



**Canterbury City Council
Equality and Diversity workforce data**

March 2022

Overview

We are committed to promoting equality and diversity in everything we do. We provide a safe and welcoming environment where everyone is valued, included and respected. We foster good relations among our communities.

We are clear discrimination, harassment and victimisation in any form are not acceptable. Our motivation is more than needing to fulfil our statutory duty. It is an important part of the council's culture.

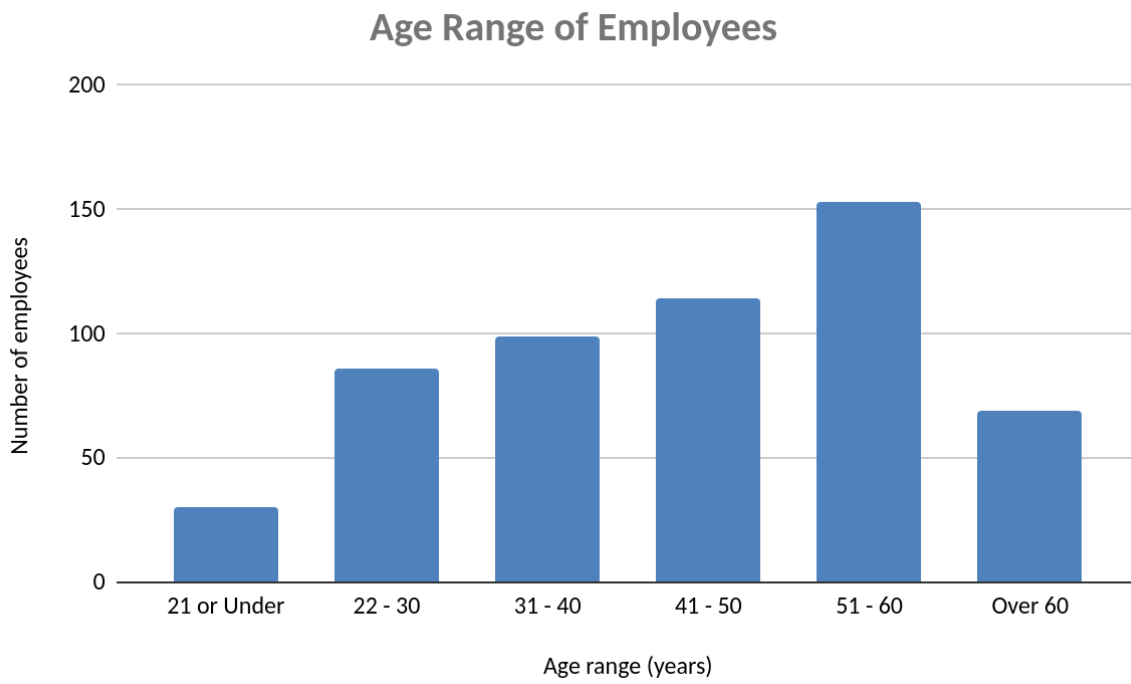
This report provides the protected characteristics data held as at 1 January 2022. The data included covers the demographics of age; ethnicity; disability; sexual orientation; religion and gender whilst providing the overall employee headcount as at this date.

Canterbury City Council would like to emphasise that whilst the figures reported are based on the employee data contained in our HR & payroll system, we cannot guarantee that this is a true reflection of the equality and diversity of the Council as it is not mandatory for employees to share this data with the Council.

For any protected characteristics that have not been mentioned in this report, this may be due to the lack of disclosed data or that the current workforce does not identify with having particular protected characteristics.

