

Epsom and Ewell Borough Council Workforce Profile

Data is captured for all nine protected characteristics as outlined in the Equality Act (2010) however for the purposes of this report a selection of the characteristics have been reported on. The data in this report has been extracted from the Council's HR system (iTrent). Periodically, HR arrange for employees to review and update their data.

The data is consistent and accurately reflects the residential population in Epsom and Ewell according to the [Epsom & Ewell Census information 2021](#).

- As at 31 October 2024, the Council employed 284 (264 full-time equivalent). This compares to 281 (**261.5** full-time equivalent) staff in the same month last year.
- The largest ethnicity within the Council remains the same, White British.
- The gender distribution is 138 females (48.6%) and 146 males (51.4%).
- The largest representation of age is over 40 years old.

Key Findings

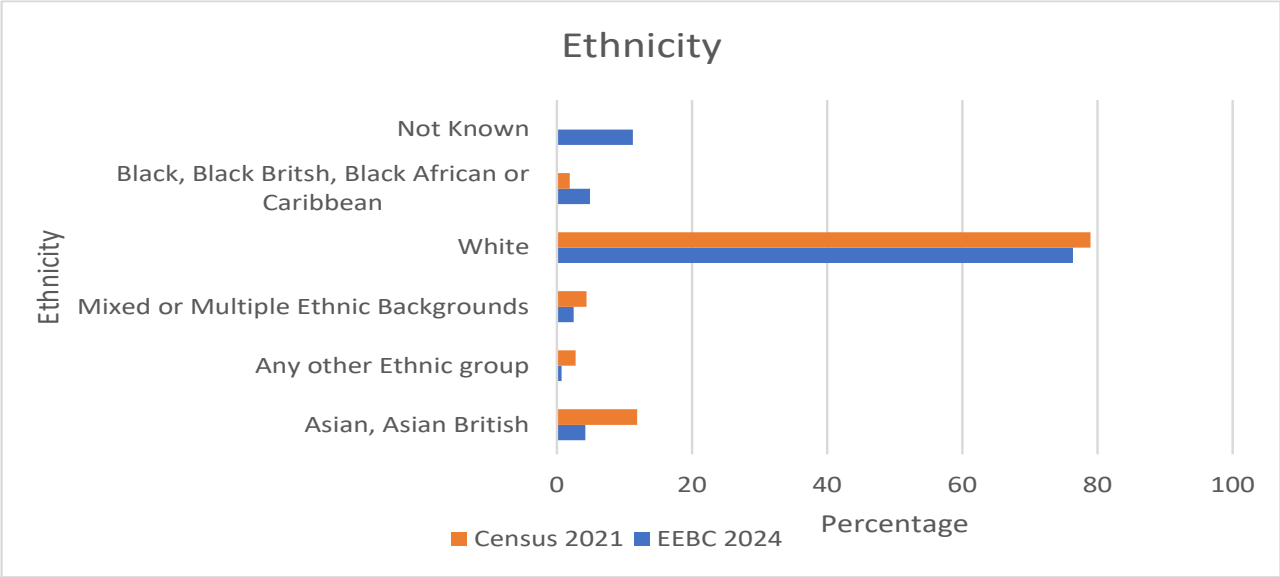
- 48.6% of the workforce is female and 51.4% male.
- 76.65% of the workforce are White British ethnicity.
- 74.3% of the workforce are aged over 40.
- 8 % of employee have stated they have a disability.
- 38.7% of employees are of Christian Religion. (110/284=38.7%)
- 52.5% have no religion or belief captured. (149/284 =52.5%)
- 76% employee have stated they are heterosexual/straight. (216/284= 76%)
- 1 employee has taken maternity leave during 2023/24.

Data on employee's marriage status is not captured.

