

Equality and Diversity Report 2020-2021

April 2020–March 2021





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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).

BME

- Black and Minority Ethnic
- The BME 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 & I

- Salary Range - £16,727 to £20,200.

Grade H - F

- Salary Range - £20,200 to £38,400.

Grade E & D

- Salary Range - £38,400 to £65,650.

Grade C+

- Salary Range - £65,650 to £195,000.

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.



Headlines

The Annual Workforce Diversity report looks back on the previous financial year. This report sets out our workforce analysis for 2020/21. 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.

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 surveys – for example **Your Voice**
- Virtual and/or face to face Employee-led Diversity Network Groups – Disabled Employees’ Network (DEN), LGBTQ+ (Lesbian, Gay, Bisexual, Transgender and Questioning) Network, and Black, Asian and Minority Ethnic Network (BAMEN), Women’s network and Young Persons’ 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 whistleblowing 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 through 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, 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
- A recently revised mandatory module on our responsibilities for equality and diversity.



Throughout 2021, ECC undertook a deep dive looking at our equality, diversity and inclusion where we commissioned a third-party expert (involve). Involve rated us as **Implementing**, which is in the middle of their five point scale for diversity & inclusion. They found that while ECC was performing well on some aspects, there was certainly room for improvement. Actions arising out of this insight includes:

- ECC recruiting a dedicated Equality, Diversity and Inclusion lead
- Targeted development programmes such as ‘women in leadership’ programme to bring about changing the gender split at the senior/executive level, mirroring the organisation as a whole (which will help close our gender pay gap)

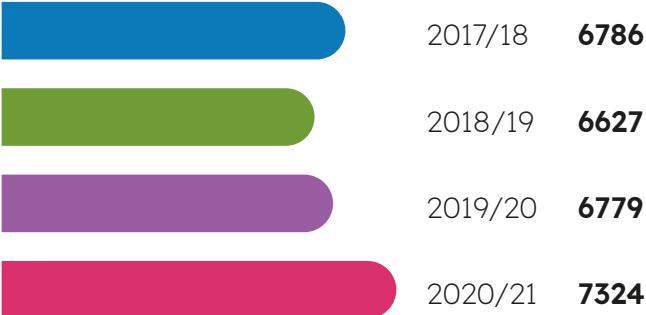
- Twice yearly conversation at executive level regarding the performance of our D&I Agenda
- That there will be local plans as part of our new people plan and embedded within our work on strategic workforce planning
- That our systems will be improved to capture richer data and that our employees will be encouraged to disclose diversity information so that we can support and plan more effectively.

The yearly summary trend graphs are shown below

ECC headcount 2017 to 2021

Year on year comparison

The headcount increase is attributed to more of our workforce moving from zero-hour contracts to fixed hour annualised hour contracts and the need to **cover the COVID-19 response**.

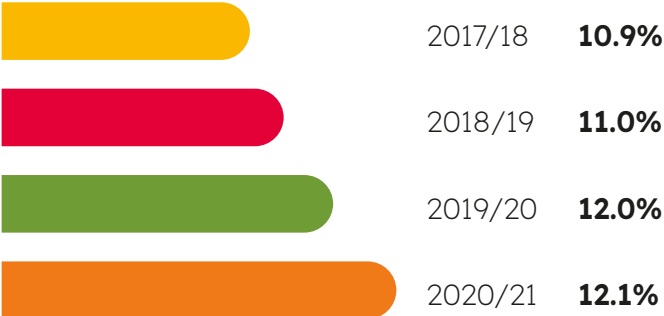


Ethnicity

BME workforce 2017 to 2021

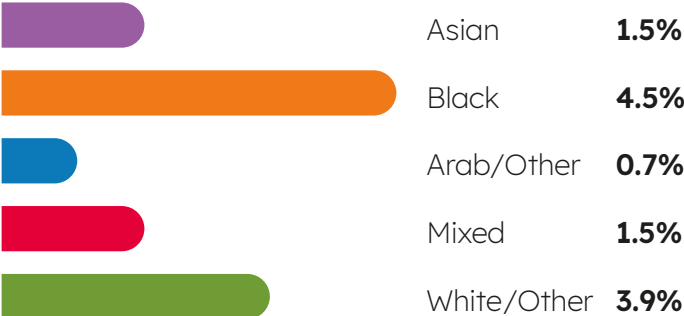
Year on year comparison

BME % - increased by 0.1% as an overall proportion of the workforce. The local population **ONS estimate is 11.8%**.



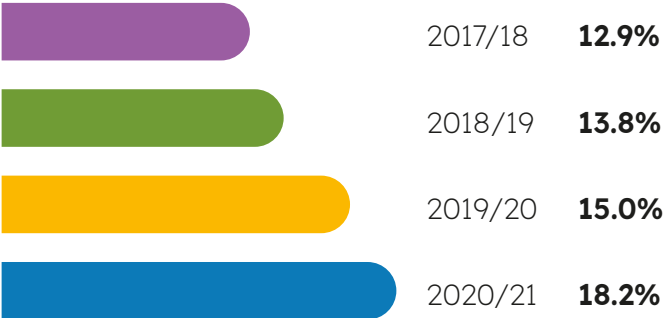
Ethnicity
BME profile 2021

No significant changes to the profile compared to 2020.



Ethnicity
Undisclosed ethnicity
Year on year

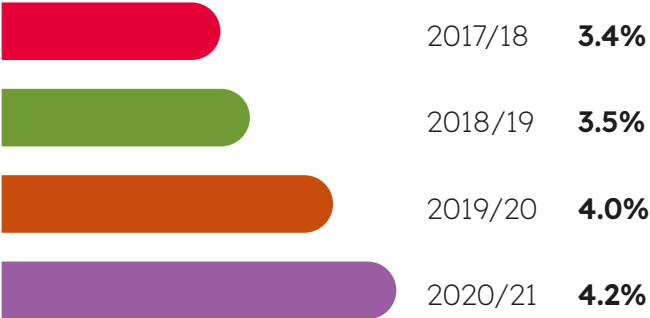
Undisclosed now 18.2%, an **increase of 3.2%** compared to 2019/20.



Disability
Disabled workforce 2017 to 2021

Year on year comparison

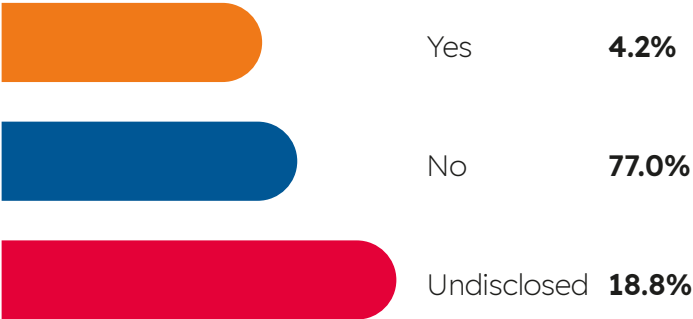
Disabled workforce **increased by 0.2% to 4.2%**.
 The estimated 2021 Essex economically active population is 15.5%.



Disability
Disabled profile 2021

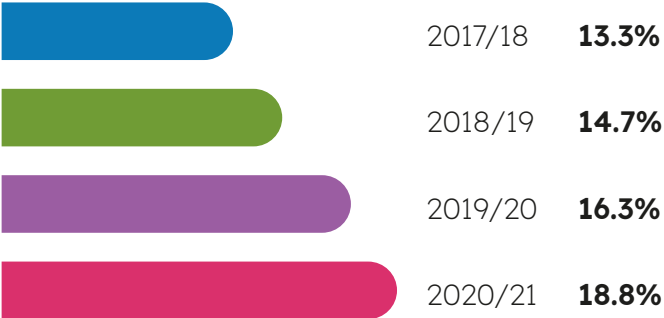
Proportion of ECC’s workforce who has told us they are disabled increased by 0.2% to 4.2%, undisclosed increased to 18.8%.

