



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

March 2023

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.

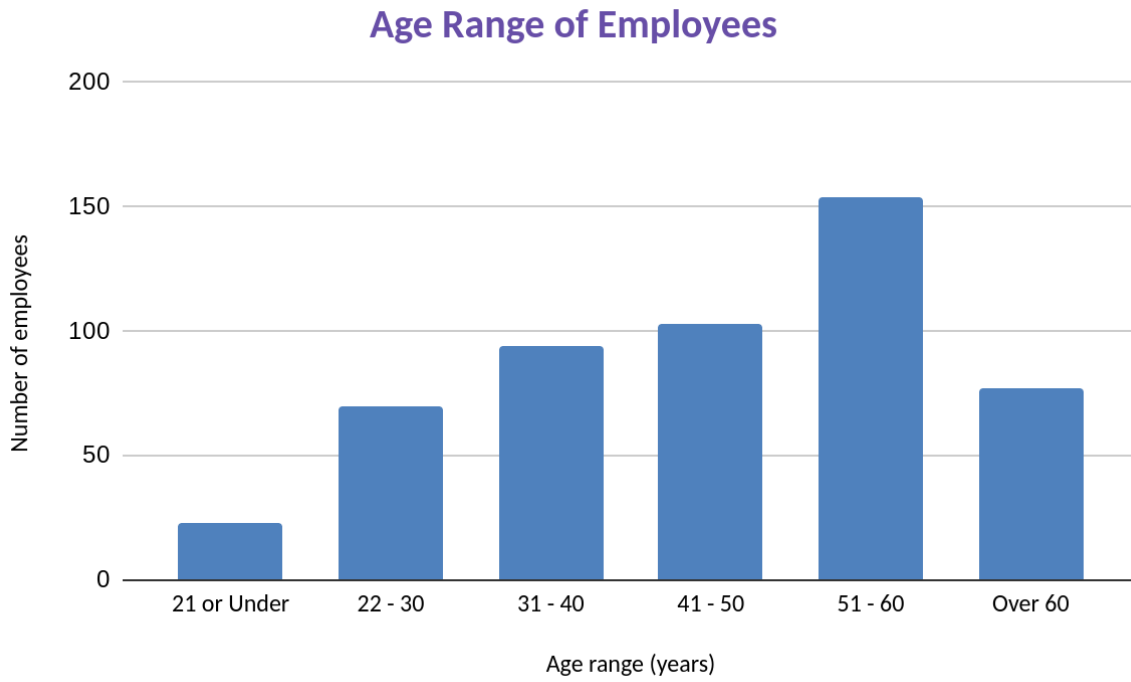
This report provides the protected characteristics data held as at 1 January 2022. The data included covers the demographics of age; ethnicity; disability; sexual orientation; religion and gender whilst providing the overall employee headcount as at this date.

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.

