



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

April 2026

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 in that 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.

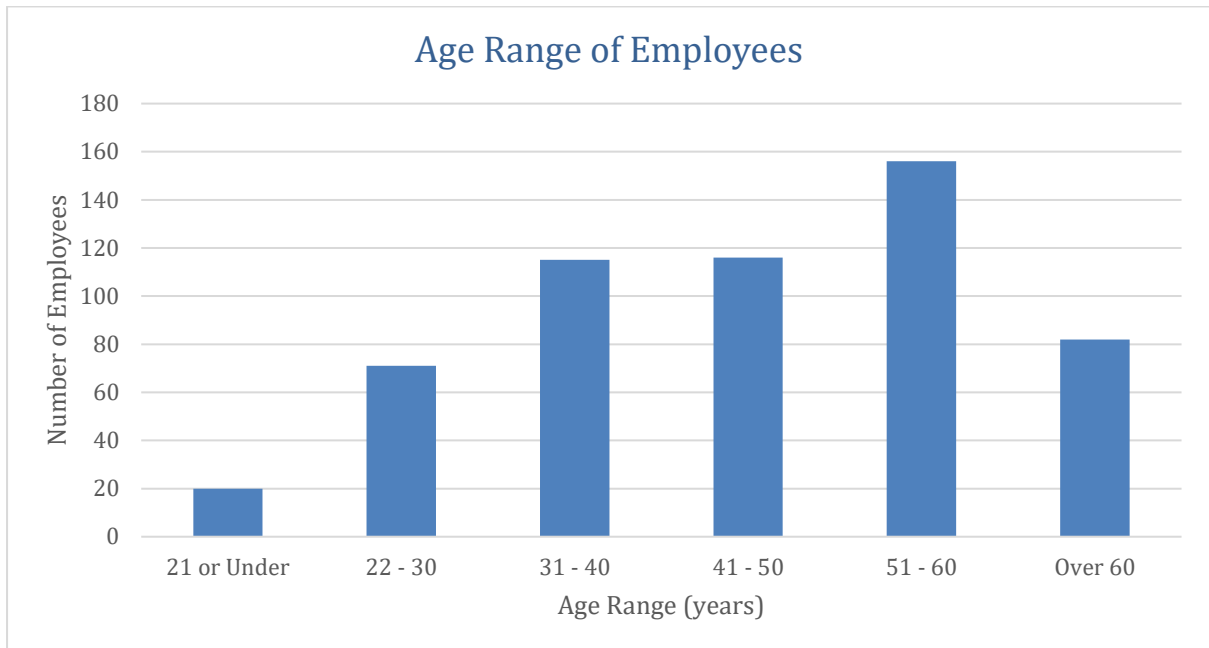
This report provides the protected characteristics data held as of 1 January 2026. The data included covers the demographics of age; ethnicity; disability; sexual orientation; religion and gender whilst providing the overall employee headcount as at this date.

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.

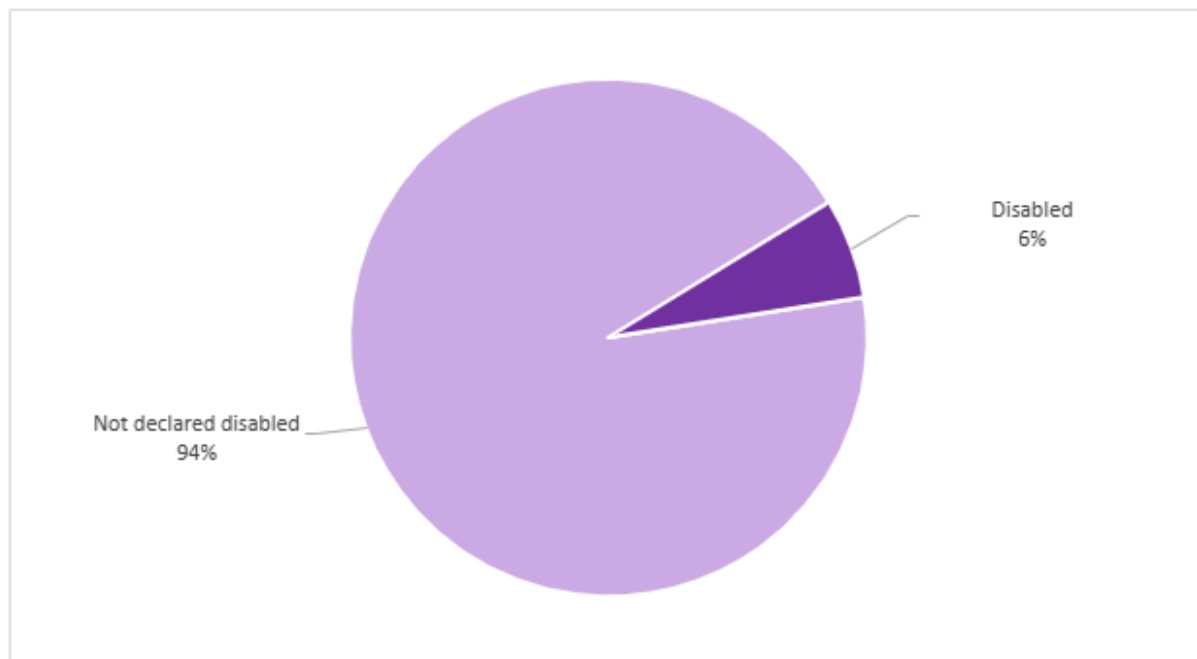
The percentage of the protected characteristics have been based upon the workforce that have provided this information. It has not been based on the total workforce as some have declined to answer.