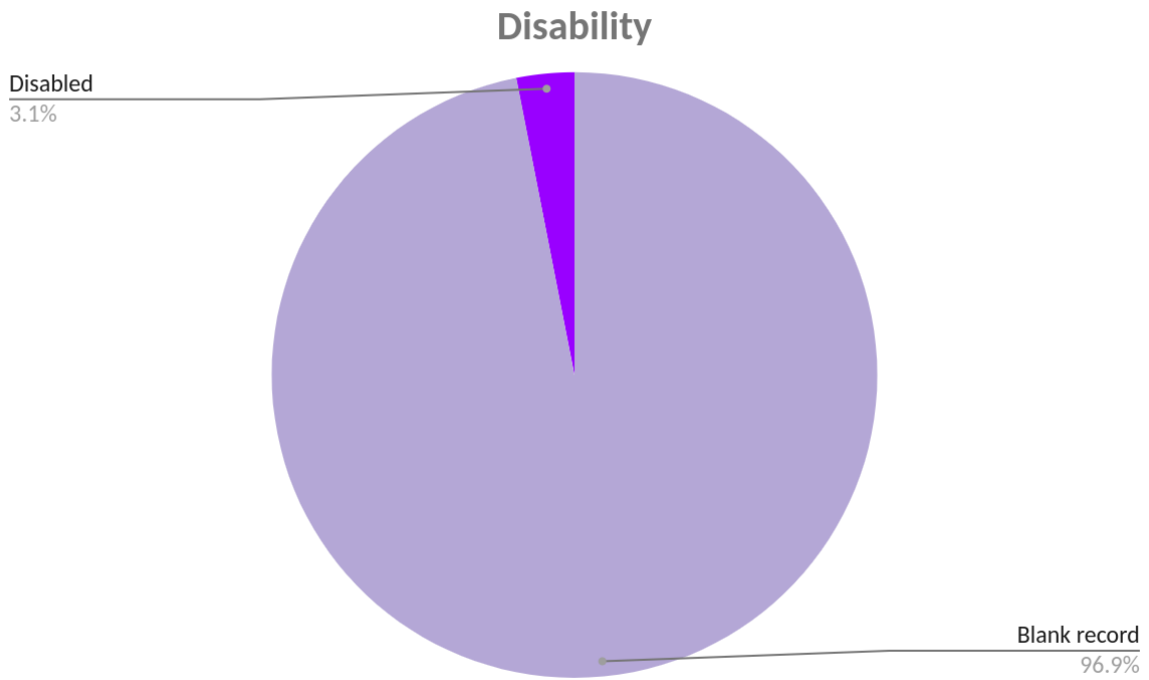
The % of the protected characteristics have been based upon the workforce that have provided this information. It has not been based on the total workforce as some have declined to answer.

Age



Age Range	No of Staff
21 or Under	30
22 - 30	86
31 - 40	99
41 - 50	114
51 - 60	153
Over 60	69