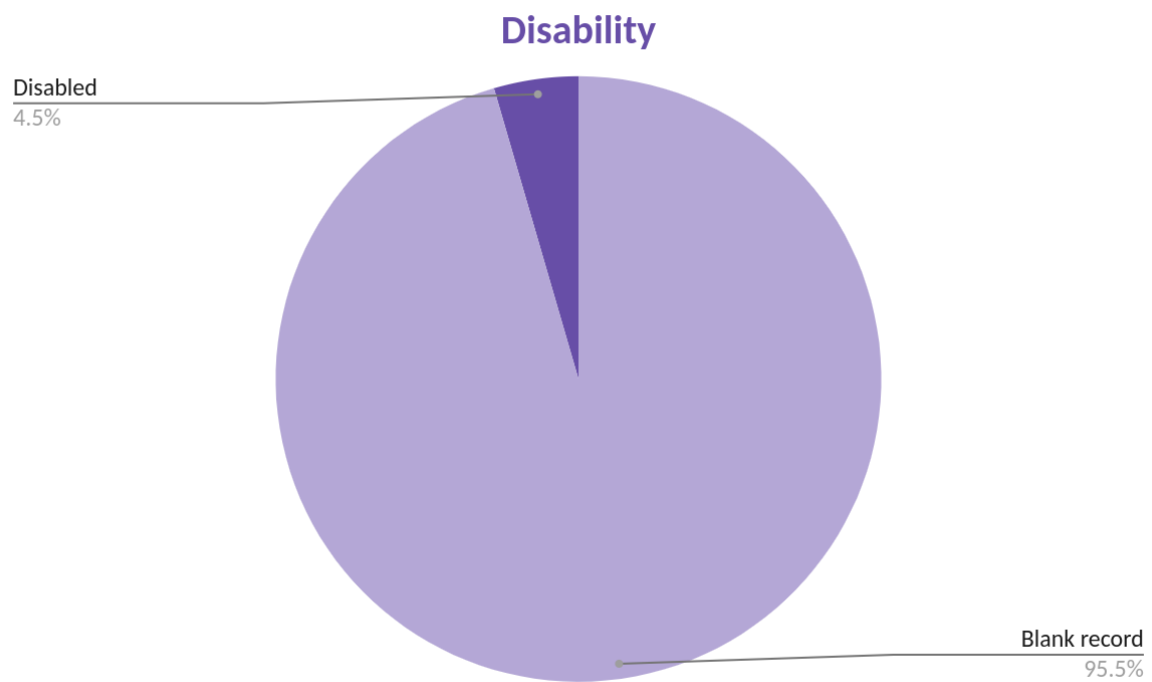
The % of the protected characteristics have been based upon the workforce that have provided this information. It has not been based on the total workforce as some have declined to answer.

Age



Age Range	No of Staff
21 or Under	23
22 - 30	70
31 - 40	94
41 - 50	103
51 - 60	154
Over 60	77

