



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

January 2019

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 December 2018. 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.

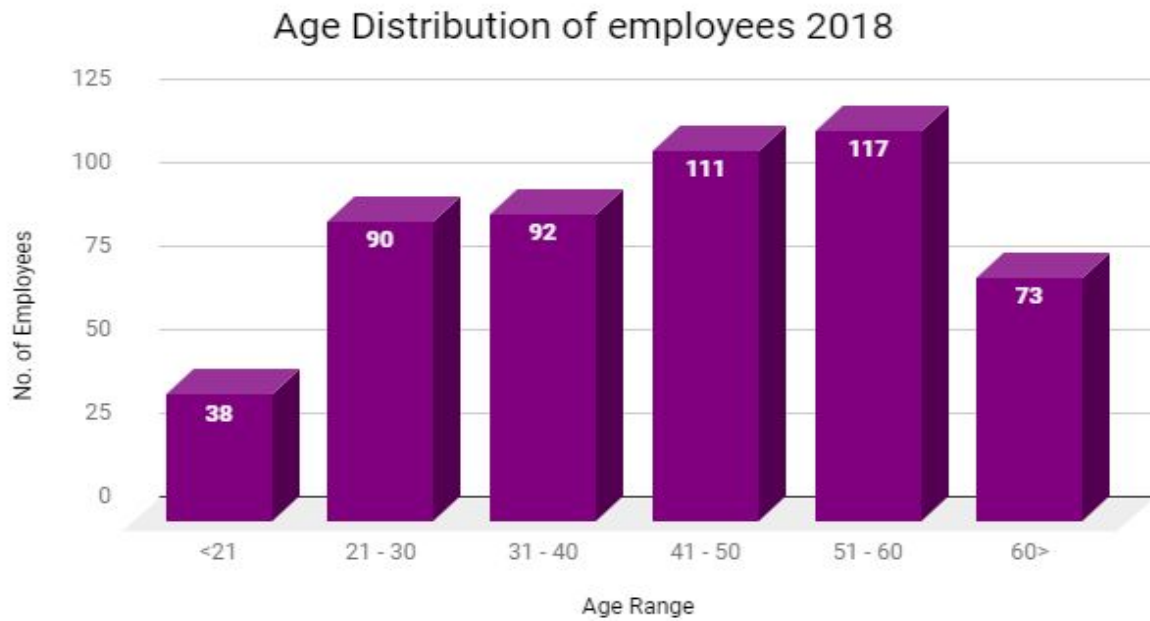
The % of the protected characteristic have been based upon the workforce that have provided this information. It has not been based on the total workforce as some have declined to answer.

*Please note that the trending data for 2016 and 2017 includes the respondents for The Marlowe Theatre when they were included in Canterbury City Council's headcount figures. The Marlowe Theatre became a separate Trust on 1 December 2018. The 2018 data reflects the respondents of only Canterbury City Council employees as at 31st December 2018.

2018 Headcount

| | 2016 | 2017 | 2018 |
|-------|---------------------|------|------|
| Trend | Number of employees | | |
| | 759 | 820 | 521* |

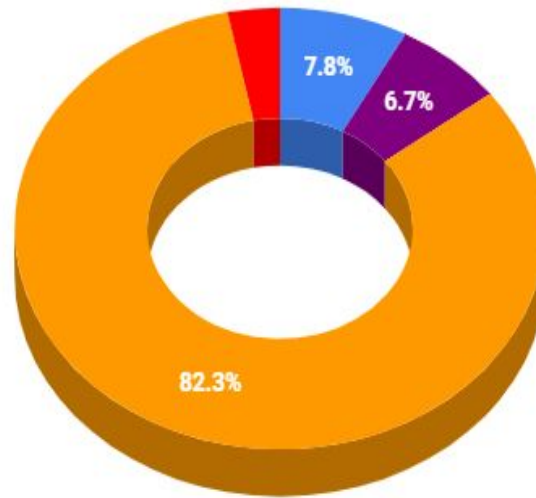
Age



| Trend | 2016 | 2017 | 2018 |
|---------|---------------------|------|------|
| | Number of employees | | |
| <21 | 7 | 17 | 38 |
| 21 - 30 | 226 | 241 | 90 |
| 31 - 40 | 139 | 150 | 92 |
| 41 - 50 | 151 | 158 | 111 |
| 51 - 60 | 135 | 158 | 117 |
| 60> | 101 | 96 | 73 |

