

Workforce Equality Data

Data as of 31 August 2026

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Sexual Orientation by Grade11

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	219	2.9%
25-34	1087	14.2%
35-44	1661	21.7%
45-54	2058	26.9%
55-64	2287	29.9%
65+	348	4.4%

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	23	1.6%	29	2.8%	123	4.8%	44	1.7%
25-34	196	13.7%	192	18.3%	397	15.6%	302	11.4%
35-44	287	20.1%	272	26.0%	536	21.1%	566	21.4%
45-54	403	28.2%	298	28.5%	627	24.7%	729	27.6%
55-64	459	32.1%	231	22.1%	745	29.4%	852	32.2%
65+	60	4.2%	25	2.3%	111	4.4%	152	5.7%

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	3.8%	47	2.0%	0	0%	0	0%
25-34	607	13.3%	417	18.1%	62	8.8%	<5	1.1%
35-44	877	19.2%	576	25.1%	189	26.8%	19	20.0%
45-54	1149	25.2%	607	26.4%	257	36.5%	45	47.4%
55-64	1473	32.3%	601	26.2%	185	26.2%	28	29.5%
65+	284	6.2%	50	2.2%	12	1.7%	<5	2.1%

Disability by Headcount Kirklees Council

Disability	Headcount	%
Not Disabled	6326	82.6%
Disabled	460	6.0%
Unknown	874	11.4%

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	1176	82.4%	856	81.8%	2078	81.8%	2215	83.7%
Disabled	101	7.1%	46	4.4%	168	6.6%	145	5.5%
Unknown	151	10.6%	145	13.8%	293	11.5%	285	10.8%

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
Not Disabled	3773	82.7%	1908	83.0%	579	82.1%	66	69.5%
Disabled	250	5.5%	161	7.0%	41	5.8%	8	8.4%
Unknown	539	11.8%	229	10.0%	85	12.1%	21	22.1%

Ethnicity by Headcount Kirklees Council

Ethnicity	Headcount	%
Asian	776	10.1%
Black	433	5.7%
Mixed ethnicity	220	2.9%
Other	35	0.5%
White	5694	74.3%
Unknown	502	6.6%

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	145	10.2%	121	11.6%	217	8.5%	293	11.1%
Black	135	9.5%	76	7.3%	105	4.1%	117	4.4%
Mixed ethnicity	42	2.9%	40	3.8%	71	2.5%	67	2.5%
Other	9	0.6%	3	0.3%	14	0.6%	9	0.3%
White	1031	72.2%	728	69.5%	1959	77.2%	1975	74.7%
Unknown	66	4.6%	79	7.5%	173	6.8%	184	7.0%

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
Asian	516	11.3%	212	9.2%	42	6.0%	6	6.3%
Black	295	6.5%	121	5.3%	16	2.3%	<5	1.1%
Mixed ethnicity	133	2.9%	74	3.2%	11	1.6%	<5	2.1%
Other	21	0.5%	9	0.4%	5	0.7%	0	0.0%
White	3273	71.7%	1751	76.2%	594	84.3%	76	80.0%
Unknown	324	7.1%	131	5.7%	37	5.2%	10	10.5%

Gender by Headcount Kirklees Council

Gender	Headcount	%
Male	2598	33.9%
Female	5062	66.1%

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	234	16.4%	157	15.0%	1594	62.8%	612	23.1%
Female	1194	83.6%	890	85.0%	945	37.2%	2033	76.9%

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	1360	29.8%	978	42.6%	220	31.2%	40	42.1%
Female	3202	70.2%	1320	57.4%	485	68.8%	55	57.9%

Marital Status by Headcount Kirklees Council

Marital Status	Headcount	%
Not Married or in a Civil Partnership	2682	35.0%
Married or in a Civil Partnership	3993	52.1%
Unknown	985	12.9%

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	509	35.6%	377	36.0%	954	37.6%	842	31.8%
Married or in a Civil Partnership	763	53.4%	503	48.0%	1270	50.0%	1457	55.1%
Unknown	156	10.9%	167	16.0%	315	12.4%	346	13.1%

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	1722	37.7%	792	34.5%	154	21.8%	14	14.7%
Married or in a Civil Partnership	2214	48.5%	1264	55.0%	460	65.2%	55	57.9%
Unknown	626	13.7%	242	10.5%	91	12.9%	26	27.4%

Religious Belief by Headcount Kirklees Council

Religious Belief	Headcount	%
Declared Religion or Belief	2619	34.2%
No Religion or Belief	2199	28.7%
Unknown	2842	37.1%

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	542	38.0%	344	32.9%	843	33.2%	890	33.6%
No Religion or Belief	362	25.4%	284	27.1%	830	32.7%	723	27.3%
Unknown	524	36.7%	419	40.0%	866	34.1%	1032	39.0%

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	1655	36.3%	735	32.0%	203	28.8%	26	27.4%
No Religion or Belief	1236	27.1%	715	31.1%	224	31.8%	24	25.3%
Unknown	1671	36.6%	848	36.9%	278	39.4%	45	47.4%

Sexual Orientation by Headcount Kirklees Council

Sexual Orientation	Headcount	%
LGBTQ+	225	2.9%
Heterosexual/Straight	4735	61.8%
Prefer not to say	2700	35.2%

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+	49	3.4%	29	2.8%	62	2.4%	85	3.2%
Heterosexual/ Straight	879	61.6%	609	58.2%	1666	65.6%	1580	59.7%
Prefer not to say	500	35.0%	409	39.1%	811	31.9%	980	37.1%

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+	129	2.8%	64	2.8%	32	4.53%	0	0%
Heterosexual/ Straight	2839	62.2%	1424	62.0%	417	59.1%	55	57.9%
Prefer not to say	1594	34.9%	810	35.2%	256	36.3%	40	42.1%