



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

**March 2020**

## 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.

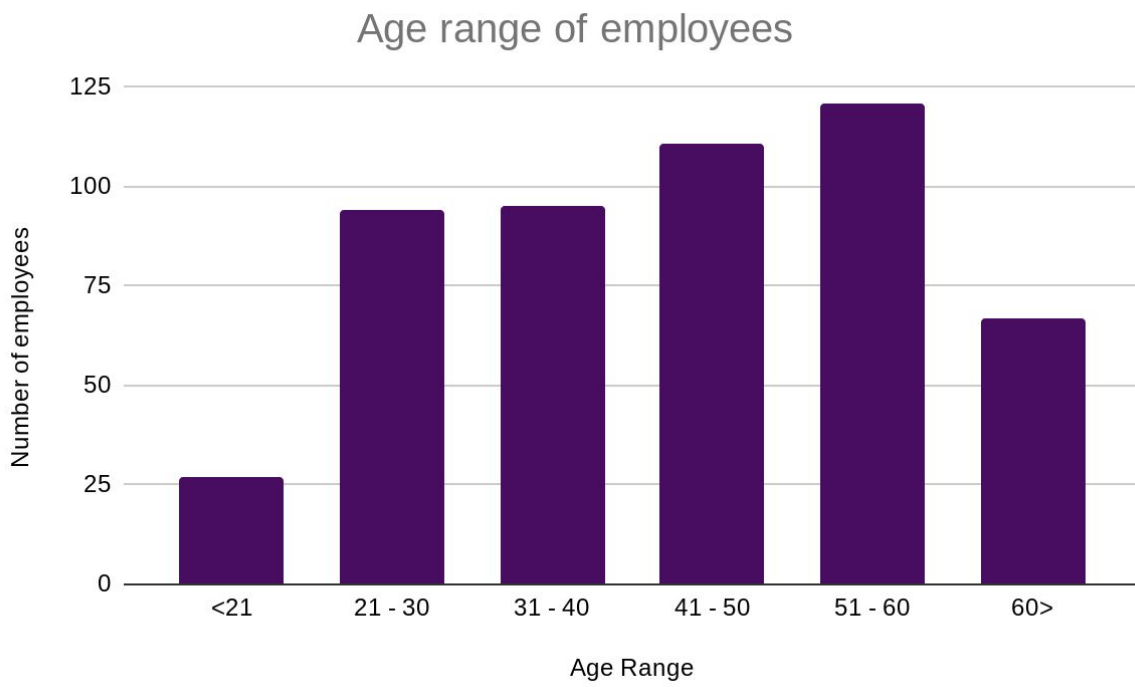
This report provides the protected characteristics data held as at 31st March 2020. The data included covers the demographics of age; ethnicity; disability; sexual orientation; religion and gender whilst providing the overall employee headcount as at this date.

*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.*

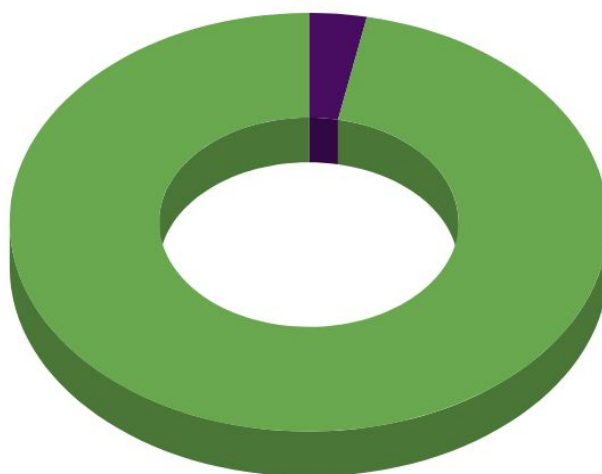
# Age



Age Range	Number of employees
<21	27
21 - 30	94
31 - 40	95
41 - 50	111
51 - 60	121
60>	67

