

Employment Diversity Monitoring 2024-2025

As part of the Council's corporate approach to Equality and Diversity and to ensure that we meet our public sector duties detailed in the Equality Act, we collect employment data each year. This data is analysed to monitor how closely our workforce represents the needs of the local community as well as to ensure the fairness of our employment practices.

The Equality Duty covers the following nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. The duty also covers marriage and civil partnership, but not for all aspects of the duty.

The information below relates to the period 1 April 2024 to 31 March 2025.

Equal Pay Statement and Officer Pay Policy

Colchester City Council understands its equal pay legal obligations. A comprehensive Equal Pay Audit was conducted in 2010. An action plan addressing the small number of equal pay issues identified by the audit was completed in 2011/12.

The Localism Act requires all councils to have an Officer Pay Policy in the interests of openness and transparency. Colchester City Council's policy is reviewed each year, with the current version shown here.

We encourage job candidates and employees to complete requests for equality and diversity data so that our current and potential workforce reflects the communities we serve.

For more information, please see these sections on our website:

- Equality Impact Assessments
- Equality and Diversity in Employment
- Jobs

Establishment Breakdown for 2024/25

In 2024/25, the average headcount for Colchester Borough Council was 900 and the “full-time equivalent” (FTE) figure was 770.

Please note:

- No Data Available, including the option “prefer not to say”. This option is for people who have reviewed their personal information held by Human Resources but prefer not to specify a particular protected characteristic, for example in respect of their religion or belief.
- The term “other” has been used where population sizes are less than 5% of the total figure.
- All the following data is either for the whole monitoring period (2024/25) or as of 31 March 2025, unless otherwise stated.
- We continue to use the term ‘Ethnic Minorities’ in recognition of the fact that the term ‘Black, Asian and minority ethnic’ (and/or its acronym BAME) has become perceived as being ‘narrow’ and non-inclusive.

We received 2,712 applications for this period. Of those received, all applicants completed an equality and diversity monitoring form. We appointed 181 members of staff through our recruitment process.

Permanent staff is based on 770 employees.

Ethnicity/Race

2024 - 2025			
	Permanent Staff	Applications	New Appointments
White	87.0%	71.1%	90.6%
Ethnic Minorities	7.4%	25.5%	8.8%
Other	0.3%	1.7%	0.0%
Prefer not to say	2.3%	1.6%	0.6%
No Data	2.9%	0.1%	0.0%

2023 - 2024			
	Permanent Staff	Applications	New Appointments
White	87.5	78.6	86.6
Ethnic Minorities	7.3	19.2	12.3
Other	0.3	0.5	0.0
Prefer not to say	2.8	1.7	1.1
No Data	2.0	0.6	0.0

Gender

2024 - 2025			
	Permanent Staff	Applications	New Appointments
Male	54.4%	52.0%	50.8%
Female	45.4%	46.9%	49.2%
Reassigned	0.1%	0.0%	0.0%
Prefer not to say	0.0%	0.0%	0.0%
No Data	0.0%	1.1%	0.0%

2023 - 2024			
	Permanent Staff	Applications	New Appointments
Male	54.8	53.9	53.5
Female	45.1	44.9	45.5
Reassigned	0.1	0.0	0.0
Prefer not to say	0.0	0.0	0.0
No Data	0.0	1.2	1.1

Disability

2024 - 2025			
	Permanent Staff	Applications	New Appointments
Yes	6.9%	13.0%	12.2%
No	69.0%	83.7%	86.2%
Prefer not to say	0.0%	2.2%	1.1%
No Data	24.1%	1.2%	0.6%

2023 - 2024			
	Permanent Staff	Applications	New Appointments
Yes	5.78	12.5	7.5
No	68.48	82.8	90.4
Prefer not to say	0.0	2.9	0.5
No Data	25.74	1.8	1.6

Age

2024 - 2025			
	Permanent Staff	Applications	New Appointments
20 and Under	4.1%	12.8%	23.8%
21-30	13.4%	34.5%	21.0%
31-40	16.89%	23.0%	21.5%
41-50	27.3%	17.0%	19.3%
51-60	29.3%	9.9%	12.2%
61+	8.9%	2.1%	2.2%
Prefer not to say	0.0%	0.0%	0.0%
No Data	0.0%	0.6%	0.0%

