



## Harborough District Council Workforce Comparison Report 2025

### Employee Characteristics

Effective employee monitoring is important for measuring progress towards our equality goals and ensuring that our employees work in a truly inclusive environment. Monitoring also helps us to compare representation of our workforce with the community we support. As part of demonstrating our commitment to, and compliance with, our Public Sector Equality Duty we produce an annual workforce comparison report. This year we asked colleagues to complete a voluntary anonymous Equality Monitoring Questionnaire and used this, along with age related information held centrally, to form the basis of the report. We are grateful to the 71.4% of our employees who completed the questionnaire, as this helped to inform our equality actions moving forward. District population figures used for comparison throughout this document are from the 2021 Census. Graphical representation of the statistics can be found at the end of the report. Please note that where numbers are low characteristics have been combined to prevent possible identification of individuals.

**Age** – In 2021, 2% of the Harborough district population were aged 18-19 years (with approximately a third of these in full time education) and 4% were aged 20-24 years. This closely reflects the 5% of our employees who are aged under 24 years. 15% of our employees are aged 25-34 years which is higher than our population figure of 11%, 36% are aged 35-49 years compared to 19% of the local population, 41% aged 50-64 years, compared to 22% of our population, and 3% are aged 65 years or over. The 65+ district population in 2021 was 22%, which includes those who may have already retired so cannot be directly compared with our workforce.

**Gender Reassignment** – Of the options provided, which included ‘prefer not to say’, 95.7% of staff indicated that their gender is the same as that assigned at birth, this closely matches local data from 2021 of 95.2%.

**Health condition or illness** – 25% of our employees stated that they have a physical or mental health condition or illness which has lasted or is expected to last 12 months or more. Of these, 40% stated that the condition or illness does not reduce their ability to carry out day to day activities, 51% stated that it reduces their ability a little and 9% a lot. This means that 15% of our staff stated that they have a physical or mental health condition which reduces their impact to carry out day to day activities and this matches the 15% of the Harborough District Population who declared the same in the 2021 Census.

**Race** - Of staff who declared their ethnic group, 94% said that they are White and 6% described themselves as Asian, Black, Mixed or ‘Other’ ethnic group. This figure is lower than the 8% of Harborough District residents who described themselves as belonging to one of these ethnic groups, but higher than our employee percentages over the last 4 years.

**Religion or Belief** – 2021 Census figures showed that 50% of our district population are Christian which is higher than the 43% of our employees who declared this as their religion. 47% of our employees stated that they have no religion, which is greater than our population figure of 38%, and 5.7% stated that they are Buddhist, Hindu, Jewish, Muslim, Sikh or ‘other’

which is slightly lower than the 5.9% of our population who declared these as their religions. 4% of employee respondents selected that they did not wish to declare their religion.

**Sex** – 68% of employees stated that they are female, 29% male and 3% stated ‘other’ or ‘prefer not to say’. This compares to our district population figure of 50.5% female and 49.5% male. Our workforce data is comparable to other Local Authorities and public sector organisations and is similar to last year. The figure is impacted by the number of part time positions at the council. Office of National Statistics UK Labour Force data March to May 2025 showed that nationally, 36% of women in employment worked part time compared to 14% of men. 33% of positions at this council are part time roles and 88% of these are held by female employees. The female to male split is more even when looking at full time roles, with 57% of positions being held by female employees and 43% by male and when looking at management positions (Grade 10 and above) where there are 59% female and 41% male employees. 18% of positions at Grade 10 and above are part time roles.

**Sexual orientation** – 89% of employees described themselves as heterosexual/straight, 8% as lesbian, gay or bisexual and 3% preferred not to say. Census data showed that 92% of the Harborough District population indicated that they were heterosexual/straight, 2% indicated that they were lesbian, gay, bisexual, pansexual, asexual, Queer or ‘any other sexual orientation’ and 6% preferred not to say.

### Temporary Staff Equality Statistics 2025

In addition to permanent staff, we also asked our temporary workers if they would like to complete our Equality Monitoring Questionnaire. 21 temporary workers did and of those:

**Age** – 10% were aged 24 or under, 19% aged 25-34years, 19% aged 35-49 years, 33% aged 50-64 years and 19% aged 60 or over.

