
Workforce Monitoring Report 2025

Introduction

Elmbridge Borough Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Statutory duties are governed by the Equality Act 2010 and it is a requirement that public-sector organisations with over 150 employees report at least annually on how their policies and practices affect staff with different 'Protected Characteristics'.

Monitoring data

The employee statistics are taken from iTrent which is the HR and Payroll system. The recruitment statistics are taken from our Applicant Tracking System which uses different categories for analysis. The period of the report is 1 April 2024 to 31 March 2025.

The data is dependent on employees disclosing their personal information so meaningful reporting can be undertaken. There are gaps in the data where employees and job applicants have chosen not to disclose.

To provide context, the statistics in this report should be read in conjunction with the council's other published equality data.

Workforce Analysis

Analysis by Ethnicity

Ethnicity	Number of employees	% of employees
Asian/Asian British - Any other Asian background	7	1.87
Asian/Asian British - Bangladeshi	6	1.60
Asian/Asian British - Chinese	2	0.53
Asian/Asian British - Indian	6	1.60
Asian/Asian British - Pakistani	1	0.27
Black/African/Caribbean/Black British - African	9	2.40
Black/African/Caribbean/Black British - Any other black background	2	0.53
Black/African/Caribbean/Black British - Caribbean	1	0.27
Mixed/Multiple ethnic group - Any Other Mixed/multiple ethnic background	3	0.80
Mixed/Multiple ethnic group - White and Asian	2	0.53
Mixed/Multiple ethnic group - White and Black Caribbean	1	0.27
Other ethnic group - Any other ethnic group	3	0.80
Other ethnic group - Arab	1	0.27
White - Any Other White background	17	4.53
White - English/Welsh/Scottish/Northern Irish/British	221	58.93
Not known/not provided	87	23.20
Total	375	100

Analysis by Gender

Gender	Number of employees	% of employees
Male	120	34.13
Female	250	65.87
Total	375	100

Analysis by Disability

Disability	Number of employees	% of employees
Disabled	19	5.07
Not disabled	273	72.80
Not known	77	20.50
Declined to specify	6	1.60
Total	375	100

Analysis by Age

Age	Number of employees	% of employees
Under 25	8	2.13
Between 25 and 35	59	15.73
Between 36 and 45	88	23.47
Between 46 and 55	97	25.87
Between 56 and 65	105	28.00
Over 65	18	4.80
Total	375	100

Analysis by Religion

Religion	Number of employees	% of employees
Atheist	5	1.33
Christian	87	23.20
Hindu	2	0.53
Muslim	9	2.40
None	58	15.47
Other	7	1.87
Unknown	207	55.20
Total	375	100

Sexual Orientation

It is noted that a significant number of employees (48.00%) have not provided this information. 45.07% of staff identify as heterosexual/straight. 2.4% of staff identify as lesbian, gay, bisexual or other.

Other protected characteristics

This information is not available due to low numbers of returns.

Recruitment

The council is committed to creating opportunity for all.

We aim to:

- Be an equal opportunities employer committed to a policy of equal access to employment opportunities, training and development, at all levels of the organisation.
- Recruit and retain a workforce that reflects the expertise and diversity of our community and ensure that recruitment and selection procedures are in place to attract the best applicants to Elmbridge.
- Build on our positive action policies to redress any inequalities or discriminatory practice.
- Create a safe working environment where any form of discrimination or harassment is dealt with quickly, appropriately and effectively, and where staff feel supported in challenging discrimination and harassment.
- Promote and further develop work-life balance and family friendly policies to ensure that we maximise employment opportunities for all and continue to offer flexible working hours, hybrid working options, part time, term time and job-share arrangements to improve the range of opportunities we offer.
- Welcome and encourage job applications from groups who are currently under represented through the Council.
- Advertise our jobs widely to ensure that they attract applications from all sections of the community.
- Make sure that staff responsible for recruitment are given the training and advice that they need to appoint the best person for the job.
- Ask staff to participate in the Council's equality monitoring data capture for recruitment, training and selection.

During 2024-2025, 62 roles were advertised. The response rate to advertisements was generally fairly high and a total of 1244 applications were received.

