5	n/a	<5	n/a	<5	n/a
Redundancy	<5	n/a	9	1.3%	<5	n/a
Resignation	174	90.2%	528	78.5%	261	83.7%
Retirement	<5	n/a	<5	n/a	<5	n/a
Other Leaving Type	18	9.3%	136	20.2%	50	16.0%

Ethnicity breakdown

	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	<5	n/a	<5	n/a	<5	n/a
Redundancy	<5	n/a	<5	n/a	<5	n/a	<5	n/a	9	1.3%	<5	n/a	<5	n/a
Resignation	21	87.5%	84	94.4%	5	100.0%	23	100.0%	528	78.5%	41	78.8%	261	83.7%
Retirement	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Other Leaving Type	<5	n/a	5	5.6%	<5	n/a	<5	n/a	136	20.2%	10	19.2%	50	16.0%

Starters



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	59	4.2%	664	47.1%	687	48.7%
Adult Social Care	<5	n/a	102	71.8%	37	26.1%
Chief Executives Office	<5	n/a	14	53.8%	11	42.3%
Children & Families	9	4.1%	97	43.9%	115	52.0%
Climate Environment & Customer Services	9	1.9%	141	30.0%	320	68.1%
Corporate Services	19	8.2%	118	50.9%	95	40.9%
Economy Investment & Public Health	8	5.3%	98	65.3%	44	29.3%
Education	7	5.6%	71	56.8%	47	37.6%
People and Transformation	<5	n/a	23	52.3%	18	40.9%

Gender

	Male		Female	
	No's	%	No's	%
Essex County Council	469	33.3%	941	66.7%
Adult Social Care	24	16.9%	118	83.1%
Chief Executives Office	10	38.5%	16	61.5%
Children & Families	24	10.9%	197	89.1%
Climate Environment & Customer Services	266	56.6%	204	43.4%
Corporate Services	67	28.9%	165	71.1%
Economy Investment & Public Health	27	18.0%	123	82.0%
Education	31	24.8%	94	75.2%
People and Transformation	20	45.5%	24	54.5%

Age

	16-19		20-24		25-34		35-49		50-64		65+	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	74	5.2%	167	11.8%	351	24.9%	444	31.5%	331	23.5%	43	3.0%
Adult Social Care	<5	n/a	14	9.9%	38	26.8%	55	38.7%	35	24.6%	<5	n/a
Chief Executives Office	<5	n/a	5	19.2%	10	38.5%	9	34.6%	<5	n/a	<5	n/a
Children & Families	<5	n/a	23	10.4%	88	39.8%	81	36.7%	25	11.3%	<5	n/a
Climate Environment & Customer Services	49	10.4%	49	10.4%	69	14.7%	113	24.0%	159	33.8%	31	6.6%
Corporate Services	18	7.8%	52	22.4%	63	27.2%	67	28.9%	30	12.9%	<5	n/a
Economy Investment & Public Health	<5	n/a	10	6.7%	37	24.7%	52	34.7%	43	28.7%	5	3.3%
Education	<5	n/a	9	7.2%	32	25.6%	47	37.6%	34	27.2%	<5	n/a
People and Transformation	<5	n/a	5	11.4%	14	31.8%	20	45.5%	<5	n/a	<5	n/a

Ethnicity

	Ethnically Diverse		Non Ethnically Diverse		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	219	15.5%	608	43.1%	583	41.3%
Adult Social Care	47	33.1%	67	47.2%	28	19.7%
Chief Executives Office	6	23.1%	14	53.8%	6	23.1%
Children & Families	45	20.4%	76	34.4%	100	45.2%
Climate Environment & Customer Services	25	5.3%	148	31.5%	297	63.2%
Corporate Services	53	22.8%	105	45.3%	74	31.9%
Economy Investment & Public Health	21	14.0%	105	70.0%	24	16.0%
Education	11	8.8%	75	60.0%	39	31.2%
People and Transformation	11	25.0%	18	40.9%	15	34.1%

Ethnicity breakdown

	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	60	4.3%	78	5.5%	10	0.7%	25	1.8%	608	43.1%	46	3.3%	583	41.3%
Adult Social Care	8	5.6%	28	19.7%	<5	n/a	<5	n/a	67	47.2%	6	4.2%	28	19.7%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	14	53.8%	<5	n/a	6	23.1%
Children & Families	12	5.4%	20	9.0%	<5	n/a	6	2.7%	76	34.4%	<5	n/a	100	45.2%
Climate Environment & Customer Services	8	1.7%	<5	n/a	<5	n/a	<5	n/a	148	31.5%	10	2.1%	297	63.2%
Corporate Services	15	6.5%	17	7.3%	<5	n/a	9	3.9%	105	45.3%	12	5.2%	74	31.9%
Economy Investment & Public Health	7	4.7%	<5	n/a	<5	n/a	<5	n/a	105	70.0%	5	3.3%	24	16.0%
Education	<5	n/a	<5	n/a	<5	n/a	<5	n/a	75	60.0%	5	4.0%	39	31.2%
People and Transformation	<5	n/a	5	11.4%	<5	n/a	<5	n/a	18	40.9%	<5	n/a	15	34.1%