# Disability

## Disability declaration of employees

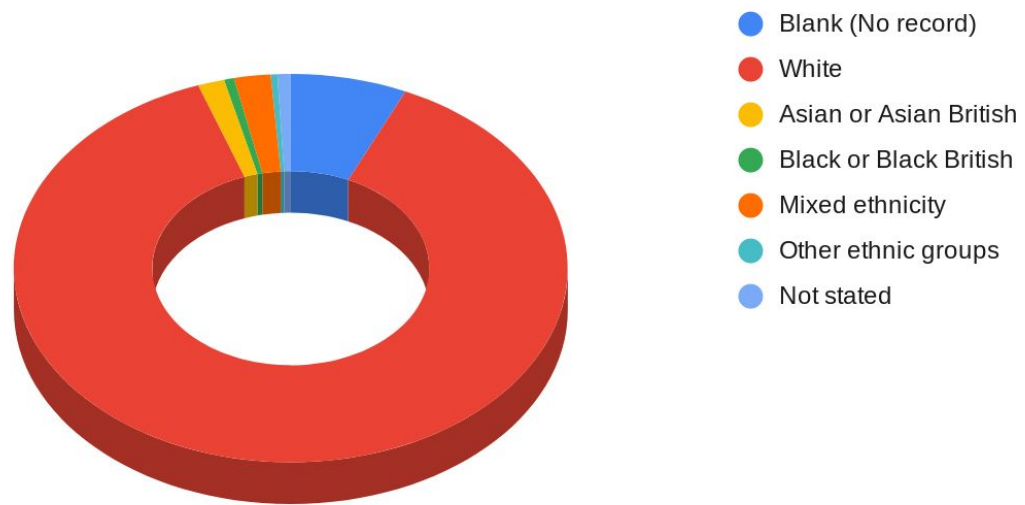


● Disability Declared ● Blank Record

<b>Disabled</b>	<b>Number of Employees</b>
Disability Declared	16
Blank Record	499

# Ethnicity

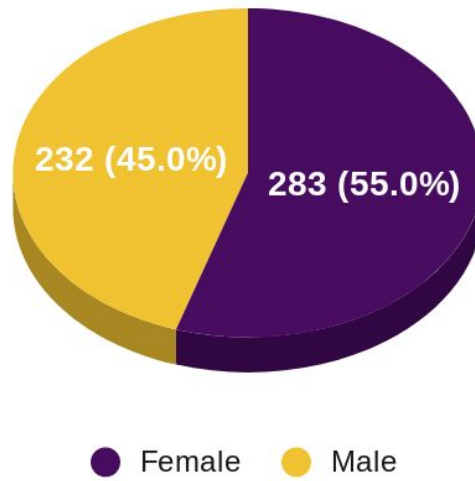
## Ethnicity of employees



<b>Ethnicity</b>	<b>Number of employees</b>	<b>% of employees</b>
Blank (No record)	35	6.8%
White	452	87.8%
Asian or Asian British	8	1.6%
Black or Black British	3	0.6%
Mixed ethnicity	11	2.1%
Other ethnic groups	2	0.4%
Not stated	4	0.8%

