

Kirklees Council

Workforce Equality data

Data as at 30 June 2016

GENDER

Row Labels	Female		Male		Total Occupied Positions	Total %
	Occupied Positions	%	Occupied Positions	%		
Senior Management	12	0%	5	0%	17	0%
Directorate: Children & Young People	1051	13%	311	4%	1362	17%
Directorate: Commuities, Transformation & Change	198	2%	86	1%	284	3%
Directorate: Place	2196	27%	1717	21%	3913	48%
Directorate: Resources	800	10%	382	5%	1182	14%
Directorate: Commissioning, Public Health, Adult Social Care	1231	15%	225	3%	1456	18%
Grand Total	5488	67%	2726	33%	8214	100%

Grade	Female		Male		Total Occupied Positions	Total %
	Occupied Positions	%	Occupied Positions	%		
Senior Management	12	0%	5	0%	17	0%
17+	61	1%	32	0%	93	1%
13-16	223	3%	174	2%	397	5%
9 to 12	1019	12%	865	11%	1884	23%
8 and below	4173	51%	1650	20%	5823	71%
Grand Total	5488	67%	2726	33%	8214	100%

Gender	Occupied Positions	%
Female	5488	67%
Male	2726	33%
Grand Total	8214	100%

DISABILITY

	NO		YES		Not declared/obtained		Total Occupied positions	Total %
	Occupied positions	%	Occupied positions	%	Occupied positions	%		
Directorate								
Senior Management	12	0%	2	0%	3	0%	17	0%
Directorate: Children & Young People	1170	14%	40	0%	152	2%	1362	17%
Directorate: Commuities, Transformation & Change	244	3%	16	0%	24	0%	284	3%
Directorate: Place	3527	43%	148	2%	238	3%	3913	48%
Directorate: Resources	1033	13%	97	1%	52	1%	1182	14%
Directorate: Commissioning, Public Health, Adult Social Care	1329	16%	57	1%	70	1%	1456	18%
Grand Total	7315	89%	360	4%	539	7%	8214	100%

	YES		NO		Not declared/obtained		Total Occupied Positions	Total %
	Occupied Positions	%	Occupied Positions	%	Occupied Positions	%		
Grade								
Senior Management	2	0%	12	0%	3	0%	17	0%
17+	3	0%	78	1%	12	0%	93	1%
13-16	14	0%	365	4%	18	0%	397	5%
9 to 12	121	1%	1661	20%	102	1%	1884	23%
8 and below	220	3%	5199	63%	404	5%	5823	71%
Grand Total	360	4%	7315	89%	539	7%	8214	100%

	Occupied Positions	%
NO	7315	89%
YES	360	4%
Not declared/obtained	539	7%
Grand Total	8214	100%

AGE

16-24		25-34		35-44		45-54		55-64		65+		Total Occupied Positions	Total %
Occupied Positions	%	Occupied Positions	%	Occupied Positions	%	Occupied Positions	%	Occupied Positions	%	Occupied Positions	%		
	0%		0%	1	0%	10	0%	6	0%		0%	17	0%
65	1%	315	4%	358	4%	408	5%	205	2%	11	0%	1362	17%
9	0%	38	0%	83	1%	122	1%	28	0%	4	0%	284	3%
149	2%	485	6%	835	10%	1437	17%	897	11%	110	1%	3913	48%
36	0%	154	2%	277	3%	453	6%	243	3%	19	0%	1182	14%
51	1%	190	2%	314	4%	541	7%	336	4%	24	0%	1456	18%
310	4%	1182	14%	1868	23%	2971	36%	1715	21%	168	2%	8214	100%

16-24		25-34		35-44		45-54		55-64		65+		Total Occupied Positions	Total %
Occupied Positions	%	Occupied Positions	%	Occupied Positions	%	Occupied Positions	%	Occupied Positions	%	Occupied Positions	%		
	0%		0%	1	0%	10	0%	6	0%		0%	17	0%
	0%	3	0%	15	0%	43	1%	29	0%	3	0%	93	1%
	0%	21	0%	94	1%	201	2%	81	1%		0%	397	5%
32	0%	287	3%	506	6%	763	9%	284	3%	12	0%	1884	23%
278	3%	871	11%	1252	15%	1954	24%	1315	16%	153	2%	5823	71%
310	4%	1182	14%	1868	23%	2971	36%	1715	21%	168	2%	8214	100%

Occupied Positions	%
310	4%
1182	14%
1868	23%
2971	36%
1715	21%
168	2%
8214	100%

ETHNICITY

Row Labels	BME		not known/not disclosed		White		Total Occupied Positions	Total %
	Occupied Positions	%	Occupied Positions	%	Occupied Positions	%		
Senior Management	1	0%	2	0%	14	0%	17	0%
Directorate: Children & Young People	290	4%	56	1%	1016	12%	1362	17%
Directorate: Commuities, Transformation & Change	38	0%	8	0%	238	3%	284	3%
Directorate: Place	415	5%	87	1%	3411	42%	3913	48%
Directorate: Resources	173	2%	16	0%	993	12%	1182	14%
Directorate: Commissioning, Public Health, Adult Social Care	182	2%	37	0%	1237	15%	1456	18%
Grand Total	1099	13%	206	3%	6909	84%	8214	100%

Grade	BME		not known/not disclosed		White		Total Occupied Positions	Total %
	Occupied Positions	%	Occupied Positions	%	Occupied Positions	%		
Senior management	1	0%	2	0%	14	0%	17	0%
17+	5	0%	3	0%	85	1%	93	1%
13-16	30	0%	7	0%	360	4%	397	5%
9 to 12	238	3%	33	0%	1613	20%	1884	23%
8 and below	825	10%	161	2%	4837	59%	5823	71%
Grand Total	1099	13%	206	3%	6909	84%	8214	100%

Ethnic Group	Occupied	%
BME	1099	13%
not known/not disclosed	206	3%
White	6909	84%
Grand Total	8214	100%

Data note:

- Numbers relate to numbers of occupied positions
- Percentages are in relation to the total workforce
- Data does not include Casuals and Temp Direct
- Data does not include schools
- Senior Management is Chief Executive, Directors and Assistant Directors as defined in the table
- Grades incorporate salaries which fall within them which may be outside of the councils grading structure, for example groups of staff who have TUPE'd into the council or for example Soulbury.