

Equality and Diversity Report 2021-2022

April 2021–March 2022



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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).

Ethnically Diverse

- 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 - £15,848 to £20,200.

Grade G & 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 2021/22. 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:

- **Your Voice** employee survey where 82% of our staff said that they can be themselves at work
- Staff Networks continue to grow, with increased membership and Network Leads working together to better understand intersectionality and promote wider inclusivity
- 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

- **Ethicspoint** helpline and email for raising whistle blowing and other concerns through an external channel.

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, 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, 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 to oversee the implementation of the recommendations and to build a strong foundation where inclusion and diversity is embedded within everyday functions.

Some of our key progress to date includes:

- Signed off an organisational Equality Diversity and Inclusion (ED&I) Strategy that puts inclusion at the heart of our people. A detailed roadmap is being developed that will include introducing inclusive training for hiring managers, tracking of diversity data of our talent programmes and embedding ED&I priorities through our strategic workforce planning



- Launched our ‘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)
- Launched an innovate ‘Quests Projects’, where staff we’re given time and resources to work on specific topic areas relating to ED&I and developing a set of recommendations to senior management
- Creating a psychological safe space for better understanding of issues affecting staff from diverse backgrounds by having regular listening forums and conversation at executive level to help aid our EDI actions
- Executed a weeklong learning programme on inclusion with over 100 workshops and guest speakers who educated all our staff on the benefits of inclusive behaviours and practices
- Targeted awareness campaigns to encourage and remove preconceived barriers so our

employees can disclose diversity information confidentially so that we can support and plan more effectively.

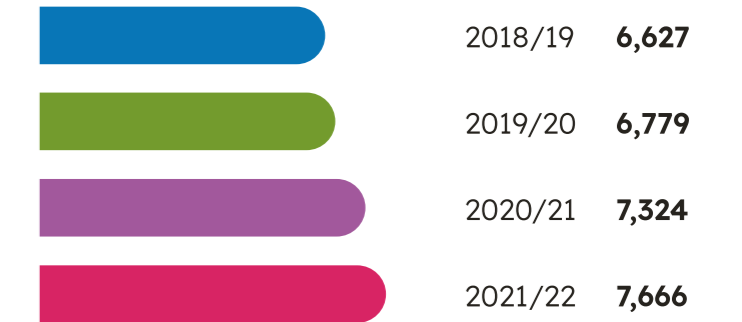
- We are developing a selection framework that will provide a consistent approach recruitment approach across ECC that will help to mitigate biases through an objective selection process.
- Create a best-in-class candidate experience and promote Employee Value Proposition so we consistently conduct professional, inclusive and fit for purpose interviews, allowing all candidates to thrive in the process
- Reviewing the current our My Learning EDI offer and seeking opportunities to include further modules including emotional and cultural awareness learning
- Developing a bespoke learning programme for our extended leadership team so we can lead on inclusive practices and behaviours and continue to create an environment where we can learn and embrace diversity of thought

The yearly summary trend graphs are shown below

ECC Headcount 2018 to 2022

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**.

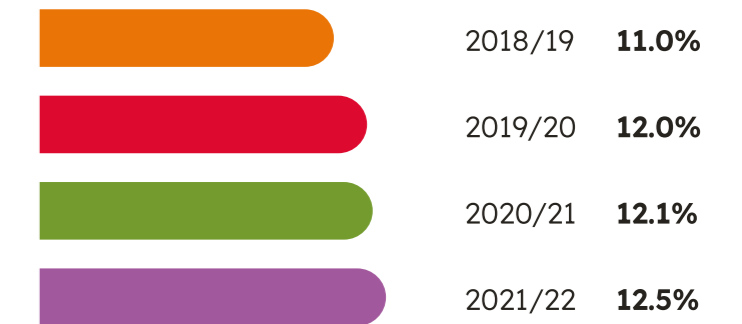


Ethnicity

Ethnically diverse workforce 2018 to 2022

Year on year comparison

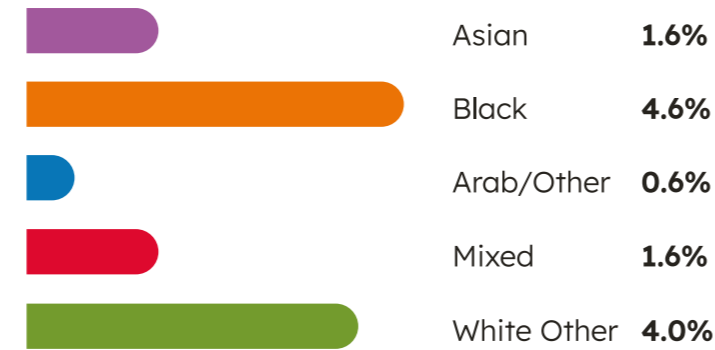
Ethnically Diverse % - increased by 0.4% as an overall proportion of the workforce. The local population from **Census 2021 is 14.8%**.



Ethnicity

Ethnically diverse profile 2022

No significant changes to the profile compared to 2021.

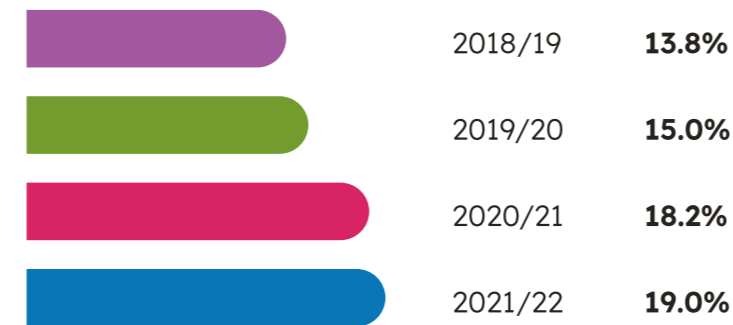


Ethnicity

Undisclosed ethnicity

Year on year

Undisclosed now 19.0%, an increase of 0.8% compared to 2020/21.

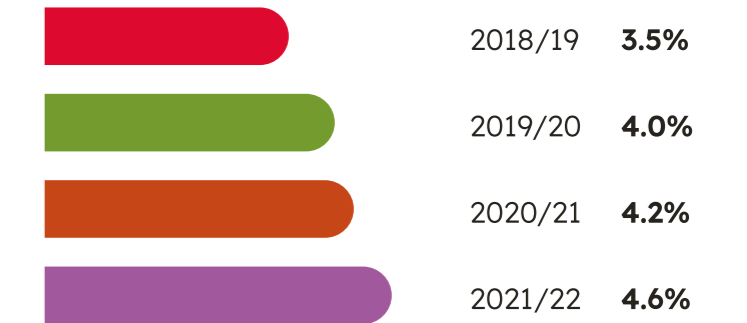


Disability

Disabled workforce 2018 to 2022

Year on year comparison

Disabled workforce increased by 0.4% to 4.6%. The local population from Census 2021 is 16.7%.

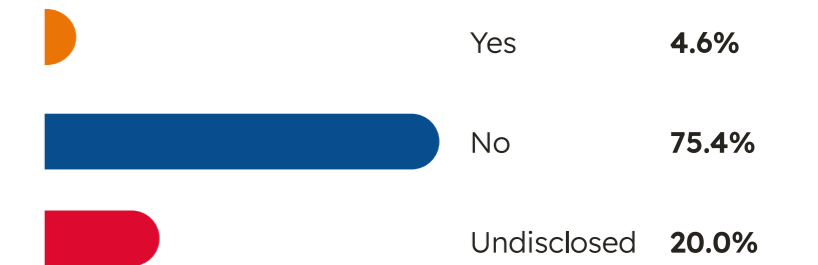


Disability

Disabled profile 2022

The increase in disabled workforce is partially due to the increase in new disabled starters.

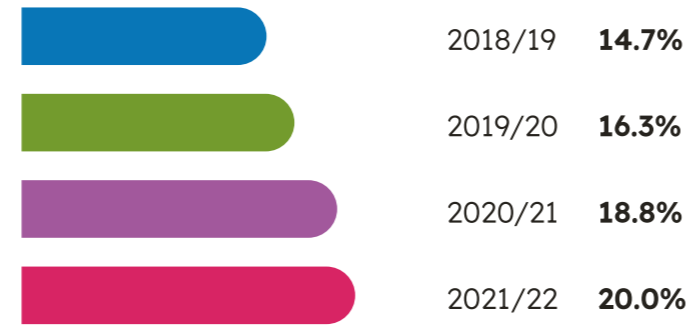
Starters – 5.9% disabled
Leavers – 4.6% disabled



Disability
Undisclosed disability

Year on year comparison

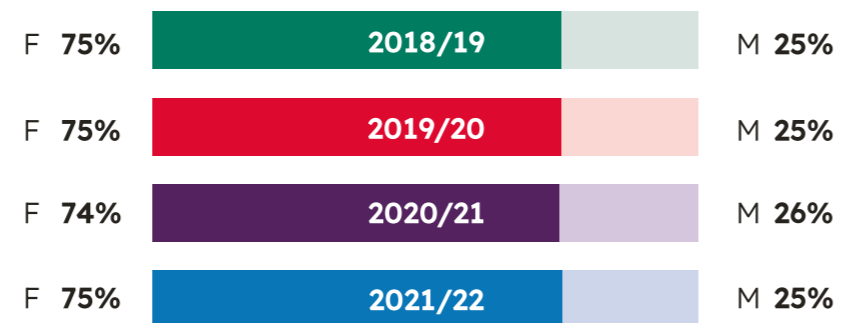
The proportion of our employees who have not declared a disability continues to increase, **increasing to 20%**.



Gender profile 2018 to 2022

Year on year comparison

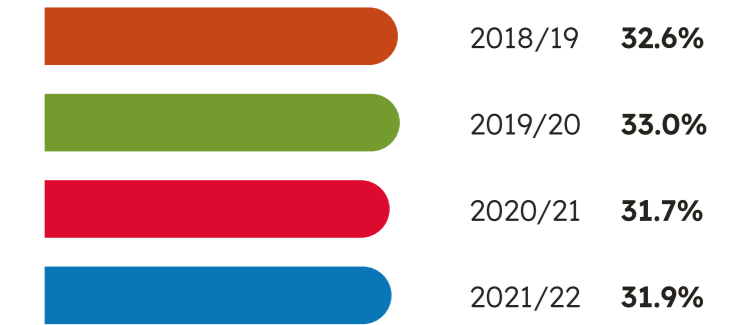
Minimum change in 2020/21, the profile remaining the same for over 10 years.