Training



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	4,468	5.7%	53,700	68.6%	20,094	25.7%
Adult Social Care	970	5.6%	12,180	70.8%	4,049	23.5%
Chief Executives Office	148	9.5%	1,177	75.3%	238	15.2%
Children & Families	884	5.4%	11,028	67.7%	4,379	26.9%
Climate Environment & Customer Services	621	4.7%	8,724	65.4%	3,992	29.9%
Corporate Services	815	6.1%	8,539	64.4%	3,905	29.5%
Economy Investment & Public Health	325	7.0%	3,309	71.2%	1,014	21.8%
Education	365	4.7%	5,834	74.8%	1,598	20.5%
People and Transformation	340	8.2%	2,909	69.8%	919	22.0%

Gender

	Male		Female	
	No's	%	No's	%
Essex County Council	16,741	21.4%	61,521	78.6%
Adult Social Care	3,042	17.7%	14,157	82.3%
Chief Executives Office	525	33.6%	1,038	66.4%
Children & Families	1,802	11.1%	14,489	88.9%
Climate Environment & Customer Services	4,401	33.0%	8,936	67.0%
Corporate Services	3,307	24.9%	9,952	75.1%
Economy Investment & Public Health	1,495	32.2%	3,153	67.8%
Education	945	12.1%	6,852	87.9%
People and Transformation	1,224	29.4%	2,944	70.6%

Age

	16-19		20-24		25-34		35-49		50-64		65+	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	711	0.9%	4,751	6.1%	16,631	21.3%	28,661	36.6%	25,586	32.7%	1,922	2.5%
Adult Social Care	49	0.3%	545	3.2%	3,630	21.1%	6,681	38.8%	5,983	34.8%	311	1.8%
Chief Executives Office	<5	n/a	101	6.5%	413	26.4%	777	49.7%	264	16.9%	8	0.5%
Children & Families	11	0.1%	763	4.7%	4,526	27.8%	6,362	39.1%	4,380	26.9%	249	1.5%
Climate Environment & Customer Services	334	2.5%	799	6.0%	2,092	15.7%	3,772	28.3%	5,573	41.8%	767	5.8%
Corporate Services	248	1.9%	1,885	14.2%	2,977	22.5%	4,453	33.6%	3,412	25.7%	284	2.1%
Economy Investment & Public Health	36	0.8%	138	3.0%	850	18.3%	1,758	37.8%	1,721	37.0%	145	3.1%
Education	14	0.2%	207	2.7%	1,319	16.9%	2,837	36.4%	3,294	42.2%	126	1.6%
People and Transformation	19	0.5%	313	7.5%	824	19.8%	2,021	48.5%	959	23.0%	32	0.8%

Ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	11,459	14.6%	50,687	64.8%	16,116	20.6%
Adult Social Care	4,230	24.6%	9,660	56.2%	3,309	19.2%
Chief Executives Office	200	12.8%	1,137	72.7%	226	14.5%
Children & Families	2,850	17.5%	9,614	59.0%	3,827	23.5%
Climate Environment & Customer Services	952	7.1%	9,040	67.8%	3,345	25.1%
Corporate Services	1,613	12.2%	8,886	67.0%	2,760	20.8%
Economy Investment & Public Health	533	11.5%	3,488	75.0%	627	13.5%
Education	553	7.1%	5,922	76.0%	1,322	17.0%
People and Transformation	528	12.7%	2,940	70.5%	700	16.8%

Ethnicity breakdown

	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	1,855	2.4%	4,529	5.8%	405	0.5%	1,173	1.5%	50,687	64.8%	3,497	4.5%	16,116	20.6%
Adult Social Care	399	2.3%	2,465	14.3%	72	0.4%	382	2.2%	9,660	56.2%	912	5.3%	3,309	19.2%
Chief Executives Office	85	5.4%	<5	n/a	17	1.1%	20	1.3%	1,137	72.7%	74	4.7%	226	14.5%
Children & Families	373	2.3%	1,198	7.4%	147	0.9%	293	1.8%	9,614	59.0%	839	5.2%	3,827	23.5%
Climate Environment & Customer Services	159	1.2%	91	0.7%	131	1.0%	103	0.8%	9,040	67.8%	468	3.5%	3,345	25.1%
Corporate Services	481	3.6%	435	3.3%	9	0.1%	221	1.7%	8,886	67.0%	467	3.5%	2,760	20.8%
Economy Investment & Public Health	130	2.8%	102	2.2%	27	0.6%	59	1.3%	3,488	75.0%	215	4.6%	627	13.5%
Education	141	1.8%	115	1.5%	<5	n/a	52	0.7%	5,922	76.0%	243	3.1%	1,322	17.0%
People and Transformation	87	2.1%	119	2.9%	<5	n/a	43	1.0%	2,940	70.5%	279	6.7%	700	16.8%

