

Thurrock Council Ethnicity Pay Gap Report 30 March 2025

Background

Whilst it is not yet a legislative requirement to publish information regarding pay on the basis of ethnicity, 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 ethnicity pay gap represents the difference in the average – mean or median – hourly pay of White employees and Black, Asian and Minority Ethnic (BAME) employees within the organisation. This is normally expressed with a percentage, with a positive figure being in favour of White employees or a negative figure being in favour of BAME employees. For example:

- 14.6% would show the extent to which BAME employees earn on average per hour less than their White counterparts
- -10.3% would show the extent to which employees of White ethnicity earn on average less than their BAME counterparts

The ethnicity pay gap is different to equal pay. Equal pay is about White and BAME individuals receiving equal pay for equal work – failure to provide equal pay has been unlawful in the UK for over 50 years. The ethnicity pay gap is the measure of the overall difference in pay between the average earnings of White employees and BAME employees.

Reporting

What we report	What it is
Mean ethnicity pay gap	Average hourly ethnicity pay gap as a mean average
Median ethnicity pay gap	Average hourly ethnicity pay gap as a median average
Mean bonus gap	Average bonus ethnicity pay gap as a mean average
Median bonus gap	Average bonus ethnicity pay gap as a median average
Bonus proportions	Proportion of White employees receiving a bonus payment and proportion of BAME receiving a bonus payment
Quartile pay bands	Proportion of White employees and BAME employees when divided into 4 groups ordered from lowest to highest pay

Workforce profile

1,966 (89.32%) out of 2,201 qualifying employees working for Thurrock Council had provided their ethnicity data as at 31 March 2024.

Within this group that had provided their ethnicity, **80.37%** identified as White and **19.63%** as BAME.

The table below summarises the ethnicity of the Council’s workforce profile at March 2024 compared to the population statistics of Thurrock, East Region and England from Census 2021.

Ethnic profile summary	Thurrock Council	UK Census 2021 Population		
	Employees in March 2024 Pay Gap Data	Thurrock	East Region	England
White British (including White English, Welsh, Scottish, Northern Irish and British)	74.42%	66.20%	78.49%	73.54%
All White	80.37%	76.80%	86.48%	81.05%
All Black, Black British, Black Welsh, Caribbean or African	13.38%	11.90%	2.92%	4.22%
All Asian, Asian British or Asian Welsh	3.76%	6.99%	6.41%	9.61%
All Mixed or Multiple ethnic groups	1.58%	3.00%	2.84%	2.96%
All Other ethnic groups	0.92%	1.50%	1.36%	2.18%

Ethnicity Pay Gap

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

- **mean ethnicity pay gap was -3.7%**
- **median ethnicity pay gap was 0.1%**
- **mean ethnicity bonus gap was 0%** – the Council does not make bonus payments to staff
- **median ethnicity bonus gap was 0%** – the Council does not make bonus payments to staff
- **the proportion of BAME and White employees receiving a bonus payment was 0%**

