

Kirklees Council

Workforce Equality Data

Data as of 31 August 2024

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 Kirklees Council

Age	Headcount	%
16-24	269	3.3%
25-34	1141	14.2%
35-44	1773	22.0%
45-54	2223	27.6%
55-64	2341	29.0%
65+	315	3.9%

Age by Service Area

Age	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Place Headcount	Place %	Public Health & Corporate Resources Headcount	Public Health & Corporate Resources %
16-24	45	2.5%	33	3.1%	141	5.4%	50	1.9%
25-34	229	13.0%	200	18.7%	431	16.4%	281	10.8%
35-44	359	20.3%	305	28.5%	538	20.5%	571	21.9%
45-54	498	28.2%	280	26.2%	668	25.5%	776	29.8%
55-64	559	31.6%	230	21.5%	736	28.1%	816	31.3%
65+	78	4.4%	21	2.0%	107	4.1%	109	4.2%

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	218	4.4%	51	2.2%	0	0%	0	0%
25-34	677	13.6%	405	17.7%	56	8.2%	<5	2.8%
35-44	975	19.6%	567	24.8%	208	30.5%	23	21.5%
45-54	1305	26.2%	631	27.6%	248	36.4%	39	36.4%
55-64	1553	31.1%	588	25.7%	159	23.3%	41	38.3%
65+	259	5.2%	45	2.0%	10	1.5%	<5	0.9%

Disability by Headcount Kirklees Council

Disability	Headcount	%
Not Disabled	6632	82.3%
Disabled	419	5.2%
Unknown	1011	12.5%

Disability by Service Area

Disability	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Place Headcount	Place %	Public Health & Corporate Resources Headcount	Public Health & Corporate Resources %
Not Disabled	1456	82.4%	845	79.0%	2136	81.5%	2194	84.3%
Disabled	104	5.9%	38	3.6%	161	6.1%	116	4.5%
Unknown	208	11.8%	186	17.4%	324	12.4%	293	11.3%

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	4098	82.2%	1888	82.6%	568	83.4%	78	72.9%
Disabled	237	4.8%	142	6.2%	34	5.0%	6	5.6%
Unknown	652	13.1%	257	11.2%	79	11.6%	23	21.5%

Ethnicity by Headcount Kirklees Council

Ethnicity	Headcount	%
White	6097	75.6%
BAME	1417	17.6%
Unknown	548	6.8%

Ethnicity by Service Area

Ethnicity	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Place Headcount	Place %	Public Health & Corporate Resources Headcount	Public Health & Corporate Resources %
White	1298	73.4%	782	71.3%	2038	77.8%	1998	76.8%
BAME	373	21.1%	214	20.0%	384	14.7%	446	17.1%
Unknown	97	5.5%	93	8.7%	199	7.6%	159	6.1%

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	3653	73.3%	1783	78.0%	577	84.7%	84	78.5%
BAME	968	19.4%	371	16.2%	69	10.1%	9	8.4%
Unknown	366	7.3%	133	5.8%	35	5.1%	14	13.1%

Gender by Headcount Kirklees Council

Gender	Headcount	%
Male	2794	34.7%
Female	5268	65.3%

Gender by Service Area

Gender	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Place Headcount	Place %	Public Health & Corporate Resources Headcount	Public Health & Corporate Resources %
Male	312	17.6%	179	16.7%	1691	64.5%	611	23.5%
Female	1456	82.4%	890	83.3%	930	35.5%	1992	76.5%

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	1494	30.0%	1019	44.6%	232	34.1%	49	45.8%
Female	3493	70.0%	1268	55.4%	449	65.9%	58	54.2%

Marital Status by Headcount Kirklees Council

Marital Status	Headcount	%
Not Married or in a Civil Partnership	2816	34.9%
Married or in a Civil Partnership	4045	50.2%
Unknown	1201	14.9%

Marital Status by Service Area

Marital Status	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Place Headcount	Place %	Public Health & Corporate Resources Headcount	Public Health & Corporate Resources %
Not Married or in a Civil Partnership	631	35.7%	361	33.8%	845	37.4%	979	32.5%
Married or in a Civil Partnership	885	50.1%	495	46.3%	1268	48.4%	1397	53.7%
Unknown	252	14.3%	213	19.9%	361	14.3%	374	13.9%

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	1868	37.5%	769	33.6%	162	23.8%	17	15.9%
Married or in a Civil Partnership	2333	46.8%	1220	53.3%	430	63.1%	62	57.9%
Unknown	786	15.8%	298	13.0%	89	13.1%	28	26.2%

Religious Belief by Headcount Kirklees Council

Religious Belief	Headcount	%
Declared Religion or Belief	2507	31.1%
No Religion or Belief	1968	24.4%
Unknown	3587	44.5%

Religious Belief by Service Area

Religious Belief	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Place Headcount	Place %	Public Health & Corporate Resources Headcount	Public Health & Corporate Resources %
Declared Religion or Belief	574	32.5%	289	27.0%	816	31.1%	828	31.8%
No Religion or Belief	364	20.6%	250	23.4%	772	29.5%	582	22.4%
Unknown	830	46.9%	530	49.6%	1033	39.4%	1193	45.8%

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	1691	33.9%	623	27.2%	171	25.1%	22	20.6%
No Religion or Belief	1149	23.0%	611	26.7%	184	27.0%	24	22.4%
Unknown	2147	43.1%	1053	46.0%	326	47.9%	61	57.0%

Sexual Orientation by Headcount Kirklees Council

Sexual Orientation	Headcount	%
Gay/Lesbian/Bisexual	208	2.6%
Heterosexual/Straight	4350	54.0%
Prefer not to say	736	9.1%
Unknown	2768	34.3%

Sexual Orientation by Service Area

Sexual Orientation	Adults & Health Headcount	Adults & Health %	Children & Families Headcount	Children & Families %	Place Headcount	Place %	Public Health & Corporate Resources Headcount	Public Health & Corporate Resources %
Gay/Lesbian/Bisexual	43	2.4%	30	2.8%	64	2.4%	71	2.7%
Heterosexual/Straight	894	50.6%	510	47.7%	1564	59.7%	1381	53.1%
Prefer not to say	154	8.7%	82	7.7%	209	8.0%	291	11.2%
Unknown	677	38.3%	447	41.8%	784	29.9%	860	33.0%

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	116	2.3%	62	2.7%	30	4.4%	0	0.0%
Heterosexual/Straight	2766	55.5%	1191	52.1%	342	50.2%	51	47.7%
Prefer not to say	557	11.2%	115	5.0%	52	7.6%	12	11.2%
Unknown	1548	31.0%	919	40.2%	257	37.7%	44	41.1%