Leavers – 2.7% disabled
Starters – 4.3% disabled



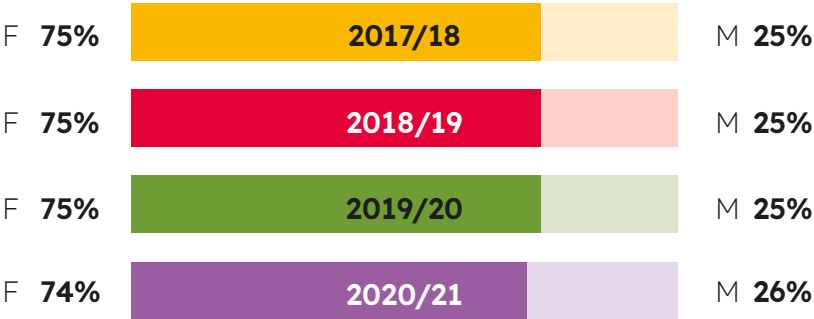
Disability
Undisclosed disability
 Year on year comparison

The proportion of our employees **who have not declared** a disability continues to increase which is in contrast to the economically active disabled residents of Essex (ONS estimates 2020)



Gender profile 2017 to 2021
 Year on year comparison

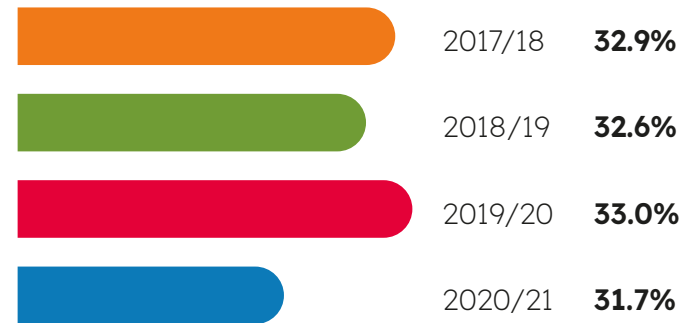
Minimum change in 2020/21.



Part time workforce 2017 to 2021

Year on year comparison

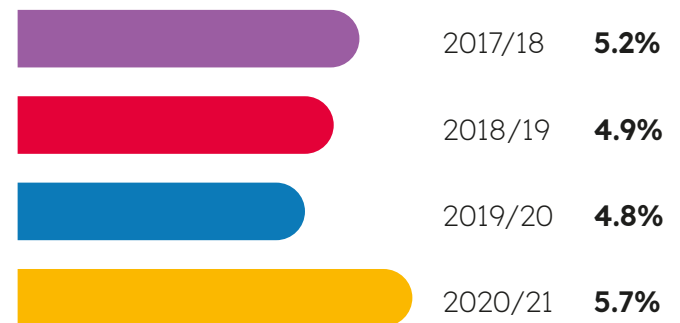
Small decrease 1.3% in part time employees.



Under 25 profile 2017 to 2021

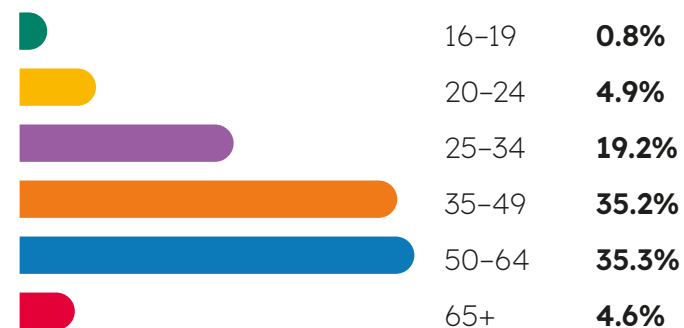
Year on year comparison and age profile 2021

Under 25s **increased by 0.9%**.



Workforce age profile 2021

20.8% of new starters are under 25. 33.3% of new starters were aged 35–49, consistently representing our biggest group of new joiners. 9.2% of leavers were under 25.



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
- Impairment related absence return rates
- Disciplinary cases
- Grievance cases

Equality and Diversity Report our workforce numbers



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

	Headcount	FTE	BME		Disabled		Male		Female		Part time	
	No's	No's	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	7,324	6,133	887	12.1%	306	4.2%	1,888	25.8%	5,436	74.2%	2,324	31.7%
Adult Social Care	1,208	1,123	253	20.9%	62	5.1%	323	19.2%	976	80.8%	241	20.0%
Chief Executives Office	143	138	16	11.2%	<5	n/a	65	45.5%	78	54.5%	18	12.6%
Children & Families	1,498	1,397	260	17.4%	55	3.7%	207	13.8%	1,291	86.2%	291	19.4%
Corporate Services	812	774	82	10.1%	18	2.2%	327	40.3%	485	59.7%	119	14.7%
Education	734	553	38	5.2%	32	4.4%	152	20.7%	582	79.3%	313	42.6%
People & Transformation	716	665	52	7.3%	41	5.7%	159	22.2%	557	77.8%	149	20.8%
Place & Public Health	2,213	1,484	186	8.4%	95	4.3%	746	33.5%	1,467	66.3%	1,193	53.9%

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'.

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	58	0.8%	358	4.9%	1,404	19.2%	2,580	35.2%	2,585	35.3%	339	4.6%
Adult Social Care	<5	n/a	46	3.8%	270	22.4%	446	36.9%	408	33.8%	34	2.8%
Chief Executives Office	<5	n/a	14	9.8%	43	30.1%	69	48.3%	15	10.5%	<5	n/a
Children & Families	<5	n/a	62	4.1%	356	23.8%	577	38.5%	469	31.3%	33	2.2%
Corporate Services	7	0.9%	62	7.6%	173	21.3%	341	42.0%	220	27.1%	9	1.1%
Education	<5	n/a	14	1.9%	107	14.6%	268	36.5%	290	39.5%	54	7.4%
People & Transformation	28	3.9%	68	9.5%	162	22.6%	216	30.2%	219	30.6%	23	3.2%
Place & Public Health	17	0.8%	92	4.2%	293	13.2%	663	30.0%	964	43.6%	184	8.3%

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Religion or belief and sexual orientation

	Christian		Other Faiths		No Religion		Undisclosed	
	No's	%	No's	%	No's	%	No's	%
Essex County Council	2,098	28.6%	261	3.6%	1,986	27.1%	2,979	40.7%
Adult Social Care	337	31.2%	47	3.9%	324	26.8%	460	38.1%
Chief Executives Office	38	26.6%	6	4.2%	49	34.3%	50	35.0%
Children & Families	445	29.7%	48	3.2%	429	28.6%	576	38.5%
Corporate Services	201	24.8%	47	5.8%	235	28.9%	329	40.5%
Education	236	32.2%	25	3.4%	182	24.8%	291	39.6%
People & Transformation	163	22.8%	19	2.7%	202	28.2%	332	46.4%
Place & Public Health	638	28.8%	69	3.1%	565	25.5%	941	42.5%

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Sexual orientation

	<u>Heterosexual</u>		<u>Gay/Lesbian/Bisexual/Other</u>		<u>Undisclosed</u>	
	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>
Essex County Council	4,219	57.6%	170	2.3%	2,935	40.1%
Adult Social Care	722	59.8%	24	2.0%	462	38.2%
Chief Executives Office	90	62.9%	<5	n/a%	49	34.3%
Children & Families	903	60.3%	36	2.4%	559	37.3%
Corporate Services	478	58.9%	18	2.2%	316	38.9%
Education	427	58.2%	16	2.2%	291	39.6%
People & Transformation	369	51.5%	15	2.1%	332	46.4%
Place & Public Health	1,230	55.6%	57	2.6%	926	41.8%

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Grade profile

	Grade J&I		Grade H-F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	1,355	18.5%	3,734	51.0%	1,747	23.9%	175	2.4%	313	4.3%
Adult Social Care	65	5.4%	788	65.2%	321	26.6%	21	1.7%	13	1.1%
Chief Executives Office	<5	n/a	59	41.3%	69	48.3%	9	6.3%	<5	n/a
Children & Families	19	1.3%	926	61.8%	534	35.6%	15	1.0%	<5	n/a
Corporate Services	55	6.8%	445	54.8%	259	31.9%	50	6.2%	<5	n/a
Education	119	16.2%	268	36.5%	150	20.4%	12	1.6%	185	25.2%
People & Transformation	234	32.7%	285	39.8%	148	20.7%	23	3.2%	26	3.6%
Place & Public Health	860	38.9%	963	43.5%	266	12.0%	45	2.0%	79	3.6%

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Ethnicity



Ethnic group by function

	<u>Headcount</u>	<u>Asian</u>		<u>Black</u>		<u>Arab/Other</u>		<u>Mixed</u>		<u>White British</u>		<u>White/Other</u>		<u>Undisclosed</u>	
	<u>No's</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>
Essex County Council	7,324	108	1.5%	326	4.5%	51	0.7%	115	1.6%	5,106	69.7%	287	3.9%	1,331	18.2%
Adult Social Care	1,208	22	1.8%	144	11.9%	8	0.7%	23	1.9%	719	59.5%	56	4.6%	236	19.5%
Chief Executives Office	143	<5	n/a	<5	n/a	<5	n/a	<5	n/a	104	72.7%	6	4.2%	23	16.1%
Children & Families	1,498	25	1.7%	106	7.1%	12	0.8%	31	2.1%	1,007	67.2%	86	5.7%	231	15.4%
Corporate Services	812	15	1.8%	25	3.1%	5	0.6%	11	1.4%	553	68.1%	26	3.2%	177	21.8%
Education	734	7	1.0%	9	1.2%	<5	n/a	<5	n/a	573	78.1%	18	2.5%	123	16.8%
People & Transformation	716	7	1.0%	13	1.8%	<5	n/a	11	1.5%	479	66.9%	18	2.5%	185	25.8%
Place & Public Health	2,213	29	1.3%	26	1.2%	19	0.9%	35	1.6%	1,671	75.5%	77	3.5%	356	16.1%