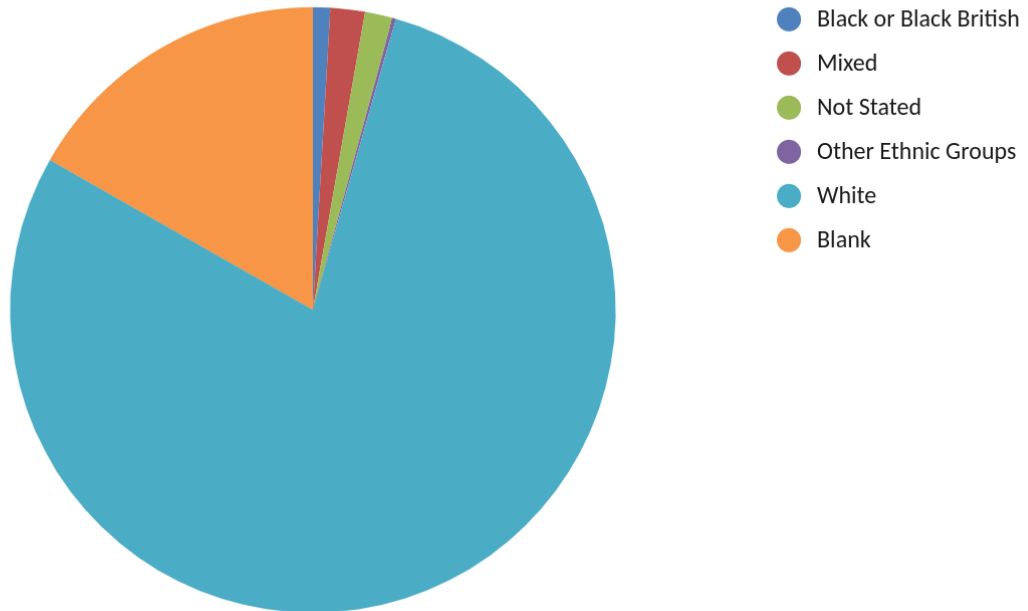
Disability



	No. of employees
Blank record	534
Disabled	17

Ethnicity

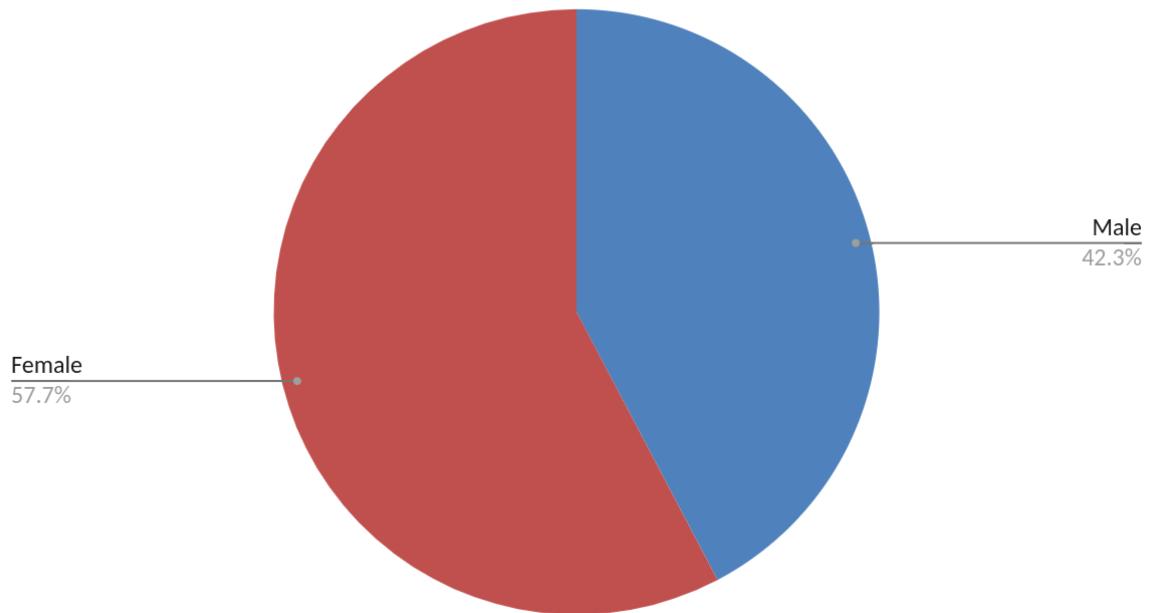
Ethnicity of Employees



Ethnicity Group	Headcount
Asian or Asian British	8
Black or Black British	5
Mixed	10
Not Stated	8
Other Ethnic Groups	1
White	428
Blank	91
Total	551