2023 - 2024			
	Permanent Staff	Applications	New Appointments
20 and Under	4.0	6.8	21.9
21-30	14.5	33.2	25.1
31-40	18.0	23.3	18.2
41-50	26.4	17.7	19.3
51-60	28.6	14.9	12.3
61+	8.5	3.8	3.2
Prefer not to say	0.0	0.3	0.0
No Data	0.0	0.0	0.0

Religion and Belief

2024 - 2025			
	Permanent Staff	Applications	New Appointments
Christian	33.2%	32.4%	28.2%
Other	3.6%	11.5%	2.8%
None	45.0%	48.8%	60.8%
Prefer not to say	4.0%	6.2%	7.2%
No Data	14.2%	1.1%	1.1%

2023 - 2024			
	Permanent Staff	Applications	New Appointments
Christian	32.9	32.1	29.4
Other	3.5	10.1	3.2
None	43.9	49.7	61.0
Prefer not to say	4.0	6.1	4.3
No Data	15.8	2.1	2.1

Sexual Orientation

2024 - 2025			
	Permanent Staff	Applications	New Appointments
Heterosexual	75.6%	82.7%	82.9%
Gay/Lesbian	2.0%	3.6%	2.8%
Bisexual	2.0%	4.7%	2.8%
Other	0.8%	1.1%	1.1%
Prefer not to say	5.9%	7.1%	7.7%
No Data	13.8%	0.9%	2.8%

2023 - 2024			
	Permanent Staff	Applications	New Appointments
Heterosexual	75.5	79.3	81.8
Gay/Lesbian	2.3	4.4	3.7
Bisexual	1.8	5.7	3.7
Other	0.8	1.5	0.5
Prefer not to say	5.7	7.7	8.0
No Data	13.9	1.5	2.1

Contract Type

	2024 - 2025		2023 - 2024	
	Full Time (638)	Part Time (262)	Full Time (626)	Part Time (256)
<i>Ethnicity:</i>				
- White	87.5	85.9	89.3	83.2
- Ethnic Minorities	7.7	6.9	6.9	8.2
- Other	0.2	0.8	0.2	0.8
- Prefer not to say	2.0	3.1	1.9	5.1
- No Data	2.7	3.4	1.8	2.7
<i>Gender:</i>				
- Male	64.7	29.4	65.7	28.1
- Female	35.3	70.2	34.3	71.5
- Reassigned	0.0	0.4	0.0	0.4
<i>Disability:</i>				
- Yes	7.7	5.0	6.4	4.3
- No	68.8	69.5	68.7	68.0
- Prefer not to say	0.0	0.0	0.0	0.0
- No Data	23.5	25.6	24.9	27.7
<i>Age:</i>				
- 20 and under	1.4	10.7	1.0	11.3
- 21-30	14.7	10.3	17.1	8.2
- 31-40	17.9	14.5	18.5	16.8
- 41-50	27.4	27.1	26.0	27.3
- 51-60	32.3	22.1	31.3	21.9
- 61+	6.3	15.3	6.1	14.5
<i>Religion:</i>				
- Christian	30.9	38.9	30.8	37.9
- Other	3.6	3.4	4.2	2.0
- None	46.1	42.4	44.9	41.4
- Prefer not to say	4.9	1.9	4.6	2.3
- No Data	14.6	13.4	15.5	16.4
<i>Sexual Orientation:</i>				
- Heterosexual	76.2	74.1	75.4	75.8
- Gay or Lesbian	2.4	1.2	2.6	1.6
- Bisexual	2.2	1.5	2.4	0.4
- Other	1.1	0.0	1.0	0.4
- Prefer not to say	5.6	6.5	5.6	5.9
- No Data	12.5	16.8	13.1	16.0

Formal Cases of Grievances and Dismissals

There were 4 formal grievance cases in this period. In January 2017, CCC introduced a workplace mediation to assist in the resolution of cases before they result in a formal hearing.

