

Kirklees Council

Workforce Equality Data

Data as of 31 August 2023

Notes on Data:

Numbers relate to Numbers of occupied positions.

Data does not include Casuals or Temp Direct.

Data does not include schools.

Grades incorporate salaries which fall within them which may be outside of the Council's grading structure. For example, groups of staff who have TUPE'd into the Council or who are paid on Soulbury.

As an employer, we use the social model on disability, which allows employees to self-declare whether they have a disability.

Age by Headcount

Age	Headcount	%
16-24	337	4.0%
25-34	1236	14.5%
35-44	1851	21.8%
45-54	2412	28.3%
55-64	2377	27.9%
65+	296	3.5%

Age by Service Area

Age	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Corporate Strategy, Commissioning & Public Health Headcount	Corporate Strategy, Commissioning & Public Health %	Environment & Climate Change Headcount	Environment & Climate Change %	Growth & Regeneration Headcount	Growth & Regeneration %
16-24	59	3.1%	43	3.8%	48	4.3%	83	2.8%	104	7.6%
25-34	248	13.1%	207	18.4%	158	14.1%	383	12.7%	240	17.6%
35-44	372	19.6%	326	29.1%	273	24.4%	583	19.4%	297	21.8%
45-54	563	29.6%	300	26.7%	340	30.4%	833	27.7%	376	27.6%
55-64	580	30.5%	228	20.3%	291	26%	961	32.0%	316	23.2%
65+	77	4.1%	18	1.6%	9	0.8%	162	5.4%	30	2.2%

Age by Grade

Age	Headcount Grade 8 and below	% Grade 8 and below	Headcount Grade 9 to 12	% Grade 9 to 12	Headcount Grade 13 to 16	% Grade 13 to 16	Headcount Grade 17 and above	% Grade 17 and above
16-24	281	5.3%	56	2.3%	0	0%	0	0%
25-34	747	14.0%	436	18.1%	52	7.7%	<5	1.0%
35-44	1023	19.2%	595	24.7%	211	31.3%	22	21.0%
45-54	1407	26.4%	722	30.0%	243	36.0%	40	38.1%
55-64	1608	30.2%	566	23.5%	162	24.0%	41	39.0%
65+	256	4.8%	32	1.3%	7	1.0%	<5	1.0%

Disability by Headcount

Disability	Headcount	%
Not Disabled	6928	81.4%
Disabled	414	4.9%
Unknown	1167	13.7%

Disability by Service Area

Disability	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Corporate Strategy, Commissioning & Public Health Headcount	Corporate Strategy, Commissioning & Public Health %	Environment & Climate Change Headcount	Environment & Climate Change %	Growth & Regeneration Headcount	Growth & Regeneration %
Not Disabled	1546	81.4%	877	78.2%	918	82.0%	2518	83.8%	1068	78.4%
Disabled	106	5.6%	47	4.2%	79	7.1%	91	3.0%	91	6.7%
Unknown	247	13.0%	198	17.6%	122	10.9%	396	13.2%	204	15.0%

Disability by Grade

Disability	Headcount Grade 8 and below	% Grade 8 and below	Headcount Grade 9 to 12	% Grade 9 to 12	Headcount Grade 13 to 16	% Grade 13 to 16	Headcount Grade 17 and above	% Grade 17 and above
Not Disabled	4329	81.3%	1959	81.4%	561	83.1%	79	75.2%
Disabled	231	4.3%	147	6.1%	33	4.9%	<5	2.9%
Unknown	762	14.3%	301	12.5%	81	12.0%	23	21.9%

Ethnicity by Headcount

Ethnicity	Headcount	%
White	6449	75.8%
BAME	1417	16.7%
Unknown	643	7.6%

Ethnicity by Service Area

Ethnicity	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Corporate Strategy, Commissioning & Public Health Headcount	Corporate Strategy, Commissioning & Public Health %	Environment & Climate Change Headcount	Environment & Climate Change %	Growth & Regeneration Headcount	Growth & Regeneration %
White	1427	75.1%	802	71.5%	847	75.7%	2348	78.1%	1024	75.1%
BAME	361	19.0%	219	19.5%	204	18.2%	445	14.8%	188	13.8%
Unknown	111	5.8%	101	9.0%	68	6.1%	212	7.1%	151	11.1%

Ethnicity by Grade

Ethnicity	Headcount Grade 8 and below	% Grade 8 and below	Headcount Grade 9 to 12	% Grade 9 to 12	Headcount Grade 13 to 16	% Grade 13 to 16	Headcount Grade 17 and above	% Grade 17 and above
White	3924	73.7%	1869	77.6%	572	84.7%	84	80.0%
BAME	961	18.1%	383	15.9%	66	9.8%	7	6.7%
Unknown	437	8.2%	155	6.4%	37	5.5%	14	13.3%

Gender by Headcount

Gender	Headcount	%
Male	2947	34.6%
Female	5562	65.4%

Gender by Service Area

Gender	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Corporate Strategy, Commissioning & Public Health Headcount	Corporate Strategy, Commissioning & Public Health %	Environment & Climate Change Headcount	Environment & Climate Change %	Growth & Regeneration Headcount	Growth & Regeneration %
Male	330	17.4%	205	18.3%	385	34.4%	1182	39.3%	845	62.0%
Female	1569	82.6%	917	81.7%	734	65.6%	1823	60.7%	518	38.0%