Recruitment



Applicants disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,565	6.3%	19,249	77.0%	4,170	16.7%
Adult Social Care	163	6.0%	1,837	68.1%	698	25.9%
Chief Executives Office	67	5.8%	980	84.5%	113	9.7%
Children & Families	243	5.3%	3,575	78.7%	727	16.0%
Climate Environment & Customer Services	373	7.1%	4,160	79.3%	711	13.6%
Corporate Services	343	6.2%	4,408	80.2%	746	13.6%
Economy Investment & Public Health	148	6.5%	1,915	84.1%	213	9.4%
Education	127	8.1%	1,231	78.3%	215	13.7%
People and Transformation	101	5.1%	1,143	57.4%	747	37.5%

Applicants gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	7,956	31.8%	14,799	59.2%	2,229	8.9%
Adult Social Care	663	24.6%	1,643	60.9%	392	14.5%
Chief Executives Office	575	49.6%	503	43.4%	82	7.1%
Children & Families	749	16.5%	3,466	76.3%	330	7.3%
Climate Environment & Customer Services	2,209	42.1%	2,782	53.1%	253	4.8%
Corporate Services	1,956	35.6%	3,170	57.7%	371	6.7%
Economy Investment & Public Health	783	34.4%	1,392	61.2%	101	4.4%
Education	301	19.1%	1,202	76.4%	70	4.5%
People and Transformation	720	36.2%	641	32.2%	630	31.6%

Applicants 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	%
Essex County Council	805	3.2%	3,335	13.3%	7,038	28.2%	6,705	26.8%	3,015	12.1%	129	0.5%	3,957	15.8%
Adult Social Care	20	0.7%	187	6.9%	631	23.4%	805	29.8%	370	13.7%	6	0.2%	679	25.2%
Chief Executives Office	8	0.7%	225	19.4%	495	42.7%	264	22.8%	52	4.5%	<5	n/a	115	9.9%
Children & Families	40	0.9%	518	11.4%	1,324	29.1%	1,461	32.1%	501	11.0%	6	0.1%	695	15.3%
Climate Environment & Customer Services	285	5.4%	678	12.9%	1,335	25.5%	1,219	23.2%	1,017	19.4%	74	1.4%	636	12.1%
Corporate Services	315	5.7%	1,182	21.5%	1,577	28.7%	1,275	23.2%	421	7.7%	18	0.3%	709	12.9%
Economy Investment & Public Health	60	2.6%	249	10.9%	707	31.1%	697	30.6%	343	15.1%	17	0.7%	203	8.9%
Education	40	2.5%	173	11.0%	524	33.3%	494	31.4%	148	9.4%	<5	n/a	191	12.1%
People and Transformation	37	1.9%	123	6.2%	445	22.4%	490	24.6%	163	8.2%	<5	n/a	729	36.6%

Applicants ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	8,846	35.4%	12,126	48.5%	4,012	16.1%
Adult Social Care	1,035	38.4%	983	36.4%	680	25.2%
Chief Executives Office	571	49.2%	460	39.7%	129	11.1%
Children & Families	1,836	40.4%	2,013	44.3%	696	15.3%
Climate Environment & Customer Services	1,412	26.9%	3,182	60.7%	650	12.4%
Corporate Services	2,272	41.3%	2,487	45.2%	738	13.4%
Economy Investment & Public Health	707	31.1%	1,362	59.8%	207	9.1%
Education	438	27.8%	952	60.5%	183	11.6%
People and Transformation	575	28.9%	687	34.5%	729	36.6%