# Gender

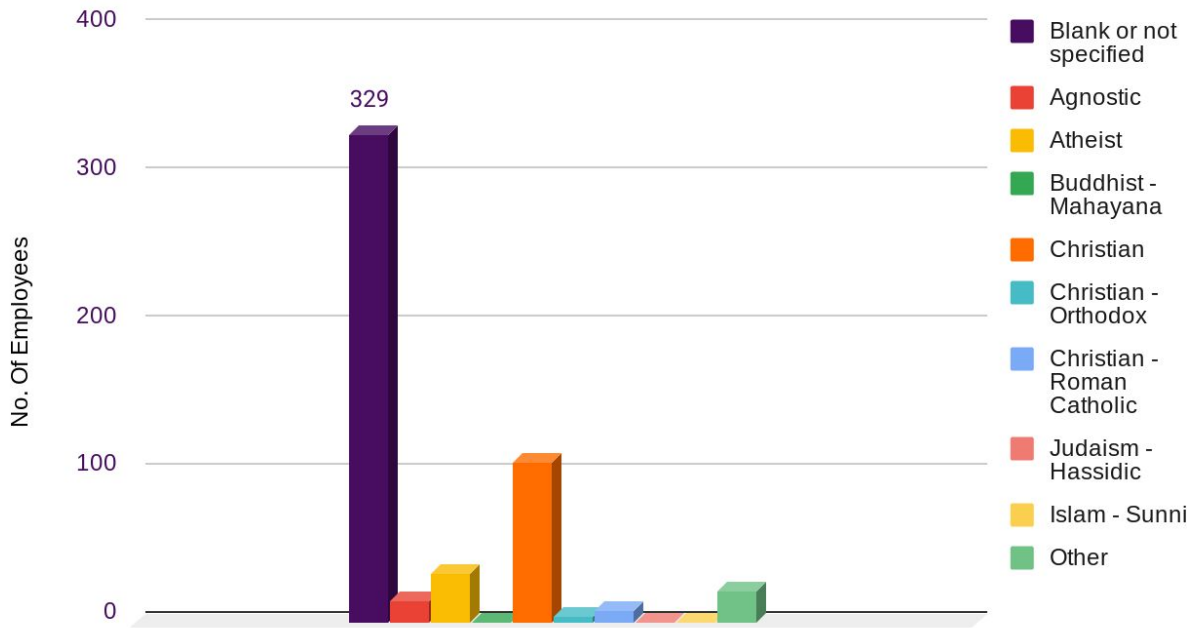
## Gender profile of employees



Gender	Number of Employees
Female	283
Male	232
Headcount	515

# Religion

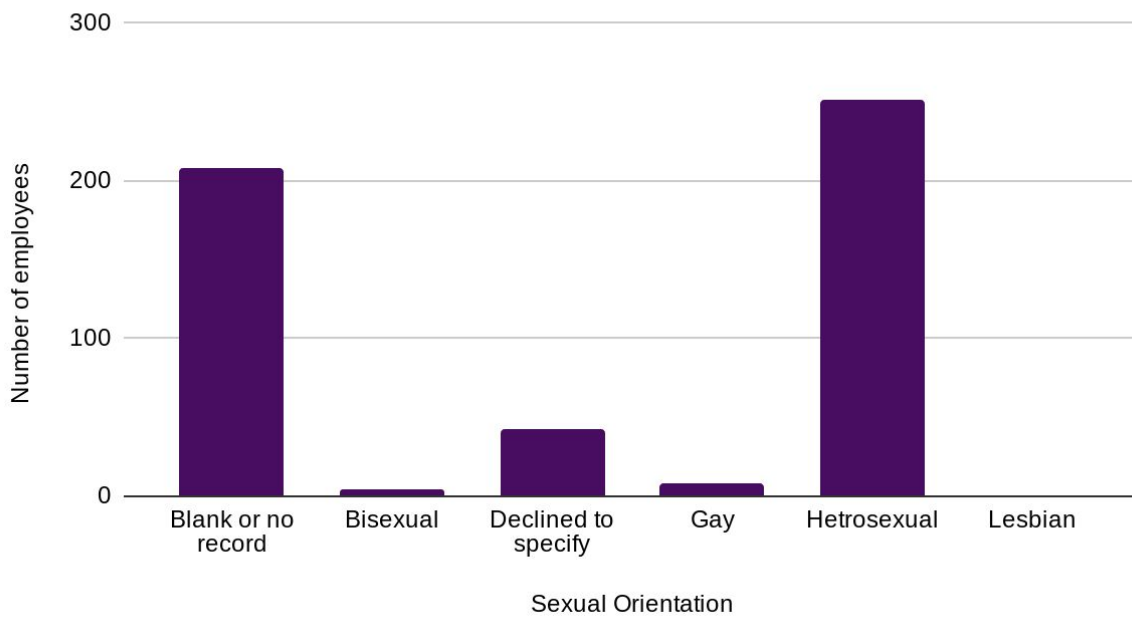
Religion profile of employees



Religion	Number of employees
Blank or not specified	329
Agnostic	14
Atheist	33
Buddhist - Mahayana	0
Christian	108
Christian - Orthodox	4
Christian - Roman Catholic	8
Judaism - Hassidic	0
Islam - Sunni	0
Other	19

# Sexual Orientation

Sexual orientation employee data



<b>Sexual Orientation</b>	<b>Number of employees</b>
Blank or no record	208
Bisexual	4
Declined to specify	43
Gay	8
Hetrosexual	251
Lesbian	1