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# Workforce Monitoring Report 2026

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## 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 2025 to 31 March 2026.

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

<b>Ethnicity</b>	<b>Number of employees</b>	<b>% of employees</b>
Asian/Asian British - Any other Asian background	7	1.86
Asian/Asian British - Bangladeshi	6	1.59
Asian/Asian British - Chinese	2	0.53
Asian/Asian British - Indian	6	1.59
Asian/Asian British - Pakistani	1	0.27
Black/African/Caribbean/Black British - African	9	2.39
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	16	4.26
White - English/Welsh/Scottish/Northern Irish/British	204	54.26
White - Irish	6	1.59
Not known/not provided	106	28.19
<b>Total</b>	<b>376</b>	<b>100</b>

### Analysis by Gender

<b>Gender</b>	<b>Number of employees</b>	<b>% of employees</b>
Male	130	34.57
Female	246	65.43
<b>Total</b>	<b>376</b>	<b>100</b>

### Analysis by Disability

<b>Disability</b>	<b>Number of employees</b>	<b>% of employees</b>
Disabled	21	5.60
Not disabled	269	71.54

<b>Disability</b>	<b>Number of employees</b>	<b>% of employees</b>
Not known	79	21
Declined to specify	7	1.86
Total	376	100

### Analysis by Age

<b>Age</b>	<b>Number of employees</b>	<b>% of employees</b>
Under 25	7	1.86
Between 25 and 35	59	15.70
Between 36 and 45	84	22.34
Between 46 and 55	96	25.53
Between 56 and 65	111	29.52
Over 65	19	5.05
Total	376	100

### Analysis by Religion

<b>Religion</b>	<b>Number of employees</b>	<b>% of employees</b>
Agnostic	4	1.06
Atheist	7	1.86
Buddhist	1	0.27
Christian	84	22.34
Hindu	3	0.80
Muslim	10	2.66
None	53	14.10
Other	6	1.60
Unknown	208	55.31
Total	376	100

### Sexual Orientation

It is noted that a significant number of employees (51.86%) have not provided this information. 46% of staff identify as heterosexual/straight. 2.1% 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 2025-2026, 66 roles were advertised. The response rate to advertisements was generally fairly high and a total of 1224 applications were received.

### Analysis by Ethnicity

<b>Ethnicity</b>	<b>Number of applications</b>	<b>Number interviewed</b>	<b>Number successful</b>
White	551 (45.01%)	155 (63.79%)	35 (67.31%)
Asian/Asian British	257 (21.00%)	26 (10.70%)	6 (11.53%)
Mixed/multiple ethnic background	50 (4.10%)	9 (3.70%)	1 (1.93%)
Black/African/Caribbean/Black British	166 (13.56%)	17 (6.99%)	3 (5.77%)
Other ethnic background	69 (5.63%)	14 (5.76%)	2 (3.84%)
Not specified/not declared	131 (10.70%)	22 (9.06%)	5 (9.62%)
<b>Total</b>	<b>1224</b>	<b>243</b>	<b>52</b>

### Analysis by Gender

<b>Gender</b>	<b>Number of applications</b>	<b>Number interviewed</b>	<b>Number successful</b>
Female	557 (45.51%)	129 (53.08%)	27 (51.92%)
Male	606 (49.51%)	105 (43.21%)	24 (46.16%)
Non-binary	2 (0.16%)	0 (0%)	0 (0%)
Not Specified	41 (3.35%)	5 (2.06%)	0 (0%)
Other	1 (0.08%)	0 (0%)	0 (0%)
Prefer not to say	17 (1.39%)	4 (1.65%)	1 (1.92%)
<b>Total</b>	<b>1224</b>	<b>243</b>	<b>52</b>

### Analysis by Disability

<b>Disability</b>	<b>Number of applications</b>	<b>Number interviewed</b>	<b>Number successful</b>
Disabled	109 (8.91%)	33 (13.58%)	5 (9.62%)
Not disabled	1045 (85.38%)	195 (80.25%)	45 (86.54%)
Prefer not to say	33 (2.69%)	9 (3.70%)	2 (3.84%)
Not specified	37 (3.02%)	6 (2.47%)	0 (0%)
<b>Total</b>	<b>1224</b>	<b>243</b>	<b>52</b>

## Analysis by Age

Age	Number of applications	Number interviewed	Number successful
16-20	31 (2.53%)	3 (1.23%)	1 (1.92%)
21-30	401 (32.76%)	64 (26.34%)	9 (17.32%)
31-40	349 (28.51%)	54 (22.22%)	7 (13.46%)
41-50	197 (16.10%)	41 (16.87%)	14 (26.92%)
51-60	176 (14.38%)	60 (24.70%)	14 (26.92%)
61-70	30 (2.45%)	16 (6.58%)	7 (13.46%)
Not Specified	40 (3.27%)	5 (2.06%)	0 (0%)
Over 70	0 (0%)	0 (0%)	0 (0%)
Total	1224	243	52

## Analysis by religion

Religion	Number of applications	Number interviewed	Number successful
Buddhist	43 (3.51%)	6 (2.47%)	2 (3.85%)
Christian	433 (35.38%)	94 (38.68%)	20 (38.46%)
Hindu	93 (7.60%)	8 (3.30%)	3 (5.77%)
Jew	2 (0.16%)	1 (0.41%)	0 (0%)
Muslim	114 (9.31%)	14 (5.76%)	2 (3.85%)
Other Religion or Belief	19 (1.55%)	4 (1.65%)	0 (0%)
Sikh	16 (1.31%)	2 (0.82%)	0 (0%)
No Religion	352 (28.76%)	86 (35.39%)	21 (40.38%)
Not Specified	58 (4.74%)	9 (3.70%)	1 (1.92%)
Prefer not to say	94 (7.68%)	19 (7.82%)	3 (5.77%)
Total	1224	243	52

## Analysis by Sexual Orientation

<b>Sexual orientation</b>	<b>Number of applications</b>	<b>Number interviewed</b>	<b>Number successful</b>
Bisexual	41 (3.34%)	11 (4.53%)	1 (1.92%)
Gay Man	16 (1.31%)	2 (0.82%)	0 (0%)
Gay Woman/ Lesbian	9 (0.74%)	1 (0.41%)	0 (0%)
Heterosexual/ Straight	985 (80.47%)	200 (82.30%)	45 (86.54%)
Not Specified	86 (7.03%)	11 (4.53%)	3 (5.77%)
Other	13 (1.06%)	4 (1.65%)	0 (0%)
Prefer not to say	74 (6.05%)	14 (5.76%)	3 (5.77%)
<b>Total</b>	<b>1224</b>	<b>243</b>	<b>52</b>

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's Recognition Scheme and has achieved Bronze status. The Council has introduced a Reservist policy and will guarantee an interview to veterans that left service in the last 3 years an interview if they meet the minimum criteria for a role. The Council has applied for Silver status of the Defence Employer's Recognition Scheme.

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.