Applicants ethnicity breakdown

	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	2,982	11.9%	3,321	13.3%	450	1.8%	714	2.9%	12,126	48.5%	1,379	5.5%	4,012	16.1%
Adult Social Care	245	9.1%	550	20.4%	48	1.8%	73	2.7%	983	36.4%	119	4.4%	680	25.2%
Chief Executives Office	260	22.4%	148	12.8%	28	2.4%	39	3.4%	460	39.7%	96	8.3%	129	11.1%
Children & Families	335	7.4%	1,059	23.3%	94	2.1%	146	3.2%	2,013	44.3%	202	4.4%	696	15.3%
Climate Environment & Customer Services	521	9.9%	357	6.8%	73	1.4%	148	2.8%	3,182	60.7%	313	6.0%	650	12.4%
Corporate Services	1,012	18.4%	670	12.2%	107	1.9%	155	2.8%	2,487	45.2%	328	6.0%	738	13.4%
Economy Investment & Public Health	265	11.6%	187	8.2%	42	1.8%	65	2.9%	1,362	59.8%	148	6.5%	207	9.1%
Education	93	5.9%	187	11.9%	23	1.5%	59	3.8%	952	60.5%	76	4.8%	183	11.6%
People and Transformation	251	12.6%	163	8.2%	35	1.8%	29	1.5%	687	34.5%	97	4.9%	729	36.6%

Shortlisted disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	612	7.9%	5,373	69.1%	1,786	23.0%
Adult Social Care	82	7.8%	681	65.0%	284	27.1%
Chief Executives Office	17	8.5%	159	79.1%	25	12.4%
Children & Families	110	6.9%	1,112	69.8%	371	23.3%
Climate Environment & Customer Services	140	8.3%	1,127	66.5%	428	25.3%
Corporate Services	139	8.2%	1,220	71.6%	346	20.3%
Economy Investment & Public Health	50	7.5%	513	77.0%	103	15.5%
Education	53	9.7%	368	67.5%	124	22.8%
People and Transformation	21	6.6%	193	60.5%	105	32.9%

Shortlisted gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	2,202	28.3%	5,225	67.2%	344	4.4%
Adult Social Care	228	21.8%	766	73.2%	53	5.1%
Chief Executives Office	99	49.3%	96	47.8%	6	3.0%
Children & Families	218	13.7%	1,311	82.3%	64	4.0%
Climate Environment & Customer Services	669	39.5%	952	56.2%	74	4.4%
Corporate Services	545	32.0%	1,088	63.8%	72	4.2%
Economy Investment & Public Health	192	28.8%	453	68.0%	21	3.2%
Education	99	18.2%	434	79.6%	12	2.2%
People and Transformation	152	47.6%	125	39.2%	42	13.2%

Shortlisted 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	%
Essex County Council	205	2.6%	823	10.6%	1,822	23.4%	2,073	26.7%	1,080	13.9%	48	0.6%	1,720	22.1%
Adult Social Care	5	0.5%	68	6.5%	217	20.7%	323	30.9%	163	15.6%	<5	n/a	269	25.7%
Chief Executives Office	<5	n/a	26	12.9%	77	38.3%	60	29.9%	12	6.0%	<5	n/a	25	12.4%
Children & Families	7	0.4%	136	8.5%	387	24.3%	507	31.8%	193	12.1%	<5	n/a	360	22.6%
Climate Environment & Customer Services	70	4.1%	157	9.3%	346	20.4%	354	20.9%	332	19.6%	29	1.7%	407	24.0%
Corporate Services	91	5.3%	306	17.9%	398	23.3%	392	23.0%	172	10.1%	<5	n/a	343	20.1%
Economy Investment & Public Health	12	1.8%	62	9.3%	175	26.3%	194	29.1%	117	17.6%	8	1.2%	98	14.7%
Education	10	1.8%	46	8.4%	137	25.1%	163	29.9%	70	12.8%	<5	n/a	116	21.3%
People and Transformation	9	2.8%	22	6.9%	85	26.6%	80	25.1%	21	6.6%	<5	n/a	102	32.0%

Shortlisted ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,827	23.5%	4,234	54.5%	1,710	22.0%
Adult Social Care	291	27.8%	483	46.1%	273	26.1%
Chief Executives Office	65	32.3%	112	55.7%	24	11.9%
Children & Families	455	28.6%	780	49.0%	358	22.5%
Climate Environment & Customer Services	287	16.9%	999	58.9%	409	24.1%
Corporate Services	440	25.8%	927	54.4%	338	19.8%
Economy Investment & Public Health	133	20.0%	438	65.8%	95	14.3%
Education	86	15.8%	350	64.2%	109	20.0%
People and Transformation	70	21.9%	145	45.5%	104	32.6%

