



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

February 2025

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.

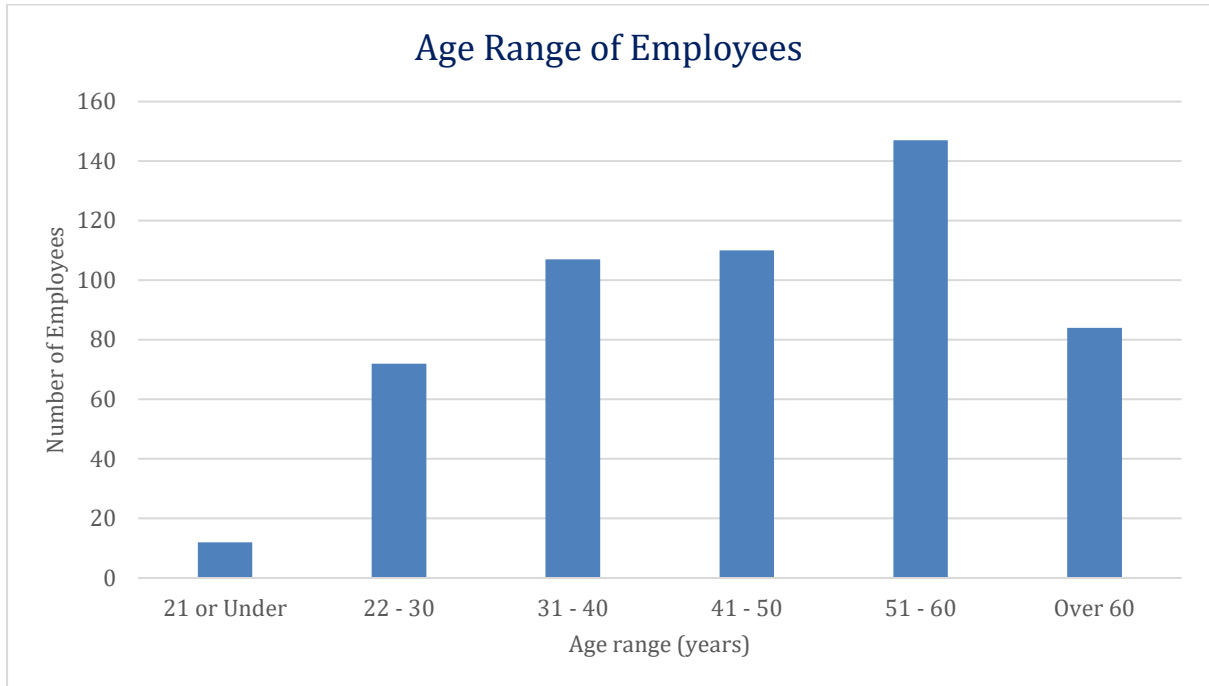
This report provides the protected characteristics data held as of 1 January 2025. The data included covers the demographics of age; ethnicity; disability; sexual orientation; religion and gender whilst providing the overall employee headcount as at this date.

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.

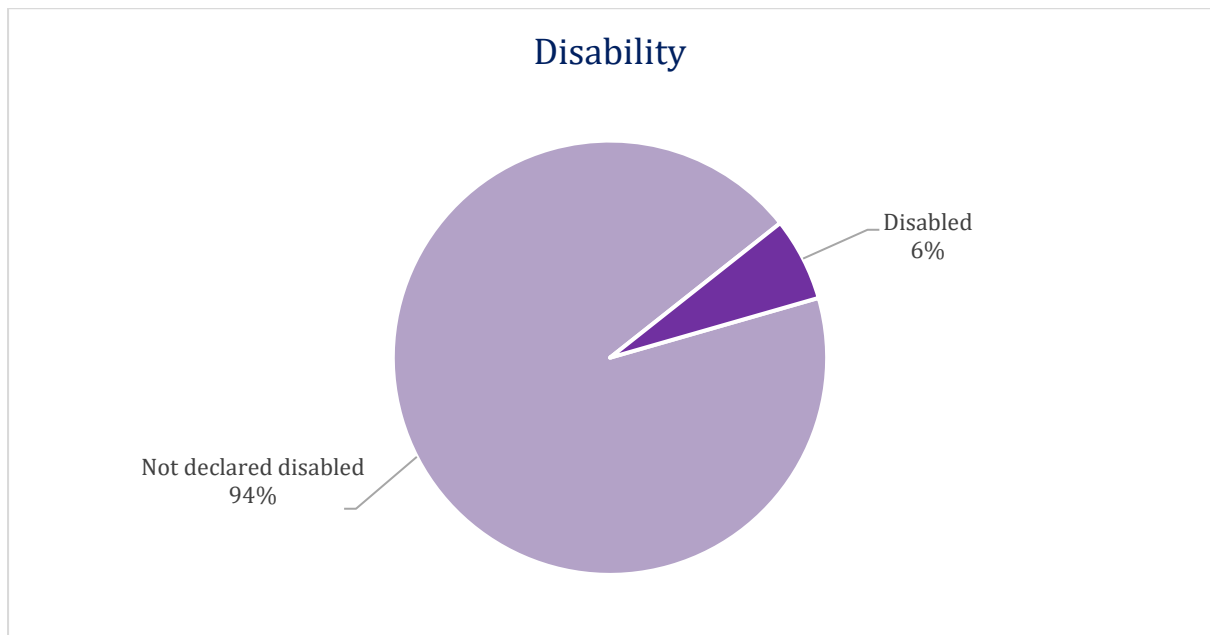
The % of the protected characteristics have been based upon the workforce that have provided this information. It has not been based on the total workforce as some have declined to answer.

