

# **Workforce Equality Data**

**Data as of 31 August 2025**

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## 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	225	2.9%
25-34	1098	14.2%
35-44	1656	21.4%
45-54	2150	27.8%
55-64	2273	29.4%
65+	324	4.2%

## 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	27	1.8%	29	2.8%	123	4.9%	46	1.7%
25-34	214	14.0%	192	18.7%	400	15.9%	292	11.0%
35-44	303	19.9%	273	26.6%	517	20.6%	563	21.1%
45-54	432	28.3%	284	27.7%	634	25.3%	799	30.0%
55-64	485	31.8%	227	22.1%	729	29.1%	832	31.2%
65+	63	4.1%	21	2.0%	106	4.2%	134	5.0%

## 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	172	3.7%	51	2.2%	<5	0.3%	0	0%
25-34	610	13.3%	420	18.0%	66	9.4%	2	2.0%
35-44	870	18.9%	568	24.4%	197	28.1%	21	21.4%
45-54	1223	26.6%	638	27.4%	249	35.5%	40	40.8%
55-64	1458	31.7%	605	26.0%	178	25.4%	32	32.7%
65+	266	5.8%	46	2.0%	9	1.3%	<5	3.1%

## Disability by Headcount Kirklees Council

Disability	Headcount	%
Not Disabled	6372	82.5%
Disabled	421	5.4%
Unknown	933	12.1%

## 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	1264	82.9%	831	81.0%	2045	81.5%	2231	83.7%
Disabled	96	6.3%	40	3.9%	161	6.4%	124	4.7%
Unknown	164	10.8%	155	15.1%	303	12.1%	311	11.7%

## 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	3797	82.6%	1927	82.8%	580	82.7%	68	69.4%
Disabled	228	5.0%	152	6.5%	35	5.0%	6	6.1%
Unknown	574	12.5%	249	10.7%	86	12.3%	24	24.5%

## Ethnicity by Headcount Kirklees Council

Ethnicity	Headcount	%
Asian	733	9.5%
Black	431	5.6%
Mixed	219	2.8%
Other	35	0.5%
White	5788	74.9%
Unknown	520	6.7%

## 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 %
Asian	151	9.9%	110	10.7%	195	7.8%	277	10.4%
Black	147	9.6%	71	6.9%	103	4.1%	110	4.1%
Mixed	46	3.0%	39	3.8%	66	2.6%	68	2.6%
Other	8	0.5%	5	0.5%	13	0.5%	9	0.3%
White	1108	72.7%	719	70.1%	1950	77.7%	2010	75.4%
Unknown	64	4.2%	82	8.0%	182	7.3%	192	7.2%

## 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
Asian	476	10.4%	210	9.0%	40	5.7%	7	7.1%
Black	302	6.6%	115	4.9%	13	1.9%	<5	1.0%
Mixed	136	3.0%	69	3.0%	12	1.7%	<5	2.0%
Other	18	0.4%	11	0.5%	6	0.9%	0	0.0%
White	3334	72.5%	1786	76.7%	592	84.5%	76	77.6%
Unknown	333	7.2%	137	5.9%	38	5.4%	12	12.2%

## Gender by Headcount Kirklees Council

Gender	Headcount	%
Male	2641	34.2%
Female	5085	65.8%

## 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	258	16.9%	168	16.4%	1593	63.5%	621	23.3%
Female	1266	83.1%	858	83.6%	916	36.5%	2045	76.7%

## 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	1356	29.5%	1015	43.6%	229	32.7%	41	41.8%
Female	3243	70.5%	1313	56.4%	472	67.3%	57	58.2%

## Marital Status by Headcount Kirklees Council

Marital Status	Headcount	%
Not Married or in a Civil Partnership	3483	45.1%
Married or in a Civil Partnership	3921	50.8%
Unknown	322	4.2%

## 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	657	43.1%	473	46.1%	1192	47.5%	1160	43.5%
Married or in a Civil Partnership	799	52.4%	481	46.9%	1227	48.9%	1414	53.0%
Unknown	68	4.5%	72	7.0%	90	3.6%	92	3.5%

## 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
Not Married or in a Civil Partnership	2236	48.6%	978	42.0%	234	33.4%	35	35.7%
Married or in a Civil Partnership	2181	47.4%	1242	53.4%	441	62.9%	57	58.2%
Unknown	182	4.0%	108	4.6%	26	3.7%	6	6.1%

## Religious Belief by Headcount Kirklees Council

Religious Belief	Headcount	%
Declared Religion or Belief	2523	32.7%
No Religion or Belief	1993	25.8%
Unknown	3210	41.5%

## 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	557	36.5%	312	30.4%	811	32.3%	843	31.6%
No Religion or Belief	336	22.0%	251	24.5%	763	30.4%	643	24.1%
Unknown	631	41.4%	463	45.1%	935	37.3%	1180	44.3%

## 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	1614	35.1%	703	30.2%	184	26.2%	22	22.4%
No Religion or Belief	1121	24.4%	655	28.1%	195	27.8%	22	22.4%
Unknown	1864	40.5%	970	41.7%	322	45.9%	54	55.1%

## Sexual Orientation by Headcount Kirklees Council

Sexual Orientation	Headcount	%
LGBTQ+	206	2.7%
Heterosexual/Straight	4451	57.6%
Prefer not to say	3069	39.7%

## 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 %
LGBTQ+	38	2.5%	29	2.8%	62	2.5%	77	2.9%
Heterosexual/ Straight	882	57.9%	545	53.1%	1562	62.3%	1461	54.8%
Prefer not to say	604	39.6%	452	44.1%	885	35.3%	1128	42.3%

## 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
LGBTQ+	111	2.4%	64	2.7%	30	4.3%	<5	1.0%
Heterosexual/ Straight	2697	58.6%	1334	57.3%	372	53.1%	48	49.0%
Prefer not to say	1791	38.9%	930	39.9%	299	42.7%	49	50.0%