Shortlisted ethnicity breakdown

	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	484	6.2%	701	9.0%	67	0.9%	193	2.5%	4,234	54.5%	382	4.9%	1,710	22.0%
Adult Social Care	61	5.8%	148	14.1%	9	0.9%	19	1.8%	483	46.1%	54	5.2%	273	26.1%
Chief Executives Office	34	16.9%	17	8.5%	<5	n/a	<5	n/a	112	55.7%	10	5.0%	24	11.9%
Children & Families	61	3.8%	261	16.4%	12	0.8%	46	2.9%	780	49.0%	75	4.7%	358	22.5%
Climate Environment & Customer Services	83	4.9%	60	3.5%	15	0.9%	44	2.6%	999	58.9%	85	5.0%	409	24.1%
Corporate Services	169	9.9%	121	7.1%	20	1.2%	45	2.6%	927	54.4%	85	5.0%	338	19.8%
Economy Investment & Public Health	36	5.4%	32	4.8%	6	0.9%	18	2.7%	438	65.8%	41	6.2%	95	14.3%
Education	14	2.6%	40	7.3%	<5	n/a	13	2.4%	350	64.2%	18	3.3%	109	20.0%
People and Transformation	26	8.2%	22	6.9%	<5	n/a	5	1.6%	145	45.5%	14	4.4%	104	32.6%

Offered disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	127	4.4%	1,493	51.6%	1,271	44.0%
Adult Social Care	17	3.6%	265	56.7%	185	39.6%
Chief Executives Office	<5	n/a	33	66.0%	13	26.0%
Children & Families	28	4.6%	297	49.3%	278	46.1%
Climate Environment & Customer Services	21	3.3%	265	42.1%	343	54.5%
Corporate Services	29	5.5%	273	52.1%	222	42.4%
Economy Investment & Public Health	10	3.9%	173	67.3%	74	28.8%
Education	11	4.7%	125	53.0%	100	42.4%
People and Transformation	7	5.6%	62	49.6%	56	44.8%

Offered gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	798	27.6%	2,008	69.5%	85	2.9%
Adult Social Care	86	18.4%	368	78.8%	13	2.8%
Chief Executives Office	21	42.0%	29	58.0%	<5	n/a
Children & Families	73	12.1%	511	84.7%	19	3.2%
Climate Environment & Customer Services	275	43.7%	325	51.7%	29	4.6%
Corporate Services	152	29.0%	360	68.7%	12	2.3%
Economy Investment & Public Health	75	29.2%	175	68.1%	7	2.7%
Education	49	20.8%	182	77.1%	5	2.1%
People and Transformation	67	53.6%	58	46.4%	<5	n/a

Offered 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	%
Essex County Council	65	2.2%	210	7.3%	465	16.1%	587	20.3%	290	10.0%	20	0.7%	1,254	43.4%
Adult Social Care	<5	n/a	24	5.1%	74	15.8%	126	27.0%	63	13.5%	<5	n/a	178	38.1%
Chief Executives Office	<5	n/a	5	10.0%	11	22.0%	14	28.0%	<5	n/a	<5	n/a	18	36.0%
Children & Families	<5	n/a	33	5.5%	108	17.9%	133	22.1%	48	8.0%	<5	n/a	277	45.9%
Climate Environment & Customer Services	21	3.3%	32	5.1%	70	11.1%	79	12.6%	79	12.6%	9	1.4%	339	53.9%
Corporate Services	33	6.3%	79	15.1%	72	13.7%	90	17.2%	28	5.3%	<5	n/a	221	42.2%
Economy Investment & Public Health	<5	n/a	17	6.6%	54	21.0%	69	26.8%	39	15.2%	<5	n/a	71	27.6%
Education	<5	n/a	13	5.5%	46	19.5%	52	22.0%	24	10.2%	<5	n/a	97	41.1%
People and Transformation	<5	n/a	7	5.6%	30	24.0%	24	19.2%	7	5.6%	<5	n/a	53	42.4%

Offered ethnicity

	Ethnically Diverse		Non Ethnically Diverse		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	409	14.1%	1,220	42.2%	1,262	43.7%
Adult Social Care	100	21.4%	186	39.8%	181	38.8%
Chief Executives Office	10	20.0%	25	50.0%	15	30.0%
Children & Families	93	15.4%	232	38.5%	278	46.1%
Climate Environment & Customer Services	46	7.3%	242	38.5%	341	54.2%
Corporate Services	90	17.2%	208	39.7%	226	43.1%
Economy Investment & Public Health	31	12.1%	156	60.7%	70	27.2%
Education	26	11.0%	114	48.3%	96	40.7%
People and Transformation	13	10.4%	57	45.6%	55	44.0%