Ethnicity

Ethnicity breakdown of employees 2018



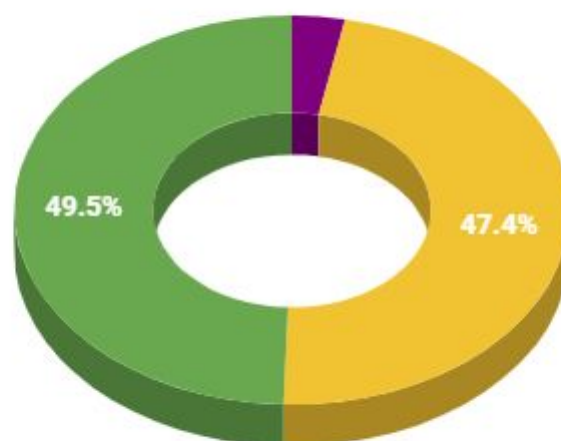
● Blank (No record)
 ● Black and Ethnic Minority
 ● White British
 ● White Other

| Trend | 2016 | 2017 | 2018 |
|----------------------------|---------------------|------|------|
| | Number of employees | | |
| Blank (No record) | 67 | 66 | 42 |
| Any other Asian background | 0 | 0 | 1 |
| Any other background | 2 | 2 | 1 |
| Any other ethnic group | 1 | 1 | 1 |
| Asian Other | 4 | 2 | 2 |
| Black African | 3 | 4 | 3 |
| British | 13 | 26 | 28 |
| Chinese | 3 | 3 | 2 |
| Indian | 1 | 0 | 0 |
| Irish | 3 | 2 | 1 |
| Mixed Other | 5 | 5 | 5 |
| Mixed White Asian | 2 | 1 | 1 |
| Pakistani | 0 | 1 | 1 |
| White and Asian | 2 | 3 | 2 |

| | | | |
|---------------------------|-----|-----|-----|
| White and Black Caribbean | 4 | 1 | 1 |
| White British | 622 | 676 | 413 |
| White Other | 27 | 27 | 16 |

Disability

Disability Declaration of employees 2018

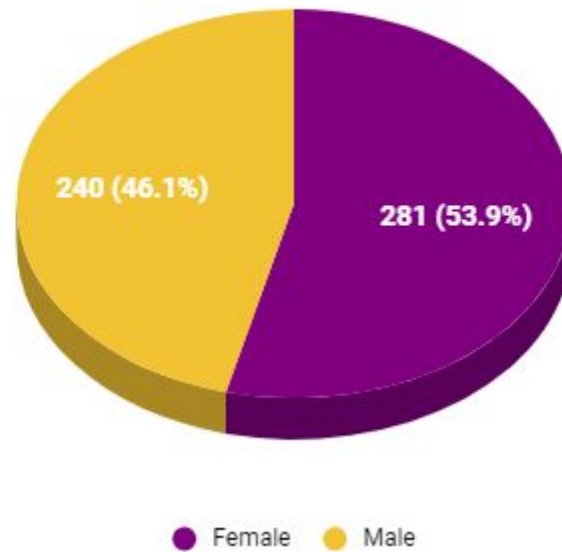


● Disability Declared
 ● Disability Not declared
 ● Blank Record

| Trend | 2016 | 2017 | 2018 |
|-------------------------|---------------------|------|------|
| | Number of employees | | |
| Disability Declared | 17 | 22 | 16 |
| Disability Not Declared | 219 | 340 | 247 |
| Blank Record | 523 | 458 | 258 |