Part time workforce 2018 to 2022

Year on year comparison

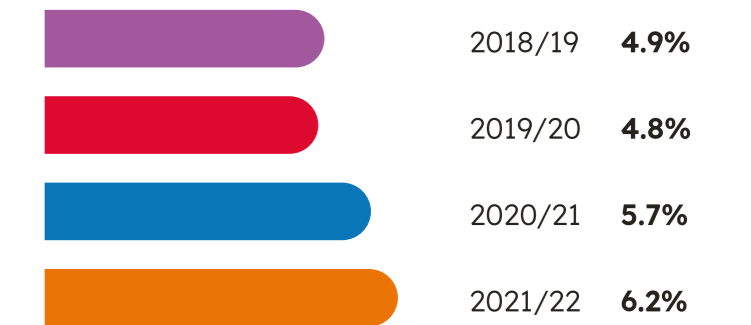
Marginal increase 0.2% in part time employees.



Under 25 profile 2018 to 2022

Year on year comparison

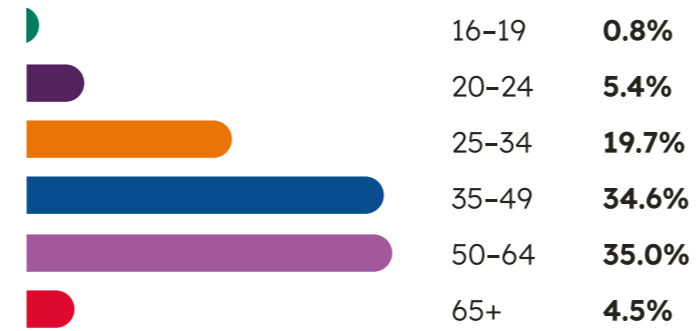
Under 25s **increased by 0.5%**.



Workforce age profile 2022

24% of new starters are under 25. **28.8% of new starters were aged 35 – 49**, consistently representing our biggest group of new joiners.

11.5% 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

Annual Workforce Diversity Analysis 2021/22

Ethnicity

Overall, as stated, the Ethnically Diverse employee percentage again increased marginally (0.4%). The workforce has 12.5% 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, and 4.6% of the workforce was Black: these are the two largest diverse groups. The number of blank (undisclosed) ethnicity records continues to increase, meaning ethnicity was unknown for 19% of the ECC workforce, this continues a 5 year upward trend.

23% of the 1084 people who left ECC were employees whose ethnicity was unknown. 37.7% of the 1277 new joiners chose not to complete their ethnicity record. 15.5% of leavers were Ethnically Diverse employees, slightly higher than the overall workforce profile. 15.7% of starters in 2021/22 were from an Ethnically Diverse background.

77 new Ethnically Diverse employees were in Children and Families and Adult Social Care of the total 200 Ethnically Diverse starters. 20.9% of new starters in Children and Families were Ethnically Diverse, the highest percentage across ECC Functions, this compares to 8.7% in Climate Environment & Customer Services.

168 Ethnically Diverse employees left ECC during 21/22, 15.5% of leavers. 6.9% of leavers were black, the highest diverse group, this is 2.4% higher than the workforce profile and higher than 20/21.

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

- Our Ethnically Diverse Employee Network have carried out listening forum conversations with the senior leadership team on areas such as progression, belonging and understanding cultural differences

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 disabled employees known to be working for us increased by 0.4% to 4.6%, with a numerical increase of 47 people. 7.1% of the People and Transformation function is recorded as having a disability, the highest Function, this compares to Corporate Services 2.8%.

5.9% of new starters were recorded as having a disability, this contrasts to 4.6% of leavers. The percentage of new starters not declaring a disability status, whilst still high at 37.7%; this is improved when compared to 20/21 - 48.9%. 6.3% of applicants were recorded as having a disability, a significant increase when compared to 20/21 when it was 3.1%.

76% of the disabled workforce is graded F-J, this compares with 70% of our not recorded as having a disability. There continues to be a small proportion of employees recorded as having a disability at Grades C and above, at just 1.2%.

- Both Children's Services and Adult Social Care functions have recruited specific Race Leads to support both functional and wider organisational gaps in addressing both race and ethnicity inclusion in the workplace. This includes piloting of a reciprocal mentoring programme, producing an anti-racist strategy and supporting ethnically diverse individuals who may experience micro-aggressions
- Have held several educational webinars with thought leaders on race and ethnicity. Topics have included understanding cultural differences, educating our employees on our biases, anti-racism and allyship.

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

- Targeted campaign to increase disability disclosures. This will include working with the disability network to promote and highlight the benefits of having richer workforce data to help identify future interventions
- Revising the current template on workplace adjustment passport to include guidance for managers in how to carry out inclusive and supportive discussions with staff members when completing the form
- Reasonable adjustments for disabled applicants including neurodiverse applicants
- Creation of an ED&I Dashboard that tracks percentage of new starters by disability status and percentage of workforce recorded as having a disability

Gender

Despite the increase in headcount, our workforce gender balance remains identical to that seen across 12 years of analysis, at 74.6% female and 25.4% male. At the most senior grades (Grade C and above) the ratio decreased compared to 20/21, dropping from 57.1% to 54.4%, in numbers this was a reduction from 100 to 92 females, the male workforce increased from 75 to 77

ED&I strategy actions to support gender balance

- Though our gender pay gap reporting for 2022/23 has seen a narrowing of both the mean and median between women and men, we are continuing analyse data by function so we can have targeted interventions
- Monitor progression through the Women in Leadership programme to support women into senior leadership positions
- ED&I Dashboard to include a sub-set of data that tracks overall workforce data in relation to gender and ethnically diverse women

Age

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

24% of new starters were aged 25 or under, a slight increase proportionally when compared with the previous year (21%). 35-49 remains the largest starter group, 29% of starters in this age group.

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

- Better engagement with the Young Peoples Network on highlighting educational webinars that may have relevance for this age demographic
- Development of a diversity calendar that supports specific issues affecting young people
- Developing specific career pathways to support employees within the younger age demographic. These include Mentoring and Allyship programmes with the Young Peoples Network

Religion and Belief

As seen in other diversity characteristics our disclosure rate has dropped compared to last year, now at 54%. No religion is the highest group at 26%. 68% of new starters declared their religion, no religion was also the highest amongst new starters.

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

- Co- producing a diversity calendar that recognises and celebrates events
- Developing an interfaith staff network that helps share commonalities between individuals of faith and non-faith

Sexual Orientation

47% of records are undeclared, 1.8% identify as Gay/Lesbian/Bisexual/Other.

ED&I strategy actions to support LGBTQ+ employees

- Support Essex Pride by flying the Rainbow Flag at council sites
- Develop Allyship programmes including working with the LGBTQ+ Employee Network to acknowledge support by wearing a Rainbow lanyard and pledge to being an ally
- To educate wider workforce by working with specialists such as RoundHouse on challenging negative stereotypes

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

- Educating the wider workforce on the use of inclusive language
- 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 71,000 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 11% versus the workforce profile of 6%.

ED&I strategy actions to support wider training

- Reviewing our current ED&I intranet pages.
- Reviewing our My Learning ED&I offer and seeking opportunities to include further ED&I modules.
- Developing new manager training to include CQ learning
- Introducing a series of inclusive leadership training with senior leaders

Promotion

ECC does not have a council wide promotion policy. Promotion is analysed using an employee grade at April 21 versus their grade in March 22, a grade increase, for example E to D is deemed a promotion, those not on Essex Pay Grades are excluded from the analysis. As maybe expected, 45% of promotions were those aged 19 to 34. 5.2% of the disabled workforce increased their grade and 14.7% of the ethnically diverse workforce.

ED&I strategy actions to understand promotion actions

- - We will track participants on any future talent programmes. This will support the understanding of the effectiveness of programmes and whether individuals from diverse backgrounds are yielding comparative benefits as compared to the wider workforce

Recruitment

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

Applications – Over 32% of applications were ethnically diverse, significantly higher than the economically active population (14.8%). Applications from Male and Female is in line with the workforce profile, reflecting a workforce profile which has remained static for many years. Applicants under 25 represented 20% of the total applications, Climate Environment and Customer services, with the biggest numbers although not proportionally of their total applications. On average 10% of applicants chose to leave the diversity fields blank, whilst this is positive, it becomes a concern as applicants move through the recruitment process.

Shortlisted – Across all diversity analysis, 'undisclosed' shortlisting rates were significantly higher at 60%. 34% of applicants recorded as

having a disability were shortlisted, higher than applicants not recorded as having a disability 26%. Ethnically diverse 22%, was slightly lower than White British 30% short listed. 43% of those shortlisted were under 25, the highest shortlisted age group.

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 75%. 19% of applicants recorded as having a disability applicants shortlisted were offered a role, this compares favourably with 25% 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 19% versus White British 27%, Arab/Other the lowest offer rate at 15%.

ED&I strategy actions to inclusive recruitment and selection

- We are developing a selection framework that will provide a consistent approach recruitment approach across ECC that will help to mitigate biases through an objective selection process.
- We are reviewing our current job boards for current effectiveness and scoping other digital methods to attract diverse candidates.
- Create a best-in-class candidate experience and promote EVP of ECC through consistently conducting professional, inclusive and fit for purpose interviews, allowing all candidates to thrive in the process
- Better understand/investigate the high number of 'undisclosed' diversity records

Disciplinary and Grievance Cases

A case is counted at point of closure. Data held in the case system reports the Function at the point of the case starting, due to Functional changes 16 records are excluded from the analysis. In total 27 cases were analysed. 37% of the total cases involved employees from ethnically diverse backgrounds, 10 in total, this is higher than the workforce profile of 12.5%. To understand the cases in more detail a further breakdown shown below.

Due to the low cases numbers, a single case is 3.7% of the case profile, this means for most diversity categories two cases will exceed the

respective workforce profile. Black and White Other are several cases above their respective workforce profiles. We will continue to monitor this area, to understand if 21/22 is a statistical anomaly or an area of concern.