Ethnicity by grade

	Grade J&I		Grade H-F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Asian	15	1.1%	52	1.4%	33	1.9%	<5	n/a	<5	n/a
Black	21	1.5%	215	5.8%	81	4.6%	<5	n/a	5	1.6%
Arab/Other	12	0.9%	23	0.6%	13	0.7%	<5	n/a	<5	n/a
Mixed	25	1.8%	65	1.7%	25	1.4%	<5	n/a	<5	n/a
White British	974	71.9%	2,567	68.7%	1,226	70.2%	125	74.9%	214	69.9%
White/Other	42	3.1%	143	3.8%	86	4.9%	8	4.8%	8	2.6%
Undisclosed	266	19.6%	669	17.9%	283	16.2%	34	20.4%	79	25.8%

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	43	1.4%	32	2.2%	29	1.4%	<5	n/a
Black	210	7.0%	74	5.1%	36	1.7%	6	0.8%
Arab/Other	21	0.7%	15	1.0%	12	0.6%	<5	n/a
Mixed	57	1.9%	31	2.1%	25	1.2%	<5	n/a
White British	1,582	52.5%	1,141	78.5%	1,738	83.6%	645	83.2%
White/Other	122	4.0%	53	3.6%	78	3.8%	34	4.4%
Undisclosed	980	32.5%	108	7.4%	162	7.8%	81	10.5%

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	6	1.7%	22	1.6%	55	2.1%	23	0.9%	<5	n/a
Black	<5	n/a	14	3.9%	43	3.1%	165	6.4%	99	3.8%	5	1.5%
Arab/Other	<5	n/a	<5	n/a	8	0.6%	24	0.9%	15	0.6%	<5	n/a
Mixed	<5	n/a	11	3.1%	30	2.1%	44	1.7%	26	1.0%	<5	n/a
White British	23	40.4%	217	60.8%	918	65.4%	1,701	65.9%	1,975	76.4%	272	82.2%
White/Other	<5	n/a	8	2.2%	45	3.2%	142	5.5%	79	3.1%	13	3.9%
Undisclosed	34	59.6%	101	28.3%	338	24.1%	449	17.4%	368	14.2%	41	12.4%

Ethnicity by disability

	Disability	
	No's	%
Asian	6	2.0%
Black	13	4.3%
Arab/Other	<5	n/a
Mixed	5	1.7%
White British	244	80.8%
White/Other	10	3.3%
Undisclosed	24	7.9%

Ethnicity by gender

	Male		Female	
	No's	%	No's	%
Asian	35	1.9%	73	1.3%
Black	71	3.8%	255	4.7%
Arab/Other	11	0.6%	40	0.7%
Mixed	26	1.4%	89	1.6%
White British	1,325	70.2%	3,781	69.6%
White/Other	62	3.3%	225	4.1%
Undisclosed	358	19.0%	973	17.9%

Asian background

	<u>Headcount</u>	<u>Asian</u>		<u>Bangladeshi</u>		<u>Chinese</u>		<u>Indian</u>		<u>Pakistani</u>		<u>Other</u>	
	<u>No's</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>
Essex County Council	7,324	108	1.5%	22	0.3%	22	0.3%	46	0.6%	13	0.2%	5	0.1%
Adult Social Care	1,208	22	1.8%	<5	n/a	<5	n/a	11	0.9%	<5	n/a	<5	n/a
Chief Executives Office	143	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,498	25	1.7%	9	0.6%	<5	n/a	10	0.7%	<5	n/a	<5	n/a
Corporate Services	812	15	1.8%	<5	n/a	<5	n/a	5	0.6%	<5	n/a	<5	n/a
Education	734	7	1.0%	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
People & Transformation	716	7	1.0%	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Place & Public Health	2,213	29	1.3%	<5	n/a	7	0.3%	14	0.6%	<5	n/a	<5	n/a

Black background

	Headcount	Black		African		Caribbean		Other	
	No's	No's	%	No's	%	No's	%	No's	%
Essex County Council	7,324	326	4.5%	235	3.2%	70	1.0%	21	0.3%
Adult Social Care	1,208	144	11.9%	124	10.3%	11	0.9%	9	0.7%
Chief Executives Office	143	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,498	106	7.1%	68	4.5%	32	2.1%	6	0.4%
Corporate Services	812	25	3.1%	19	2.3%	<5	n/a	<5	n/a
Education	734	9	1.2%	5	0.7%	<5	n/a	<5	n/a
People & Transformation	716	13	1.8%	6	0.8%	7	1.0%	<5	n/a
Place & Public Health	2,213	26	1.2%	11	0.5%	11	0.5%	<5	n/a

Mixed background

	<u>Headcount</u>	<u>Mixed</u>		<u>White and Asian</u>		<u>White and Black African</u>		<u>White and Black Caribbean</u>		<u>Other</u>	
	<u>No's</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>
Essex County Council	7,324	115	1.6%	35	0.5%	17	0.2%	16	0.2%	21	0.3%
Adult Social Care	1,208	23	1.9%	7	0.6%	<5	n/a	<5	n/a	9	0.7%
Chief Executives Office	143	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,498	31	2.1%	9	0.6%	7	0.5%	5	0.3%	6	0.4%
Corporate Services	812	11	1.4%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Education	734	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
People & Transformation	716	11	1.5%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Place & Public Health	2,213	35	1.6%	12	0.5%	<5	n/a	<5	n/a	<5	n/a

Arab/other background

	Headcount	Arab/Other		Arab		Other	
	No's	No's	%	No's	%	No's	%
Essex County Council	7,324	51	0.7%	<5	n/a	49	0.7%
Adult Social Care	1,208	8	0.7%	<5	n/a	8	0.7%
Chief Executives Office	143	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,498	12	0.8%	<5	n/a	12	0.8%
Corporate Services	812	5	0.6%	<5	n/a	<5	n/a
Education	734	<5	n/a	<5	n/a	<5	n/a
People & Transformation	716	<5	n/a	<5	n/a	<5	n/a
Place & Public Health	2,213	19	0.9%	<5	n/a	18	0.8%

White British

	<u>Headcount</u>	<u>White British</u>	
	<u>No's</u>	<u>No's</u>	<u>%</u>
Essex County Council	7,324	5,106	69.7%
Adult Social Care	1,208	719	59.5%
Chief Executives Office	143	104	72.7%
Children & Families	1,498	1,007	67.2%
Corporate Services	812	553	68.1%
Education	734	573	78.1%
People & Transformation	716	479	66.9%
Place & Public Health	2,213	1,671	75.5%

White/other background

	<u>Headcount</u>	<u>White/Other</u>		<u>Irish</u>		<u>Gypsy Irish Traveller</u>		<u>Other</u>	
	<u>No's</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>
Essex County Council	7,324	287	3.9%	56	0.8%	<5	n/a	229	3.1%
Adult Social Care	1,208	56	4.6%	9	0.7%	<5	n/a	47	3.9%
Chief Executives Office	143	6	4.2%	<5	n/a	<5	n/a	5	3.5%
Children & Families	1,498	86	5.7%	18	1.2%	<5	n/a	67	4.5%
Corporate Services	812	26	3.2%	6	0.7%	<5	n/a	20	2.5%
Education	734	18	2.5%	<5	n/a	<5	n/a	14	1.9%
People & Transformation	716	18	2.5%	<5	n/a	<5	n/a	14	2.0%
Place & Public Health	2,213	77	3.5%	14	0.6%	<5	n/a	62	2.8%

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	7,324	58	0.8%	358	4.9%	1,404	19.2%	2,580	35.2%	2,585	35.3%	339	4.6%
Adult Social Care	1,208	<5	n/a	46	3.8%	270	22.4%	446	36.9%	408	33.8%	34	2.8%
Chief Executives Office	143	<5	n/a	14	9.8%	43	30.1%	69	48.3%	15	10.5%	<5	n/a
Children & Families	1,498	<5	n/a	62	4.1%	356	23.8%	577	38.5%	469	31.3%	33	2.2%
Corporate Services	812	7	0.9%	62	7.6%	173	21.3%	341	42.0%	220	27.1%	9	1.1%
Education	734	<5	n/a	14	1.9%	107	14.6%	268	36.5%	290	39.5%	54	7.4%
People & Transformation	716	28	3.9%	68	9.5%	162	22.6%	216	30.2%	219	30.6%	23	3.2%
Place & Public Health	2,213	17	0.8%	92	4.5%	293	13.2%	663	30.0%	964	43.6%	184	8.3%