Age



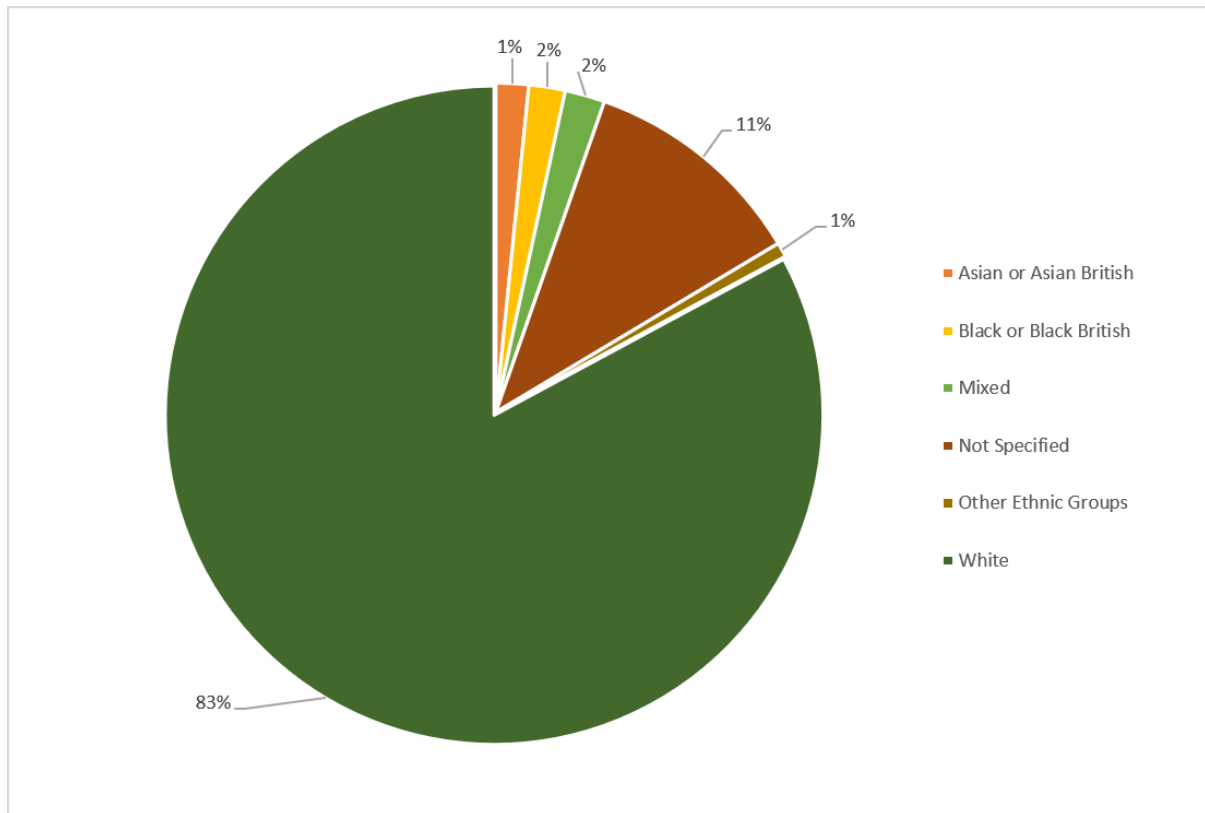
Age Range	No. Of Employees
21 or Under	20
22 - 30	71
31 - 40	115
41 - 50	116
51 - 60	156
Over 60	82