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

Proportion of White and BAME in each quartile of the pay structure

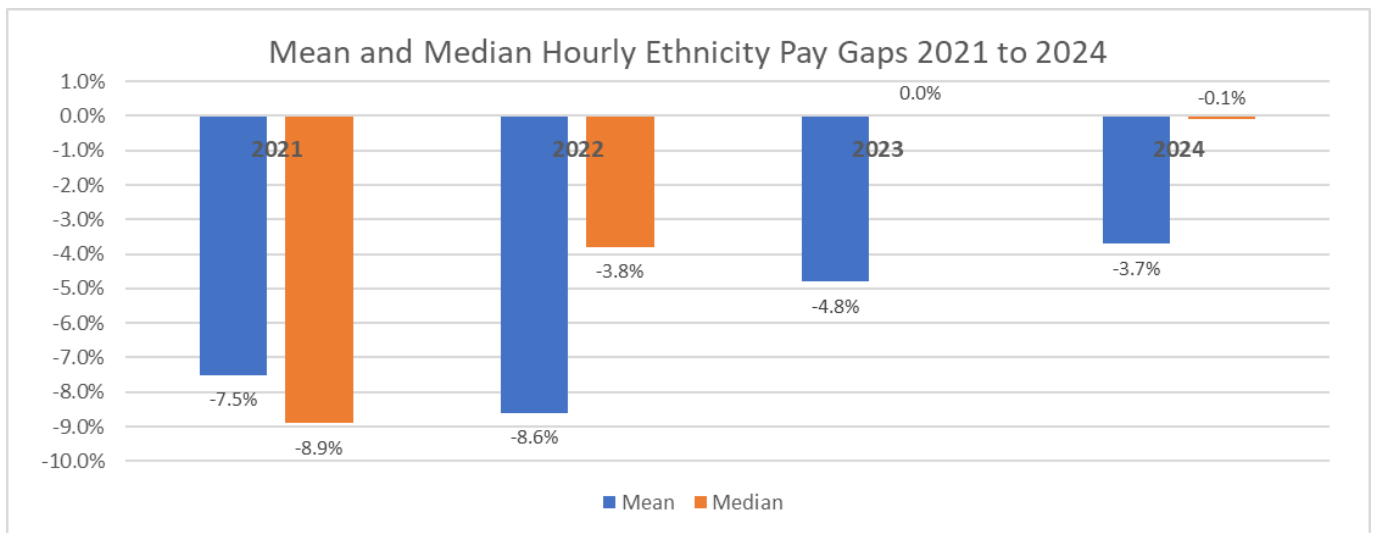
The figures set out in the table below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Band	White		BAME		Description
	2024	2023	2024	2023	
A	83.3%	81.8%	17.7%	18.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	81.3%	81.6%	18.7%	18.4%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	82.1%	83.8%	17.9%	16.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

D	75.8%	76.2%	24.2%	23.8%	Includes all employees whose standard hourly rate places them above the upper quartile
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Trends

The chart below shows the mean and median hourly ethnicity pay gaps from 2021 to 2024. This shows that since 2021, the hourly ethnicity pay gap measures have reduced the extent to which they favour BAME employees. This is because, during this period, representation of BAME employees in the lower and lower-mid pay quartiles have increased at a faster rate than the upper pay quartile. In the last year, the mean difference in hourly rates of pay have reduced from -4.8% in 2023 to -3.7%, whilst the median difference has reduced slightly from 0% to -0.1% (White and BAME employees effectively paid the same).



The profile of the Council’s part-time employees has an impact on the ethnicity pay gap, but to lesser extent than the difference identified in the gender pay gap report. This is because 20.2% of the Council’s BAME employees are part-time compared to 28.5% of White employees.

The table below contains a breakdown of both ethnicity hourly pay gap measures for part-time and full-time employees. This shows that pay gaps for part-time employees are higher compared to those working full-time. The difference is due to the fact that the majority of BAME employees that work part-time are in functions such as social care, catering and customer services