Age



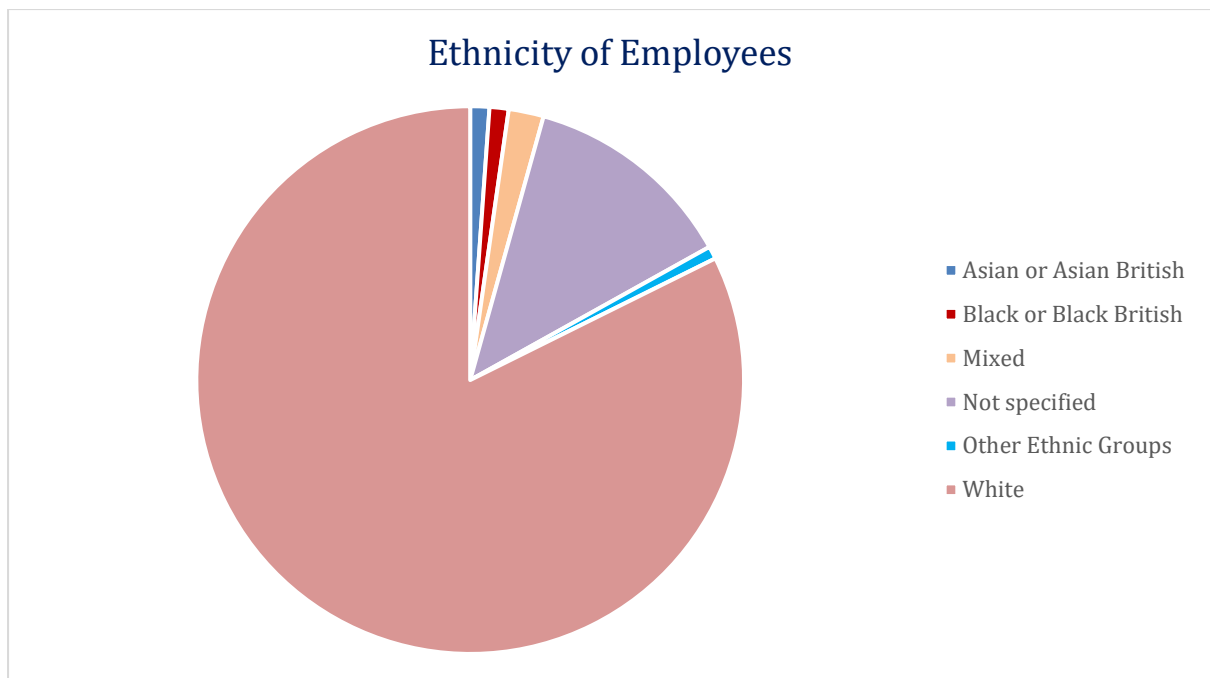
Age Range	No of Staff
21 or under	12
22 - 30	72
31 - 40	107
41 - 50	110
51 - 60	147
Over 60	84