**Gender Reassignment** - 100% stated that their gender identity was as assigned at birth.

**Health condition or illness** – 86% declared that they do not have a health problem or disability which has lasted, or is expected to last at least 12 months, and 14% said they do.

**Race** – 57% were White and 43% Asian, Black or Mixed ethnic group.

**Religion or Belief** – 71% were Christian, 10% were Buddhist, Hindu, Jewish, Muslim, Sikh or ‘other’, 14% had no religion or belief and 5% preferred not to state.

**Sex** – 52% were female and 48% male.

**Sexual Orientation** – 100% declared that they were heterosexual/straight.

### Recruitment Equality Statistics 2024/25

During the period 1st April 2024 to 31st March 2025, 801 people applied for jobs with Harborough District Council, 367 people were interviewed and 74 offered posts. Of those who completed equality information at the time of recruitment:

**Age** – 13% of new starters were aged under 24years, 8% were aged 25-29years, 28% aged 30-44years, 45% aged 45-59years and 7% aged 60 or over.

**Gender Reassignment** - 96% stated that the gender they identify with is the same as that assigned at birth.

**Health condition or illness** – 91% of new starters declared that they did not have a health condition or illness which has lasted, or is expected to last, at least 12 months, 8% said that they do and 3% preferred not to say.

**Race** – 83% were White, 17% Asian, Black, Mixed or ‘Other’ ethnic group.

**Religion or Belief** – 36% of new starters were Christian, 55% had no religion, 4% were Buddhist, Hindu, Jewish, Muslim, Sikh or ‘other’ and 4% did not wish to declare.

**Sex** – 70% stated that they are female and 30% male.

**Sexual Orientation** – 84% declared that they were heterosexual/straight, 8% described their sexual orientation as lesbian, gay, bisexual, or ‘other’ and 7% preferred not to say.

## Outcome of actions from Workforce Comparison Report 2024

**Objective 1:** Assess effectiveness of the data we hold and consider if it would be beneficial to strengthen reporting by reintroducing an anonymous staff equality monitoring survey

**Measure of success:** Percentage of staff who have completed 5 or more of the sensitive information questions on their personnel record increased from 48% to 55%

**Outcome: Achieved.** Due to low self-reporting levels, it was decided to return to an annual staff questionnaire, this resulted in a vastly increased response rate of just over 70%.

**Objective 2:** Use data from this report to inform and develop the Workforce Strategy 2024

**Measure of success:** Workforce Strategy is responsive to this report and objectives aligned

**Outcome: Ongoing.** The Strategy is still in the process of being written and the latest available data will be used.

## Conclusions

With over 70% of staff completing this year's anonymous equality monitoring questionnaire we have been able to produce a realistic picture of the inclusivity of our workforce. Overall, the results are pleasing. When compared to 2024 statistics we have seen an increase in younger employees and a slight increase in employees aged 65 or over, this is positive and more reflective of our community. We have also seen an increase in employees from ethnic groups other than White. Whilst our permanent staff figures are still not as high as demographic statistics, we can see that percentages are more reflective in our temporary workers and new starters so we are hopeful that this will be reflected in our permanent staff over coming years and will be monitoring this closely. We are also pleased to note the number of our staff who were happy to declare that they have a physical or mental health condition which has lasted or is expected to last 12 months or more. We work hard to ensure that all of our staff feel supported at work and have introduced policies to assist everyone to achieve their full potential. This includes making adaptations where necessary to help people remain within the workforce and also raising awareness of barriers some people within the workplace face, for example colleagues with neurodiversity, to ensure that they are better supported by managers and colleagues at work. Our approach was noted during our recent Peer Review and feedback from staff has been very positive.