Disability



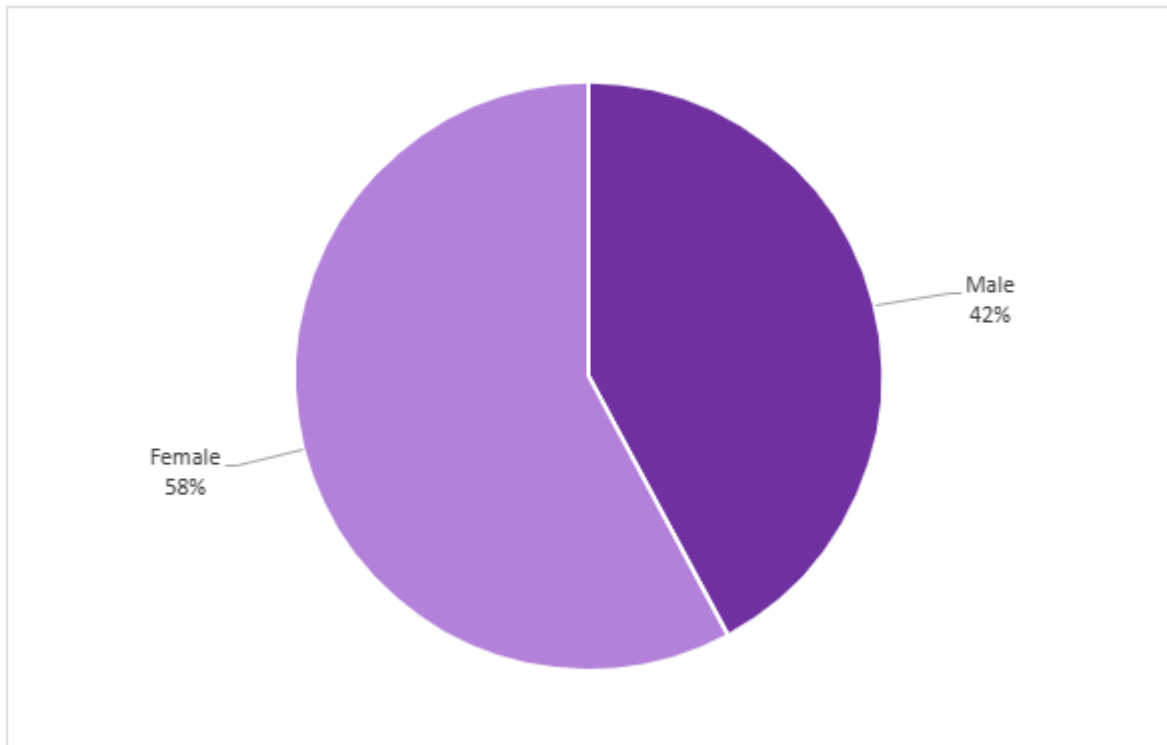
	No. Of Employees
Not declared disabled	525
Disabled	35

Ethnicity



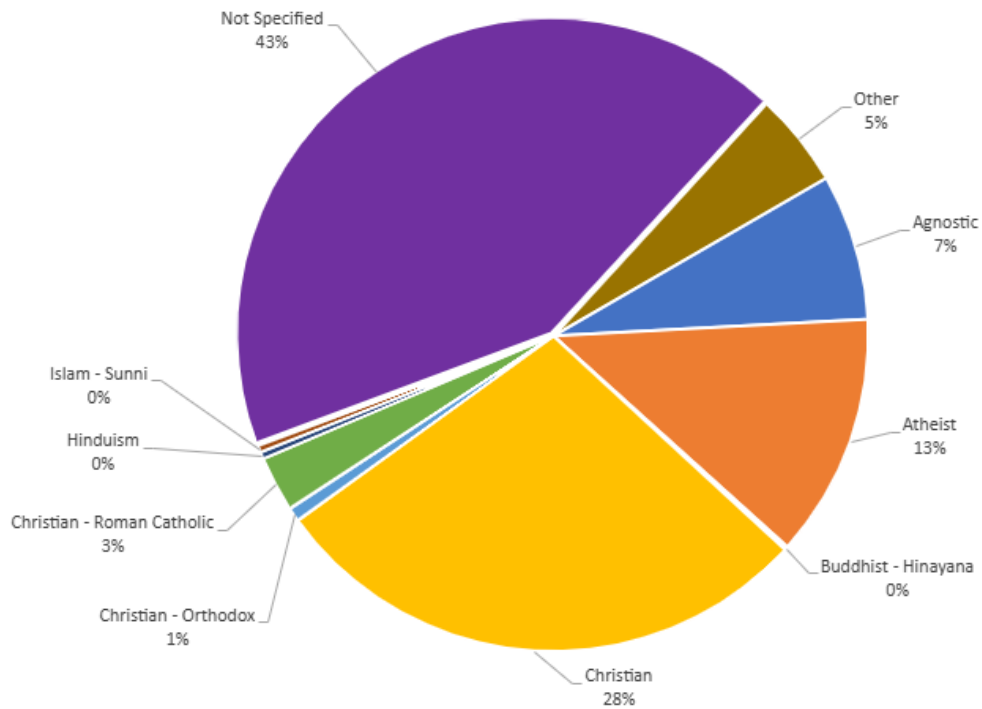
Ethnicity	No. Of Employees
Asian or Asian British	9
Black or Black British	10
Mixed	11
Not Specified	62
Other Ethnic Groups	4
White	464