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

- The ED&I dashboard will include a subset of data to regular review disciplinary and grievance cases by protected characteristics including ethnicity

	Asian	Black	Arab/Other	Mixed	White Other	White British	Undisclosed
Case	0%	18.5%	3.7%	3.7%	11.1%	44.4%	18.5%
Workforce	1.6%	4.6%	0.6%	1.6%	4.0%	68.5%	19.0%

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	7,666	6,437	955	12.5%	353	4.6%	1,949	25.4%	5,717	74.6%	2,448	31.9%
Adult Social Care	1,312	1,222	253	19.3%	77	5.9%	242	18.4%	1,070	81.6%	255	19.4%
Chief Executives Office	152	146	18	11.8%	5	3.3%	68	44.7%	84	55.3%	18	11.8%
Children & Families	1,564	1,463	280	17.9%	67	4.3%	217	13.9%	1,347	86.1%	297	19.0%
Climate Environment & Customer Services	1,466	975	108	7.4%	65	4.4%	514	35.1%	952	64.9%	841	57.4%
Corporate Services	868	826	92	10.6%	24	2.8%	364	41.9%	504	58.1%	131	15.1%
Economy Investment & Public Health	800	552	86	10.8%	32	4.0%	234	29.3%	566	70.8%	390	48.8%
Education	746	561	48	6.4%	29	3.9%	143	19.2%	603	80.8%	319	42.8%
People and Transformation	758	693	70	9.2%	54	7.1%	167	22.0%	591	78.0%	197	26.0%

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	57	0.7%	416	5.4%	1,512	19.7%	2,654	34.6%	2,685	35.0%	342	4.5%
Adult Social Care	<5	n/a	51	3.9%	299	22.8%	479	36.5%	452	34.5%	30	2.3%
Chief Executives Office	<5	n/a	10	6.6%	45	29.6%	76	50.0%	19	12.5%	<5	n/a
Children & Families	<5	n/a	66	4.2%	378	24.2%	620	39.6%	469	30.0%	31	2.0%
Climate Environment & Customer Services	22	1.5%	74	5.0%	205	14.0%	398	27.1%	628	42.8%	139	9.5%
Corporate Services	<5	n/a	60	6.9%	183	21.1%	344	39.6%	263	30.3%	15	1.7%
Economy Investment & Public Health	<5	n/a	25	3.1%	110	13.8%	264	33.0%	349	43.6%	51	6.4%
Education	<5	n/a	18	2.4%	118	15.8%	258	34.6%	292	39.1%	57	7.6%
People and Transformation	27	3.6%	112	14.8%	174	23.0%	215	28.4%	213	28.1%	17	2.2%

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Religion or Belief

	Christian		Other Faiths		No religion		Undisclosed	
	No's	%	No's	%	No's	%	No's	%
Essex County Council	1,931	25.2%	265	3.5%	1,991	26.0%	3,479	45.4%
Adult Social Care	359	27.4%	54	4.1%	326	24.8%	573	43.7%
Chief Executives Office	37	24.3%	7	4.6%	49	32.2%	59	38.8%
Children & Families	409	26.2%	48	3.1%	425	27.2%	682	43.6%
Climate Environment & Customer Services	347	23.7%	36	2.5%	356	24.3%	727	49.6%
Corporate Services	199	22.9%	37	4.3%	238	27.4%	394	45.4%
Economy Investment & Public Health	207	25.9%	28	3.5%	204	25.5%	361	45.1%
Education	213	28.6%	28	3.8%	159	21.3%	346	46.4%
People and Transformation	160	21.1%	27	3.6%	234	30.9%	337	44.5%

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Sexual orientation

	Heterosexual		Gay/Lesbian/Bisexual/Other		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	3,904	50.9%	138	1.8%	3,624	47.3%
Adult Social Care	698	53.2%	22	1.7%	592	45.1%
Chief Executives Office	87	57.2%	<5	n/a	64	42.1%
Children & Families	823	52.6%	29	1.9%	712	45.5%
Climate Environment & Customer Services	658	44.9%	33	2.3%	775	52.9%
Corporate Services	459	52.9%	17	2.0%	392	45.2%
Economy Investment & Public Health	417	52.1%	10	1.3%	373	46.6%
Education	374	50.1%	10	1.3%	362	48.5%
People and Transformation	388	51.2%	16	2.1%	354	46.7%

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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	2,735	35.7%	2,697	35.2%	1,841	24.0%	169	2.2%	224	2.9%
Adult Social Care	434	33.1%	497	37.9%	346	26.4%	22	1.7%	13	1.0%
Chief Executives Office	5	3.3%	66	43.4%	71	46.7%	8	5.3%	<5	n/a
Children & Families	309	19.8%	682	43.6%	557	35.6%	14	0.9%	<5	n/a
Climate Environment & Customer Services	995	67.9%	312	21.3%	118	8.0%	24	1.6%	17	1.2%
Corporate Services	181	20.9%	361	41.6%	266	30.6%	48	5.5%	12	1.4%
Economy Investment & Public Health	186	23.3%	403	50.4%	179	22.4%	21	2.6%	11	1.4%
Education	189	25.3%	226	30.3%	156	20.9%	12	1.6%	163	21.8%
People and Transformation	436	57.5%	150	19.8%	148	19.5%	20	2.6%	<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	7,666	122	1.6%	352	4.6%	46	0.6%	125	1.6%	5,252	68.5%	310	4.0%	1,459	19.0%
Adult Social Care	1,312	20	1.5%	147	11.2%	6	0.5%	20	1.5%	763	58.2%	60	4.6%	296	22.6%
Chief Executives Office	152	5	3.3%	<5	n/a	<5	n/a	<5	n/a	116	76.3%	5	3.3%	18	11.8%
Children & Families	1,564	25	1.6%	119	7.6%	11	0.7%	34	2.2%	1,012	64.7%	91	5.8%	272	17.4%
Climate Environment & Customer Services	1,466	17	1.2%	18	1.2%	11	0.8%	23	1.6%	1,097	74.8%	39	2.7%	261	17.8%
Corporate Services	868	21	2.4%	23	2.6%	5	0.6%	12	1.4%	588	67.7%	31	3.6%	188	21.7%
Economy Investment & Public Health	800	17	2.1%	14	1.8%	8	1.0%	11	1.4%	573	71.6%	36	4.5%	141	17.6%
Education	746	8	1.1%	10	1.3%	<5	n/a	6	0.8%	568	76.1%	23	3.1%	130	17.4%
People and Transformation	758	9	1.2%	19	2.5%	<5	n/a	15	2.0%	535	70.6%	25	3.3%	153	20.2%

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	32	1.2%	53	2.0%	30	1.6%	<5	n/a	<5	n/a
Black	76	2.8%	187	6.9%	80	4.3%	5	3.0%	<5	n/a
Arab/Other	16	0.6%	16	0.6%	12	0.7%	<5	n/a	<5	n/a
Mixed	42	1.5%	53	2.0%	28	1.5%	<5	n/a	<5	n/a
White British	1,947	71.2%	1,724	63.9%	1,303	70.8%	129	78.2%	149	70.0%
White Other	81	3.0%	115	4.3%	93	5.1%	9	5.5%	12	5.6%
Undisclosed	541	19.8%	549	20.4%	295	16.0%	22	13.3%	52	24.4%

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	64	1.8%	27	1.8%	25	1.4%	6	0.8%
Black	240	6.6%	69	4.7%	36	2.0%	7	0.9%
Arab/Other	21	0.6%	9	0.6%	14	0.8%	<5	n/a
Mixed	68	1.9%	27	1.8%	26	1.4%	<5	n/a
White British	2,015	55.8%	1,043	71.3%	1,555	85.7%	639	82.0%
White Other	141	3.9%	59	4.0%	71	3.9%	39	5.0%
Undisclosed	1,061	29.4%	229	15.7%	87	4.8%	82	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	1.4%	31	2.1%	59	2.2%	25	0.9%	<5	n/a
Black	<5	n/a	14	3.4%	51	3.4%	173	6.5%	108	4.0%	<5	n/a
Arab/Other	<5	n/a	<5	n/a	6	0.4%	26	1.0%	12	0.4%	<5	n/a
Mixed	<5	n/a	11	2.6%	36	2.4%	50	1.9%	25	0.9%	<5	n/a
White British	31	58.5%	244	58.7%	972	64.3%	1,726	65.0%	2,008	74.8%	271	81.4%
White Other	<5	n/a	12	2.9%	50	3.3%	145	5.5%	90	3.4%	12	3.6%
Undisclosed	22	41.5%	129	31.0%	366	24.2%	475	17.9%	417	15.5%	50	15.0%

Ethnicity by disability

	Disabled	
	No's	%
Asian	7	2.0%
Black	18	5.1%
Arab/Other	5	1.4%
Mixed	6	1.7%
White British	278	78.8%
White Other	11	3.1%
Undisclosed	28	7.9%

Ethnicity by gender

	Male		Female	
	No's	%	No's	%
Asian	36	1.8%	86	1.5%
Black	73	3.7%	279	4.9%
Arab/Other	8	0.4%	38	0.7%
Mixed	28	1.4%	97	1.7%
White British	1,340	68.8%	3,912	68.4%
White Other	72	3.7%	238	4.2%
Undisclosed	392	20.1%	1,067	18.7%

Asian background

	Headcount	Asian		Bangladeshi		Chinese		Indian		Pakistani		Other	
		No's	%	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	7,666	122	1.6%	22	0.3%	16	0.2%	57	0.7%	16	0.2%	11	0.1%
Adult Social Care	1,312	20	1.5%	5	0.4%	<5	n/a	10	0.8%	<5	n/a	<5	n/a
Chief Executives Office	152	5	3.3%	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,564	25	1.6%	8	0.5%	<5	n/a	11	0.7%	<5	n/a	<5	n/a
Climate Environment & Customer Services	1,466	17	1.2%	<5	n/a	<5	n/a	8	0.5%	<5	n/a	<5	n/a
Corporate Services	868	21	2.4%	<5	n/a	<5	n/a	8	0.9%	5	0.6%	<5	n/a
Economy Investment & Public Health	800	17	2.1%	<5	n/a	<5	n/a	10	1.3%	<5	n/a	<5	n/a
Education	746	8	1.1%	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
People and Transformation	758	9	1.2%	<5	n/a	<5	n/a	<5	n/a	<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	7,666	352	4.6%	253	3.3%	75	1.0%	24	0.3%
Adult Social Care	1,312	147	11.2%	120	9.1%	14	1.1%	13	1.0%
Chief Executives Office	152	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,564	119	7.6%	82	5.2%	30	1.9%	7	0.4%
Climate Environment & Customer Services	1,466	18	1.2%	7	0.5%	9	0.6%	<5	n/a
Corporate Services	868	23	2.6%	16	1.8%	6	0.7%	<5	n/a
Economy Investment & Public Health	800	14	1.8%	9	1.1%	<5	n/a	<5	n/a
Education	746	10	1.3%	5	0.7%	5	0.7%	<5	n/a
People and Transformation	758	19	2.5%	12	1.6%	7	0.9%	<5	n/a