Age by grade

	Grade J&I		Grade H-F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
16-19	33	2.4%	7	0.2%	<5	n/a	<5	n/a	18	5.8%
20-24	128	9.4%	193	5.2%	8	0.5%	<5	n/a	29	9.3%
25-34	190	14.0%	870	23.3%	284	16.3%	<5	n/a	56	17.9%
35-49	298	22.0%	1,290	34.5%	813	46.5%	90	53.3%	89	28.4%
50-64	535	39.5%	1,258	33.7%	610	34.9%	79	46.7%	103	32.9%
65+	171	12.6%	116	3.1%	32	1.8%	<5	n/a	18	5.8%

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	58	1.9%	<5	n/a	<5	n/a	<5	n/a
20-24	335	11.1%	23	1.6%	<5	n/a	<5	n/a
25-34	930	30.8%	355	24.4%	119	5.7%	<5	n/a
35-49	928	30.8%	575	39.5%	898	43.2%	179	23.1%
50-64	697	23.1%	437	30.1%	939	45.1%	512	66.1%
65+	67	2.2%	64	4.4%	124	6.0%	84	10.8%

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	23	0.5%	<5	n/a	34	2.6%
20-24	6	5.7%	14	4.3%	<5	n/a	11	9.9%	217	4.2%	8	2.8%	101	7.6%
25-34	22	20.8%	43	13.2%	8	17.5%	30	27.0%	918	18.0%	45	15.7%	338	25.4%
35-49	55	51.9%	165	50.6%	24	51.1%	44	39.6%	1,701	33.3%	142	49.5%	449	33.7%
50-64	23	21.7%	99	30.4%	15	31.9%	26	23.4%	1,975	38.7%	79	27.5%	368	27.6%
65+	<5	n/a	5	1.5%	<5	n/a	<5	n/a	272	5.3%	13	4.5%	41	3.1%

Age by disability

	Disability	
	No's	%
16-19	<5	n/a
20-24	16	5.3%
25-34	62	20.4%
35-49	112	36.8%
50-64	106	34.9%
65+	8	2.6%

Age by gender

	Male		Female	
	No's	%	No's	%
16-19	20	1.1%	38	0.7%
20-24	98	5.2%	260	4.8%
25-34	364	19.3%	1,040	19.1%
35-49	635	33.6%	1,945	35.8%
50-64	641	34.0%	1,944	35.8%
65+	130	6.9%	209	3.8%

Gender



Gender by function

	Headcount	Female		Male	
	No's	No's	%	No's	%
Essex County Council	7,324	5,436	74.2%	1,888	25.8%
Adult Social Care	1,208	976	80.8%	232	19.2%
Chief Executives Office	143	78	54.5%	65	45.5%
Children & Families	1,498	1,291	86.2%	207	13.8%
Corporate Services	812	485	59.7%	327	40.3%
Education	734	582	79.3%	152	20.7%
People & Transformation	716	557	77.8%	159	22.2%
Place & Public Health	2,213	1,467	66.3%	746	33.7%

Gender by grade

	Grade J&I		Grade H-F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Female	991	73.1%	2,907	77.9%	1,232	70.5%	100	57.1%	206	65.8%
Male	364	26.9%	827	22.1%	515	29.5%	75	42.9%	107	34.2%

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	2,206	73.2%	1,081	74.3%	1,552	74.6%	597	77.0%
Male	809	26.8%	373	25.7%	528	25.4%	178	23.0%

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	73	67.6%	255	78.2%	40	100%	89	77.4%	3,781	74.1%	255	78.4%	973	73.1%
Male	35	32.4%	71	21.8%	<5	n/a	26	22.6%	1,325	25.9%	62	21.6%	358	26.9%

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	65.5%	260	72.6%	1,040	74.1%	1,945	75.4%	1,944	75.2%	209	61.7%
Male	20	34.5%	98	27.4%	364	25.9%	635	24.6%	641	24.8%	130	38.3%

Gender by disability

	Disability	
	No's	%
Female	221	72.2%
Male	85	27.8%

Disability



Disabled by function

	Headcount	Disabled		Not Disabled		Undisclosed	
	No's	No's	%	No's	%	No's	%
Essex County Council	7,324	306	4.2%	5,638	77.0%	1,380	18.8%
Adult Social Care	1,208	62	5.1%	928	76.8%	218	18.0%
Chief Executives Office	143	<5	n/a	115	80.4%	25	17.5%
Children & Families	1,498	55	3.7%	1,187	79.2%	256	17.1%
Corporate Services	812	18	2.2%	626	77.1%	168	20.7%
Education	734	32	4.4%	561	76.4%	141	19.2%
People & Transformation	716	41	5.7%	487	68.0%	188	26.3%
Place & Public Health	2,213	95	4.3%	1,734	78.4%	384	17.4%

Disabled by grade

	Grade J&I		Grade H-F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Disabled	78	5.8%	157	4.2%	56	3.2%	<5	n/a	13	4.2%
Not Disabled	1,002	73.9%	2,878	77.1%	1,403	80.3%	138	79.8%	217	69.3%
Undisclosed	275	20.3%	699	18.7%	288	16.5%	35	20.2%	83	26.5%

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	130	4.3%	61	4.2%	86	4.1%	29	3.7%
Not Disabled	2,098	69.6%	1,340	92.2%	1,544	74.2%	656	84.6%
Undisclosed	787	26.1%	53	3.6%	450	21.6%	90	11.6%

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	6	5.6%	13	4.0%	<5	n/a	5	4.3%	244	4.8%	10	3.5%	24	1.8%
Not Disabled	93	86.1%	290	89.0%	43	100.0%	103	89.6%	4,398	86.1%	250	87.1%	461	34.6%
Undisclosed	9	8.3%	23	7.1%	<5	n/a	7	6.1%	464	9.1%	27	9.4%	846	63.6%

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	n/a	16	4.5%	62	4.4%	112	4.3%	106	4.1%	8	2.4%
Not Disabled	20	34.5%	250	69.8%	1,105	78.7%	1,966	76.2%	2,031	78.6%	266	78.5%
Undisclosed	36	62.1%	92	25.7%	237	16.9%	502	19.5%	448	17.3%	65	19.2%

Disabled by gender

	Female		Male	
	No's	%	No's	%
Disabled	221	4.1%	85	4.5%
Not Disabled	4,210	77.4%	1,428	75.6%
Undisclosed	1,005	18.5%	375	19.9%

Part time



Part time gender by function

	Headcount	Male		Female	
	No's	No's	%	No's	%
Essex County Council	2,324	327	15.4%	1,967	84.6%
Adult Social Care	241	20	8.3%	221	91.7%
Chief Executives Office	18	<5	n/a	16	88.9%
Children & Families	291	19	6.5%	272	93.5%
Corporate Services	119	5	4.2%	114	95.8%
Education	313	68	21.7%	245	78.3%
People & Transformation	149	6	4.0%	143	96.0%
Place & Public Health	1,193	237	19.9%	956	80.1%

Part time gender by grade

	Grade J&I		Grade H-F		Grade E&D		Grade C+		Other	
	No's	%	No's	%	No's	%	No's	%	No's	%
Female	753	77.2%	890	90.4%	230	94.3%	5	100	89	78.8%
Male	222	22.8%	95	9.6%	14	5.7%	<5	n/a	24	21.2%

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	633	79.5%	398	84.5%	671	88.2%	265	89.5%
Male	163	20.5%	73	15.5%	90	11.8%	31	10.5%

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	19	100.0%	36	85.7%	<5	n/a	31	91.2%	1,501	84.4%	69	92.0%	298	83.7%
Male	<5	n/a	6	14.3%	<5	n/a	<5	n/a	277	15.6%	6	8.0%	58	16.3%

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	13	100%	54	74.0%	245	87.8%	732	92.8%	778	84.7%	145	58.7%
Male	<5	n/a	19	26.0%	34	12.2%	57	7.2%	141	15.3%	102	41.3%

Part time gender by disability

	Disabled	
	No's	%
Female	87	78.4%
Male	24	21.6%

Leavers



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	33	5.1%	465	72.5%	143	22.3%
Adult Social Care	6	5.7%	76	72.4%	23	21.9%
Chief Executives Office	<5	n/a	<5	n/a	6	60.0%
Children & Families	5	3.6%	108	77.1%	27	19.3%
Corporate Services	<5	n/a	32	58.2%	20	36.4%
Education	<5	n/a	41	71.9%	13	22.8%
People & Transformation	5	10.0%	28	56.0%	17	34.0%
Place & Public Health	11	4.9%	176	78.6%	17	16.5%