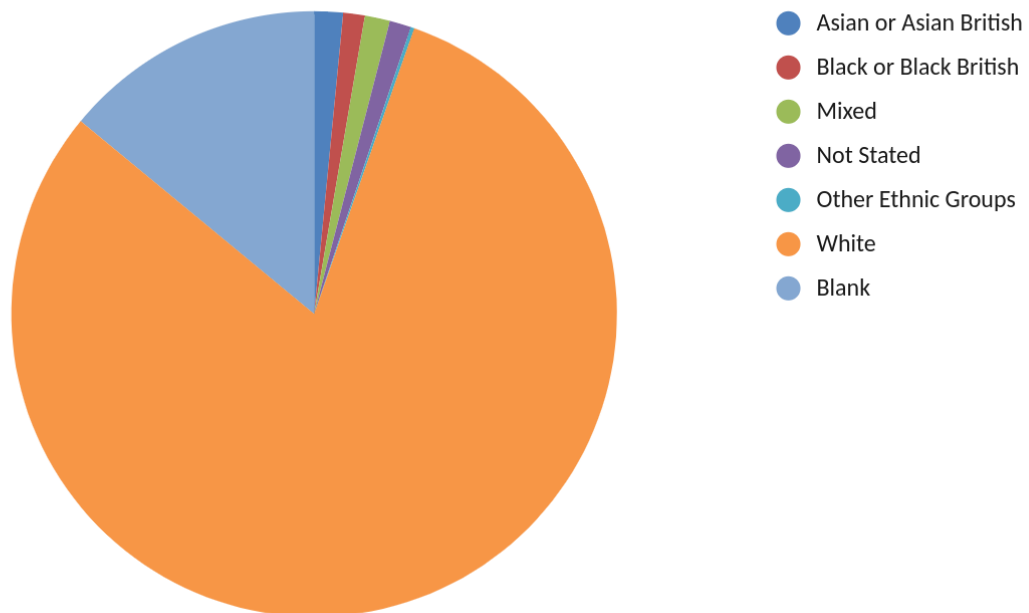
Disability



	No. of employees
Blank record	509
Disabled	24

Ethnicity

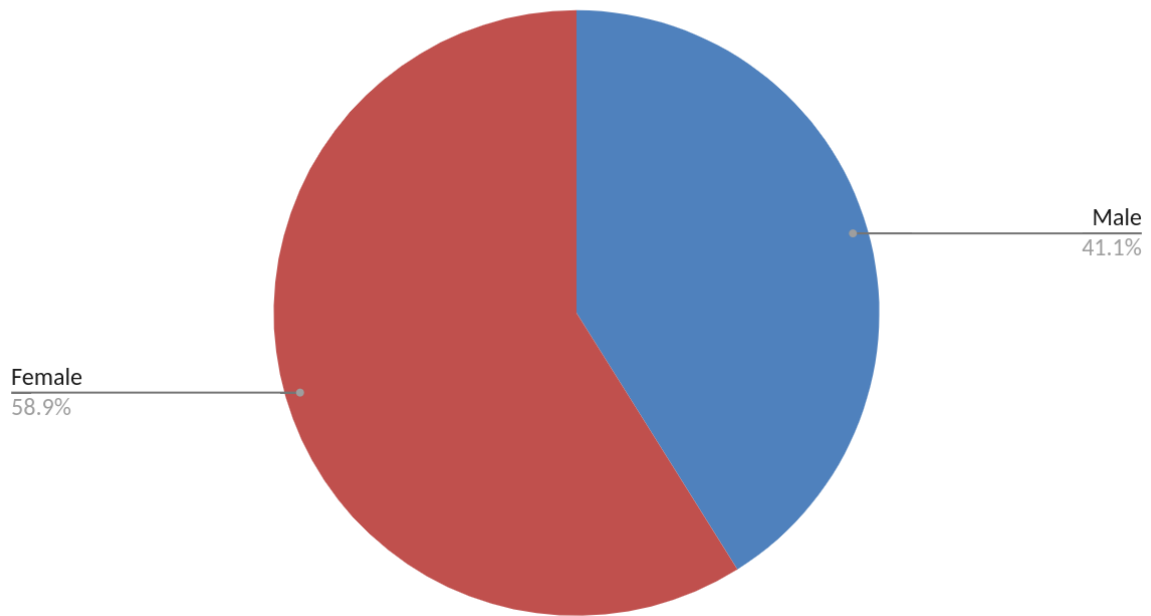
Ethnicity of Employees



Ethnicity Group	Headcount
Asian or Asian British	8
Black or Black British	6
Mixed	7
Not Stated	6
Other Ethnic Groups	1
White	420
Blank	73
Total	521