Offered ethnicity breakdown

	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	97	3.4%	148	5.1%	19	0.7%	50	1.7%	1,220	42.2%	95	3.3%	1,262	43.7%
Adult Social Care	12	2.6%	59	12.6%	<5	n/a	7	1.5%	186	39.8%	19	4.1%	181	38.8%
Chief Executives Office	5	10.0%	<5	n/a	<5	n/a	<5	n/a	25	50.0%	<5	n/a	15	30.0%
Children & Families	18	3.0%	38	6.3%	<5	n/a	15	2.5%	232	38.5%	19	3.2%	278	46.1%
Climate Environment & Customer Services	15	2.4%	9	1.4%	6	1.0%	<5	n/a	242	38.5%	13	2.1%	341	54.2%
Corporate Services	27	5.2%	25	4.8%	<5	n/a	13	2.5%	208	39.7%	22	4.2%	226	43.1%
Economy Investment & Public Health	11	4.3%	<5	n/a	<5	n/a	<5	n/a	156	60.7%	9	3.5%	70	27.2%
Education	6	2.5%	9	3.8%	<5	n/a	6	2.5%	114	48.3%	5	2.1%	96	40.7%
People and Transformation	<5	n/a	<5	n/a	<5	n/a	<5	n/a	57	45.6%	<5	n/a	55	44.0%

Shortlisted rates disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	612	39.1%	5,373	27.9%	1,786	42.8%
Adult Social Care	82	50.3%	681	37.1%	284	40.7%
Chief Executives Office	17	25.4%	159	16.2%	25	22.1%
Children & Families	110	45.3%	1,112	31.1%	371	51.0%
Climate Environment & Customer Services	140	37.5%	1,127	27.1%	428	60.2%
Corporate Services	139	40.5%	1,220	27.7%	346	46.4%
Economy Investment & Public Health	50	33.8%	513	26.8%	103	48.4%
Education	53	41.7%	368	29.9%	124	57.7%
People and Transformation	21	20.8%	193	16.9%	105	14.1%

Reading across the table, the percentage of applicants who were shortlisted - for example 39.1% of the total number of disabled job applicants were shortlisted, and 27.9% of all not disabled applicants were shortlisted.

Shortlisted rates gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	2,202	27.7%	5,225	35.3%	344	15.4%
Adult Social Care	228	34.4%	766	46.6%	53	13.5%
Chief Executives Office	99	17.2%	96	19.1%	6	7.3%
Children & Families	218	29.1%	1,311	37.8%	64	19.4%
Climate Environment & Customer Services	669	30.3%	952	34.2%	74	29.2%
Corporate Services	545	27.9%	1,088	34.3%	72	19.4%
Economy Investment & Public Health	192	24.5%	453	32.5%	21	20.8%
Education	99	32.9%	434	36.1%	12	17.1%
People and Transformation	152	21.1%	125	19.5%	42	6.7%

Shortlisted rates 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	%
Essex County Council	205	25.5%	823	24.7%	1,822	25.9%	2,073	30.9%	1,080	35.8%	48	37.2%	1,720	43.5%
Adult Social Care	5	25.0%	68	36.4%	217	34.4%	323	40.1%	163	44.1%	<5	n/a	269	39.6%
Chief Executives Office	<5	n/a	26	11.6%	77	15.6%	60	22.7%	12	23.1%	<5	n/a	25	21.7%
Children & Families	7	17.5%	136	26.3%	387	29.2%	507	34.7%	193	38.5%	<5	n/a	360	51.8%
Climate Environment & Customer Services	70	24.6%	157	23.2%	346	25.9%	354	29.0%	332	32.6%	29	39.2%	407	64.0%
Corporate Services	91	28.9%	306	25.9%	398	25.2%	392	30.7%	172	40.9%	<5	n/a	343	48.4%
Economy Investment & Public Health	12	20.0%	62	24.9%	175	24.8%	194	27.8%	117	34.1%	8	47.1%	98	48.3%
Education	10	25.0%	46	26.6%	137	26.1%	163	33.0%	70	47.3%	<5	n/a	116	60.7%
People and Transformation	9	24.3%	22	17.9%	85	19.1%	80	16.3%	21	12.9%	<5	n/a	102	14.0%

Shortlisted rates ethnicity

	Ethnically Diverse		Non Ethnically Diverse		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,827	20.7%	4,234	34.9%	1,710	42.6%
Adult Social Care	291	28.1%	483	49.1%	273	40.1%
Chief Executives Office	65	11.4%	112	24.3%	24	18.6%
Children & Families	455	24.8%	780	38.7%	358	51.4%
Climate Environment & Customer Services	287	20.3%	999	31.4%	409	62.9%
Corporate Services	440	19.4%	927	37.3%	338	45.8%
Economy Investment & Public Health	133	18.8%	438	32.2%	95	45.9%
Education	86	19.6%	350	36.8%	109	59.6%
People and Transformation	70	12.2%	145	21.1%	104	14.3%

