

Thurrock Council Disability Pay Gap Report

30 March 2025

Background

Whilst it is not currently a legislative requirement to publish a disability pay gap, since 2021 Thurrock Council has published this information to demonstrate our commitment to equality and inclusion. Similarly to the statutory gender pay gap reporting, the salaries used in this report are taken from **31 March 2024**.

The disability pay gap represents the difference in the average – mean or median – hourly pay of employees who have not declared a disability and employees who have declared a disability within the organisation. This is normally expressed with a percentage, with a positive figure being in favour of employees who have not declared a disability or a negative figure being in favour of employees who have declared a disability. For example:

- 14.6% would show the extent to which employees who have not declared a disability earn on average per hour less than employees who have declared a disability
- -10.3% would show the extent to which employees who have declared a disability earn on average less than employees who have not declared a disability

The disability pay gap is different to equal pay. Equal pay is about not-disabled and disabled individuals receiving equal pay for equal work – failure to provide equal pay has been unlawful in the UK for over 50 years. The disability pay gap is the measure of the overall difference in pay between the average earnings of not-disabled and disabled employees.

Reporting

What we report	What it is
Mean disability pay gap	Average disability pay gap as a mean average
Median disability pay gap	Average disability pay gap as a median average
Mean bonus gap	Average bonus disability pay gap as a mean average
Median bonus gap	Average bonus disability pay gap as a median average
Bonus proportions	Proportion of not-disabled employees receiving a bonus payment and proportion of disabled receiving a bonus payment
Quartile pay bands	Proportion of not-disabled employees and disabled employees when divided into 4 groups ordered from lowest to highest pay

Workforce profile

1,741 (79.10%) out of 2,201 qualifying employees working for Thurrock Council had provided their disability data as at 31 March 2024. Within this group, for whom details of whether they were disabled were available, **87.65%** consider themselves not-disabled and **12.35%** considered themselves disabled.

Disability Pay Gap

As at **31 March 2024**, for Thurrock Council the:

- **mean disability pay gap was 0.8%**
- **median disability pay gap was 0%**
- **mean disability bonus gap was 0%** – the council does not make bonus payments
- **median disability bonus gap was 0%** – the council does not make bonus payments
- **the proportion of Disabled and Not Disabled employees receiving a bonus payment was 0%.**

The changes since the previous report and trend over time are explained below.

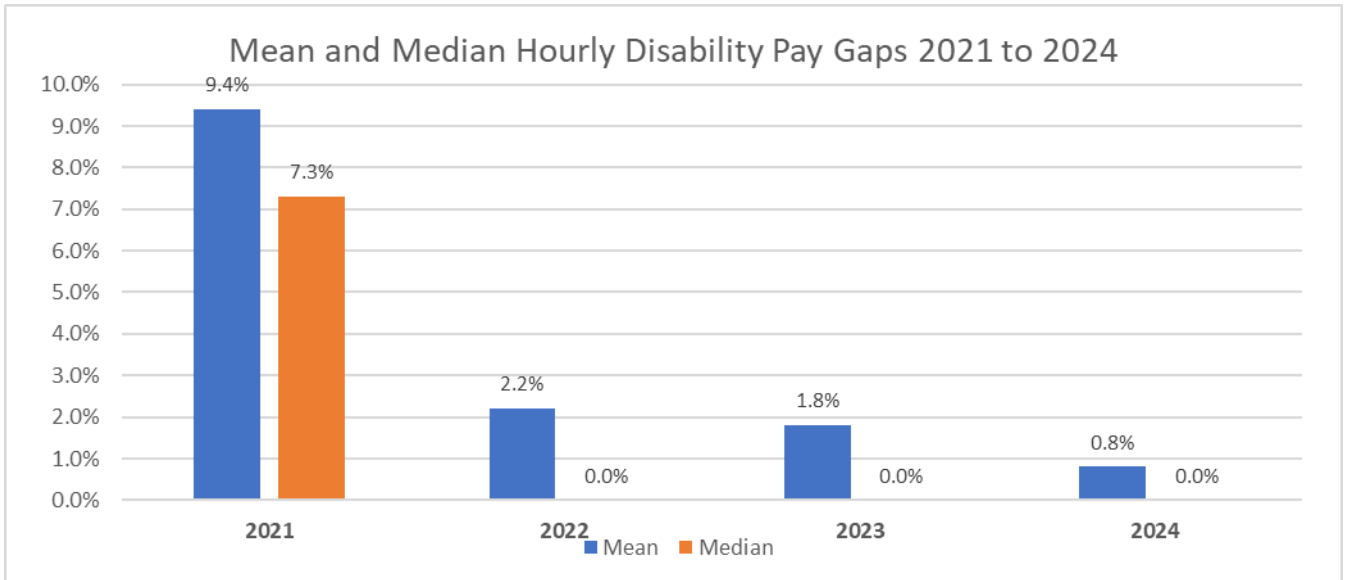
Proportion of not-disabled and disabled in each quartile of the pay structure

The figures set out in the table below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Band	Not Disabled		Disabled		Description
	2024	2023	2024	2023	
A	86.5%	90.2%	13.5%	9.8%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	89.7%	90.3%	10.3%	9.7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	87.4%	90.2%	12.6%	9.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	87.1%	89.8%	12.9%	10.2%	Includes all employees whose standard hourly rate places them above the upper quartile

Trends

The chart below shows the mean and median hourly disability pay gaps from 2021 to 2024, and demonstrates that since 2021, the hourly pay gap between disabled and non-disabled employees has reduced to the point of almost being eliminated. In the last year, the mean difference in hourly rates of pay has reduced from 1.8% in 2023 to 0.8% in 2024, whilst the median difference has remained at 0% (Not disabled and disabled employees paid the same).



