

Kirklees Council

Workforce Equality Data

Data as of 30 August 2022

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 | 397 | 4.6% |
| 25-34 | 1,260 | 14.6% |
| 35-44 | 1,814 | 21.0% |
| 45-54 | 2,546 | 29.5% |
| 55-64 | 2,327 | 27.0% |
| 65+ | 278 | 3.2% |

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 | 66 | 3.4% | 46 | 4.1% | 96 | 8.1% | 98 | 3.2% | 91 | 6.8% |
| 25-34 | 270 | 14.1% | 217 | 19.4% | 165 | 13.9% | 363 | 11.9% | 245 | 18.3% |
| 35-44 | 353 | 18.4% | 322 | 28.8% | 282 | 23.8% | 580 | 18.9% | 277 | 20.7% |
| 45-54 | 593 | 31.0% | 291 | 26.0% | 360 | 30.3% | 918 | 30.0% | 383 | 28.6% |
| 55-64 | 572 | 29.9% | 227 | 20.3% | 278 | 23.4% | 938 | 30.6% | 312 | 23.3% |
| 65+ | 60 | 3.1% | 17 | 1.5% | 6 | 0.5% | 166 | 5.4% | 29 | 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 | 338 | 6.1% | 59 | 2.4% | 0 | 0.0% | 0 | 0.0% |
| 25-34 | 775 | 14.0% | 441 | 18.3% | 43 | 7.3% | <5 | 1.1% |
| 35-44 | 1,003 | 18.2% | 609 | 25.2% | 181 | 30.6% | 21 | 22.6% |
| 45-54 | 1,566 | 28.4% | 727 | 30.1% | 217 | 36.7% | 35 | 37.6% |
| 55-64 | 1,594 | 28.9% | 551 | 22.8% | 146 | 24.7% | 36 | 38.7% |
| 65+ | 245 | 4.4% | 29 | 1.2% | <5 | 0.7% | 0 | 0.0% |

Disability by Headcount

| Disability | Headcount | % |
|--------------|-----------|-------|
| No | 6,853 | 79.5% |
| Not Declared | 1,401 | 16.3% |
| Yes | 367 | 4.3% |

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 % |
|--------------|---------------------------|-------------------|-------------------------------|-----------------------|--|--|--|--------------------------------|---------------------------------|-------------------------|
| No | 1,546 | 80.8% | 852 | 76.1% | 938 | 79.0% | 2,506 | 81.8% | 1,011 | 75.6% |
| Not Declared | 272 | 14.2% | 232 | 20.7% | 176 | 14.8% | 486 | 15.9% | 235 | 17.6% |
| Yes | 96 | 5.0% | 36 | 3.2% | 73 | 6.1% | 71 | 2.3% | 91 | 6.8% |

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 |
|--------------|-----------------------------|---------------------|-------------------------|-----------------|--------------------------|------------------|------------------------------|----------------------|
| No | 4,342 | 78.6% | 1,942 | 80.4% | 498 | 84.3% | 71 | 76.3% |
| Not Declared | 978 | 17.7% | 333 | 13.8% | 70 | 11.8% | 20 | 21.5% |
| Yes | 201 | 3.6% | 141 | 5.8% | 23 | 3.9% | <5 | 2.2% |

Ethnicity by Headcount

| Ethnicity | Headcount | % |
|---------------------|-----------|-------|
| BAME | 1,353 | 15.7% |
| Not Declared | 796 | 9.2% |
| White | 6,472 | 75.1% |

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 % |
|---------------------|---------------------------|-------------------|-------------------------------|-----------------------|--|--|--|--------------------------------|---------------------------------|-------------------------|
| BAME | 345 | 18.0% | 213 | 19.0% | 199 | 16.8% | 425 | 13.9% | 171 | 12.8% |
| Not Declared | 127 | 6.6% | 112 | 10.0% | 115 | 9.7% | 265 | 8.7% | 177 | 13.2% |
| White | 1,442 | 75.3% | 795 | 71.0% | 873 | 73.5% | 2,373 | 77.5% | 989 | 74.0% |

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 |
|---------------------|-----------------------------|---------------------|-------------------------|-----------------|--------------------------|------------------|------------------------------|----------------------|
| BAME | 930 | 16.8% | 361 | 14.9% | 57 | 9.6% | 5 | 5.4% |
| Not Declared | 588 | 10.7% | 167 | 6.9% | 31 | 5.2% | 10 | 10.8% |
| White | 4,003 | 72.5% | 1,888 | 78.1% | 503 | 85.1% | 78 | 83.9% |

Gender by Headcount

| Gender | Headcount | % |
|--------|-----------|-------|
| Female | 5,643 | 65.5% |
| Male | 2,978 | 34.5% |