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

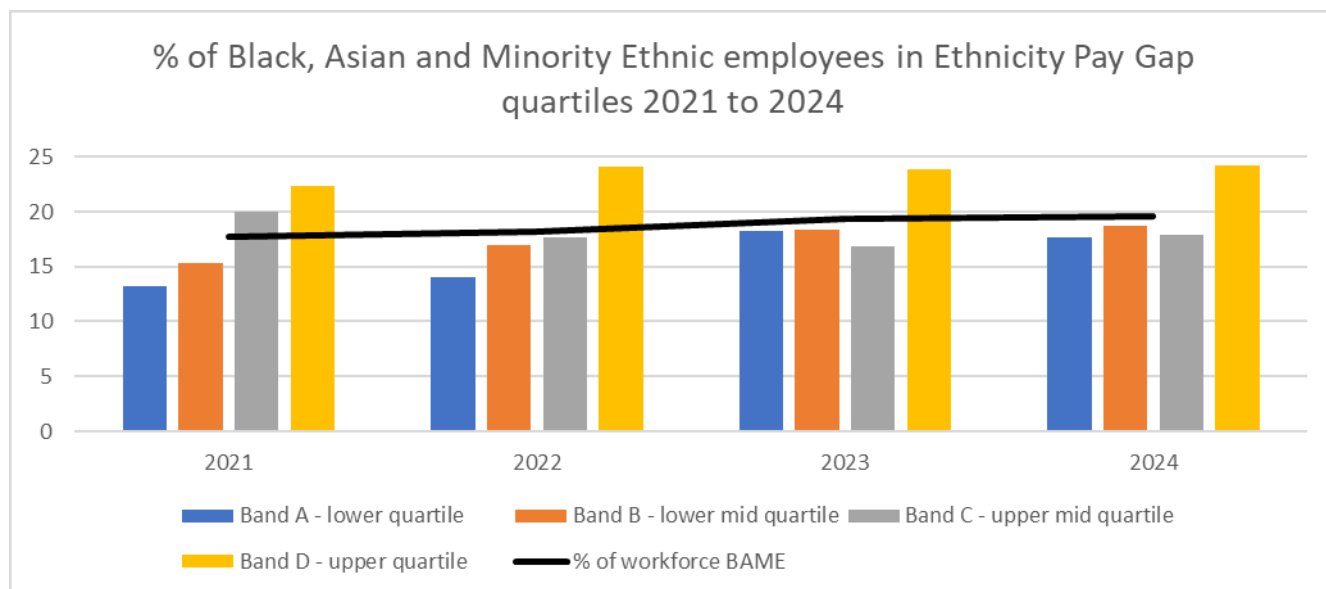
Hourly Pay Gap Measure	Part-time employees	Full-time employees	All employees
Mean	3.6%	-2.9%	-3.7%
Median	4.1%	-5.5%	-0.1%

Starters and Leavers

Between March 2023 and March 2024, there were 246 new employees. 231 had provided their ethnicity, of whom 32.9% were BAME and 67.1% were White. During the same period there were 330 leavers. 285 had provided their ethnicity, of whom 24.6% were BAME compared to 75.4% who were White. This means a higher proportion of newly employed staff were from BAME groups than employees who were leavers during this period.

At Grade F and above (the lowest grade that falls within the upper pay quartile, Band D) there was also a higher proportion of employees from BAME groups that were new employees compared to leavers. At this level, 24.3% of newly employed staff were BAME compared to 19.0% of leavers.

The chart below shows the % of BAME employees in the Ethnicity Pay Gap quartiles between 2021 to 2024. It shows that the most notable changes during this period are increases of 4.5% in the proportion of BAME employees in the lower pay quartile (Band A) compared to an increase of 1.9% in the upper pay quartile (Band D). During the same period, their representation in the lower-mid quartile (Band B) increased by 3.4% whilst the upper-mid quartile (Band C) reduced by 2.1%.



Summary

This report shows the gender pay gap in favour of BAME employees in the Council as at March 2024. The gap has reduced in the year since March 2023, which is mainly due to the impact of employee turnover. The principal reason for the Council's ethnicity pay gap in favour of BAME employees is their higher levels of representation in the upper pay quartile, 24.6% compared to 19.6% in the workforce as a whole.

The Council has the following measures in place to support equality and inclusion across all ethnic groups:

- conducting anonymised shortlisting at recruitment
- undertaking regular data audits to encourage staff to disclose their personal characteristics, including ethnicity
- working with our multi-cultural staff network group to identify any targeted support which can be offered, and providing programmes of activity and awareness-raising
- publishing an annual profile of our workforce that identifies changes in the composition of the workforce across different protected characteristics, including ethnicity
- using the Personal Development Review and Pay Progression Policy to support continuous development and encouragement, which 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.