Mixed background

	Headcount	Mixed		White and Asian		White and Black African		White and Black Caribbean		Other	
	No's	No's	%	No's	%	No's	%	No's	%	No's	%
Essex County Council	7,666	125	1.6%	34	0.4%	20	0.3%	20	0.3%	24	0.3%
Adult Social Care	1,312	20	1.5%	7	0.5%	<5	n/a	<5	n/a	13	1.0%
Chief Executives Office	152	<5	n/a	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,564	34	2.2%	7	0.4%	8	0.5%	6	0.4%	7	0.4%
Climate Environment & Customer Services	1,466	23	1.6%	9	0.6%	<5	n/a	<5	n/a	<5	n/a
Corporate Services	868	12	1.4%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Economy Investment & Public Health	800	11	1.4%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
Education	746	6	0.8%	<5	n/a	<5	n/a	<5	n/a	<5	n/a
People and Transformation	758	15	2.0%	<5	n/a	<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	7,666	46	0.6%	<5	n/a	44	0.6%
Adult Social Care	1,312	6	0.5%	<5	n/a	6	0.5%
Chief Executives Office	152	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,564	11	0.7%	<5	n/a	10	0.6%
Climate Environment & Customer Services	1,466	11	0.8%	<5	n/a	11	0.8%
Corporate Services	868	5	0.6%	<5	n/a	<5	n/a
Economy Investment & Public Health	800	8	1.0%	<5	n/a	8	1.0%
Education	746	<5	n/a	<5	n/a	<5	n/a
People and Transformation	758	<5	n/a	<5	n/a	<5	n/a

White British

	Headcount	White British	
	No's	No's	%
Essex County Council	7,666	5,252	68.5%
Adult Social Care	1,312	763	58.2%
Chief Executives Office	152	116	76.3%
Children & Families	1,564	1,012	64.7%
Climate Environment & Customer Services	1,466	1,097	74.8%
Corporate Services	868	588	67.7%
Economy Investment & Public Health	800	573	71.6%
Education	746	568	76.1%
People and Transformation	758	535	70.6%

White/other background

	Headcount	White Other		Irish		Gypsy or Irish Traveller		Other	
	No's	No's	%	No's	%	No's	%	No's	%
Essex County Council	7,666	310	4.0%	50	0.7%	<5	n/a	259	3.4%
Adult Social Care	1,312	60	4.6%	8	0.6%	<5	n/a	52	4.0%
Chief Executives Office	152	5	3.3%	<5	n/a	<5	n/a	<5	n/a
Children & Families	1,564	91	5.8%	16	1.0%	<5	n/a	75	4.8%
Climate Environment & Customer Services	1,466	39	2.7%	8	0.5%	<5	n/a	31	2.1%
Corporate Services	868	31	3.6%	7	0.8%	<5	n/a	24	2.8%
Economy Investment & Public Health	800	36	4.5%	<5	n/a	<5	n/a	32	4.0%
Education	746	23	3.1%	<5	n/a	<5	n/a	20	2.7%
People and Transformation	758	25	3.3%	<5	n/a	<5	n/a	21	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	%
Essex County Council	7,666	57	0.7%	416	5.4%	1,512	19.7%	2,654	34.6%	2,685	35.0%	342	4.5%
Adult Social Care	1,312	<5	n/a	51	3.9%	299	22.8%	479	36.5%	452	34.5%	30	2.3%
Chief Executives Office	152	<5	n/a	10	6.6%	45	29.6%	76	50.0%	19	12.5%	<5	n/a
Children & Families	1,564	<5	n/a	66	4.2%	378	24.2%	620	39.6%	469	30.0%	31	2.0%
Climate Environment & Customer Services	1,466	22	1.5%	74	5.0%	205	14.0%	398	27.1%	628	42.8%	139	9.5%
Corporate Services	868	<5	n/a	60	6.9%	183	21.1%	344	39.6%	263	30.3%	15	1.7%
Economy Investment & Public Health	800	<5	n/a	25	3.1%	110	13.8%	264	33.0%	349	43.6%	51	6.4%
Education	746	<5	n/a	18	2.4%	118	15.8%	258	34.6%	292	39.1%	57	7.6%
People and Transformation	758	27	3.6%	112	14.8%	174	23.0%	215	28.4%	213	28.1%	17	2.2%

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	50	1.8%	<5	n/a	<5	n/a	<5	n/a	6	2.7%
20-24	284	10.4%	108	4.0%	5	0.3%	<5	n/a	19	8.5%
25-34	476	17.4%	704	26.1%	293	15.9%	<5	n/a	37	16.5%
35-49	683	25.0%	984	36.5%	843	45.8%	81	49.1%	63	28.1%
50-64	1,019	37.3%	837	31.0%	662	36.0%	84	50.9%	83	37.1%
65+	223	8.2%	63	2.3%	38	2.1%	<5	n/a	16	7.1%

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	57	1.6%	<5	n/a	<5	n/a	<5	n/a
20-24	396	11.0%	20	1.4%	<5	n/a	<5	n/a
25-34	1,076	29.8%	354	24.2%	82	4.5%	<5	n/a
35-49	1,141	31.6%	551	37.7%	787	43.4%	175	22.5%
50-64	863	23.9%	464	31.7%	833	45.9%	525	67.4%
65+	77	2.1%	74	5.1%	112	6.2%	79	10.1%

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	31	0.6%	<5	n/a	22	1.5%
20-24	6	5.0%	14	4.0%	<5	n/a	11	9.0%	244	4.6%	12	3.9%	129	8.8%
25-34	31	25.6%	51	14.7%	6	13.6%	36	29.5%	972	18.5%	50	16.2%	366	25.1%
35-49	59	48.8%	173	50.0%	26	59.1%	50	41.0%	1,726	32.9%	145	46.9%	475	32.6%
50-64	25	20.7%	108	31.2%	12	27.3%	25	20.5%	2,008	38.2%	90	29.1%	417	28.6%
65+	<5	n/a	<5	n/a	<5	n/a	<5	n/a	271	5.2%	12	3.9%	50	3.4%

Age by disability

	Disabled	
	No's	%
16-19	<5	n/a
20-24	18	5.2%
25-34	78	22.3%
35-49	124	35.5%
50-64	122	35.0%
65+	7	2.0%

Age by gender

	Male		Female	
	No's	%	No's	%
16-19	19	1.0%	38	0.7%
20-24	134	6.9%	282	4.9%
25-34	369	18.9%	1,143	20.0%
35-49	633	32.5%	2,021	35.4%
50-64	657	33.7%	2,028	35.5%
65+	137	7.0%	205	3.6%

Gender



Gender by function

	Headcount	Female		Male	
	No's	No's	%	No's	%
Essex County Council	7,666	5,717	74.6%	1,949	25.4%
Adult Social Care	1,312	1,070	81.6%	242	18.4%
Chief Executives Office	152	84	55.3%	68	44.7%
Children & Families	1,564	1,347	86.1%	217	13.9%
Climate Environment & Customer Services	1,466	952	64.9%	514	35.1%
Corporate Services	868	504	58.1%	364	41.9%
Economy Investment & Public Health	800	566	70.8%	234	29.3%
Education	746	603	80.8%	143	19.2%
People and Transformation	758	591	78.0%	167	22.0%

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	2,109	77.1%	2,043	75.8%	1,322	71.8%	92	54.4%	151	67.4%
Male	626	22.9%	654	24.2%	519	28.2%	77	45.6%	73	32.6%

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	2,665	73.8%	1,099	75.1%	1,352	74.5%	601	77.2%
Male	945	26.2%	364	24.9%	462	25.5%	178	22.8%

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	86	70.5%	279	79.3%	38	100.0%	97	77.6%	3,912	74.5%	238	76.8%	1,067	73.1%
Male	36	29.5%	73	20.7%	<5	n/a	28	22.4%	1,340	25.5%	72	23.2%	392	26.9%

Gender by disability

	Disabled	
	No's	%
Female	264	74.8%
Male	89	25.2%

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	66.7%	282	67.8%	1,143	75.6%	2,021	76.1%	2,028	75.5%	205	59.9%
Male	19	33.3%	134	32.2%	369	24.4%	633	23.9%	657	24.5%	137	40.1%

Disability



Disabled by function

	Headcount	Disabled		Not Disabled		Undisclosed	
	No's	No's	%	No's	%	No's	%
Essex County Council	7,666	353	4.6%	5,782	75.4%	1,531	20.0%
Adult Social Care	1,312	77	5.9%	949	72.3%	286	21.8%
Chief Executives Office	152	5	3.3%	127	83.6%	20	13.2%
Children & Families	1,564	67	4.3%	1,208	77.2%	289	18.5%
Climate Environment & Customer Services	1,466	65	4.4%	1,120	76.4%	281	19.2%
Corporate Services	868	24	2.8%	661	76.2%	183	21.1%
Economy Investment & Public Health	800	32	4.0%	619	77.4%	149	18.6%
Education	746	29	3.9%	560	75.1%	157	21.0%
People and Transformation	758	54	7.1%	538	71.0%	166	21.9%

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	150	5.5%	118	4.4%	71	3.9%	<5	n/a	12	5.4%
Not Disabled	2,003	73.2%	2,002	74.2%	1,486	80.7%	139	83.2%	152	67.9%
Undisclosed	582	21.3%	577	21.4%	284	15.4%	28	16.8%	60	26.8%

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	182	5.0%	67	4.6%	76	4.2%	28	3.6%
Not Disabled	2,451	67.9%	1,333	91.1%	1,350	74.4%	648	83.2%
Undisclosed	977	27.1%	63	4.3%	388	21.4%	103	13.2%

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	7	5.7%	18	5.1%	5	11.9%	6	4.8%	278	5.3%	11	3.5%	28	1.9%
Not Disabled	101	82.8%	305	86.6%	37	88.1%	103	82.4%	4,464	85.0%	266	85.8%	506	34.7%
Undisclosed	14	11.5%	29	8.2%	<5	n/a	16	12.8%	510	9.7%	33	10.6%	925	63.4%

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	18	4.3%	78	5.2%	124	4.7%	122	4.5%	7	2.0%
Not Disabled	36	63.2%	278	66.8%	1,139	75.3%	2,008	75.7%	2,058	76.6%	263	76.9%
Undisclosed	17	29.8%	120	28.8%	295	19.5%	522	19.7%	505	18.8%	72	21.1%