Gender

	Male		Female	
	No's	%	No's	%
Essex County Council	163	25.4%	478	74.6%
Adult Social Care	28	26.7%	77	73.3%
Chief Executives Office	5	50.0%	5	50.0%
Children & Families	23	16.4%	117	83.6%
Corporate Services	27	49.1%	28	50.9%
Education	15	26.3%	42	73.7%
People & Transformation	9	18.0%	41	82.0%
Place & Public Health	56	25.0%	168	75.0%

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	9	1.4%	50	7.8%	107	16.7%	172	26.8%	216	33.7%	87	13.6%
Adult Social Care	<5	n/a	<5	n/a	17	16.2%	30	28.6%	38	36.2%	17	16.2%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Children & Families	<5	n/a	8	5.7%	36	25.7%	52	37.1%	37	26.4%	7	5.0%
Corporate Services	<5	n/a	5	9.1%	10	18.2%	15	27.3%	22	40.0%	<5	n/a
Education	<5	n/a	<5	n/a	9	15.8%	17	29.8%	16	28.1%	11	19.3%
People & Transformation	<5	n/a	5	10.0%	<5	n/a	14	28.0%	17	34.0%	10	20.0%
Place & Public Health	7	3.1%	24	10.7%	29	12.9%	41	18.3%	84	37.5%	39	17.4%

Ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	88	13.7%	406	63.3%	147	22.9%
Adult Social Care	23	21.9%	53	50.5%	29	27.6%
Chief Executives Office	<5	n/a	<5	n/a	7	70.0%
Children & Families	28	20.0%	85	60.7%	27	19.3%
Corporate Services	5	9.1%	30	54.5%	20	36.4%
Education	<5	n/a	42	73.7%	12	21.1%
People & Transformation	<5	n/a	29	58.0%	19	38.0%
Place & Public Health	25	11.2%	166	74.1%	33	14.7%

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	%
Essex County Council	12	1.9%	39	6.1%	<5	n/a	7	1.1%	406	63.3%	27	4.2%	147	22.9%
Adult Social Care	<5	n/a	17	16.2%	<5	n/a	<5	n/a	53	50.5%	<5	n/a	29	27.6%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a	7	70.0%
Children & Families	<5	n/a	15	10.7%	<5	n/a	<5	n/a	85	60.7%	9	6.4%	27	19.3%
Corporate Services	<5	n/a	<5	n/a	<5	n/a	<5	n/a	30	54.5%	<5	n/a	20	36.4%
Education	<5	n/a	<5	n/a	<5	n/a	<5	n/a	42	73.7%	<5	n/a	12	21.1%
People & Transformation	<5	n/a	<5	n/a	<5	n/a	<5	n/a	29	58.0%	<5	n/a	19	38.0%
Place & Public Health	6	2.7%	<5	n/a	<5	n/a	<5	n/a	166	74.1%	11	4.9%	33	14.7%

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	7	1.5%	<5	n/a
Resignation	17	51.5%	325	69.9%	100	69.9%
Retirement	7	21.2%	80	17.2%	17	11.9%
Other leaving type	6	18.2%	50	10.8%	22	15.4%

Gender

	Male		Female	
	No's	%	No's	%
Dismissal	<5	n/a	5	1.0%
Redundancy	<5	n/a	6	1.3%
Resignation	103	63.2%	339	70.9%
Retirement	26	16.0%	78	16.3%
Other leaving type	28	17.2%	50	10.5%

Age

	16-19		20-24		25-34		35-49		50-64		65+	
	No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
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	n/a	8	3.7%	<5	n/a
Resignation	6	66.7%	37	74.0%	93	86.9%	147	85.5%	136	63.0%	23	26.4%
Retirement	<5	n/a	<5	n/a	<5	n/a	<5	n/a	43	19.9%	57	65.5%
Other leaving type	<5	n/a	11	22.0%	11	10.3%	19	11.0%	29	13.4%	6	6.9%

Ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Dismissal	<5	n/a	<5	n/a	<5	n/a
Redundancy	<5	n/a	7	1.7%	<5	n/a
Resignation	60	68.2%	269	66.3%	113	76.9%
Retirement	10	11.4%	88	21.7%	6	4.1%
Other leaving type	17	19.3%	38	9.4%	23	15.6%

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	7	1.7%	<5	n/a	<5	n/a
Resignation	<5	n/a	34	87.2%	<5	n/a	7	100.0%	269	66.3%	15	55.6%	113	76.9%
Retirement	5	41.7%	<5	n/a	<5	n/a	<5	n/a	88	21.7%	<5	n/a	6	4.1%
Other leaving type	<5	n/a	<5	n/a	<5	n/a	<5	n/a	38	9.4%	9	33.3%	23	15.6%

Starters



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	38	4.3%	417	47.4%	425	48.3%
Adult Social Care	5	2.9%	70	41.2%	95	55.9%
Chief Executives Office	<5	n/a	13	54.2%	11	45.8%
Children & Families	10	5.3%	104	54.7%	76	40.0%
Corporate Services	<5	n/a	57	41.6%	77	56.2%
Education	7	8.5%	48	58.5%	27	32.9%
People & Transformation	5	3.6%	46	33.3%	87	63.0%
Place & Public Health	8	5.8%	79	56.8%	52	37.4%

Gender

	Male		Female	
	No's	%	No's	%
Essex County Council	262	29.8%	618	70.2%
Adult Social Care	31	18.2%	139	81.8%
Chief Executives Office	12	50.0%	12	50.0%
Children & Families	28	14.7%	162	85.3%
Corporate Services	73	53.3%	64	46.7%
Education	24	29.3%	58	70.7%
People & Transformation	42	30.4%	96	69.6%
Place & Public Health	52	37.4%	87	62.6%

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	36	4.1%	147	16.7%	234	26.6%	293	33.3%	160	18.2%	10	1.1%
Adult Social Care	5	2.0%	20	11.8%	48	28.2%	59	34.7%	37	21.8%	<5	n/a
Chief Executives Office	<5	n/a	7	29.2%	<5	n/a	12	50.0%	<5	n/a	<5	n/a
Children & Families	<5	n/a	44	23.2%	56	29.5%	60	31.6%	29	15.3%	<5	n/a
Corporate Services	5	3.6%	22	16.1%	36	26.3%	51	37.2%	22	16.1%	<5	n/a
Education	<5	n/a	14	17.1%	18	22.0%	26	31.7%	20	24.4%	<5	n/a
People & Transformation	19	13.8%	24	17.4%	35	25.4%	41	29.7%	17	12.3%	<5	n/a
Place & Public Health	6	4.3%	16	11.5%	37	26.6%	44	31.7%	34	24.5%	<5	n/a

Ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	132	15.0%	329	37.4%	419	47.6%
Adult Social Care	36	21.2%	44	25.9%	90	52.9%
Chief Executives Office	<5	n/a	8	33.3%	13	54.2%
Children & Families	44	23.2%	73	38.4%	73	38.4%
Corporate Services	15	10.9%	45	32.8%	77	56.2%
Education	10	12.2%	47	57.3%	25	30.5%
People & Transformation	11	8.0%	40	29.0%	87	63.0%
Place & Public Health	13	9.4%	72	51.8%	54	38.8%

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	14	1.6%	72	8.2%	<5	n/a	12	1.4%	329	37.4%	32	3.6%	419	47.6%
Adult Social Care	<5	n/a	20	11.8%	<5	n/a	<5	n/a	44	25.9%	8	4.7%	90	52.9%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	8	33.3%	<5	n/a	13	54.2%
Children & Families	<5	n/a	29	15.3%	<5	n/a	<5	n/a	73	38.4%	7	3.7%	73	38.4%
Corporate Services	<5	n/a	10	7.3%	<5	n/a	<5	n/a	45	32.8%	<5	n/a	77	56.2%
Education	<5	n/a	5	6.1%	<5	n/a	<5	n/a	47	57.3%	<5	n/a	25	30.5%
People & Transformation	<5	n/a	6	4.3%	<5	n/a	<5	n/a	40	29.0%	<5	n/a	87	63.0%
Place & Public Health	<5	n/a	<5	n/a	<5	n/a	<5	n/a	72	51.8%	7	5.0%	54	38.8%

Training



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	2,993	6.2%	37,994	78.8%	7,237	15.0%
Adult Social Care	583	7.2%	6,485	80.0%	1,034	12.8%
Chief Executives Office	17	2.9%	475	81.2%	93	15.9%
Children & Families	414	4.2%	7,989	81.2%	1,440	14.6%
Corporate Services	78	2.1%	3,058	81.9%	598	16.0%
Education	129	2.4%	4,076	76.4%	1,130	21.2%
People & Transformation	879	13.0%	4,806	71.3%	1,052	15.6%
Place & Public Health	893	6.4%	11,105	80.0%	1,890	13.6%