Disability



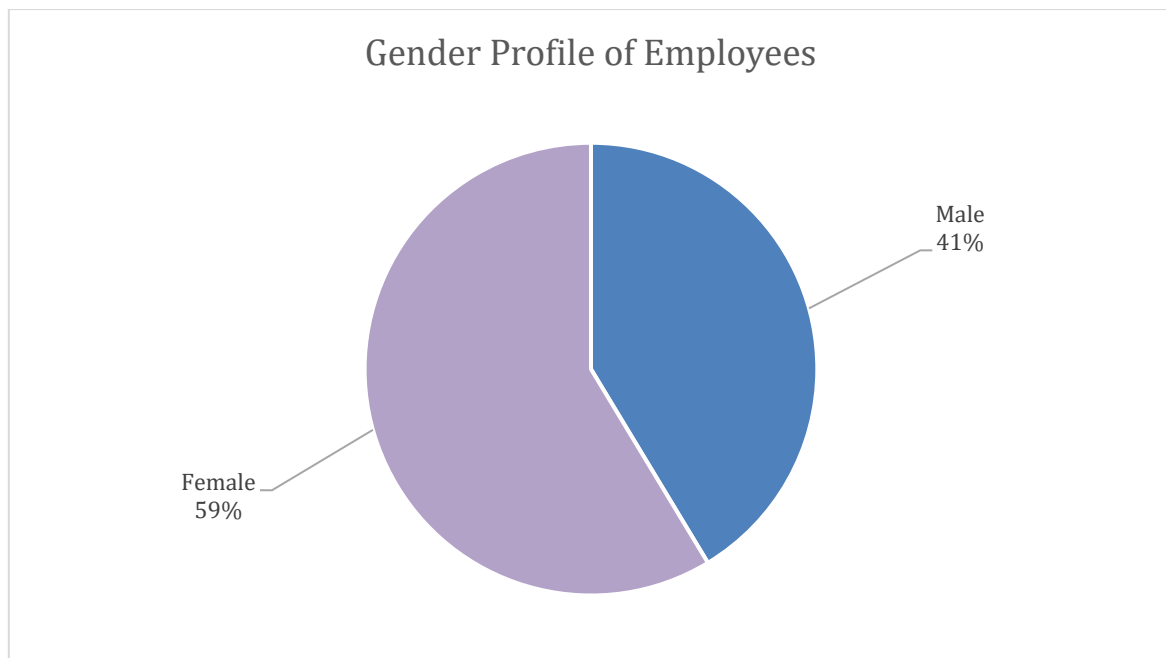
	No. of employees
Not declared disabled	499
Disabled	33

Ethnicity



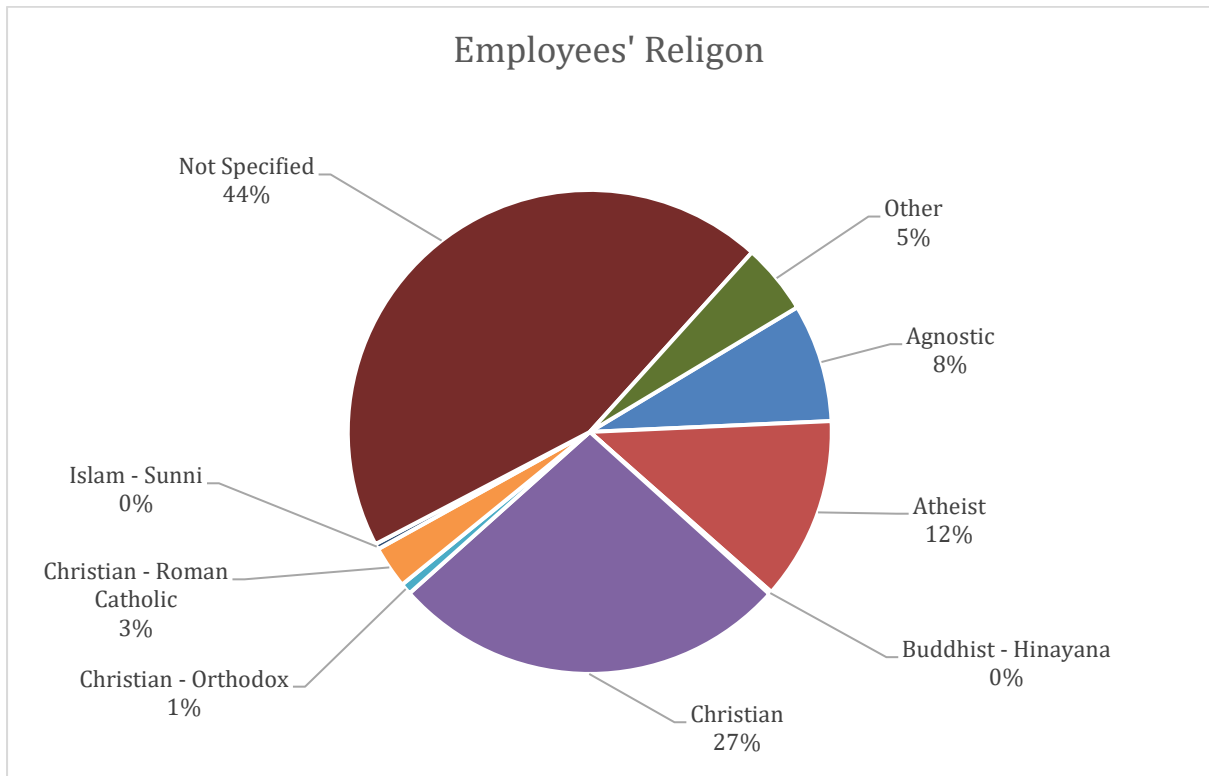
Age Range	No of Staff
Asian or Asian British	6
Black or Black British	6
Mixed	11
Not specified	67
Other Ethnic Groups	4
White	438

