

# **Kirklees Council**

## **Workforce Equality Data**

**Data as at June 2017**

## Gender

Directorate	Male	% of Directorate		Female	% of Directorate		Headcount	%
		% Overall	% Overall		% Overall	% Overall		
Adults & Health	176	13%	2%	1131	87%	16%	1307	18%
Children & Families	246	22%	3%	872	78%	12%	1118	16%
Corporate Services	433	33%	6%	876	67%	12%	1309	18%
Economy & Infrastructure	1257	37%	18%	2144	63%	30%	3401	48%
<b>Total</b>	<b>2112</b>	30%		<b>5023</b>	70%		<b>7135</b>	100%

Grade	Male	% of Grade		Female	% of Grade		Headcount	%
		% Overall	% Overall		% Overall	% Overall		
8 and below	1418	27%	20%	3796	73%	53%	5214	73%
9-12	505	35%	7%	938	65%	13%	1443	20%
13-16	163	42%	2%	227	58%	3%	390	5%
17+	23	31%	0%	52	69%	1%	75	1%
Senior Management	3	23%	0%	10	77%	0%	13	0%
<b>Total</b>	<b>2112</b>	30%		<b>5023</b>	70%		<b>7135</b>	100%

Gender	Headcount	%
Male	2112	30%
Female	5023	70%

## Disability

Directorate	Not Disabled		Disabled		Unknown		Headcount		%	
	Headcount	% of Directorate	Headcount	% of Directorate	Headcount	% of Directorate	Headcount	% of Directorate	Headcount	% Overall
Adults & Health	1148	88%	47	4%	112	9%	1307	9%	1307	18%
Children & Families	941	84%	27	2%	150	13%	1118	13%	1118	16%
Corporate Services	1124	86%	90	7%	95	7%	1309	7%	1309	18%
Economy & Infrastructure	3007	88%	72	2%	322	9%	3401	9%	3401	48%
<b>Total</b>	<b>6220</b>	<b>87%</b>	<b>236</b>	<b>3%</b>	<b>679</b>	<b>10%</b>	<b>7135</b>	<b>10%</b>	<b>7135</b>	<b>100%</b>

Grade	Not Disabled		Disabled		Unknown		Headcount		%	
	Headcount	% of Grade	Headcount	% of Grade	Headcount	% of Grade	Headcount	% of Grade	Headcount	% Overall
8 and below	4518	87%	162	3%	534	10%	5214	10%	5214	73%
9-12	1280	89%	58	4%	105	7%	1443	7%	1443	20%
13-16	353	91%	13	3%	24	6%	390	6%	390	5%
17+	59	79%	2	3%	14	19%	75	19%	75	1%
Senior Management	10	77%	1	8%	2	15%	13	15%	13	0%
<b>Total</b>	<b>6220</b>	<b>87%</b>	<b>236</b>	<b>3%</b>	<b>679</b>	<b>10%</b>	<b>7135</b>	<b>10%</b>	<b>7135</b>	<b>100%</b>

Disability	Headcount	%
Not Disabled	6220	87%
Disabled	236	3%
Unknown	679	10%

## Age

Directorate	16-24		25-34		35-44		45-54		55-64		65+		Not Known		Headcount	%
	% of Directorate	% Overall	% of Directorate	% Overall	% of Directorate	% Overall	% of Directorate	% Overall	% of Directorate	% Overall	% of Directorate	% Overall	% of Directorate	% Overall		
Adults & Health	39	3%	162	12%	259	20%	481	37%	341	26%	25	2%	0	0%	1307	18%
Children & Families	34	3%	224	20%	296	26%	352	31%	198	18%	13	1%	1	0%	1118	16%
Corporate Services	36	3%	172	13%	314	24%	540	41%	235	18%	12	1%	0	0%	1309	18%
Economy & Infrastructure	86	3%	388	11%	694	20%	1283	38%	852	25%	98	3%	0	0%	3401	48%
<b>Total</b>	<b>195</b>	<b>3%</b>	<b>946</b>	<b>13%</b>	<b>1563</b>	<b>22%</b>	<b>2656</b>	<b>37%</b>	<b>1626</b>	<b>23%</b>	<b>148</b>	<b>7%</b>	<b>1</b>	<b>0%</b>	<b>7135</b>	<b>100%</b>