Analysis by Ethnicity

Ethnicity	Number of applications	Number interviewed	Number successful
White	606 (48.71%)	192 (60.00%)	39 (73.58%)
Asian/Asian British	260 (20.9%)	49 (15.31%)	3 (5.66%)
Mixed/multiple ethnic background	70 (5.63%)	19 (5.93%)	4 (7.55%)
Black/African/Caribbean/ Black British	162 (13.02%)	30 (9.38%)	3 (7.55%)
Other ethnic background	32 (2.57%)	5 (1.57%)	0 (0%)
Not specified/not declared	114 (9.17%)	25 (7.82%)	4 (7.54%)
Total	1244	320	53

Analysis by Gender

Gender	Number of applications	Number interviewed	Number successful
Female	660 (53.05%)	178 (55.63%)	33 (62.26%)
Male	534 (42.93%)	128 (40%)	17 (32.08%)
Non-binary	3 (0.24%)	1 (0.31%)	0 (0%)
Not Specified	20 (1.61%)	5 (1.56%)	1 (1.89%)
Other	1 (0.08%)	1 (0.31%)	0 (0%)
Prefer not to say	26 (2.09%)	7 (2.19%)	2 (3.77%)
Total	1244	320	53

Analysis by Disability

Disability	Number of applications	Number interviewed	Number successful
Disabled	109 (8.76%)	38 (11.88%)	5 (9.43%)
Not disabled	1075 (86.41%)	264 (82.5%)	44 (83.02%)
Prefer not to say	32 (2.57%)	12 (3.75%)	2 (3.77%)
Not specified	28 (2.25%)	6 (1.88%)	2 (3.77%)
Total	1244	320	53

Analysis by Age

Age	Number of applications	Number interviewed	Number successful
16-20	34 (2.73%)	2 (0.63%)	0 (0%)
21-30	341 (27.41%)	66 (20.63%)	9 (16.98%)
31-40	345 (27.73%)	83 (25.94%)	14 (26.42%)
41-50	263 (21.14%)	89 (27.81%)	15 (28.3%)
51-60	181 (14.55%)	53 (16.56%)	9 (16.98%)
61-70	48 (3.86%)	16 (5%)	4 (7.55%)
Not Specified	29 (2.33%)	10 (3.13%)	2 (3.77%)
Over 70	3 (0.24%)	1 (0.31%)	0 (0%)
Total	1244	320	53

Analysis by religion

Religion	Number of applications	Number interviewed	Number successful
Buddhist	19 (1.53%)	4 (1.25%)	0 (0%)
Christian	484 (38.91%)	127 (39.69%)	24 (45.28%)
Hindu	63 (5.06%)	10 (3.13%)	1 (1.89%)
Jew	3 (0.24%)	0 (0%)	0 (0%)
Muslim	134 (10.77%)	23 (7.19%)	2 (3.77%)
Other Religion or Belief	32 (2.57%)	11 (3.44%)	1 (1.89%)
Sikh	26 (2.09%)	7 (2.19%)	0 (0%)
No Religion	332 (26.69%)	101 (31.56%)	19 (35.85%)
Not Specified	38 (3.05%)	9 (2.81%)	1 (1.89%)
Prefer not to say	113 (9.08%)	28 (8.75%)	5 (9.43%)
Total	1244	320	53

Analysis by Sexual Orientation

Sexual orientation	Number of applications	Number interviewed	Number successful
Bisexual	31 (2.49%)	9 (2.81%)	1 (1.89%)
Gay Man	17 (1.37%)	2 (0.63%)	0 (0%)
Gay Woman/ Lesbian	7 (0.56%)	2 (0.63%)	0 (0%)
Heterosexual/ Straight	1038 (83.44%)	272 (85%)	48 (90.57%)
Not Specified	49 (3.94%)	12 (3.75%)	1 (1.89%)
Other	10 (0.8%)	1 (0.31%)	0 (0%)
Prefer Not To Say	92 (7.4%)	22 (6.88%)	3 (5.66%)
Total	1244	320	53

There remains a significant proportion of job applicants who choose not to disclose their personal details. This limits a detailed analysis.

Moving Forward

The Council is fully committed to equalities and performing strongly as an employer of choice in representing staff with all protected characteristics at all levels in the organisation.

In an effort to improve representation in our workforce for those who have a disability, the Council is a Disability Committed Employer.

The Council is committed to the Defence Employer Recognition Scheme and has its Bronze award. Work is progressing towards achieving the Silver award.

The Council will continue to seek to encourage younger people to join the organisation by building on the existing apprenticeship schemes and continue to work with local schools and colleges to offer work experience placements.

The Council will continue to review its family friendly policies to create wider opportunities for those with families.

The Council will continue to review its policies to create wider opportunities for an agile workforce, embracing hybrid working.