Gender



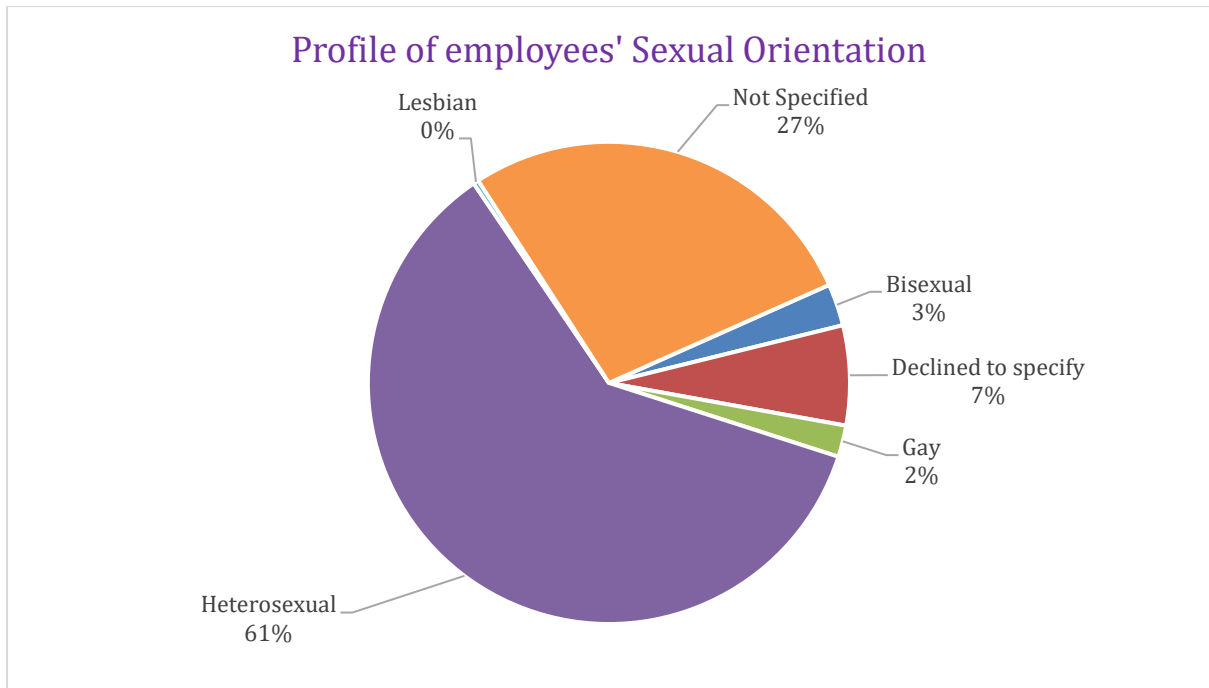
	Male	Female
No. of employees	220	312

Religion



Row Labels	Count of Religion
Agnostic	42
Atheist	65
Buddhist - Hinayana	1
Christian	142
Christian - Orthodox	4
Christian - Roman Catholic	15
Islam - Sunni	2
Not Specified	236
Other	25

Sexual Orientation



Row Labels	Count of Sexual Orientation
Bisexual	14
Declined to specify	34
Gay	12
Heterosexual	345
Lesbian	2
Not Specified	125