Disabled by gender

	Female		Male	
	No's	%	No's	%
Disabled	264	4.6%	89	4.6%
Not Disabled	4,334	75.8%	1,448	74.3%
Undisclosed	1,119	19.6%	412	21.1%

Part time



Part time gender by function

	Headcount		Male		Female	
	No's		No's	%	No's	%
Essex County Council	2,448		404	16.5%	2,044	83.5%
Adult Social Care	255		21	8.2%	234	91.8%
Chief Executives Office	18		<5	n/a	16	88.9%
Children & Families	297		22	7.4%	275	92.6%
Climate Environment & Customer Services	841		210	25.0%	631	75.0%
Corporate Services	131		11	8.4%	120	91.6%
Economy Investment & Public Health	390		41	10.5%	349	89.5%
Education	319		71	22.3%	248	77.7%
People and Transformation	197		26	13.2%	171	86.8%

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	1,180	80.1%	554	89.2%	241	92.3%	<5	n/a	66	75.9%
Male	293	19.9%	67	10.8%	20	7.7%	<5	n/a	21	24.1%

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	776	78.8%	421	84.5%	590	87.5%	257	88.3%
Male	209	21.2%	77	15.5%	84	12.5%	34	11.7%

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	23	82.1%	50	86.2%	<5	n/a	32	94.1%	1,539	84.1%	62	83.8%	322	79.5%
Male	5	17.9%	8	13.8%	<5	n/a	<5	n/a	292	15.9%	12	16.2%	83	20.5%

Part time gender by disability

	Disabled	
	No's	%
Female	105	76.1%
Male	33	23.9%

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	20	60.6%	68	62.4%	260	88.1%	740	93.2%	808	84.3%	148	57.4%
Male	13	39.4%	41	37.6%	35	11.9%	54	6.8%	151	15.7%	110	42.6%

Leavers



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	50	4.6%	780	72.0%	254	23.4%
Adult Social Care	<5	n/a	127	72.6%	44	25.1%
Chief Executives Office	<5	n/a	17	68.0%	8	32.0%
Children & Families	9	4.9%	137	74.5%	38	20.7%
Climate Environment & Customer Services	10	4.4%	169	74.1%	49	21.5%
Corporate Services	<5	n/a	88	71.0%	33	26.6%
Economy Investment & Public Health	6	5.5%	76	69.7%	27	24.8%
Education	6	5.3%	87	76.3%	21	18.4%
People and Transformation	12	9.6%	79	63.2%	34	27.2%

Gender

	Male		Female	
	No's	%	No's	%
Essex County Council	337	31.1%	747	68.9%
Adult Social Care	39	22.3%	136	77.7%
Chief Executives Office	11	44.0%	14	56.0%
Children & Families	27	14.7%	157	85.3%
Climate Environment & Customer Services	93	40.8%	135	59.2%
Corporate Services	64	51.6%	60	48.4%
Economy Investment & Public Health	26	23.9%	83	76.1%
Education	29	25.4%	85	74.6%
People and Transformation	48	38.4%	77	61.6%

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	15	1.4%	110	10.1%	240	22.1%	289	26.7%	317	29.2%	113	10.4%
Adult Social Care	<5	n/a	6	3.4%	43	24.6%	52	29.7%	58	33.1%	16	9.1%
Chief Executives Office	<5	n/a	<5	n/a	11	44.0%	<5	n/a	5	20.0%	<5	n/a
Children & Families	<5	n/a	8	4.3%	69	37.5%	53	28.8%	45	24.5%	9	4.9%
Climate Environment & Customer Services	6	2.6%	33	14.5%	32	14.0%	39	17.1%	76	33.3%	42	18.4%
Corporate Services	<5	n/a	15	12.1%	31	25.0%	45	36.3%	25	20.2%	7	5.6%
Economy Investment & Public Health	<5	n/a	<5	n/a	14	12.8%	34	31.2%	43	39.4%	18	16.5%
Education	<5	n/a	7	6.1%	23	20.2%	34	29.8%	39	34.2%	11	9.6%
People and Transformation	8	6.4%	37	29.6%	17	13.6%	28	22.4%	26	20.8%	9	7.2%

Ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	168	15.5%	667	61.5%	249	23.0%
Adult Social Care	41	23.4%	90	51.4%	44	25.1%
Chief Executives Office	5	20.0%	13	52.0%	7	28.0%
Children & Families	37	20.1%	108	58.7%	39	21.2%
Climate Environment & Customer Services	24	10.5%	169	74.1%	35	15.4%
Corporate Services	24	19.4%	62	50.0%	38	30.6%
Economy Investment & Public Health	17	15.6%	67	61.5%	25	22.9%
Education	10	8.8%	80	70.2%	24	21.1%
People and Transformation	10	8.0%	78	62.4%	37	29.6%

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	24	2.2%	75	6.9%	8	0.7%	23	2.1%	667	61.5%	38	3.5%	249	23.0%
Adult Social Care	<5	n/a	25	14.3%	<5	n/a	5	2.9%	90	51.4%	5	2.9%	44	25.1%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	13	52.0%	<5	n/a	7	28.0%
Children & Families	5	2.7%	20	10.9%	<5	n/a	5	2.7%	108	58.7%	5	2.7%	39	21.2%
Climate Environment & Customer Services	<5	n/a	<5	n/a	<5	n/a	8	3.5%	169	74.1%	11	4.8%	35	15.4%
Corporate Services	7	5.6%	13	10.5%	<5	n/a	<5	n/a	62	50.0%	<5	n/a	38	30.6%
Economy Investment & Public Health	<5	n/a	<5	n/a	<5	n/a	<5	n/a	67	61.5%	10	9.2%	25	22.9%
Education	<5	n/a	5	4.4%	<5	n/a	<5	n/a	80	70.2%	<5	n/a	24	21.1%
People and Transformation	<5	n/a	<5	n/a	<5	n/a	<5	n/a	78	62.4%	<5	n/a	37	29.6%

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	0.9%	<5	n/a
Resignation	40	80.0%	616	79.0%	208	81.9%
Retirement	<5	n/a	55	7.1%	8	3.1%
Other Leaving Type	6	12.0%	96	12.3%	35	13.8%

Gender

	Male		Female	
	No's	%	No's	%
Dismissal	<5	n/a	<5	n/a
Redundancy	<5	n/a	6	0.8%
Resignation	261	77.4%	603	80.7%
Retirement	17	5.0%	50	6.7%
Other Leaving Type	52	15.4%	85	11.4%

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	7	5.3%	<5	n/a	<5	n/a
Resignation	471	80.4%	33	86.8%	102	94.4%	118	88.7%	121	72.0%	19	37.3%
Retirement	<5	n/a	<5	n/a	<5	n/a	<5	n/a	35	20.8%	30	58.8%
Other Leaving Type	115	19.6%	<5	n/a	<5	n/a	5	3.8%	8	4.8%	<5	n/a

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	8	1.2%	<5	n/a
Resignation	149	88.7%	503	75.4%	212	85.1%
Retirement	5	3.0%	55	8.2%	7	2.8%
Other Leaving Type	12	7.1%	96	14.4%	29	11.6%

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	8	1.2%	<5	n/a	<5	n/a
Resignation	22	91.7%	65	86.7%	7	87.5%	21	91.3%	503	75.4%	34	89.5%	212	85.1%
Retirement	<5	n/a	<5	n/a	<5	n/a	<5	n/a	55	8.2%	<5	n/a	7	2.8%
Other Leaving Type	<5	n/a	9	12.0%	<5	n/a	<5	n/a	96	14.4%	<5	n/a	29	11.6%

Starters



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	75	5.9%	721	56.5%	481	37.7%
Adult Social Care	8	4.7%	53	31.0%	110	64.3%
Chief Executives Office	<5	n/a	22	75.9%	<5	n/a
Children & Families	15	6.5%	116	50.4%	99	43.0%
Climate Environment & Customer Services	14	4.9%	166	57.8%	107	37.3%
Corporate Services	<5	n/a	74	57.8%	51	39.8%
Economy Investment & Public Health	5	4.5%	78	69.6%	29	25.9%
Education	<5	n/a	82	64.1%	42	32.8%
People and Transformation	23	12.0%	130	67.7%	39	20.3%

Gender

	Male		Female	
	No's	%	No's	%
Essex County Council	375	29.4%	902	70.6%
Adult Social Care	34	19.9%	137	80.1%
Chief Executives Office	11	37.9%	18	62.1%
Children & Families	32	13.9%	198	86.1%
Climate Environment & Customer Services	98	34.1%	189	65.9%
Corporate Services	76	59.4%	52	40.6%
Economy Investment & Public Health	32	28.6%	80	71.4%
Education	23	18.0%	105	82.0%
People and Transformation	69	35.9%	123	64.1%

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	58	4.5%	248	19.4%	343	26.9%	368	28.8%	236	18.5%	24	1.9%
Adult Social Care	<5	n/a	22	12.9%	53	31.0%	62	36.3%	31	18.1%	<5	n/a
Chief Executives Office	<5	n/a	<5	n/a	12	41.4%	10	34.5%	<5	n/a	<5	n/a
Children & Families	<5	n/a	34	14.8%	87	37.8%	78	33.9%	31	13.5%	<5	n/a
Climate Environment & Customer Services	23	8.0%	44	15.3%	64	22.3%	61	21.3%	86	30.0%	9	3.1%
Corporate Services	<5	n/a	22	17.2%	31	24.2%	43	33.6%	27	21.1%	<5	n/a
Economy Investment & Public Health	<5	n/a	14	12.5%	28	25.0%	46	41.1%	18	16.1%	5	4.5%
Education	<5	n/a	12	9.4%	39	30.5%	42	32.8%	25	19.5%	7	5.5%
People and Transformation	26	13.5%	96	50.0%	29	15.1%	26	13.5%	15	7.8%	<5	n/a

Ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	200	15.7%	650	50.9%	427	33.4%
Adult Social Care	29	17.0%	49	28.7%	93	54.4%
Chief Executives Office	7	24.1%	18	62.1%	<5	n/a
Children & Families	48	20.9%	93	40.4%	89	38.7%
Climate Environment & Customer Services	25	8.7%	158	55.1%	104	36.2%
Corporate Services	24	18.8%	60	46.9%	44	34.4%
Economy Investment & Public Health	20	17.9%	70	62.5%	22	19.6%
Education	20	15.6%	70	54.7%	38	29.7%
People and Transformation	27	14.1%	132	68.8%	33	17.2%