Gender

	Male		Female	
	No's	%	No's	%
Essex County Council	8,757	18.2%	39,467	81.8%
Adult Social Care	1,275	15.7%	6,817	84.3%
Chief Executives Office	230	39.3%	355	60.7%
Children & Families	1,246	12.7%	8,597	87.3%
Corporate Services	1,344	36.0%	2,390	64.0%
Education	574	10.8%	4,761	89.2%
People & Transformation	834	12.4%	5,903	87.6%
Place & Public Health	3,254	23.4%	10,634	76.6%

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	197	0.4%	1,830	3.8%	8,027	16.6%	17,155	35.6%	19,395	40.2%	1,620	3.4%
Adult Social Care	<5	n/a	141	1.7%	1,364	16.8%	3,210	39.6%	3,114	38.4%	273	3.4%
Chief Executives Office	<5	n/a	49	8.4%	154	26.3%	287	49.1%	87	14.9%	8	1.4%
Children & Families	7	0.1%	187	1.9%	2,105	21.4%	3,875	39.4%	3,448	35.0%	221	2.2%
Corporate Services	20	0.5%	167	4.5%	731	19.6%	1,458	39.0%	1,324	35.5%	34	0.9%
Education	<5	n/a	47	0.9%	806	15.1%	2,116	39.7%	2,277	42.7%	89	1.7%
People & Transformation	99	1.5%	868	12.9%	1,216	18.0%	1,911	28.4%	2,266	33.6%	377	5.6%
Place & Public Health	71	0.5%	371	2.7%	1,654	11.9%	4,298	30.9%	6,879	49.5%	618	4.4%

Ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	5,901	12.2%	35,728	74.1%	6,595	13.7%
Adult Social Care	2,041	25.2%	5,095	62.9%	966	11.9%
Chief Executives Office	92	15.7%	460	78.6%	33	5.6%
Children & Families	1,647	16.7%	7,014	71.3%	1,182	12.0%
Corporate Services	356	9.5%	2,742	73.4%	636	17.0%
Education	180	3.4%	4,142	77.6%	1,013	19.0%
People & Transformation	494	7.3%	5,367	79.7%	876	13.0%
Place & Public Health	1,091	7.9%	10,908	78.5%	1,889	13.6%

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	699	1.4%	2,186	4.5%	298	0.6%	657	1.4%	35,728	74.1%	2,061	4.3%	6,595	13.7%
Adult Social Care	165	2.0%	1,272	15.7%	33	0.4%	98	1.2%	5,095	62.9%	473	5.8%	966	11.9%
Chief Executives Office	11	1.9%	24	4.1%	21	3.6%	14	2.4%	460	78.6%	22	3.8%	33	5.6%
Children & Families	226	2.3%	577	5.9%	84	0.9%	144	1.5%	7,014	71.3%	616	6.3%	1,182	12.0%
Corporate Services	41	1.1%	85	2.3%	20	0.5%	59	1.6%	2,742	73.4%	151	4.0%	636	17.0%
Education	34	0.6%	32	0.6%	15	0.3%	12	0.2%	4,142	77.6%	87	1.6%	1,013	19.0%
People & Transformation	39	0.6%	93	1.4%	24	0.4%	116	1.7%	5,367	79.7%	222	3.3%	876	13.0%
Place & Public Health	183	1.3%	103	0.7%	101	0.7%	214	1.5%	10,908	78.5%	490	3.5%	1,889	13.6%

Recruitment



Applicants disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	685	3.1%	9,704	43.4%	11,932	53.5%
Adult Social Care	66	2.7%	950	38.4%	1,457	58.9%
Chief Executives Office	25	2.9%	367	42.4%	473	54.7%
Children & Families	143	2.9%	2,154	43.5%	2,656	53.6%
Corporate Services	113	2.7%	2,107	50.6%	1,946	46.7%
Education	50	3.5%	826	58.3%	540	38.1%
People & Transformation	177	4.1%	1,780	41.5%	2,337	54.4%
Place & Public Health	111	2.7%	1,520	36.6%	2,523	60.7%

Applicants gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,773	7.9%	3,824	17.1%	16,724	74.9%
Adult Social Care	211	8.5%	649	26.2%	1,613	65.2%
Chief Executives Office	67	7.7%	79	9.1%	719	83.1%
Children & Families	264	5.3%	1,277	25.8%	3,412	68.9%
Corporate Services	478	11.5%	397	9.5%	3,291	79.0%
Education	94	6.6%	359	25.4%	963	68.0%
People & Transformation	323	7.5%	545	12.7%	3,426	79.8%
Place & Public Health	336	8.1%	518	12.5%	3,300	79.4%

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	173	0.8%	2,220	9.9%	3,187	14.3%	3,272	14.7%	1,580	7.1%	41	0.2%	11,848	53.1%
Adult Social Care	12	0.5%	130	5.3%	286	11.6%	411	16.6%	191	7.7%	<5	n/a	1,440	58.2%
Chief Executives Office	6	0.7%	70	8.1%	196	22.7%	84	10.9%	23	2.7%	<5	n/a	476	55.0%
Children & Families	26	0.5%	424	8.6%	820	14.5%	852	17.2%	319	6.4%	<5	n/a	2,610	52.7%
Corporate Services	22	0.5%	648	15.6%	624	15.0%	603	14.5%	306	7.3%	7	0.5%	1,956	47.0%
Education	14	1.0%	185	13.1%	289	20.4%	249	17.6%	144	10.2%	<5	n/a	532	37.6%
People & Transformation	49	1.1%	487	11.3%	559	13.0%	559	13.0%	295	6.9%	17	0.4%	2,328	54.2%
Place & Public Health	44	1.1%	276	6.6%	513	12.3%	504	12.1%	302	7.3%	9	0.2%	2,506	60.3%

Applicants ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	3,839	17.2%	6,594	29.5%	11,888	53.3%
Adult Social Care	486	19.7%	542	21.9%	1,445	58.4%
Chief Executives Office	158	18.3%	233	26.9%	474	54.8%
Children & Families	979	19.8%	1,346	27.2%	2,628	53.1%
Corporate Services	963	23.1%	1,236	29.7%	1,967	47.2%
Education	247	17.4%	632	44.6%	537	37.9%
People & Transformation	602	14.0%	1,360	31.7%	2,332	54.3%
Place & Public Health	404	9.7%	1,245	30.0%	2,505	60.3%

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	1,029	4.6%	1,559	7.0%	168	0.8%	334	1.5%	6,594	29.5%	749	3.4%	11,888	53.3%
Adult Social Care	68	2.7%	290	11.7%	20	0.8%	12	0.5%	542	21.9%	96	3.9%	1,445	58.4%
Chief Executives Office	56	6.5%	41	4.7%	9	1.0%	13	1.5%	233	26.9%	39	4.5%	474	54.8%
Children & Families	148	3.0%	518	10.5%	32	0.6%	75	1.5%	1,346	27.2%	206	4.2%	2,628	53.1%
Corporate Services	400	9.6%	323	7.8%	45	1.1%	55	1.3%	1,236	29.7%	140	3.4%	1,967	47.2%
Education	56	4.0%	108	7.6%	7	0.5%	32	2.3%	632	44.6%	44	3.1%	537	37.9%
People & Transformation	177	4.1%	172	4.0%	30	0.7%	105	2.4%	1,360	31.7%	121	2.8%	2,332	54.3%
Place & Public Health	124	3.0%	107	2.6%	25	0.6%	45	1.1%	1,245	30.0%	103	2.5%	2,505	60.3%

Shortlisted disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	286	2.7%	2,998	28.5%	7,220	68.7%
Adult Social Care	38	2.6%	380	26.4%	1,021	71.0%
Chief Executives Office	9	1.9%	101	21.2%	366	76.9%
Children & Families	74	2.8%	860	32.4%	1,718	64.8%
Corporate Services	50	2.6%	565	29.8%	1,281	67.6%
Education	17	3.1%	235	42.7%	298	54.2%
People & Transformation	60	3.3%	416	22.7%	1,360	74.1%
Place & Public Health	38	2.3%	441	26.6%	1,176	71.1%

Shortlisted gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,006	9.6%	2,258	21.5%	7,240	68.9%
Adult Social Care	141	9.8%	405	28.1%	893	62.1%
Chief Executives Office	44	9.2%	58	12.2%	374	78.6%
Children & Families	148	5.6%	792	29.9%	1,712	64.6%
Corporate Services	295	15.6%	266	14.0%	1,335	70.4%
Education	42	7.6%	181	32.9%	327	59.5%
People & Transformation	169	9.2%	295	16.1%	1,372	74.7%
Place & Public Health	167	10.1%	261	15.8%	1,227	74.1%

