Kirklees COUNCIL

Workforce Equality Data - As at 30th June 2019

Age
16-24 (3.0%), 25-34 (13.0%), 35-44 (20.6%), 45-54 (34.5%), 55-64 (26.3%), 65+ (2.6%)

Disability
Not Disabled (82.7%), Disabled (3.5%), Unknown (13.8%)

Ethnic Group
White (78.7%), BME (14.4%), Unknown (6.9%)

Gender
Male (30.0%), Female (70.0%)

Marital Status
Civil Partnership (0.3%), Cohabiting (4.0%), Divorced (3.3%), Married (41.2%), Separated (0.9%), Single (25.5%), Widow (0.9%), Unknown (23.8%)

Religion
Buddhist (0.1%), Christian (11.1%), Jewish (0.0%), Muslim (1.3%), Sikh (0.3%), Any Other (0.9%), None (6.8%), Unknown (79.6%)

Sexual Orientation
Bisexual (0.1%), Gay Man (0.2%), Gay Woman/Lesbian (0.1%), Heterosexual/Straight (17.6%), Other (0.1%), Unknown (82.0%)

Notes on Data:

- Data does not include Casuals or Temp Direct.
- Data does not include schools.
- We are now able to publish data for an additional 3 of the protected characteristics against what we have previously reported on (marital status, religion and sexual orientation).
- 2 exercises were carried out in January and March 2019 to improve our equality data, which resulted in over 1700 employee records being updated. We will continue to undertake this approach, which will also include working with our equality networks.
- As an employer, we use the social model on disability, which allows employees to self-declare whether they have a disability.