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	40	3.1%	86	6.7%	5	0.4%	21	1.6%	650	50.9%	48	3.8%	427	33.4%
Adult Social Care	<5	n/a	18	10.5%	<5	n/a	<5	n/a	49	28.7%	7	4.1%	93	54.4%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	18	62.1%	<5	n/a	<5	n/a
Children & Families	5	2.2%	30	13.0%	<5	n/a	5	2.2%	93	40.4%	8	3.5%	89	38.7%
Climate Environment & Customer Services	<5	n/a	7	2.4%	<5	n/a	<5	n/a	158	55.1%	8	2.8%	104	36.2%
Corporate Services	11	8.6%	7	5.5%	<5	n/a	<5	n/a	60	46.9%	<5	n/a	44	34.4%
Economy Investment & Public Health	7	6.3%	6	5.4%	<5	n/a	<5	n/a	70	62.5%	6	5.4%	22	19.6%
Education	<5	n/a	7	5.5%	<5	n/a	5	3.9%	70	54.7%	5	3.9%	38	29.7%
People and Transformation	<5	n/a	8	4.2%	<5	n/a	5	2.6%	132	68.8%	10	5.2%	33	17.2%

Training



Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	3,861	5.2%	54,249	73.6%	15,619	21.2%
Adult Social Care	883	5.9%	9,600	64.2%	4,474	29.9%
Chief Executives Office	73	6.5%	911	81.0%	140	12.5%
Children & Families	513	4.3%	8,705	73.4%	2,644	22.3%
Climate Environment & Customer Services	685	5.7%	9,307	77.2%	2,062	17.1%
Corporate Services	241	2.4%	7,888	77.9%	2,000	19.7%
Economy Investment & Public Health	235	3.9%	4,757	78.2%	1,092	17.9%
Education	191	3.5%	4,366	79.1%	966	17.5%
People and Transformation	1,040	8.7%	8,715	72.6%	2,241	18.7%

Gender

	Male		Female	
	No's	%	No's	%
Essex County Council	16,088	21.8%	57,641	78.2%
Adult Social Care	2,552	17.1%	12,405	82.9%
Chief Executives Office	427	38.0%	697	62.0%
Children & Families	1,501	12.7%	10,361	87.3%
Climate Environment & Customer Services	3,009	25.0%	9,045	75.0%
Corporate Services	3,918	38.7%	6,211	61.3%
Economy Investment & Public Health	1,703	28.0%	4,381	72.0%
Education	615	11.1%	4,908	88.9%
People and Transformation	2,363	19.7%	9,633	80.3%

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	3,251	4.4%	4,849	6.6%	14,191	19.2%	25,248	34.2%	24,490	33.2%	1,700	2.3%
Adult Social Care	442	3.0%	636	4.3%	3,135	21.0%	5,495	36.7%	5,012	33.5%	237	1.6%
Chief Executives Office	37	3.3%	75	6.7%	299	26.6%	550	48.9%	148	13.2%	15	1.3%
Children & Families	379	3.2%	725	6.1%	2,644	22.3%	4,646	39.2%	3,305	27.9%	163	1.4%
Climate Environment & Customer Services	609	5.1%	470	3.9%	2,054	17.0%	3,391	28.1%	4,970	41.2%	560	4.6%
Corporate Services	337	3.3%	700	6.9%	1,823	18.0%	4,049	40.0%	3,113	30.7%	107	1.1%
Economy Investment & Public Health	103	1.7%	283	4.7%	841	13.8%	1,954	32.1%	2,588	42.5%	315	5.2%
Education	188	3.4%	136	2.5%	873	15.8%	1,949	35.3%	2,287	41.4%	90	1.6%
People and Transformation	1,156	9.6%	1,824	15.2%	2,522	21.0%	3,214	26.8%	3,067	25.6%	213	1.8%

Ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	8,888	12.1%	50,034	67.9%	14,807	20.1%
Adult Social Care	2,783	18.6%	7,751	51.8%	4,423	29.6%
Chief Executives Office	132	11.7%	900	80.1%	92	8.2%
Children & Families	1,922	16.2%	7,687	64.8%	2,253	19.0%
Climate Environment & Customer Services	1,040	8.6%	8,918	74.0%	2,096	17.4%
Corporate Services	1,059	10.5%	7,145	70.5%	1,925	19.0%
Economy Investment & Public Health	598	9.8%	4,371	71.8%	1,115	18.3%
Education	369	6.7%	4,337	78.5%	817	14.8%
People and Transformation	985	8.2%	8,925	74.4%	2,086	17.4%

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	1,108	1.5%	3,293	4.5%	477	0.6%	1,168	1.6%	50,034	67.9%	2,842	3.9%	14,807	20.1%
Adult Social Care	186	1.2%	1,568	10.5%	59	0.4%	292	2.0%	7,751	51.8%	678	4.5%	4,423	29.6%
Chief Executives Office	34	3.0%	37	3.3%	7	0.6%	41	3.6%	900	80.1%	13	1.2%	92	8.2%
Children & Families	157	1.3%	890	7.5%	52	0.4%	176	1.5%	7,687	64.8%	647	5.5%	2,253	19.0%
Climate Environment & Customer Services	166	1.4%	138	1.1%	154	1.3%	214	1.8%	8,918	74.0%	368	3.1%	2,096	17.4%
Corporate Services	270	2.7%	285	2.8%	46	0.5%	125	1.2%	7,145	70.5%	333	3.3%	1,925	19.0%
Economy Investment & Public Health	110	1.8%	96	1.6%	58	1.0%	80	1.3%	4,371	71.8%	254	4.2%	1,115	18.3%
Education	53	1.0%	61	1.1%	8	0.1%	83	1.5%	4,337	78.5%	164	3.0%	817	14.8%
People and Transformation	132	1.1%	218	1.8%	93	0.8%	157	1.3%	8,925	74.4%	385	3.2%	2,086	17.4%

Recruitment



Applicants disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,536	6.3%	20,315	83.2%	2,558	10.5%
Adult Social Care	153	6.1%	1,880	74.7%	483	19.2%
Chief Executives Office	45	5.8%	672	87.2%	54	7.0%
Children & Families	265	6.1%	3,613	82.8%	484	11.1%
Climate Environment & Customer Services	378	6.4%	5,045	85.2%	500	8.4%
Corporate Services	126	3.7%	2,912	85.6%	363	10.7%
Economy Investment & Public Health	101	4.8%	1,852	87.6%	161	7.6%
Education	114	6.1%	1,567	83.9%	186	10.0%
People and Transformation	354	10.2%	2,774	80.3%	327	9.5%

Applicants gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	6,004	24.6%	13,246	54.3%	5,159	21.1%
Adult Social Care	521	20.7%	1,537	61.1%	458	18.2%
Chief Executives Office	347	45.0%	296	38.4%	128	16.6%
Children & Families	550	12.6%	3,071	70.4%	741	17.0%
Climate Environment & Customer Services	1,754	29.6%	3,129	52.8%	1,040	17.6%
Corporate Services	1,136	33.4%	1,065	31.3%	1,200	35.3%
Economy Investment & Public Health	544	25.7%	1,331	63.0%	239	11.3%
Education	271	14.5%	1,154	61.8%	442	23.7%
People and Transformation	881	25.5%	1,663	48.1%	911	26.4%

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	949	3.9%	4,306	17.6%	6,716	27.5%	6,562	26.9%	3,391	13.9%	79	0.3%	2,406	9.9%
Adult Social Care	28	1.1%	203	8.1%	595	23.6%	842	33.5%	374	14.9%	8	0.3%	466	18.5%
Chief Executives Office	<5	n/a	154	20.0%	334	43.3%	181	23.5%	44	5.7%	<5	n/a	53	6.9%
Children & Families	30	0.7%	582	13.3%	1,352	31.0%	1,400	32.1%	544	12.5%	<5	n/a	451	10.3%
Climate Environment & Customer Services	510	8.6%	920	15.5%	1,515	25.6%	1,427	24.1%	1,079	18.2%	39	0.7%	433	7.3%
Corporate Services	46	1.4%	825	24.3%	920	27.1%	856	25.2%	380	11.2%	<5	n/a	370	10.9%
Economy Investment & Public Health	72	3.4%	326	15.4%	640	30.3%	595	28.1%	337	15.9%	11	0.5%	133	6.3%
Education	29	1.6%	258	13.8%	559	29.9%	551	29.5%	285	15.3%	6	0.3%	179	9.6%
People and Transformation	230	6.7%	1,038	30.0%	801	23.2%	710	20.5%	348	10.1%	7	0.2%	321	9.3%

Applicants ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	7,992	32.7%	13,957	57.2%	2,460	10.1%
Adult Social Care	1,012	40.2%	1,030	40.9%	474	18.8%
Chief Executives Office	345	44.7%	373	48.4%	53	6.9%
Children & Families	1,679	38.5%	2,228	51.1%	455	10.4%
Climate Environment & Customer Services	1,478	25.0%	4,005	67.6%	440	7.4%
Corporate Services	1,444	42.5%	1,564	46.0%	393	11.6%
Economy Investment & Public Health	580	27.4%	1,386	65.6%	148	7.0%
Education	486	26.0%	1,199	64.2%	182	9.7%
People and Transformation	968	28.0%	2,172	62.9%	315	9.1%

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	2,158	8.8%	3,101	12.7%	401	1.6%	803	3.3%	13,957	57.2%	1,529	6.3%	2,460	10.1%
Adult Social Care	170	6.8%	565	22.5%	52	2.1%	67	2.7%	1,030	40.9%	158	6.3%	474	18.8%
Chief Executives Office	143	18.5%	85	11.0%	23	3.0%	39	5.1%	373	48.4%	55	7.1%	53	6.9%
Children & Families	233	5.3%	1,005	23.0%	74	1.7%	120	2.8%	2,228	51.1%	247	5.7%	455	10.4%
Climate Environment & Customer Services	421	7.1%	362	6.1%	99	1.7%	203	3.4%	4,005	67.6%	393	6.6%	440	7.4%
Corporate Services	645	19.0%	414	12.2%	59	1.7%	111	3.3%	1,564	46.0%	215	6.3%	393	11.6%
Economy Investment & Public Health	175	8.3%	160	7.6%	33	1.6%	58	2.7%	1,386	65.6%	154	7.3%	148	7.0%
Education	97	5.2%	198	10.6%	14	0.7%	62	3.3%	1,199	64.2%	115	6.2%	182	9.7%
People and Transformation	274	7.9%	312	9.0%	47	1.4%	143	4.1%	2,172	62.9%	192	5.6%	315	9.1%

