

Kirklees Council

Workforce Equality Data

Data as of 30 August 2021

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	357	4.2%
25-34	1182	14.1%
35-44	1708	20.3%
45-54	2588	30.8%
55-64	2305	27.4%
65+	266	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	48	2.6%	46	4.2%	64	5.7%	116	3.8%	83	6.6%
25-34	255	13.7%	212	19.5%	138	12.3%	349	11.4%	228	18.1%
35-44	333	17.9%	306	28.1%	277	24.7%	547	17.8%	245	19.4%
45-54	597	32.1%	290	26.6%	356	31.7%	969	31.5%	376	29.8%
55-64	567	30.5%	218	20.0%	275	24.5%	938	30.5%	307	24.3%
65+	57	3.1%	17	1.6%	13	1.2%	155	5.0%	24	1.9%
Total	1857	100%	1089	100%	1123	100%	3074	100%	1263	100%

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	302	5.6%	55	2.4%	0	0%	0	0%
25-34	734	13.5%	410	17.9%	37	6.5%	1	0.9%
35-44	966	17.8%	557	24.3%	164	28.7%	21	19.1%
45-54	1604	29.5%	720	31.4%	210	36.8%	54	49.1%
55-64	1589	29.3%	526	22.9%	156	27.3%	34	30.9%
65+	234	4.3%	28	1.2%	4	0.7%	0	0%
Total	5429	100%	2296	100%	571	100%	110	100%

Disability by Headcount

Disability	Headcount	%
Not Disabled	6550	77.9%
Disabled	326	3.9%
Unknown	1530	18.2%

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	1450	78.1%	807	74.1%	883	78.6%	2487	80.9%	923	73.1%
Disabled	86	4.6%	21	1.9%	68	6.1%	72	2.3%	79	6.3%
Unknown	321	17.3%	261	24.0%	172	15.3%	515	16.8%	261	20.7%
Total	1857	100%	1089	100%	1123	100%	3074	100%	1263	100%

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	4183	77.0%	1812	78.9%	472	82.7%	83	75.5%
Disabled	188	3.5%	120	5.2%	16	2.8%	2	1.8%
Unknown	1058	19.5%	364	15.9%	83	14.5%	25	22.7%
Total	5429	100%	2296	100%	571	100%	110	100%

Ethnicity by Headcount

Ethnicity	Headcount	%
White	6376	75.9%
BAME	1219	14.5%
Unknown	811	9.6%

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	1398	75.3%	764	70.2%	848	75.5%	2437	79.3%	929	73.6%
BAME	305	16.4%	210	19.3%	172	15.3%	395	12.8%	137	10.8%
Unknown	154	8.3%	115	10.6%	103	9.2%	242	7.9%	197	15.6%
Total	1857	100%	1089	100%	1123	100%	3074	100%	1263	100%

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	4006	73.8%	1794	78.1%	486	85.1%	90	81.8%
BAME	843	15.5%	323	14.1%	46	8.1%	7	6.4%
Unknown	580	10.7%	179	7.8%	39	6.8%	13	11.8%
Total	5429	100%	2296	100%	571	100%	110	100%

Gender by Headcount

Gender	Headcount	%
Male	2896	34.5%
Female	5510	65.5%

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 %
Male	326	17.6%	198	18.2%	397	35.4%	1182	38.5%	793	62.8%
Female	1531	82.4%	891	81.8%	726	64.6%	1892	61.5%	470	37.2%
Total	1857	100%	1089	100%	1123	100%	3074	100%	1263	100%

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	1614	29.7%	1018	44.3%	219	38.4%	45	40.9%
Female	3815	70.3%	1278	55.7%	352	61.6%	65	59.1%
Total	5429	100%	2296	100%	571	100%	110	100%

Marital Status by Headcount

Marital Status	Headcount	%
Not Married or in a Civil Partnership	2691	32.0%
Married or in a Civil Partnership	3726	44.3%
Unknown	1989	23.7%

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	589	31.7%	342	31.4%	337	30.0%	988	32.1%	435	34.4%
Married or in a Civil Partnership	808	43.5%	394	36.2%	572	50.9%	1395	45.4%	557	44.1%
Unknown	460	24.8%	353	32.4%	214	19.1%	691	22.5%	271	21.5%
Total	1857	100%	1089	100%	1123	100%	3074	100%	1263	100%

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	1827	33.7%	719	31.3%	128	22.4%	17	15.5%
Married or in a Civil Partnership	2264	41.7%	1078	47.0%	322	56.4%	62	56.4%
Unknown	1338	24.6%	499	21.7%	121	21.2%	31	28.2%
Total	5429	100%	2296	100%	571	100%	110	100%

Religious Belief by Headcount

Religious Belief	Headcount	%
Declared Religion or Belief	1730	20.6%
No Religion or Belief	1256	14.9%
Unknown	5420	64.5%

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	331	17.8%	144	13.2%	170	15.1%	820	26.7%	265	21.0%
No Religion or Belief	209	11.3%	144	13.2%	158	14.1%	496	16.1%	249	19.7%
Unknown	1317	70.9%	801	73.6%	795	70.8%	1758	57.2%	759	59.3%
Total	1857	100%	1089	100%	1123	100%	3074	100%	1263	100%

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	1254	23.1%	380	16.6%	85	14.9%	11	10.0%
No Religion or Belief	800	14.7%	344	15.0%	92	16.1%	20	18.2%
Unknown	3375	62.2%	1572	68.5%	394	69.0%	79	71.8%
Total	5429	100%	2296	100%	571	100%	110	100%

Sexual Orientation by Headcount

Sexual Orientation	Headcount	%
Gay/Lesbian/Bisexual	118	1.4%
Heterosexual/Straight	2811	33.4%
Other	16	0.2%
Unknown	5461	65.0%

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	19	1.0%	13	1.2%	22	2.0%	39	1.3%	25	2.0%
Heterosexual/Straight	487	26.2%	247	22.7%	284	25.3%	1290	42.0%	503	39.8%
Other	2	0.1%	3	0.3%	2	0.2%	5	0.2%	4	0.3%
Unknown	1349	72.6%	826	75.8%	815	72.6%	1740	56.6%	731	57.9%
Total	1857	100%	1089	100%	1123	100%	3074	100%	1263	100%

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	68	1.3%	41	1.8%	8	1.4%	1	0.9%
Heterosexual/Straight	1963	36.2%	656	28.6%	163	28.5%	29	26.4%
Other	11	0.2%	4	0.2%	1	0.2%	0	0.0%
Unknown	3387	62.4%	1595	59.5%	399	69.9%	80	72.7%
Total	5429	100%	2296	100%	571	100%	110	100%