Gender

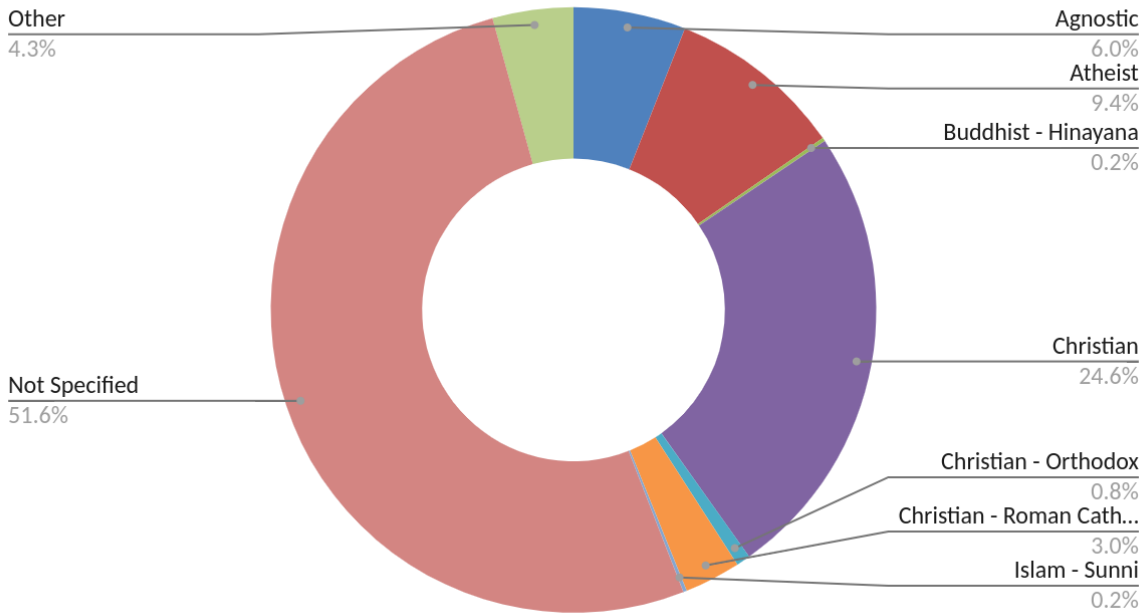
Gender Profile of employees



	Male	Female
No. of employees	214	307

Religion

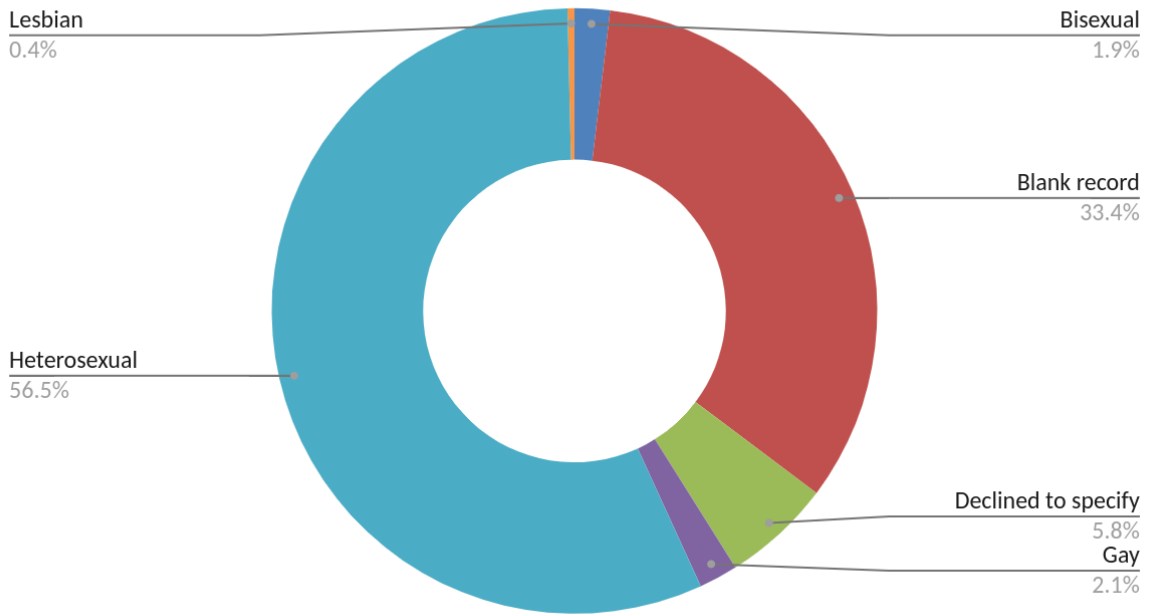
Employees' religion



Religion	No. of Employees
Agnostic	32
Atheist	50
Buddhist - Hinayana	1
Christian	131
Christian - Orthodox	4
Christian - Roman Catholic	16
Islam - Sunni	1
Not Specified	275
Other	23
Grand Total	533

Sexual Orientation

Profile of employees' Sexual Orientation



<i>Sexual Orientation</i>	No of Employees
Bisexual	10
Blank record	178
Declined to specify	31
Gay	11
Heterosexual	301
Lesbian	2
Grand Total	533