Gender by Grade

Gender	Headcount Grade 8 and below	% Grade 8 and below	Headcount Grade 9 to 12	% Grade 9 to 12	Headcount Grade 13 to 16	% Grade 13 to 16	Headcount Grade 17 and above	% Grade 17 and above
Male	1569	29.5%	1081	44.9%	249	36.9%	48	45.7%
Female	3753	70.5%	1326	55.1%	426	63.1%	57	54.3%

Marital Status by Headcount

Marital Status	Headcount	%
Not Married or in a Civil Partnership	2912	34.2%
Married or in a Civil Partnership	4178	49.1%
Unknown	1419	16.7%

Marital Status by Service Area

Marital Status	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Corporate Strategy, Commissioning & Public Health Headcount	Corporate Strategy, Commissioning & Public Health %	Environment & Climate Change Headcount	Environment & Climate Change %	Growth & Regeneration Headcount	Growth & Regeneration %
Not Married or in a Civil Partnership	680	35.8%	367	32.7%	358	32.0%	992	33.0%	515	37.8%
Married or in a Civil Partnership	920	48.4%	522	46.5%	610	54.5%	1480	49.3%	645	47.3%
Unknown	299	15.7%	233	20.8%	151	13.5%	533	17.7%	203	14.9%

Marital Status by Grade

Marital Status	Headcount Grade 8 and below	% Grade 8 and below	Headcount Grade 9 to 12	% Grade 9 to 12	Headcount Grade 13 to 16	% Grade 13 to 16	Headcount Grade 17 and above	% Grade 17 and above
Not Married or in a Civil Partnership	1947	36.6%	788	32.7%	161	23.9%	16	15.2%
Married or in a Civil Partnership	2439	45.8%	1262	52.4%	416	61.6%	61	58.1%
Unknown	936	17.6%	357	14.8%	98	14.5%	28	26.7%

Religious Belief by Headcount

Religious Belief	Headcount	%
Declared Religion or Belief	2465	29.0%
No Religion or Belief	1954	23.0%
Unknown	4090	48.1%

Religious Belief by Service Area

Religious Belief	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Corporate Strategy, Commissioning & Public Health Headcount	Corporate Strategy, Commissioning & Public Health %	Environment & Climate Change Headcount	Environment & Climate Change %	Growth & Regeneration Headcount	Growth & Regeneration %
Declared Religion or Belief	560	29.5%	276	24.6%	255	22.8%	977	32.5%	397	29.1%
No Religion or Belief	368	19.4%	251	22.4%	246	22.0%	699	23.3%	390	28.6%
Unknown	971	51.1%	595	53.0%	618	55.2%	1329	44.2%	576	42.3%

Religious Belief by Grade

Religious Belief	Headcount Grade 8 and below	% Grade 8 and below	Headcount Grade 9 to 12	% Grade 9 to 12	Headcount Grade 13 to 16	% Grade 13 to 16	Headcount Grade 17 and above	% Grade 17 and above
Declared Religion or Belief	1700	31.9%	606	25.2%	144	21.3%	15	14.3%
No Religion or Belief	1166	21.9%	591	24.6%	174	25.8%	23	21.9%
Unknown	2456	46.1%	1210	50.3%	357	52.9%	67	63.8%

Sexual Orientation by Headcount

Sexual Orientation	Headcount	%
Gay/Lesbian/Bisexual	206	2.4%
Heterosexual/Straight	4275	50.2%
Prefer not to say	829	9.7%
Unknown	3199	37.6%

Sexual Orientation by Service Area

Sexual Orientation	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Corporate Strategy, Commissioning & Public Health Headcount	Corporate Strategy, Commissioning & Public Health %	Environment & Climate Change Headcount	Environment & Climate Change %	Growth & Regeneration Headcount	Growth & Regeneration %
Gay/Lesbian/Bisexual	36	1.9%	33	2.9%	46	4.1%	58	1.9%	33	2.4%
Heterosexual/Straight	882	46.4%	502	44.7%	457	40.8%	1660	55.2%	774	56.8%
Prefer not to say	169	8.9%	79	7.0%	67	6.0%	411	13.7%	103	7.6%
Unknown	812	42.8%	508	45.3%	549	49.1%	876	29.2%	453	33.2%

Sexual Orientation by Grade

Sexual Orientation	Headcount Grade 8 and below	% Grade 8 and below	Headcount Grade 9 to 12	% Grade 9 to 12	Headcount Grade 13 to 16	% Grade 13 to 16	Headcount Grade 17 and above	% Grade 17 and above
Gay/Lesbian/Bisexual	117	2.2%	65	2.7%	23	3.4%	<5	1.0%
Heterosexual/Straight	2785	52.3%	1143	47.5%	306	45.3%	41	39.0%
Prefer not to say	639	12.0%	125	5.2%	51	7.6%	14	13.3%
Unknown	1781	33.5%	1074	44.6%	295	43.7%	49	46.7%