Shortlisted disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	520	7.0%	5,354	72.3%	1,527	20.6%
Adult Social Care	47	4.8%	589	60.5%	338	34.7%
Chief Executives Office	11	6.7%	127	77.9%	25	15.3%
Children & Families	99	6.3%	1,129	72.0%	340	21.7%
Climate Environment & Customer Services	128	7.8%	1,219	74.4%	292	17.8%
Corporate Services	40	4.7%	652	76.3%	162	19.0%
Economy Investment & Public Health	31	5.2%	479	80.1%	88	14.7%
Education	43	7.1%	445	73.2%	120	19.7%
People and Transformation	121	12.1%	714	71.6%	162	16.2%

Shortlisted gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,710	23.1%	4,741	64.1%	950	12.8%
Adult Social Care	188	19.3%	675	69.3%	111	11.4%
Chief Executives Office	68	41.7%	77	47.2%	18	11.0%
Children & Families	173	11.0%	1,236	78.8%	159	10.1%
Climate Environment & Customer Services	474	28.9%	978	59.7%	187	11.4%
Corporate Services	337	39.5%	370	43.3%	147	17.2%
Economy Investment & Public Health	139	23.2%	405	67.7%	54	9.0%
Education	95	15.6%	416	68.4%	97	16.0%
People and Transformation	236	23.7%	584	58.6%	177	17.8%

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	204	2.8%	979	13.2%	1,617	21.8%	1,943	26.3%	1,149	15.5%	34	0.5%	1,475	19.9%
Adult Social Care	<5	n/a	46	4.7%	170	17.5%	273	28.0%	141	14.5%	5	0.5%	336	34.5%
Chief Executives Office	<5	n/a	21	12.9%	70	42.9%	37	22.7%	9	5.5%	<5	n/a	25	15.3%
Children & Families	<5	n/a	127	8.1%	384	24.5%	499	31.8%	222	14.2%	<5	n/a	332	21.2%
Climate Environment & Customer Services	92	5.6%	204	12.4%	364	22.2%	372	22.7%	335	20.4%	13	0.8%	259	15.8%
Corporate Services	10	1.2%	142	16.6%	175	20.5%	238	27.9%	125	14.6%	<5	n/a	164	19.2%
Economy Investment & Public Health	13	2.2%	62	10.4%	140	23.4%	182	30.4%	112	18.7%	6	1.0%	83	13.9%
Education	6	1.0%	40	6.6%	151	24.8%	177	29.1%	111	18.3%	6	1.0%	117	19.2%
People and Transformation	78	7.8%	337	33.8%	163	16.3%	165	16.5%	94	9.4%	<5	n/a	159	15.9%

Shortlisted ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,733	23.4%	4,182	56.5%	1,486	20.1%
Adult Social Care	229	23.5%	410	42.1%	335	34.4%
Chief Executives Office	52	31.9%	89	54.6%	22	13.5%
Children & Families	461	29.4%	773	49.3%	334	21.3%
Climate Environment & Customer Services	317	19.3%	1,053	64.2%	269	16.4%
Corporate Services	247	28.9%	440	51.5%	167	19.6%
Economy Investment & Public Health	115	19.2%	402	67.2%	81	13.5%
Education	93	15.3%	396	65.1%	119	19.6%
People and Transformation	219	22.0%	619	62.1%	159	15.9%

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	405	5.5%	701	9.5%	70	0.9%	197	2.7%	4,182	56.5%	360	4.9%	1,486	20.1%
Adult Social Care	32	3.3%	109	11.2%	13	1.3%	24	2.5%	410	42.1%	51	5.2%	335	34.4%
Chief Executives Office	21	12.9%	12	7.4%	<5	n/a	6	3.7%	89	54.6%	9	5.5%	22	13.5%
Children & Families	63	4.0%	288	18.4%	15	1.0%	33	2.1%	773	49.3%	62	4.0%	334	21.3%
Climate Environment & Customer Services	87	5.3%	77	4.7%	20	1.2%	43	2.6%	1,053	64.2%	90	5.5%	269	16.4%
Corporate Services	98	11.5%	73	8.5%	6	0.7%	25	2.9%	440	51.5%	45	5.3%	167	19.6%
Economy Investment & Public Health	34	5.7%	31	5.2%	5	0.8%	10	1.7%	402	67.2%	35	5.9%	81	13.5%
Education	15	2.5%	41	6.7%	<5	n/a	14	2.3%	396	65.1%	20	3.3%	119	19.6%
People and Transformation	55	5.5%	70	7.0%	<5	n/a	42	4.2%	619	62.1%	48	4.8%	159	15.9%

Offered disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	100	3.8%	1,354	51.7%	1,166	44.5%
Adult Social Care	10	2.2%	160	35.8%	277	62.0%
Chief Executives Office	<5	n/a	35	67.3%	14	26.9%
Children & Families	21	3.6%	289	49.9%	269	46.5%
Climate Environment & Customer Services	19	3.6%	280	53.0%	229	43.4%
Corporate Services	6	2.2%	149	55.6%	113	42.2%
Economy Investment & Public Health	6	3.0%	128	64.3%	65	32.7%
Education	9	3.7%	137	56.8%	95	39.4%
People and Transformation	26	8.5%	176	57.5%	104	34.0%

Offered gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	676	25.8%	1,819	69.4%	125	4.8%
Adult Social Care	89	19.9%	330	73.8%	28	6.3%
Chief Executives Office	23	44.2%	29	55.8%	<5	n/a
Children & Families	71	12.3%	483	83.4%	25	4.3%
Climate Environment & Customer Services	171	32.4%	325	61.6%	32	6.1%
Corporate Services	128	47.8%	131	48.9%	9	3.4%
Economy Investment & Public Health	47	23.6%	148	74.4%	<5	n/a
Education	48	19.9%	174	72.2%	19	7.9%
People and Transformation	99	32.4%	199	65.0%	8	2.6%

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	55	2.1%	230	8.8%	411	15.7%	494	18.9%	282	10.8%	14	0.5%	1,134	43.3%
Adult Social Care	<5	n/a	11	2.5%	51	11.4%	74	16.6%	35	7.8%	<5	n/a	274	61.3%
Chief Executives Office	<5	n/a	<5	n/a	17	32.7%	13	25.0%	<5	n/a	<5	n/a	15	28.8%
Children & Families	<5	n/a	22	3.8%	105	18.1%	136	23.5%	49	8.5%	<5	n/a	266	45.9%
Climate Environment & Customer Services	23	4.4%	33	6.3%	78	14.8%	84	15.9%	89	16.9%	<5	n/a	217	41.1%
Corporate Services	<5	n/a	32	11.9%	42	15.7%	57	21.3%	23	8.6%	<5	n/a	111	41.4%
Economy Investment & Public Health	<5	n/a	11	5.5%	37	18.6%	57	28.6%	28	14.1%	<5	n/a	63	31.7%
Education	<5	n/a	12	5.0%	45	18.7%	47	19.5%	38	15.8%	5	2.1%	91	37.8%
People and Transformation	24	7.8%	105	34.3%	36	11.8%	26	8.5%	18	5.9%	<5	n/a	97	31.7%

Offered ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	327	12.5%	1,152	44.0%	1,141	43.5%
Adult Social Care	55	12.3%	119	26.6%	273	61.1%
Chief Executives Office	8	15.4%	30	57.7%	14	26.9%
Children & Families	93	16.1%	219	37.8%	267	46.1%
Climate Environment & Customer Services	51	9.7%	256	48.5%	221	41.9%
Corporate Services	39	14.6%	117	43.7%	112	41.8%
Economy Investment & Public Health	21	10.6%	115	57.8%	63	31.7%
Education	21	8.7%	127	52.7%	93	38.6%
People and Transformation	39	12.7%	169	55.2%	98	32.0%

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	74	2.8%	119	4.5%	11	0.4%	36	1.4%	1,152	44.0%	87	3.3%	1,141	43.5%
Adult Social Care	9	2.0%	22	4.9%	<5	n/a	5	1.1%	119	26.6%	17	3.8%	273	61.1%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	30	57.7%	<5	n/a	14	26.9%
Children & Families	15	2.6%	50	8.6%	<5	n/a	9	1.6%	219	37.8%	18	3.1%	267	46.1%
Climate Environment & Customer Services	10	1.9%	9	1.7%	6	1.1%	8	1.5%	256	48.5%	18	3.4%	221	41.9%
Corporate Services	18	6.7%	9	3.4%	<5	n/a	<5	n/a	117	43.7%	8	3.0%	112	41.8%
Economy Investment & Public Health	7	3.5%	6	3.0%	<5	n/a	<5	n/a	115	57.8%	8	4.0%	63	31.7%
Education	<5	n/a	11	4.6%	<5	n/a	<5	n/a	127	52.7%	<5	n/a	93	38.6%
People and Transformation	8	2.6%	10	3.3%	<5	n/a	8	2.6%	169	55.2%	13	4.2%	98	32.0%

Shortlisted rates disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	520	33.9%	5,354	26.4%	1,527	59.7%
Adult Social Care	47	30.7%	589	31.3%	338	70.0%
Chief Executives Office	11	24.4%	127	18.9%	25	46.3%
Children & Families	99	37.4%	1,129	31.2%	340	70.2%
Climate Environment & Customer Services	128	33.9%	1,219	24.2%	292	58.4%
Corporate Services	40	31.7%	652	22.4%	162	44.6%
Economy Investment & Public Health	31	30.7%	479	25.9%	88	54.7%
Education	43	37.7%	445	28.4%	120	64.5%
People and Transformation	121	34.2%	714	25.7%	162	49.5%

Reading across the table, the percentage of applicants who were shortlisted - for example 33.9% of the total number of disabled job applicants were shortlisted, and 26.4% of all not disabled applicants were shortlisted.