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	39	0.4%	517	4.9%	915	8.7%	1,198	11.4%	636	6.1%	11	0.1%	7,188	68.4%
Adult Social Care	<5	n/a	35	2.4%	113	7.9%	175	12.2%	102	7.1%	<5	n/a	1,009	70.1%
Chief Executives Office	<5	n/a	18	3.8%	54	11.3%	34	7.1%	<5	n/a	<5	n/a	367	77.1%
Children & Families	<5	n/a	137	5.2%	283	10.7%	373	14.1%	155	5.8%	<5	n/a	1,699	64.1%
Corporate Services	8	0.4%	91	4.8%	133	7.0%	238	12.6%	134	7.1%	<5	n/a	1,289	68.0%
Education	<5	n/a	47	8.5%	73	13.3%	90	14.5%	51	9.3%	<5	n/a	296	53.8%
People & Transformation	10	0.5%	112	6.1%	117	6.4%	147	8.0%	90	4.9%	<5	n/a	1,359	74.0%
Place & Public Health	10	0.6%	77	4.7%	142	8.6%	151	9.1%	102	6.2%	<5	n/a	1,169	70.6%

Shortlisted ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,026	9.8%	2,287	21.8%	7,191	68.5%
Adult Social Care	157	10.9%	273	19.0%	1,009	70.1%
Chief Executives Office	38	8.0%	77	16.2%	361	75.8%
Children & Families	333	12.6%	609	23.0%	1,710	64.5%
Corporate Services	217	11.4%	397	20.9%	1,282	67.6%
Education	63	11.5%	188	34.2%	299	54.4%
People & Transformation	120	6.5%	359	19.6%	1,357	73.9%
Place & Public Health	98	5.9%	384	23.2%	1,173	70.9%

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	223	2.1%	473	4.5%	34	0.3%	86	0.8%	2,287	21.8%	210	2.0%	7,191	68.5%
Adult Social Care	23	1.6%	88	6.1%	9	0.6%	<5	n/a	273	19.0%	33	2.3%	1,009	70.1%
Chief Executives Office	12	2.5%	13	2.7%	<5	n/a	<5	n/a	77	16.2%	10	2.1%	361	75.8%
Children & Families	43	1.6%	187	7.1%	5	0.2%	29	1.1%	609	23.0%	69	2.6%	1,710	64.5%
Corporate Services	68	3.6%	91	4.8%	11	0.6%	7	0.4%	397	20.9%	40	2.1%	1,282	67.6%
Education	16	2.9%	26	4.7%	<5	n/a	10	1.8%	188	34.2%	11	2.0%	299	54.4%
People & Transformation	26	1.4%	39	2.1%	5	0.3%	25	1.4%	359	19.6%	25	1.4%	1,357	73.9%
Place & Public Health	35	2.1%	29	1.8%	<5	n/a	9	0.5%	384	23.2%	22	1.3%	1,173	70.9%

Offered disabled

	<u>Disabled</u>		<u>Not Disabled</u>		<u>Undisclosed</u>	
	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>	<u>No's</u>	<u>%</u>
Essex County Council	39	2.1%	440	23.6%	1,382	74.3%
Adult Social Care	<5	n/a	72	16.9%	351	82.4%
Chief Executives Office	<5	n/a	12	26.1%	32	69.6%
Children & Families	11	2.2%	136	27.6%	346	70.2%
Corporate Services	<5	n/a	63	24.0%	196	74.5%
Education	<5	n/a	44	33.8%	82	63.1%
People & Transformation	8	3.3%	35	14.4%	200	82.3%
Place & Public Health	7	2.7%	78	30.0%	175	67.3%

Offered gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	300	16.1%	751	40.4%	810	43.5%
Adult Social Care	50	11.7%	189	44.4%	187	43.9%
Chief Executives Office	9	19.6%	16	34.8%	21	45.7%
Children & Families	43	8.7%	225	45.6%	225	45.6%
Corporate Services	72	27.4%	74	28.1%	117	44.5%
Education	14	10.8%	59	45.4%	57	43.8%
People & Transformation	50	20.6%	92	37.9%	101	41.6%
Place & Public Health	62	23.8%	96	36.9%	102	39.2%

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	7	0.4%	82	4.4%	159	8.5%	177	9.5%	96	5.2%	<5	n/a	1,339	72.0%
Adult Social Care	<5	n/a	7	1.6%	27	6.3%	31	7.3%	20	4.7%	<5	n/a	340	79.8%
Chief Executives Office	<5	n/a	<5	n/a	8	17.4%	5	10.9%	<5	n/a	<5	n/a	30	65.2%
Children & Families	<5	n/a	20	4.1%	53	10.8%	64	13.0%	22	4.5%	<5	n/a	334	67.7%
Corporate Services	<5	n/a	14	5.3%	13	4.9%	26	9.9%	16	6.1%	<5	n/a	192	73.0%
Education	<5	n/a	8	6.2%	16	12.3%	13	10.0%	11	8.5%	<5	n/a	82	63.1%
People & Transformation	<5	n/a	16	6.6%	13	5.3%	8	3.3%	7	2.9%	<5	n/a	197	81.1%
Place & Public Health	<5	n/a	15	5.8%	29	11.2%	30	11.5%	19	7.3%	<5	n/a	164	63.1%

Offered ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	99	5.3%	391	21.0%	1,371	73.7%
Adult Social Care	19	4.5%	60	14.1%	347	81.5%
Chief Executives Office	<5	n/a	12	26.1%	32	69.6%
Children & Families	38	7.7%	114	23.1%	341	69.2%
Corporate Services	10	3.8%	56	21.3%	197	74.9%
Education	6	4.6%	40	30.8%	84	64.6%
People & Transformation	10	4.1%	34	14.0%	199	81.9%
Place & Public Health	14	5.4%	75	28.8%	171	65.8%

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	15	0.8%	49	2.6%	<5	n/a	15	0.8%	391	21.0%	19	1.0%	1,371	73.7%
Adult Social Care	<5	n/a	10	2.3%	<5	n/a	<5	n/a	60	14.1%	<5	n/a	347	81.5%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	12	26.1%	<5	n/a	32	69.6%
Children & Families	<5	n/a	19	3.9%	<5	n/a	8	1.6%	114	23.1%	8	1.6%	341	69.2%
Corporate Services	<5	n/a	7	2.7%	<5	n/a	<5	n/a	56	21.3%	<5	n/a	197	74.9%
Education	<5	n/a	<5	n/a	<5	n/a	<5	n/a	40	30.8%	<5	n/a	84	64.6%
People & Transformation	<5	n/a	5	2.1%	<5	n/a	<5	n/a	34	14.0%	<5	n/a	199	81.9%
Place & Public Health	<5	n/a	<5	n/a	<5	n/a	5	1.9%	75	28.8%	<5	n/a	171	65.8%

Shortlisted rates disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	286	41.8%	2,998	30.9%	7,220	60.5%
Adult Social Care	38	57.6%	380	40.0%	1,021	70.1%
Chief Executives Office	9	36.0%	101	27.5%	366	77.4%
Children & Families	74	51.7%	860	39.9%	1,718	64.7%
Corporate Services	50	44.2%	565	26.8%	1,281	65.8%
Education	17	34.0%	235	28.5%	298	55.2%
People & Transformation	60	33.9%	416	23.4%	1,360	58.2%
Place & Public Health	38	34.2%	441	29.0%	1,176	46.6%

Shortlisted rates gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,006	56.7%	2,258	59.0%	7,240	43.3%
Adult Social Care	141	66.8%	405	62.4%	893	55.4%
Chief Executives Office	44	65.7%	58	73.4%	374	52.0%
Children & Families	148	56.1%	792	62.0%	1,712	50.2%
Corporate Services	295	61.7%	266	67.0%	1,335	40.6%
Education	42	44.7%	181	50.4%	327	34.0%
People & Transformation	169	52.3%	295	54.1%	1,372	40.0%
Place & Public Health	167	49.7%	261	50.4%	1,227	37.2%

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	39	22.5%	517	23.3%	915	28.7%	1,198	36.6%	636	40.3%	11	26.8%	7,188	60.7%
Adult Social Care	<5	n/a	35	26.9%	113	39.5%	175	42.6%	102	53.4%	<5	n/a	1,009	70.1%
Chief Executives Office	<5	n/a	18	25.7%	54	27.6%	34	36.2%	<5	n/a	<5	n/a	367	77.1%
Children & Families	<5	n/a	137	32.3%	283	39.3%	373	43.8%	155	48.6%	<5	n/a	1,699	65.1%
Corporate Services	8	36.4%	91	14.0%	133	21.3%	238	39.5%	134	43.8%	<5	n/a	1,289	65.9%
Education	<5	n/a	47	25.4%	73	25.3%	90	32.1%	51	35.4%	<5	n/a	296	55.6%
People & Transformation	10	20.4%	112	23.0%	117	20.9%	147	26.3%	90	30.5%	<5	n/a	1,359	58.4%
Place & Public Health	10	22.7%	77	27.9%	142	27.7%	151	30.0%	102	33.8%	<5	n/a	1,169	46.6%

