## **Kirklees Council**

# **Workforce Equality data**

Data as at 30 June 2016

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	GENDER					
	Female		Male		Total Occupied Positions	Total %
Row Labels	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%

	Female		Male			
	Occupied		Occupied		Total Occupied	
Grade	Positions	%	Positions	%	Positions	Total %
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%

	Occupied	
Gender	Positions	%
Female	5488	67%
Male	2726	5 33%
Grand Total	8214	100%

### DISABILITY

	NO		YES		Not declared/	obtained	Total Occupied positions	
Directorate	Occupied positions		Occupied positions		Occupied positions			
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	YES			Not declar obtained	red/	Total Occupied Positions	Total %
Grade	Occupied Positions		Occupied Positions		Occupied Positions	%		
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	<b>%</b>
NO	731	5 89%
YES	360	0 4%
Not declared/obtained	539	9 7%
Grand Total	8214	4 100%

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							AGE					Total	
16-24 Occupied		25-34 Occupied		35-44 Occupied		45-54 Occupied		55-64 Occupied		65+ Occupied		Occupied Positions	Total %
Positions	%	Positions		Positions	%	Positions	%	Positions	%	Positions	%		
	0%		0%	1	0%		0%		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		1182	14%
51	1%	190	2%	314	4%	541	7%	336	4%	24		1456	18%
310	4%	1182	14%	1868	23%	2971	36%	1715	21%	168	2%	8214	100%
												Total	
16-24		25-34		35-44		45-54		55-64		65+		Total Occupied Positions	
Occupied	%	25-34 Occupied Positions		35-44 Occupied Positions		45-54 Occupied Positions	%	55-64 Occupied Positions	%	65+ Occupied Positions		Occupied	
Occupied	<mark>%</mark> 0%	Occupied		Occupied	%	Occupied Positions	<mark>%</mark> 0%	Occupied Positions		Occupied Positions		Occupied Positions	Total %
Occupied		Occupied Positions	% 0% 0%	Occupied Positions 1	% 0% 0%	Occupied Positions	0% 1%	Occupied Positions 6 29	0%	Occupied Positions	% 0% 0%	Occupied Positions	<b>Total %</b>
Occupied Positions	0% 0% 0%	Occupied Positions 3 21	% 0% 0%	Occupied Positions 1 15 94	% 0% 0% 1%	Occupied Positions 10 43 201	0% 1% 2%	Occupied Positions 6 29 81	0% 0% 1%	Occupied Positions 3	% 0% 0%	Occupied Positions	Total %
Occupied Positions	0% 0% 0%	Occupied Positions 3 21 287	% 0% 0% 3%	Occupied Positions 1 15 94 506	% 0% 0% 1% 6%	Occupied Positions 10 43 201 763	0% 1% 2% 9%	Occupied Positions 6 29 81 284	0% 0% 1% 3%	Occupied Positions 3 12	% 0% 0% 0%	Occupied Positions 17 93 397 1884	Total % 09 19 59 239
Occupied Positions 32 278	0% 0% 0% 3%	Occupied Positions 3 21 287 871	% 0% 0% 3% 11%	Occupied Positions 1 15 94 506 1252	% 0% 0% 1% 6% 15%	Occupied Positions 10 43 201 763 1954	0% 1% 2% 9% 24%	Occupied Positions 6 29 81 284 1315	0% 0% 1% 3% 16%	Occupied Positions 3 12 153	% 0% 0% 0% 2%	Occupied Positions 17 93 397 1884 5823	Total % 09 19 59 239 719
Occupied Positions	0% 0% 0%	Occupied Positions 3 21 287 871	% 0% 0% 3% 11%	Occupied Positions 1 15 94 506	% 0% 0% 1% 6% 15%	Occupied Positions 10 43 201 763 1954	0% 1% 2% 9%	Occupied Positions 6 29 81 284 1315	0% 0% 1% 3% 16%	Occupied Positions 3 12 153	% 0% 0% 0% 2%	Occupied Positions 17 93 397 1884 5823	Total % 0% 1% 5% 23% 71%