Shortlisted rates gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,710	28.5%	4,741	35.8%	950	18.4%
Adult Social Care	188	36.1%	675	43.9%	111	24.2%
Chief Executives Office	68	19.6%	77	26.0%	18	14.1%
Children & Families	173	31.5%	1,236	40.2%	159	21.5%
Climate Environment & Customer Services	474	27.0%	978	31.3%	187	18.0%
Corporate Services	337	29.7%	370	34.7%	147	12.3%
Economy Investment & Public Health	139	25.6%	405	30.4%	54	22.6%
Education	95	35.1%	416	36.0%	97	21.9%
People and Transformation	236	26.8%	584	35.1%	177	19.4%

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	204	21.5%	979	22.7%	1,617	24.1%	1,943	29.6%	1,149	33.9%	34	43.0%	1,475	61.3%
Adult Social Care	<5	n/a	46	22.7%	170	28.6%	273	32.4%	141	37.7%	5	62.5%	336	72.1%
Chief Executives Office	<5	n/a	21	13.6%	70	21.0%	37	20.4%	9	20.5%	<5	n/a	25	47.2%
Children & Families	<5	n/a	127	21.8%	384	28.4%	499	35.6%	222	40.8%	<5	n/a	332	73.6%
Climate Environment & Customer Services	92	18.0%	204	22.2%	364	24.0%	372	26.1%	335	31.0%	13	33.3%	259	59.8%
Corporate Services	10	21.7%	142	17.2%	175	19.0%	238	27.8%	125	32.9%	<5	n/a	164	44.3%
Economy Investment & Public Health	13	18.1%	62	19.0%	140	21.9%	182	30.6%	112	33.2%	6	54.5%	83	62.4%
Education	6	20.7%	40	15.5%	151	27.0%	177	32.1%	111	38.9%	6	100.0%	117	65.4%
People and Transformation	78	33.9%	337	32.5%	163	20.3%	165	23.2%	94	27.0%	<5	n/a	159	49.5%

Shortlisted rates ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	1,733	21.7%	4,182	30.0%	1,486	60.4%
Adult Social Care	229	22.6%	410	39.8%	335	70.7%
Chief Executives Office	52	15.1%	89	23.9%	22	41.5%
Children & Families	461	27.5%	773	34.7%	334	73.4%
Climate Environment & Customer Services	317	21.4%	1,053	26.3%	269	61.1%
Corporate Services	247	17.1%	440	28.1%	167	42.5%
Economy Investment & Public Health	115	19.8%	402	29.0%	81	54.7%
Education	93	19.1%	396	33.0%	119	65.4%
People and Transformation	219	22.6%	619	28.5%	159	50.5%

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	405	18.8%	701	22.6%	70	17.5%	197	24.5%	4,182	30.0%	360	23.5%	1,486	60.4%
Adult Social Care	32	18.8%	109	19.3%	13	25.0%	24	35.8%	410	39.8%	51	32.3%	335	70.7%
Chief Executives Office	21	14.7%	12	14.1%	<5	n/a	6	15.4%	89	23.9%	9	16.4%	22	41.5%
Children & Families	63	27.0%	288	28.7%	15	20.3%	33	27.5%	773	34.7%	62	25.1%	334	73.4%
Climate Environment & Customer Services	87	20.7%	77	21.3%	20	20.2%	43	21.2%	1,053	26.3%	90	22.9%	269	61.1%
Corporate Services	98	15.2%	73	17.6%	6	10.2%	25	22.5%	440	28.1%	45	20.9%	167	42.5%
Economy Investment & Public Health	34	19.4%	31	19.4%	5	15.2%	10	17.2%	402	29.0%	35	22.7%	81	54.7%
Education	15	15.5%	41	20.7%	<5	n/a	14	22.6%	396	33.0%	20	17.4%	119	65.4%
People and Transformation	55	20.1%	70	22.4%	<5	n/a	42	29.4%	619	28.5%	48	25.0%	159	50.5%

Offer rates disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	100	19.2%	1,354	25.3%	1,166	76.4%
Adult Social Care	10	21.3%	160	27.2%	277	82.0%
Chief Executives Office	<5	n/a	35	27.6%	14	56.0%
Children & Families	21	21.2%	289	25.6%	269	79.1%
Climate Environment & Customer Services	19	14.8%	280	23.0%	229	78.4%
Corporate Services	6	15.0%	149	22.9%	113	69.8%
Economy Investment & Public Health	6	19.4%	128	26.7%	65	73.9%
Education	9	20.9%	137	30.8%	95	79.2%
People and Transformation	26	21.5%	176	24.6%	104	64.2%

Offer rates gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	676	38.4%	1,819	39.5%	125	13.2%
Adult Social Care	89	48.9%	330	47.3%	28	25.2%
Chief Executives Office	23	37.7%	29	33.8%	<5	n/a
Children & Families	71	39.1%	483	41.0%	25	15.7%
Climate Environment & Customer Services	171	33.2%	325	36.1%	32	17.1%
Corporate Services	128	35.4%	131	38.0%	9	6.1%
Economy Investment & Public Health	47	36.5%	148	33.8%	<5	n/a
Education	48	41.8%	174	50.5%	19	19.6%
People and Transformation	99	34.1%	199	41.9%	8	4.5%

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 39.5% 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	55	27.0%	230	23.5%	411	25.4%	494	25.4%	282	24.5%	14	41.2%	1,134	76.9%
Adult Social Care	<5	n/a	11	23.9%	51	30.0%	74	27.1%	35	24.8%	<5	n/a	274	81.5%
Chief Executives Office	<5	n/a	<5	n/a	17	24.3%	13	35.1%	<5	n/a	<5	n/a	15	60.0%
Children & Families	<5	n/a	22	17.3%	105	27.3%	136	27.3%	49	22.1%	<5	n/a	266	80.1%
Climate Environment & Customer Services	23	25.0%	33	16.2%	78	21.4%	84	22.6%	89	26.6%	<5	n/a	217	83.8%
Corporate Services	<5	n/a	32	22.5%	42	24.0%	57	23.9%	23	18.4%	<5	n/a	111	67.7%
Economy Investment & Public Health	<5	n/a	11	17.7%	37	26.4%	57	31.3%	28	25.0%	<5	n/a	63	75.9%
Education	<5	n/a	12	30.0%	45	29.8%	47	26.6%	38	34.2%	5	83.3%	91	77.8%
People and Transformation	24	30.8%	105	31.2%	36	22.1%	26	15.8%	18	19.1%	<5	n/a	97	61.0%

Offer rates ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Essex County Council	327	18.9%	1,152	27.5%	1,141	76.8%
Adult Social Care	55	24.0%	119	29.0%	273	81.5%
Chief Executives Office	8	15.4%	30	33.7%	14	63.6%
Children & Families	93	20.2%	219	28.3%	267	79.9%
Climate Environment & Customer Services	51	16.1%	256	24.3%	221	82.2%
Corporate Services	39	15.8%	117	26.6%	112	67.1%
Economy Investment & Public Health	21	18.3%	115	28.6%	63	77.8%
Education	21	22.6%	127	32.1%	93	78.2%
People and Transformation	39	17.8%	169	27.3%	98	61.6%

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	74	18.3%	119	17.0%	11	15.7%	36	18.3%	1,152	27.5%	87	24.2%	1,141	76.8%
Adult Social Care	9	28.1%	22	20.2%	<5	n/a	5	20.8%	119	29.0%	17	33.3%	273	81.5%
Chief Executives Office	<5	n/a	<5	n/a	<5	n/a	<5	n/a	30	33.7%	<5	n/a	14	63.6%
Children & Families	15	23.8%	50	17.4%	<5	n/a	9	27.3%	219	28.3%	18	29.0%	267	79.9%
Climate Environment & Customer Services	10	11.5%	9	11.7%	6	30.0%	8	18.6%	256	24.3%	18	20.0%	221	82.2%
Corporate Services	18	18.4%	9	12.3%	<5	n/a	<5	n/a	117	26.6%	8	17.8%	112	67.1%
Economy Investment & Public Health	7	20.6%	6	19.4%	<5	n/a	<5	n/a	115	28.6%	8	22.9%	63	77.8%
Education	<5	n/a	11	26.8%	<5	n/a	<5	n/a	127	32.1%	<5	n/a	93	78.2%
People and Transformation	8	14.5%	10	14.3%	<5	n/a	8	19.0%	169	27.3%	13	27.1%	98	61.6%

Additional data items

Disabled

	Disabled		Not Disabled		Undisclosed	
	No's	%	No's	%	No's	%
Promotion Rates	24	5.2%	345	74.4%	95	20.5%
Maternity Return Rates	7	100.0%	216	98.2%	31	96.9%
Disciplinary Cases	<5	n/a	23	85.2%	<5	n/a
Grievance Cases	<5	n/a	10	71.4%	<5	n/a
Disability Related Sickness Return Rates	75	100.0%	69	98.6%	10	100.0%

Gender

	Male		Female		Undisclosed	
	No's	%	No's	%	No's	%
Promotion Rates	113	24.4%	351	75.6%	<10	n/a
Maternity Return Rates	<5	n/a	254	98.1%	<10	n/a
Disciplinary Cases	13	48.1%	14	51.9%	0	0.0%
Grievance Cases	<5	n/a	12	85.7%	0	0.0%
Disability Related Sickness Return Rates	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	42	9.1%	169	36.4%	174	37.5%	76	16.4%	<5	n/a	<10	n/a
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	6	22.2%	8	29.6%	9	33.3%	<5	n/a	0	0.0%
Grievance Cases	<5	n/a	<5	n/a	5	35.7%	5	35.7%	<5	n/a	<5	n/a	0	0.0%
Disability Related Sickness Return Rates	<5	n/a	<5	n/a	45	100.0%	45	100.0%	56	100.0%	<5	n/a	0	0.0%

Ethnicity

	Ethnically Diverse		White British		Undisclosed	
	No's	%	No's	%	No's	%
Promotion Rates	68	14.7%	287	61.9%	109	23.5%
Maternity Return Rates	31	96.9%	177	98.9%	46	95.8%
Disciplinary Cases	10	37.0%	12	44.4%	5	18.5%
Grievance Cases	<5	n/a	11	78.6%	<5	n/a
Disability Related Sickness Return Rates	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	1.5%	26	5.6%	5	1.1%	8	1.7%	287	61.9%	22	4.7%	109	23.5%
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	18.5%	<5	n/a	<5	n/a	12	44.4%	<5	n/a	5	18.5%
Grievance Cases	<5	n/a	<5	n/a	<5	n/a	<5	n/a	11	78.6%	<5	n/a	<5	n/a
Disability Related Sickness Return Rates	<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 2021 and March 2022 - for example 351 female or 75.6% of all promoted were female employees. Only employees in post in April 2021 and March 2022 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 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.

Disability Return Rates

Reading across the table, this shows the number and percentage of employees who returned from disability related absence - for example 69 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 2022 - ECC Level Only

Transgender - 1.4%

Not Transgender - 93.9%

Prefer not to say - 4.8%

This information is issued by:
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