Gender

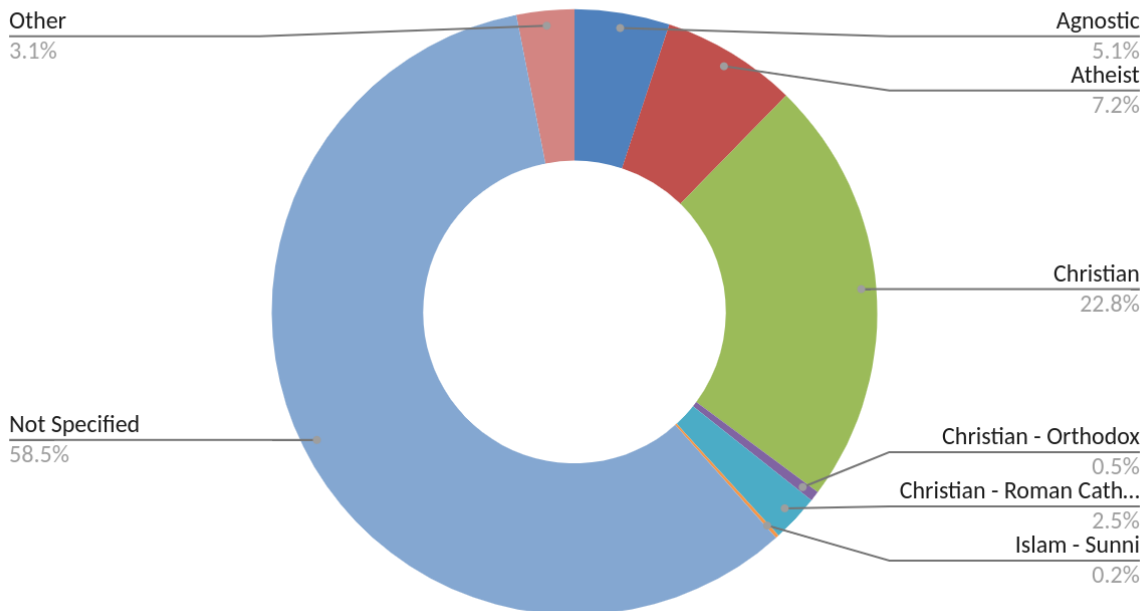
Gender Profile of Employees



	Male	Female
No. of employees	233	318

Religion

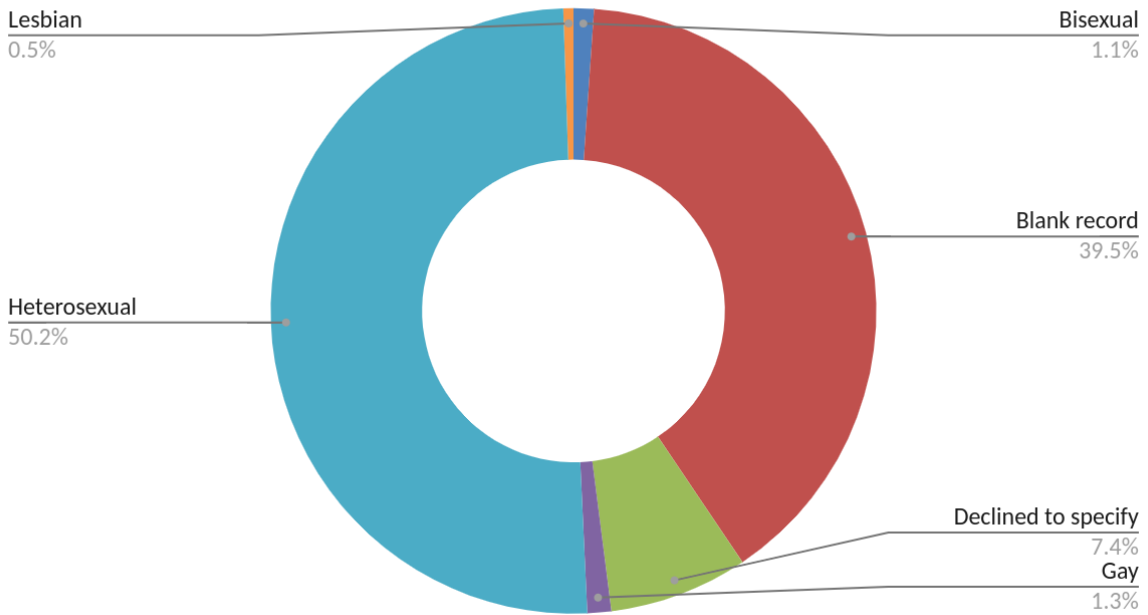
Employees' religion



Religion	No. of Employees
Agnostic	28
Atheist	40
Christian	126
Christian - Orthodox	3
Christian - Roman Catholic	14
Islam - Sunni	1
Not Specified	323
Other	17

Sexual Orientation

Profile of employees' sexual orientation



Sexual Orientation	No. of employees
Bisexual	6
Blank record	218
Declined to specify	41
Gay	7
Heterosexual	277
Lesbian	3