Gender



	Male	Female
No. of employees	236	324

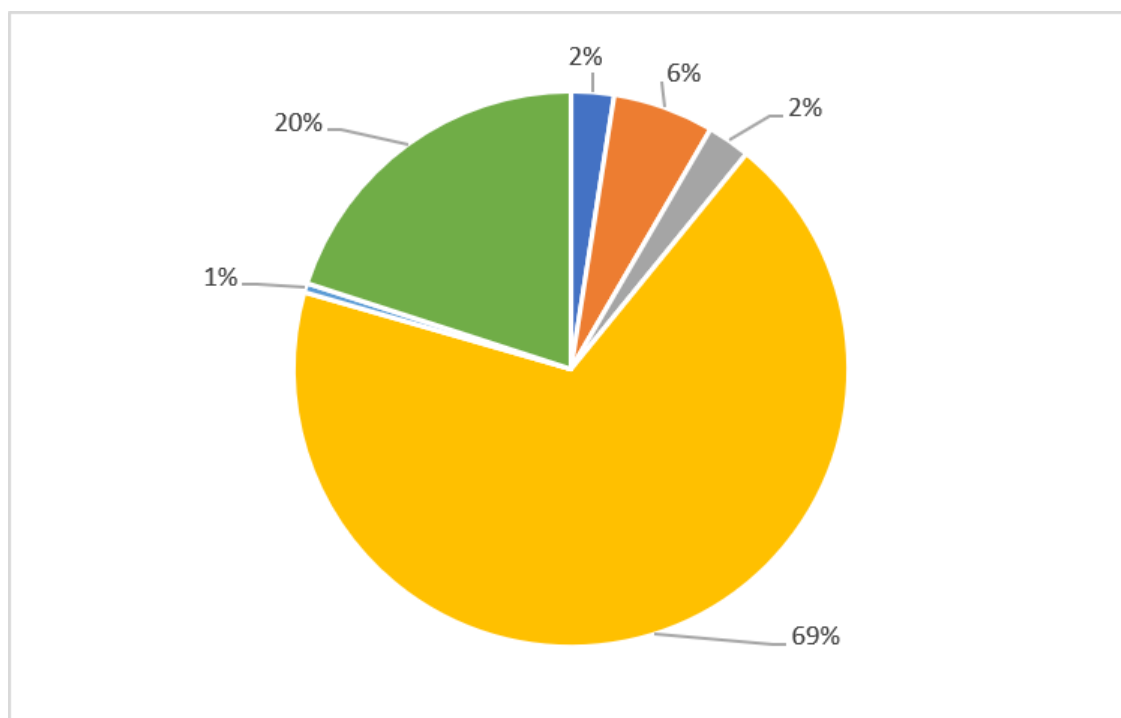
Religion



Religion	No. Of Employees
Agnostic	42
Atheist	70
Buddhist - Hinayana	1
Christian	158
Christian - Orthodox	4
Christian - Roman Catholic	16
Hinduism	2
Islam - Sunni	2
Not Specified	238
Other	27

Note: Islam, Hinduism and Buddhism appear as 0% in the pie chart because their proportions are each less than 0.5% and have been rounded down for visual display. However, the table shows the actual count of responses, which is 1 or 2 for each religion.

Sexual Orientation



Sexual Orientation	No. Of Employees
Bisexual	14
Declined to specify	33
Gay	14
Heterosexual	384
Lesbian	3
Not Specified	112