In comparison to gender and ethnicity, the profile of the Council's part-time employees has the least impact on the hourly pay gaps for disability. This is because a similar proportion of disabled employees and employees who are not disabled work part-time - 27.9% and 28.4% respectively.

The table below contains a breakdown of both disability hourly pay gap measures for part-time and full-time employees. This shows that the mean hourly difference is similar for part-time employees, whilst the median has a greater difference in favour of full-time disabled employees.

Comparison of Disability Pay Gaps for Part and Full-Time Employees

Hourly Pay Gap Measure	Part-time employees	Full-time employees	All employees
Mean	0.5%	1.0%	0.8%
Median	-2.7%	-10.6%	0.0%

Starters and Leavers

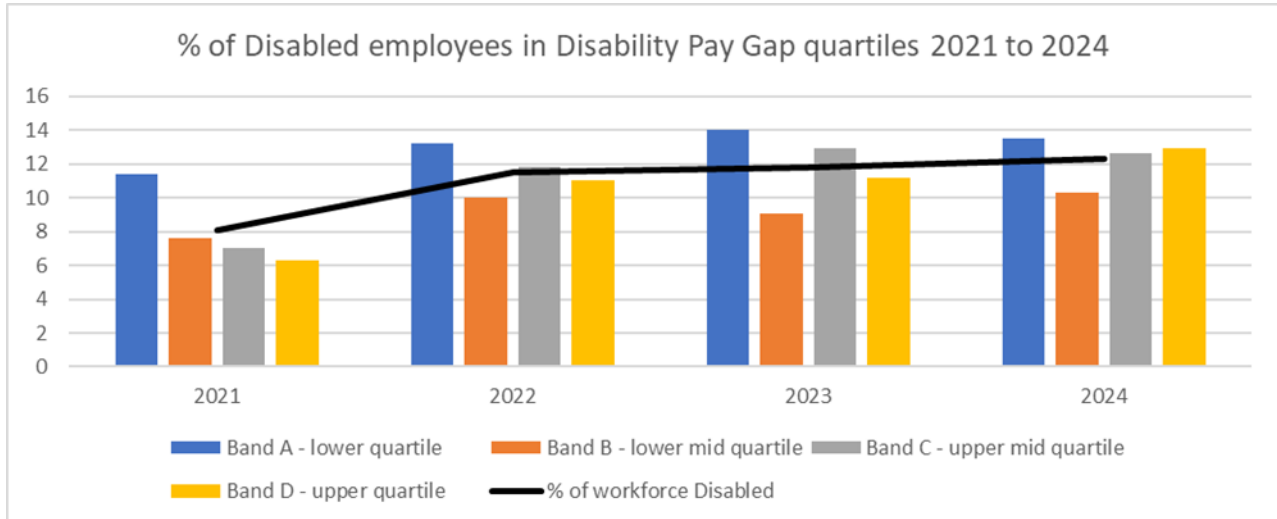
Between March 2023 and March 2024, there were 246 new employees who joined the Council. 48 had confirmed whether they had a disability, of whom 18.8% were disabled and 81.2% were not disabled. During the same period there were 330 leavers, of whom 238 had confirmed whether they had a disability. From this group of leavers, 10.5% were disabled compared to 89.5% who were not disabled.

At Grade F (the lowest grade that falls within the upper pay quartile, Band D) and above, 10 out of 40 newly employed members of staff provided details of their disability status, of whom 30% were disabled. 77 out of 91 leavers at Grade F and above confirmed whether they had a disability, of whom 7.8% were disabled. The relatively small numbers of new employees recording their disability data on the HR system does not allow any firm conclusions to be drawn on the impact of turnover at this level.

There can be a delay in the time taken for a new employee to record a disability, so this does not necessarily mean disabled employees are being recruited at a lower rate than those leaving the Council. 79% of employees in the pay gap data for March 2024 had provided information on whether they are disabled. This compares to 99% who have responded to provide their ethnicity data, which includes 10% who have stated they prefer

not to say.

The chart below shows the % of disabled employees in the Disability Pay Gap quartiles between 2021 to 2024. The changes each year will be impacted by the increase in employees that are disclosing their personal characteristics. The data for the last 4 years shows representation of disabled employees increasing across all pay quartiles.



Summary

This report shows a mean disability pay gap at March 2024 of 0.8% in favour of employees who are not disabled. The median measure shows hourly pay is the same for disabled employees and for those who are not disabled.

In addition, the Council continues to:

- Conduct anonymised shortlisting during recruitment.
- Undertake regular data audits to encourage staff to disclose close their personal characteristics, including disability.
- Make reasonable adjustments as required for existing and prospective employees.
- Work to make sure the Disability Network is established with a programme of activity and awareness-raising.
- Consider further measures to support staff, including the development of disability support documents for employees and managers.
- Publish an annual workforce profile of our workforce that identifies changes in the composition of the workforce across different protected characteristics, including disability.
- Use the Personal Development Review and Pay Progression Policy to support continuous development and encouragement. This also provides a fair and equitable process for confirming pay progression.

Actions

During 2024/25, the Council has taken the following actions:

- a review of the Personal Development Review and Pay Progression Policy to identify ways in which 1:1 and appraisal meetings can be more

effective. Changes, which will be implemented during the 2025/26 performance cycle, have been informed by workforce engagement activities undertaken during the last 18 months.

- undertaking a staff survey which is being used to identify improvements both at corporate and directorate levels, with action plans being developed. This will demonstrate the Council's commitment to responding to feedback and measuring progress.
- producing a more comprehensive workforce profile to include analysis of how turnover and progression impact on our pay gap measures and identify areas where action is needed to increase levels of diversity, which is a commitment in our new Corporate Plan.