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 % |
|--------|---------------------------|-------------------|-------------------------------|-----------------------|--|--|--|--------------------------------|---------------------------------|-------------------------|
| Female | 1,573 | 82.2% | 904 | 80.7% | 770 | 64.9% | 1,888 | 61.6% | 508 | 38.0% |
| Male | 341 | 17.8% | 216 | 19.3% | 417 | 35.1% | 1,175 | 38.4% | 829 | 62.0% |

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 |
|--------|-----------------------------|---------------------|-------------------------|-----------------|--------------------------|------------------|------------------------------|----------------------|
| Female | 3,903 | 70.7% | 1,329 | 55.0% | 366 | 61.9% | 45 | 48.4% |
| Male | 1,618 | 29.3% | 1,087 | 45.0% | 225 | 38.1% | 48 | 51.6% |

Marital Status by Headcount

| Marital Status | Headcount | % |
|---------------------------------------|-----------|-------|
| Married or in a Civil Partnership | 3,361 | 39.0% |
| Not Married or in a Civil Partnership | 3,561 | 41.3% |
| Unknown | 1,699 | 19.7% |

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 % |
|---------------------------------------|---------------------------|-------------------|-------------------------------|-----------------------|--|--|--|--------------------------------|---------------------------------|-------------------------|
| Married or in a Civil Partnership | 773 | 40.4% | 395 | 35.3% | 496 | 41.8% | 1,200 | 39.2% | 497 | 37.2% |
| Not Married or in a Civil Partnership | 791 | 41.3% | 436 | 38.9% | 493 | 41.5% | 1,248 | 40.7% | 593 | 44.4% |
| Unknown | 350 | 18.3% | 289 | 25.8% | 198 | 16.7% | 615 | 20.1% | 247 | 18.5% |

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 |
|---------------------------------------|-----------------------------|---------------------|-------------------------|-----------------|--------------------------|------------------|------------------------------|----------------------|
| Married or in a Civil Partnership | 2,013 | 36.5% | 991 | 41.0% | 307 | 51.9% | 50 | 53.8% |
| Not Married or in a Civil Partnership | 2,359 | 42.7% | 998 | 41.3% | 186 | 31.5% | 18 | 19.4% |
| Unknown | 1,149 | 20.8% | 427 | 17.7% | 98 | 16.6% | 25 | 26.9% |

Religious Belief by Headcount

| Religious Belief | Headcount | % |
|-----------------------------|-----------|-------|
| Declared Religion or Belief | 2,214 | 25.7% |
| No Religion or Belief | 1,696 | 19.7% |
| Unknown | 4,711 | 54.6% |

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 | 478 | 25.0% | 218 | 19.5% | 249 | 21.0% | 916 | 29.9% | 353 | 20.0% |
| No Religion or Belief | 339 | 17.7% | 215 | 19.2% | 210 | 17.7% | 613 | 20.0% | 319 | 20.0% |
| Unknown | 1,097 | 57.3% | 687 | 61.3% | 728 | 61.3% | 1,534 | 50.1% | 665 | 40.0% |

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 | 1,554 | 28.1% | 524 | 21.7% | 124 | 21.0% | 12 | 12.9% |
| No Religion or Belief | 1,053 | 19.1% | 491 | 20.3% | 130 | 22.0% | 22 | 23.7% |
| Unknown | 2,914 | 52.8% | 1,401 | 58.0% | 337 | 57.0% | 59 | 63.4% |

Sexual Orientation by Headcount

| Sexual Orientation | Headcount | % |
|-----------------------|-----------|-------|
| Gay/Lesbian/Bisexual | 150 | 1.7% |
| Heterosexual/Straight | 3,767 | 43.7% |
| Other | 21 | 0.2% |
| Unknown | 4,683 | 54.3% |

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 | 30 | 1.6% | 19 | 1.7% | 31 | 2.6% | 40 | 1.3% | 30 | 2.2% |
| Heterosexual/Straight | 763 | 39.9% | 399 | 35.6% | 418 | 35.2% | 1,528 | 49.9% | 659 | 49.3% |
| Other | 5 | 0.3% | 5 | 0.4% | <5 | 0.2% | 7 | 0.2% | <5 | 0.1% |
| Unknown | 1,116 | 58.3% | 697 | 62.2% | 736 | 62.0% | 1,488 | 48.6% | 646 | 48.3% |

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 | 84 | 1.5% | 53 | 2.2% | 12 | 2.0% | <5 | 1.1% |
| Heterosexual/Straight | 2,529 | 45.8% | 956 | 39.6% | 246 | 41.6% | 36 | 38.7% |
| Other | 17 | 0.3% | <5 | 0.1% | <5 | 0.2% | 0 | 0.0% |
| Unknown | 2,891 | 52.4% | 1,404 | 58.1% | 332 | 56.2% | 56 | 60.2% |