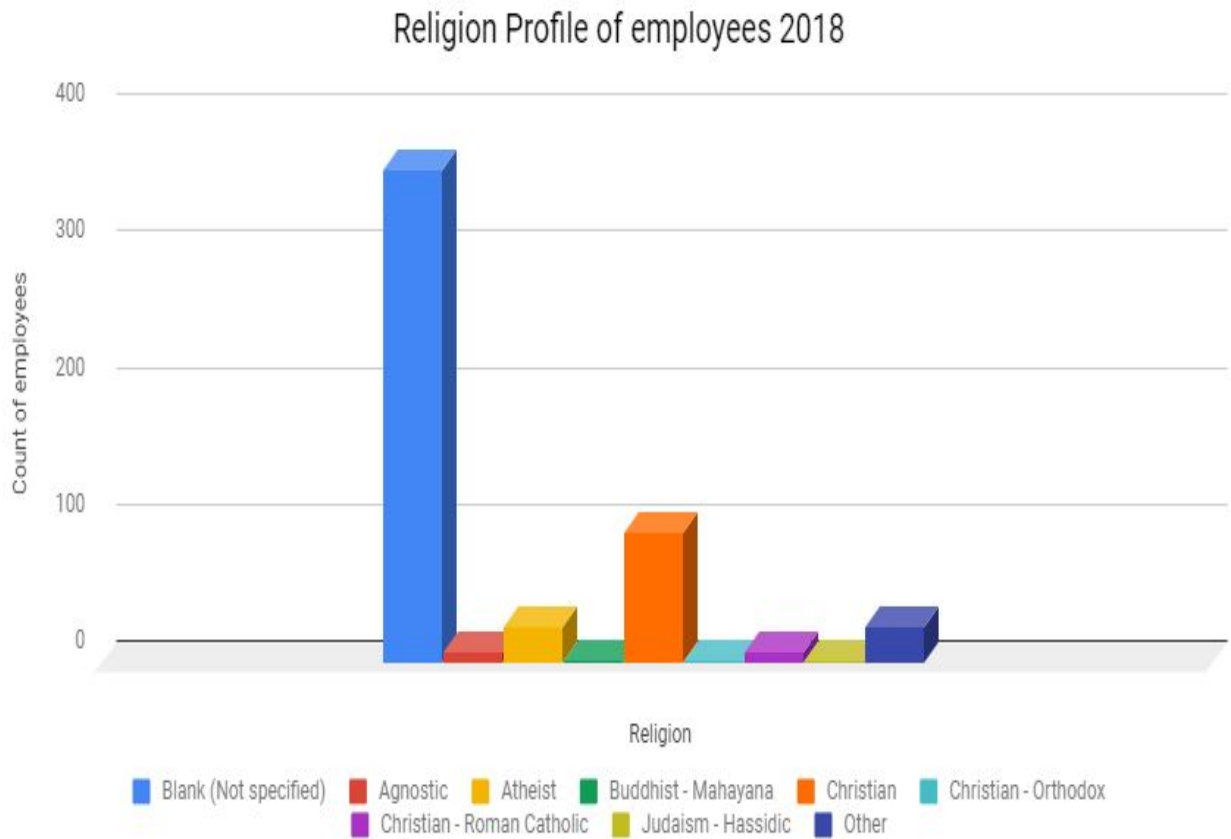
Gender

Gender Profile for employees 2018



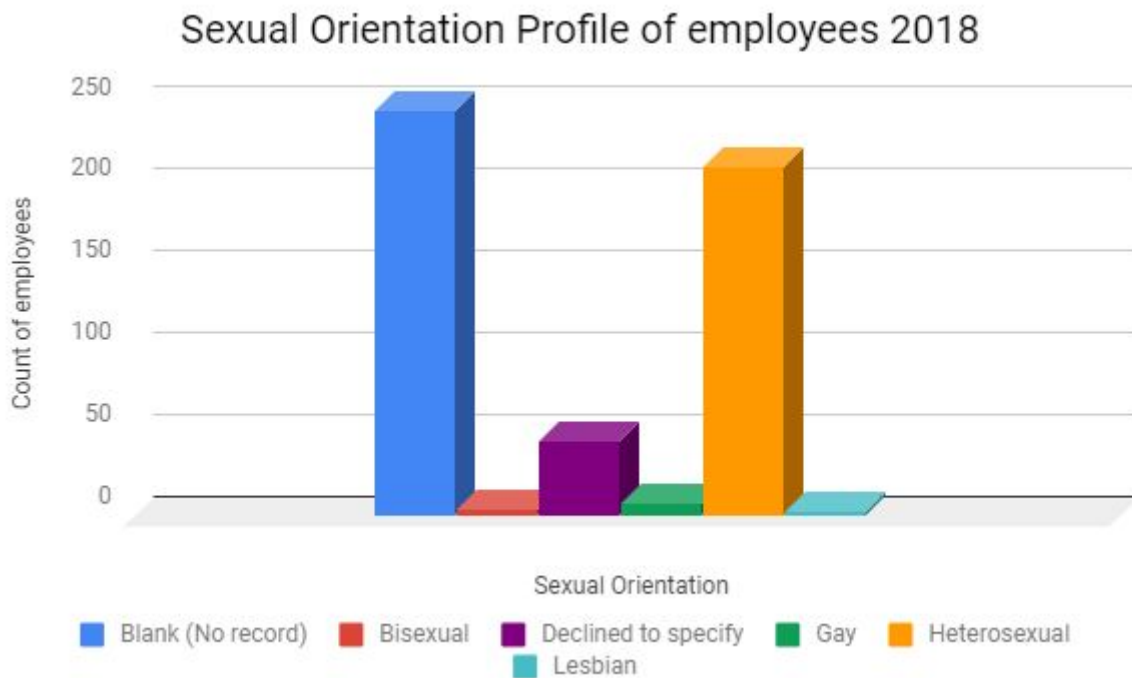
| Trend | 2016 | 2017 | 2018 |
|--------|---------------------|------|------|
| | Number of employees | | |
| Female | 432 | 470 | 281 |
| Male | 327 | 350 | 240 |
| Total | 759 | 820 | 521 |

Religion



| Trend | 2016 | 2017 | 2018 |
|----------------------------|---------------------|------|------|
| | Number of employees | | |
| Blank or not specified | 581 | 590 | 359 |
| Agnostic | 10 | 11 | 7 |
| Atheist | 32 | 32 | 25 |
| Buddhist - Mahayana | 0 | 0 | 1 |
| Christian | 95 | 117 | 95 |
| Christian - Orthodox | 1 | 1 | 1 |
| Christian - Roman Catholic | 12 | 10 | 7 |
| Judaism - Hassidic | 0 | 0 | 1 |
| Islam - Sunni | 1 | 0 | 0 |
| Other | 27 | 47 | 25 |

Sexual Orientation



| Trend | 2016 | 2017 | 2018 |
|---------------------|---------------------|------|------|
| | Number of employees | | |
| Blank or no record | 509 | 450 | 248 |
| Bisexual | 4 | 8 | 4 |
| Declined to specify | 28 | 61 | 45 |
| Gay | 14 | 16 | 8 |
| Hetrosexual | 202 | 279 | 213 |
| Lesbian | 2 | 6 | 3 |