	2024 - 2025		2023 - 2024	
Category <i>(figures in brackets denote the total number of employees in group)</i>	Dismissals (7)	Grievance (5)	Dismissals (6)	Grievances (2)
<i>Ethnicity:</i>				
- White	100.0	80.0	100.0	100.0
- Ethnic Minorities	0.0	20.0	0.0	0.0
- Other	0.0	0.0	0.0	0.0
- Prefer not to say	0.0	0.0	0.0	0.0
- No Data	0.0	0.0	0.0	0.0
<i>Gender:</i>				
- Male	100.0	0.0	83.3	100.0
- Female	0.0	100.0	16.7	0.0
<i>Disability:</i>				
- Yes	0.0	20.0	0.0	0.0
- No	85.7	60.0	66.7	100.0
- Prefer not to say	0.0	0.0	0.0	0.0
- No Data	14.3	20.0	33.3	0.0
<i>Age:</i>				
- 20 and under	14.3	0.0	33.3	0.0
- 21-30	14.3	20.0	16.7	0.0
- 31-40	57.1	0.0	0.0	50.0
- 41-50	14.3	60.0	13.3	0.0
- 51-60	0.0	20.0	16.7	50.0
- 61+	0.0	0.0	0.0	0.0
<i>Religion:</i>				
- Christian	28.6	60.0	33.3	100.0
- Other	0.0	0.0	0.0	0.0
- None	57.1	20.0	50.0	0.0
- Prefer not to say	14.3	20.0	0.0	0.0
- No Data	0.0	0.0	16.7	0.0
<i>Sexual Orientation:</i>				
- Heterosexual	71.4	80.0	66.7	100.0
- Gay or Lesbian	0.0	0.0	0.0	0.0
- Bisexual	0.0	0.0	16.7	0.0
- Other	14.3	0.0	0.0	0.0
- Prefer not to say	14.3	20.0	0.0	0.0
- No Data	0.0	0.0	16.7	0.0

Termination Reasons

Category <i>(figures in brackets denote the total number of employees in group)</i>	Personal Reasons (1)	Retirement (11)	Redundancy (14)	Other (81)
<i>Ethnicity:</i>				
- White	100.0	100.0	85.7	92.6
- Ethnic Minorities	0.0	0.0	7.1	7.4
- Other	0.0	0.0	0.0	0.0
- Prefer not to say	0.0	0.0	7.1	0.0
- No Data	0.0	0.0	0.0	0.0
<i>Gender:</i>				
- Male	0.0	63.6	71.4	53.1
- Female	100.0	36.4	28.6	46.9
<i>Disability:</i>				
- Yes	0.0	0.0	7.1	8.6
- No	100.0	63.6	64.3	82.7
- Prefer not to say	0.0	0.0	0.0	2.5
- No Data	0.0	36.4	28.6	6.2

<i>Age:</i>				
- 20 and under	0.0	0.0	0.0	11.1
- 21-30	100.0	0.0	7.1	22.2
- 31-40	0.0	0.0	14.3	28.4
- 41-50	0.0	0.0	35.7	11.1
- 51-60	0.0	18.2	14.3	23.5
- 61+	0.0	81.8	28.6	3.7
<i>Religion:</i>				
- Christian	0.0	36.4	57.1	34.6
- Other	0.0	0.0	0.0	2.5
- None	0.0	36.4	21.4	55.6
- Prefer not to say	100.0	0.0	7.1	1.2
- No Data	0.0	27.3	14.3	6.2
<i>Sexual Orientation:</i>				
- Heterosexual	100.0	54.6	78.6	86.4
- Gay or Lesbian	0.0	0.0	0.0	4.9
- Bisexual	0.0	0.0	0.0	1.2
- Other	0.0	9.1	0.0	0.0
- Prefer not to say	0.0	9.1	14.3	2.5
- No Data	0.0	17.3	7.1	4.9