Grade	16-24		25-34		35-44		45-54		55-64		65+		Not Known		Headcount	%
	% of Grade	% Overall	% of Grade	% Overall	% of Grade	% Overall	% of Grade	% Overall	% of Grade	% Overall	% of Grade	% Overall	% of Grade	% Overall		
8 and below	174	3%	732	14%	1056	20%	1831	35%	1279	25%	141	3%	1	0%	5214	73%
9-12	21	1%	193	13%	394	27%	595	41%	236	16%	4	0%	0	0%	1443	20%
13-16	0	0%	19	5%	98	25%	190	49%	82	21%	1	0%	0	0%	390	5%
17+	0	0%	2	2%	14	16%	33	38%	24	27%	2	2%	0	0%	88	1%
Senior Management	0	0%	0	0%	1	8%	7	54%	5	38%	0	0%	0	0%	13	0%
<b>Total</b>	<b>195</b>	<b>3%</b>	<b>946</b>	<b>13%</b>	<b>1563</b>	<b>22%</b>	<b>2656</b>	<b>37%</b>	<b>1626</b>	<b>23%</b>	<b>148</b>	<b>2%</b>	<b>1</b>	<b>0%</b>	<b>7148</b>	<b>100%</b>

Age	Headcount	%
16-24	195	3%
25-34	946	13%
35-44	1563	22%
45-54	2656	37%
55-64	1626	23%
65+	148	2%
Not Known	1	0%

## Ethnicity

Directorate	White	% of Directorate	% Overall	BME	% of Directorate	% Overall	Unknown	% Overall	%	Headcount	%
Adults & Health	1096	84%	15%	158	12%	2%	53	4%	1%	1307	18%
Children & Families	837	75%	12%	225	20%	3%	56	5%	1%	1118	16%
Corporate Services	1079	82%	15%	194	15%	3%	36	3%	1%	1309	18%
Economy & Infrastructure	2862	84%	40%	392	12%	5%	147	4%	2%	3401	48%
<b>Total</b>	<b>5874</b>		<b>82%</b>	<b>969</b>		<b>14%</b>	<b>292</b>		<b>4%</b>	<b>7135</b>	<b>100%</b>

Grade	White	% of Grade	% Overall	BME	% of Grade	% Overall	Unknown	% of Grade	% Overall	Headcount	%
8 and below	4252	82%	60%	724	14%	10%	238	5%	3%	5214	73%
9-12	1194	83%	17%	213	15%	3%	36	2%	1%	1443	20%
13-16	350	90%	5%	29	7%	0%	11	3%	0%	390	5%
17+	68	91%	1%	2	3%	0%	5	7%	0%	75	1%
Senior Management	10	77%	0%	1	8%	0%	2	15%	0%	13	0%
<b>Total</b>	<b>5874</b>		<b>82%</b>	<b>969</b>		<b>14%</b>	<b>292</b>		<b>4%</b>	<b>7135</b>	<b>100%</b>

Ethnicity	Headcount	%
White	5874	82%
BME	969	14%
Unknown	292	4%

## Notes on Data:

- Numbers relate to occupied positions.
- Data does not include casuals or Temp Direct.
- Data does not include schools.
- 'Senior Management' includes Chief Executive, Strategic Directors and Service Directors.
- Grades incorporate salaries that 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.

**The Council is currently undertaking a pro-active data collection exercise on the protected characteristic groups not reported on in these figures and should be in a position to publish a more complete set of data in 2018.**