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		ETHNIC	CITY					
	BME		not knowi disclosed	-	White		Total Occupied Positions	Total %
Row Labels	Occupied Positions		Occupied Positions	%	Occupied Positions	%		
Senior Management	1	0%	2	0%				0%
Directorate: Children & Young People	290		56				-	17%
Directorate: Commuities, Transformation & Change	38		8					3%
Directorate: Place	415		87	1%		42%	1	48%
Directorate: Resources	173	2%	16					14%
Directorate: Commissioning, Public Health, Adult Social Care	182	2%	37	0%	1237	15%		18%
Grand Total	1099	13%	206	3%	6909	84%	8214	100%
	BME		not knowi disclosed	-	White	1	Total Occupied Positions	Total %
Grade	BME Occupied Positions	%		%	Occupied Positions		Occupied	Total %
Senior management	Occupied Positions	0%	disclosed Occupied Positions 2	% 0%	Occupied Positions	<b>%</b> 0%	Occupied Positions	0%
Senior management 17+	Occupied Positions	0% 0%	disclosed Occupied Positions 2 3	% 0% 0%	Occupied Positions 14 85	% 0%	Occupied Positions	0% 1%
Senior management 17+ 13-16	Occupied Positions 1 5 30	0% 0% 0%	disclosed Occupied Positions 2 3 7	% 0% 0%	Occupied Positions 14 85 360	%           0%           1%           4%	Occupied Positions 17 93 397	0% 1% 5%
Senior management 17+	Occupied Positions 1 5 30 238	0% 0% 0% 3%	disclosed Occupied Positions 2 3 7 3 3	% 0% 0% 0%	Occupied Positions 14 85 360 1613	%           0%           1%           4%           20%	Occupied Positions 17 93 397 1884	0% 1%
Senior management 17+ 13-16 9 to 12 8 and below	Occupied Positions 1 5 30 238 825	0% 0% 0% 3% 10%	disclosed Occupied Positions 2 3 7 3 3 3 161	% 0% 0% 0% 2%	Occupied Positions 14 85 360 1613 4837	%           0%           1%           4%           20%           59%	Occupied Positions 17 93 397 1884 5823	0% 1% 5% 23% 71%
Senior management 17+ 13-16 9 to 12	Occupied Positions 1 5 30 238	0% 0% 0% 3% 10%	disclosed Occupied Positions 2 3 7 3 3 3 161	% 0% 0% 0% 2%	Occupied Positions 14 85 360 1613 4837	%           0%           1%           4%           20%           59%	Occupied Positions 17 93 397 1884 5823	0% 1% 5% 23% 71%
Senior management 17+ 13-16 9 to 12 8 and below	Occupied Positions 1 5 30 238 825	0% 0% 0% 3% 10%	disclosed Occupied Positions 2 3 7 3 3 3 161	% 0% 0% 0% 2%	Occupied Positions 14 85 360 1613 4837 6909	%           0%           1%           4%           20%           59%	Occupied Positions 17 93 397 1884 5823	0% 1% 5% 23% 71%
Senior management 17+ 13-16 9 to 12 8 and below Grand Total	Occupied Positions 1 5 30 238 825	0% 0% 0% 3% 10%	disclosed Occupied Positions 2 3 7 3 3 3 161	% 0% 0% 0% 2% 3% 3%	Occupied Positions 14 85 360 1613 4837 6909 ed %	%           0%           1%           4%           20%           59%	Occupied Positions 17 93 397 1884 5823	0% 1% 5% 23% 71%
Senior management 17+ 13-16 9 to 12 8 and below Grand Total Ethnic Group	Occupied Positions 1 5 30 238 825	0% 0% 0% 3% 10%	disclosed Occupied Positions 2 3 7 3 3 3 161	% 0% 0% 0% 2% 3% 0//////////////////////////////////	Occupied Positions 14 85 360 1613 4837 6909 ed %	%       0%       1%       4%       20%       59%       84%	Occupied Positions 17 93 397 1884 5823	0% 1% 5% 23% 71%
Senior management 17+ 13-16 9 to 12 8 and below Grand Total Ethnic Group BME	Occupied Positions 1 5 30 238 825	0% 0% 0% 3% 10%	disclosed Occupied Positions 2 3 7 3 3 3 161	% 0% 0% 0% 2% 3% 3% 0ccupi 10	Occupied Positions 14 85 360 1613 4837 6909 ed % 206	%       0%       1%       4%       20%       59%       84%       13%	Occupied Positions 17 93 397 1884 5823	0% 1% 5% 23% 71%

### 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.