## Recommendations for further actions from Workforce Comparison Report 2025

**Objective 1:** Monitor recruitment statistics in relation to ethnic group on a quarterly basis

**Led by:** J. Clarke (Equality and Diversity Officer)

**By when:** March 2026

**Measure of success:** Statistics of applicants to those appointed are proportionate

**Support required:** Data to be provided by the Human Resources Team

**Objective 2:** Use information from the Staff Wellbeing survey to assess any potential gaps in meeting the needs of employees with particular characteristics

**Led by:** R. Jenner (Human Resources Manager)

**By when:** June 2026

**Measure of success:** Analysis of data identified any gaps

**Support required:** Data from the survey to be shared and analysed by Equality Officer

These objectives will form part of our Equality Plan 2025/28. Progress will be monitored on a yearly basis and published as part of subsequent years' workforce comparison reports.

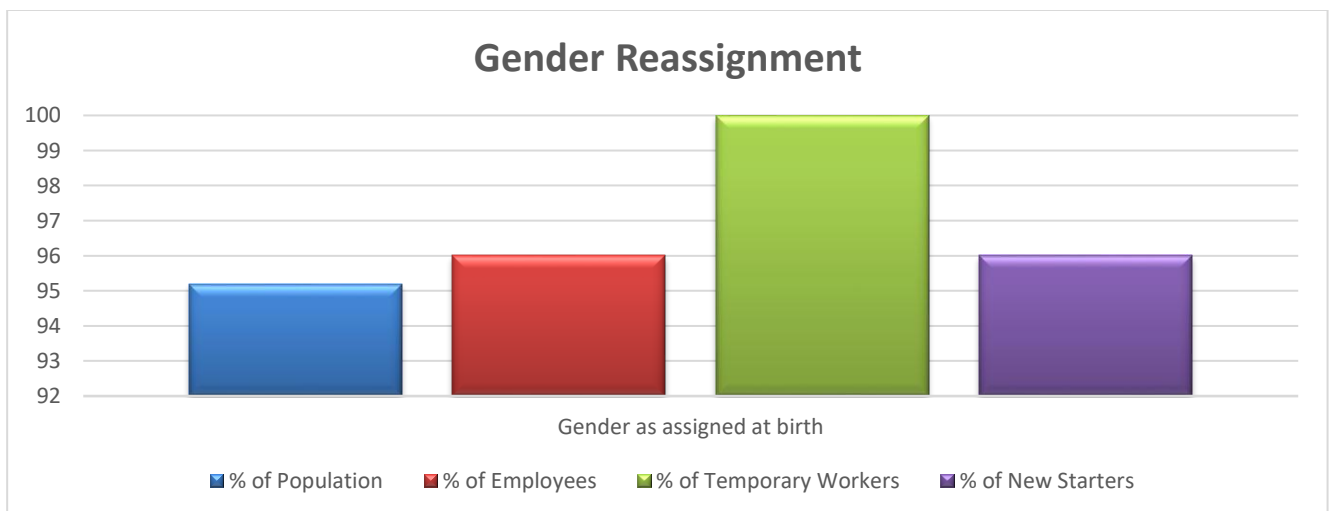
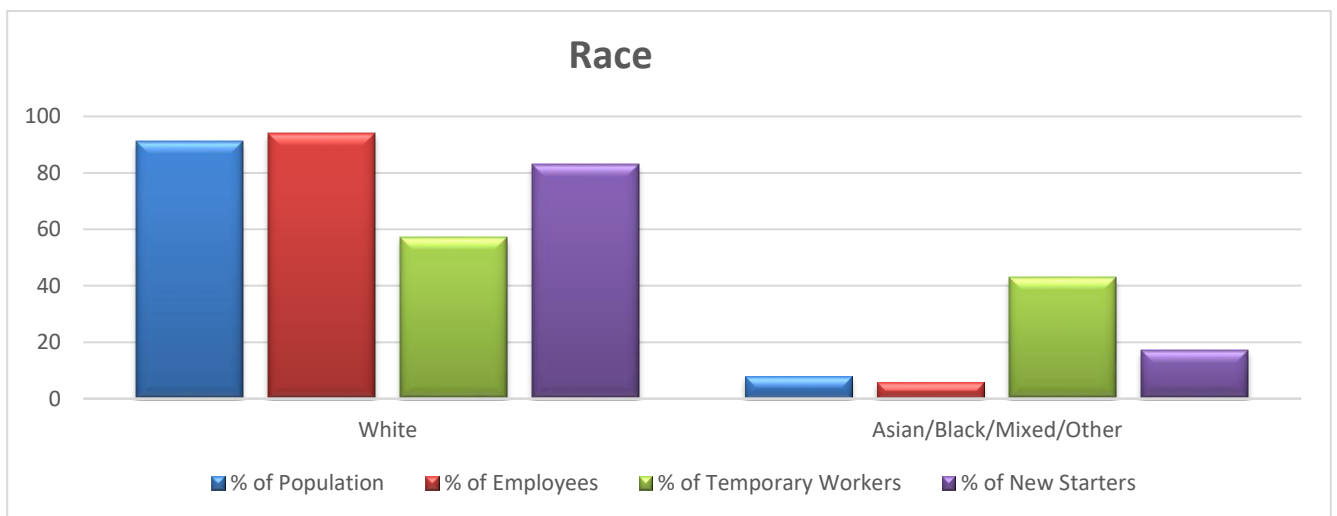
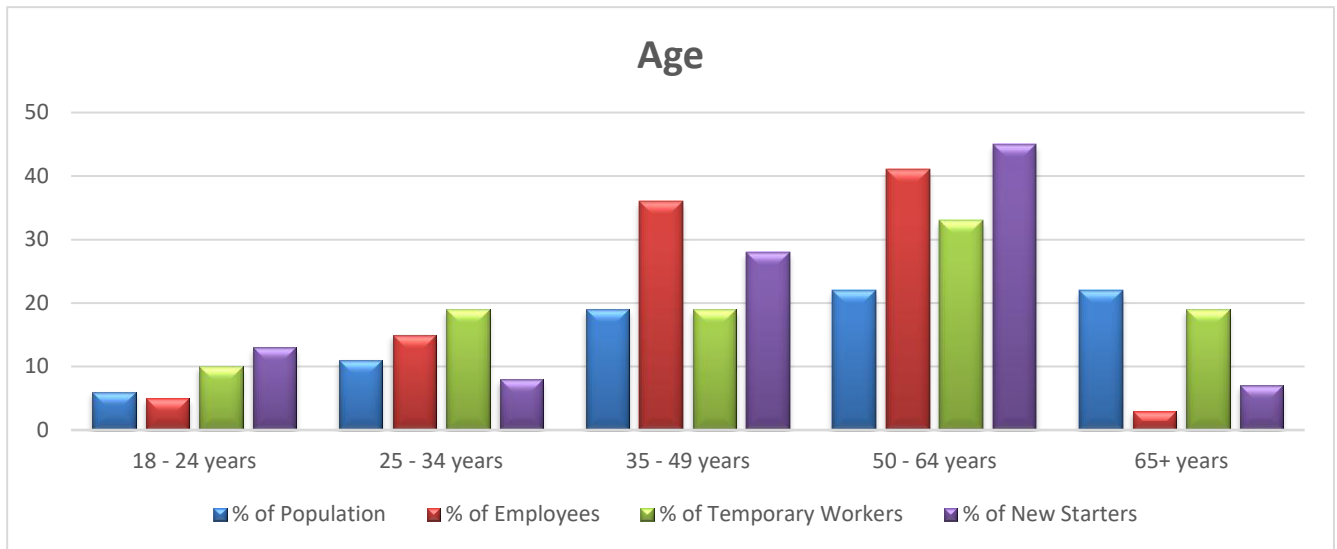
**Report Author:** Julie Clarke, Equality and Diversity Officer, Harborough District Council