Shortlisted rates ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,026	26.7%	2,287	34.7%	7,191	60.5%
Adult Social Care	157	32.3%	273	50.4%	1,009	69.8%
Chief Executives Office	38	24.1%	77	33.0%	361	76.2%
Children & Families	333	34.0%	609	45.2%	1,710	65.1%
Corporate Services	217	22.5%	397	32.1%	1,282	65.2%
Education	63	25.5%	188	29.7%	299	55.7%
People & Transformation	120	19.9%	359	26.4%	1,357	58.2%
Place & Public Health	98	24.3%	384	30.8%	1,173	46.8%

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	223	21.7%	473	30.3%	34	20.2%	86	25.7%	2,287	34.7%	210	28.0%	7,191	60.5%
Adult Social Care	23	33.8%	88	30.3%	9	45.0%	<5	n/a	273	50.4%	33	34.4%	1,009	69.8%
Chief Executives Office	12	21.4%	13	31.7%	<5	n/a	<5	n/a	77	33.0%	10	25.6%	361	76.2%
Children & Families	43	29.1%	187	36.1%	5	15.6%	29	38.7%	609	45.2%	69	33.5%	1,710	65.1%
Corporate Services	68	17.0%	91	28.2%	11	24.4%	7	12.7%	397	32.1%	40	28.6%	1,282	65.2%
Education	16	28.6%	26	24.1%	<5	n/a	10	31.3%	188	29.7%	11	25.0%	299	55.7%
People & Transformation	26	14.7%	39	22.7%	5	16.7%	25	24.5%	359	26.4%	25	20.7%	1,357	58.2%
Place & Public Health	35	28.2%	29	27.1%	<5	n/a	9	20.0%	384	30.8%	22	21.4%	1,173	46.8%

Offer rates disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	39	13.6%	440	14.7%	1,382	19.1%
Adult Social Care	<5	n/a	72	18.9%	351	34.4%
Chief Executives Office	<5	n/a	12	11.9%	32	8.7%
Children & Families	11	14.9%	136	15.8%	346	20.1%
Corporate Services	<5	n/a	63	11.2%	196	15.3%
Education	<5	n/a	44	18.7%	82	27.5%
People & Transformation	8	13.3%	35	8.4%	200	14.7%
Place & Public Health	7	18.4%	78	17.7%	175	14.9%

Offer rates gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	300	33.3%	751	29.8%	810	11.2%
Adult Social Care	50	46.7%	189	35.5%	187	20.9%
Chief Executives Office	9	27.6%	16	20.5%	21	5.6%
Children & Families	43	28.4%	225	29.1%	225	13.1%
Corporate Services	72	27.8%	74	24.4%	117	8.8%
Education	14	32.6%	59	33.3%	57	17.4%
People & Transformation	50	31.2%	92	29.6%	101	7.4%
Place & Public Health	62	36.8%	96	37.2%	102	8.3%

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	7	17.9%	82	15.9%	159	17.4%	177	14.8%	96	15.1%	<5	n/a	1,339	18.6%
Adult Social Care	<5	n/a	7	20.0%	27	23.9%	31	17.7%	20	19.6%	<5	n/a	340	33.7%
Chief Executives Office	<5	n/a	<5	n/a	8	14.8%	5	14.7%	<5	n/a	<5	n/a	30	8.2%
Children & Families	<5	n/a	20	14.6%	53	18.7%	64	17.2%	22	14.2%	<5	n/a	334	19.7%
Corporate Services	<5	n/a	14	15.4%	13	9.8%	26	10.9%	16	11.9%	<5	n/a	192	14.9%
Education	<5	n/a	8	17.0%	16	21.9%	13	16.3%	11	21.6%	<5	n/a	82	27.7%
People & Transformation	<5	n/a	16	14.3%	13	11.1%	8	5.4%	7	7.8%	<5	n/a	197	14.5%
Place & Public Health	<5	n/a	15	19.5%	29	20.4%	30	19.9%	19	18.6%	<5	n/a	164	14.0%

Offer rates ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	99	9.6%	391	17.1%	1,371	19.1%
Adult Social Care	19	12.1%	60	22.0%	347	34.4%
Chief Executives Office	<5	n/a	12	15.6%	32	8.9%
Children & Families	38	11.4%	114	18.7%	341	19.9%
Corporate Services	10	4.6%	56	14.1%	197	15.4%
Education	6	9.5%	40	21.3%	84	28.1%
People & Transformation	10	8.3%	34	9.5%	199	14.7%
Place & Public Health	14	14.3%	75	19.5%	171	14.6%

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	15	6.7%	49	10.4%	<5	n/a	15	17.4%	391	17.1%	19	9.0%	1,371	19.1%
Adult Social Care	<5	n/a	10	11.4%	<5	n/a	<5	n/a	60	22.0%	<5	n/a	347	34.4%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	12	15.6%	<5	n/a	32	8.9%
Children & Families	<5	n/a	19	10.2%	<5	n/a	8	27.6%	114	18.7%	8	11.6%	341	19.9%
Corporate Services	<5	n/a	7	7.7%	<5	n/a	<5	n/a	56	14.1%	<5	n/a	197	15.4%
Education	<5	n/a	<5	n/a	<5	n/a	<5	n/a	40	21.3%	<5	n/a	84	28.1%
People & Transformation	<5	n/a	5	12.8%	<5	n/a	<5	n/a	34	9.5%	<5	n/a	199	14.7%
Place & Public Health	<5	n/a	<5	n/a	<5	n/a	5	55.6%	75	19.5%	<5	n/a	171	14.6%

Additional data items

Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Promotion rates	9	2.8%	251	78.2%	61	19.0%
Maternity return rates	6	100.0%	204	94.9%	29	93.5%
Disciplinary cases	<5	n/a	22	88.0%	<5	n/a
Grievance cases	<5	n/a	12	75.0%	<5	n/a
Disability related sickness return rates (DRSRR)	75	100.0%	69	98.6%	10	100.0%

Gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Promotion rates	64	19.9%	257	80.1%	<10	n/a
Maternity return rates	<5	n/a	239	94.8%	<10	n/a
Disciplinary cases	10	40.0%	15	60.0%	0	0%
Grievance cases	<5	n/a	13	81.3%	0	0%
DRSRR	27	100.0%	27	100.0%	127	99.2%

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	%
Promotion rates	<5	n/a	34	10.6%	101	31.5%	134	41.7%	51	15.9%	<5	n/a	<10	n/a
Maternity return rates	<5	n/a	6	85.7%	156	95.1%	77	95.1%	<5	n/a	<5	n/a	<10	n/a
Disciplinary cases	<5	n/a	<5	n/a	<5	n/a	5	20.0%	15	60.0%	<5	n/a	0	0%
Grievance cases	<5	n/a	<5	n/a	<5	n/a	5	31.3%	8	50.0%	<5	n/a	0	0%
DRSRR	<5	n/a	<5	n/a	<5	n/a	45	100.0%	56	100.0%	<5	n/a	0	0%

Ethnicity

	BME		Non BME		Undisclosed	
	No's	%	No's	%	No's	%
Promotion rates	65	20.2%	183	57.0%	73	22.7%
Maternity return rates	39	97.5%	150	93.8%	50	96.2%
Disciplinary cases	<5	n/a	17	68.0%	<5	n/a
Grievance cases	<5	n/a	14	87.5%	<5	n/a
DRSRR	12	100.0%	128	99.2%	14	100.0%

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	%
Promotion rates	7	2.2%	33	10.3%	<5	n/a	8	2.5%	183	57.0%	14	4.4%	73	22.7%
Maternity return rates	5	100.0%	16	100.0%	<5	n/a	5	100.0%	150	93.8%	12	100.0%	50	96.2%
Disciplinary cases	<5	n/a	<5	n/a	<5	n/a	<5	n/a	17	68.0%	<5	n/a	<5	n/a
Grievance cases	<5	n/a	<5	n/a	<5	n/a	<5	n/a	14	87.5%	<5	n/a	<5	n/a
DRSRR	<5	n/a	<5	n/a	<5	n/a	<5	n/a	128	99.2%	8	100.0%	14	100.0%

Notes

Promotion Rates

Reading across the table, this shows the number and percentage of employees who were promoted between April 2020 and March 2021 - for example 257 female or 80.1% of all promoted were female employees. Only employees in post in April 2020 and March 2021 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 251 not disabled or 94.9% 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 88.0% 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 81.3% of the total number of cases 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 769 disabled or 98.6% of disabled employees returned from their most recent disability related absence.

Indication of likely representation on Gender Identity
 Data extracted from Employee Survey 2020 - ECC Level Only
 Transgender - 0.3%
 Not Transgender - 93.2%
 Prefer not to say - 6.5%

This information is issued by:
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Corporate and Customer Service

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