Length of Service

Category <i>(figures in brackets denote the total number of employees in group)</i>	Under 1 Year (109)	1-3 Years (251)	4-5 Years (77)	6-9 Years (162)	10+ Years (301)
Ethnicity:					
- White	83.5	87.3	92.2	86.4	87.0
- Ethnic Minorities	9.2	10.4	2.6	9.9	4.3
- Other	0.0	0.4	1.3	0.6	0.0
- Prefer not to say	0.9	1.2	0.0	0.6	5.3
- No Data	6.4	0.8	3.9	2.5	3.3
Gender:					
- Male	56.9	57.0	58.4	57.4	48.8
- Female	43.1	42.6	41.6	42.6	51.2
- Reassigned	0.0	0.4	0.0	0.0	0.0
Disability:					
- Yes	11.0	7.2	10.4	8.0	3.7
- No	78.0	88.1	84.4	79.0	40.3
- Prefer not to say	0.0	0.0	0.0	0.0	0.0
- No Data	11.0	4.8	5.2	13.0	55.8
Age:					
- 20 and under	17.4	7.2	0.0	0.0	0.0
- 21-30	20.2	20.3	20.8	18.5	0.7
- 31-40	20.2	18.3	20.8	21.6	11.0
- 41-50	19.3	27.5	29.9	26.5	29.9
- 51-60	17.4	23.1	22.1	26.5	42.2
- 61+	5.6	3.6	6.5	6.8	16.3
Religion:					
- Christian	32.1	29.5	27.3	29.0	40.5
- Other	2.8	6.8	1.3	3.7	1.7
- None	53.2	56.6	62.3	51.2	24.6
- Prefer not to say	3.7	4.8	5.2	5.6	2.3
- No Data	8.3	2.4	3.9	10.5	30.9
Sexual Orientation:					
- Heterosexual	76.2	82.1	80.5	76.5	68.1
- Gay or Lesbian	1.8	2.4	2.6	2.5	1.3
- Bisexual	2.8	3.2	2.6	1.9	0.7
- Other	0.9	1.2	2.6	0.6	0.0
- Prefer not to say	7.3	7.6	7.8	6.2	3.3
- No Data	11.0	3.6	3.9	12.4	26.6

Maternity Leave

This data is based on those employees whose maternity leave ended in the stated period.

	2024 - 2025	2023 - 2024

Category (figures in brackets denote the total number of employees in group)	Maternity Leave (19)	Return Maternity Leave (9)	Maternity Leave (16)	Return Maternity Leave (13)
<i>Ethnicity:</i>				
- White	94.7	100.0	93.8	92.3
- Ethnic Minorities	5.3	0.0	6.3	7.7
- Other	0.0	0.0	0.0	0.0
- Prefer not to say	0.0	0.0	0.0	0.0
- No Data	0.0	0.0	0.0	0.0
<i>Disability:</i>				
- Yes	0.0	0.0	6.3	0.0
- No	79.0	77.8	75.0	76.9
- Prefer not to say	5.3	11.1	6.3	7.7
- No Data	15.8	11.1	12.5	15.4
<i>Age:</i>				
- 20 and under	0.0	0.0	6.3	53.9
- 21-30	42.1	44.4	43.8	38.5
- 31-40	42.1	44.4	43.8	7.7
- 41-50	15.8	11.1	6.3	0.0
- 51-60	0.0	0.0	0.0	0.0
- 61+	0.0	0.0	0.0	0.0
<i>Religion:</i>				
- Christian	21.1	11.1	12.5	7.7
- Other	5.3	0.0	6.3	7.7
- None	52.6	66.7	56.3	61.5
- Prefer not to say	10.5	11.1	12.5	7.7
- No Data	10.5	11.1	12.5	15.4
<i>Sexual Orientation:</i>				
- Heterosexual	73.7	66.7	68.8	61.5
- Gay or Lesbian	0.0	0.0	0.0	0.0
- Bisexual	0.0	0.0	6.3	7.7
- Prefer not to say	10.5	22.2	12.5	15.4
- No Data	15.8	11.1	12.5	15.4

Gender Pay Gap

Equality Act regulations require public organisations with more than 250 employees to publish a range of gender pay gap figures. The first annual 'snapshot' was published by 30 March 2018. The requirements for the public sector largely mirror those for the private sector.

The gender pay gap information will be published on [our website](#) and on the Government's [gender pay gap portal](#) where the results can be compared with those of other organisations.

For more information about Colchester City Council's equality and diversity employment data collection, please contact our Equality, Diversity, and Inclusion Lead: stephen.kane@colchester.gov.uk