**Date:** 28.08.2025 (version 1)

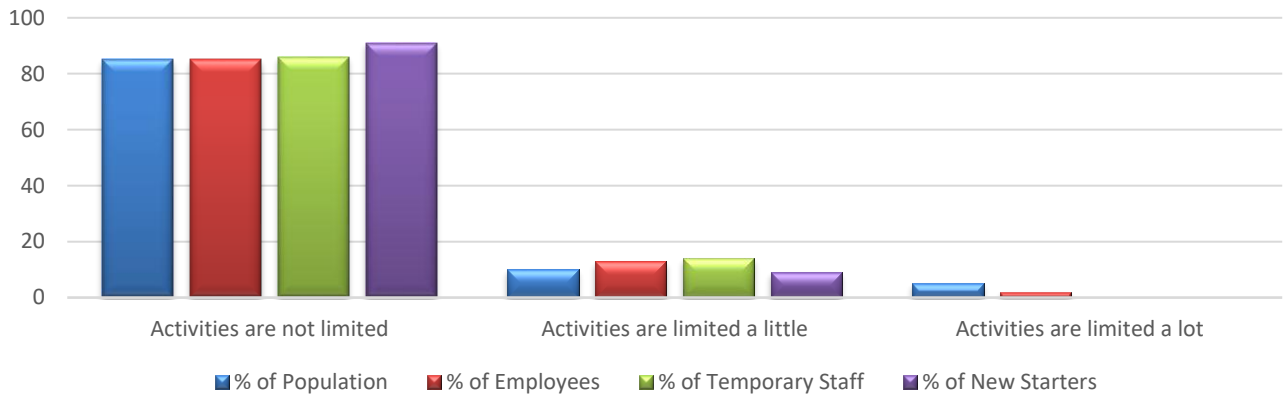
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## Graphical Data

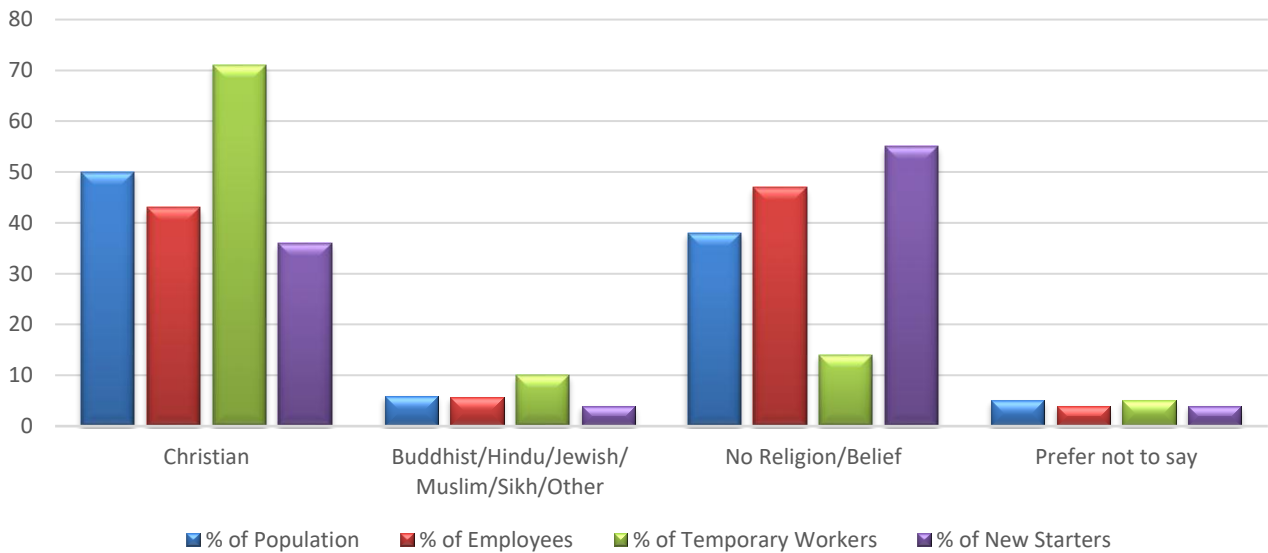
Graphical imagery of the comparisons between Harborough District population figures, Harborough District Council Employees, Temporary Workers and New Starters can be seen broken down by characteristic below:



### Activities limited because of a health problem or illness which has lasted or expected to last at least 12 months



### Religion/Belief



### Sex