Shortlisted rates ethnicity breakdown

	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	484	16.2%	701	21.1%	67	14.9%	193	27.0%	4,234	34.9%	382	27.7%	1,710	42.6%
Adult Social Care	61	24.9%	148	26.9%	9	18.8%	19	26.0%	483	49.1%	54	45.4%	273	40.1%
Chief Executives Office	34	13.1%	17	11.5%	<5	n/a	<5	n/a	112	24.3%	10	10.4%	24	18.6%
Children & Families	61	18.2%	261	24.6%	12	12.8%	46	31.5%	780	38.7%	75	37.1%	358	51.4%
Climate Environment & Customer Services	83	15.9%	60	16.8%	15	20.5%	44	29.7%	999	31.4%	85	27.2%	409	62.9%
Corporate Services	169	16.7%	121	18.1%	20	18.7%	45	29.0%	927	37.3%	85	25.9%	338	45.8%
Economy Investment & Public Health	36	13.6%	32	17.1%	6	14.3%	18	27.7%	438	32.2%	41	27.7%	95	45.9%
Education	14	15.1%	40	21.4%	<5	n/a	13	22.0%	350	36.8%	18	23.7%	109	59.6%
People and Transformation	26	10.4%	22	13.5%	<5	n/a	5	17.2%	145	21.1%	14	14.4%	104	14.3%

Offer rates disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	127	20.8%	1,493	27.8%	1,271	71.2%
Adult Social Care	17	20.7%	265	38.9%	185	65.1%
Chief Executives Office	<5	n/a	33	20.8%	13	52.0%
Children & Families	28	25.5%	297	26.7%	278	74.9%
Climate Environment & Customer Services	21	15.0%	265	23.5%	343	80.1%
Corporate Services	29	20.9%	273	22.4%	222	64.2%
Economy Investment & Public Health	10	20.0%	173	33.7%	74	71.8%
Education	11	20.8%	125	34.0%	100	80.6%
People and Transformation	7	33.3%	62	32.1%	56	53.3%

Offer rates gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	798	38.4%	2,008	36.2%	85	24.7%
Adult Social Care	86	48.0%	368	37.7%	13	24.5%
Chief Executives Office	21	30.2%	29	21.2%	<5	n/a
Children & Families	73	39.0%	511	33.5%	19	29.7%
Climate Environment & Customer Services	275	34.1%	325	41.1%	29	39.2%
Corporate Services	152	33.1%	360	27.9%	12	16.7%
Economy Investment & Public Health	75	38.6%	175	39.1%	7	33.3%
Education	49	41.9%	182	49.5%	5	41.7%
People and Transformation	67	46.4%	58	44.1%	<5	n/a

Reading across the table, the percentage of shortlisted applicants who were offered a role - for example 38.4% of the total number of males applicants shortlisted were offered a role, and 36.2% of female applicants shortlisted were offered a role.

Offer rates 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	%
Essex County Council	65	31.7%	210	25.5%	465	25.5%	587	28.3%	290	26.9%	20	41.7%	1,254	72.9%
Adult Social Care	<5	n/a	24	35.3%	74	34.1%	126	39.0%	63	38.7%	<5	n/a	178	66.2%
Chief Executives Office	<5	n/a	5	19.2%	11	14.3%	14	23.3%	<5	n/a	<5	n/a	18	72.0%
Children & Families	<5	n/a	33	24.3%	108	27.9%	133	26.2%	48	24.9%	<5	n/a	277	76.9%
Climate Environment & Customer Services	21	30.0%	32	20.4%	70	20.2%	79	22.3%	79	23.8%	9	31.0%	339	83.3%
Corporate Services	33	36.3%	79	25.8%	72	18.1%	90	23.0%	28	16.3%	<5	n/a	221	64.4%
Economy Investment & Public Health	<5	n/a	17	27.4%	54	30.9%	69	35.6%	39	33.3%	<5	n/a	71	72.4%
Education	<5	n/a	13	28.3%	46	33.6%	52	31.9%	24	34.3%	<5	n/a	97	83.6%
People and Transformation	<5	n/a	7	31.8%	30	35.3%	24	30.0%	7	33.3%	<5	n/a	53	52.0%

Offer rates ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	409	22.4%	1,220	28.8%	1,262	73.8%
Adult Social Care	100	34.4%	186	38.5%	181	66.3%
Chief Executives Office	10	15.4%	25	22.3%	15	62.5%
Children & Families	93	20.4%	232	29.7%	278	77.7%
Climate Environment & Customer Services	46	16.0%	242	24.2%	341	83.4%
Corporate Services	90	20.5%	208	22.4%	226	66.9%
Economy Investment & Public Health	31	23.3%	156	35.6%	70	73.7%
Education	26	30.2%	114	32.6%	96	88.1%
People and Transformation	13	18.6%	57	39.3%	55	52.9%