Ethnicity

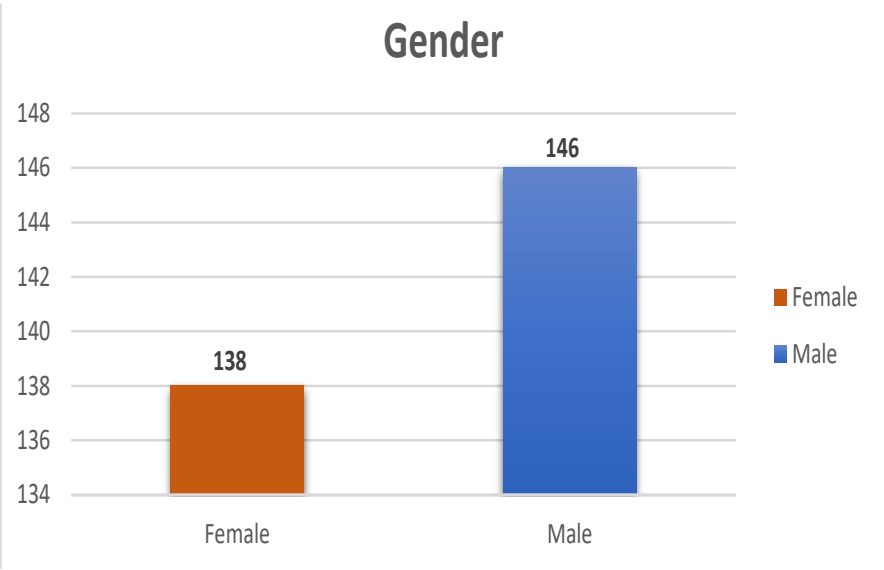
76.65% of Epsom and Ewell Borough Council are of White British ethnicity and are the largest representation of the Council's employees.

This is reflective of the residential population of Epsom & Ewell which is 80%.



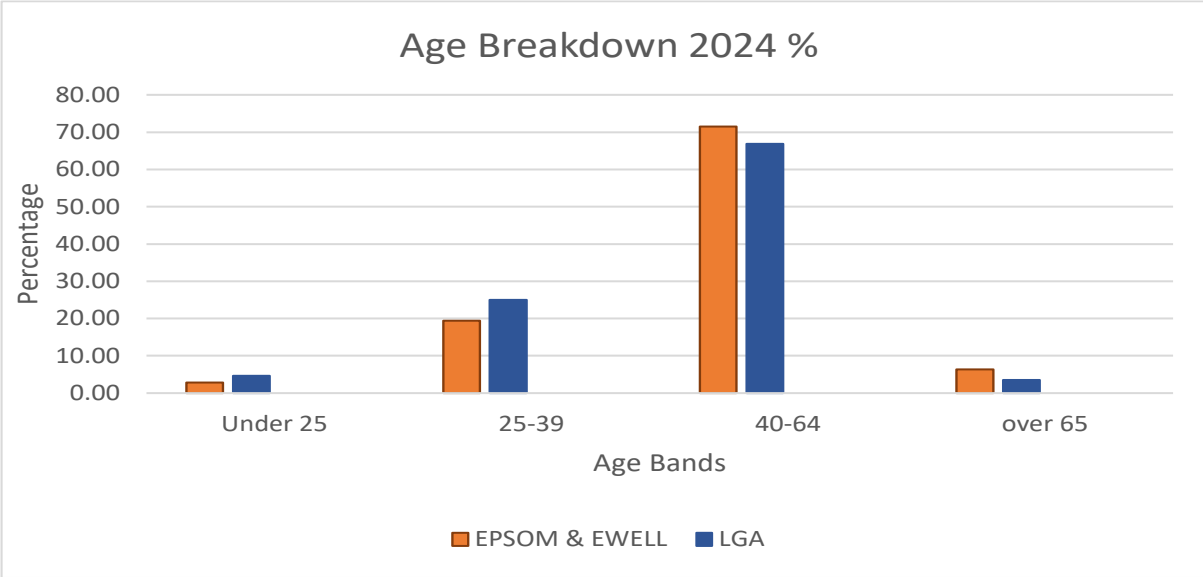
Gender

The Council employs more males (51.4%) than females (48.6%), this has not changed compared the previous year.



Age

The age profile of the Council has 71.48% of the workforce aged between 40 – 64 and 6.30% over 65. With 19.40% aged between 25-39 and 2.82% under 25 years.



Disability

8 % of the Council’s workforce state that they meet the Equality Act definition of disability. With 77.5 % citing no disability, and 14.5% with not known.