Offer rates ethnicity breakdown

	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	97	20.0%	148	21.1%	19	28.4%	50	25.9%	1,220	28.8%	95	24.9%	1,262	73.8%
Adult Social Care	12	19.7%	59	39.9%	<5	n/a	7	36.8%	186	38.5%	19	35.2%	181	66.3%
Chief Executives Office	5	14.7%	<5	n/a	<5	n/a	<5	n/a	25	22.3%	<5	n/a	15	62.5%
Children & Families	18	29.5%	38	14.6%	<5	n/a	15	32.6%	232	29.7%	19	25.3%	278	77.7%
Climate Environment & Customer Services	15	18.1%	9	15.0%	6	40.0%	<5	n/a	242	24.2%	13	15.3%	341	83.4%
Corporate Services	27	16.0%	25	20.7%	<5	n/a	13	28.9%	208	22.4%	22	25.9%	226	66.9%
Economy Investment & Public Health	11	30.6%	<5	n/a	<5	n/a	<5	n/a	156	35.6%	9	22.0%	70	73.7%
Education	6	42.9%	9	22.5%	<5	n/a	6	46.2%	114	32.6%	5	27.8%	96	88.1%
People and Transformation	<5	n/a	<5	n/a	<5	n/a	<5	n/a	57	39.3%	<5	n/a	55	52.9%

Additional data items

Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Maternity Return Rates	7	100.0%	216	98.2%	31	96.9%
Disciplinary Cases	<5	n/a	33	64.7%	15	29.4%
Grievance Cases	<5	n/a	21	70.0%	7	23.3%

Gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Maternity Return Rates	<5	n/a	254	98.1%	<10	n/a
Disciplinary Cases	24	47.1%	27	52.9%	0	0.0%
Grievance Cases	8	26.7%	22	73.3%	0	0.0%

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	%
Maternity Return Rates	<5	n/a	7	87.5%	162	98.8%	85	97.7%	<5	n/a	<5	n/a	<10	n/a
Disciplinary Cases	<5	n/a	<5	n/a	7	13.7%	19	37.3%	19	37.3%	<5	n/a	0	0.0%
Grievance Cases	<5	n/a	<5	n/a	<5	n/a	12	40.0%	12	40.0%	<5	n/a	0	0.0%

Ethnicity

	Ethnically Diverse		Non Ethnically Diverse		Undisclosed	
	No's	%	No's	%	No's	%
Maternity Return Rates	31	96.9%	177	98.9%	46	95.8%
Disciplinary Cases	12	23.5%	23	45.1%	16	31.4%
Grievance Cases	<5	n/a	21	70.0%	5	16.7%

Ethnicity breakdown

	Asian		Black		Arab/Other		Mixed		White British		White Other		Undisclosed	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Maternity Return Rates	<5	n/a	13	100.0%	<5	n/a	6	100.0%	177	98.9%	7	100.0%	46	95.8%
Disciplinary Cases	<5	n/a	<5	n/a	<5	n/a	<5	n/a	23	45.1%	5	9.8%	16	31.4%
Grievance Cases	<5	n/a	<5	n/a	<5	n/a	<5	n/a	21	70.0%	<5	n/a	5	16.7%

Notes

Maternity Return Rates

Reading across the table, this shows the number and percentage of employees who returned from maternity leave - for example 216 not disabled or 98.2% 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 85.2% 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 71.4% of the total number of cases involved female employees.

Indication of likely representation on Gender Identity

Data extracted from Employee Survey 2022 - ECC Level Only

Transgender - 1.4%

Not Transgender - 93.9%

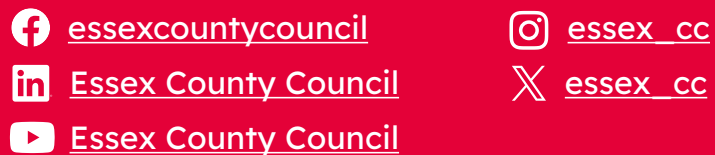
Prefer not to say - 4.8%

This information is issued by:
Essex County Council
Corporate and Customer Service

Contact us:
equalities@essex.gov.uk
0845 743 0430

Corporate and Customer Services
Essex County Council
County Hall, Chelmsford, Essex CM1 1QH

www.essex.gov.uk



Stay up to date with the Your Essex e-newsletter.
For a monthly snapshot of news, events and
activities across the county, sign up at:
www.essex.gov.uk/youressex

The information contained in this document
can be translated and/or made available in
alternative formats, on request.