

# Information about the CBC Workforce 2023/24

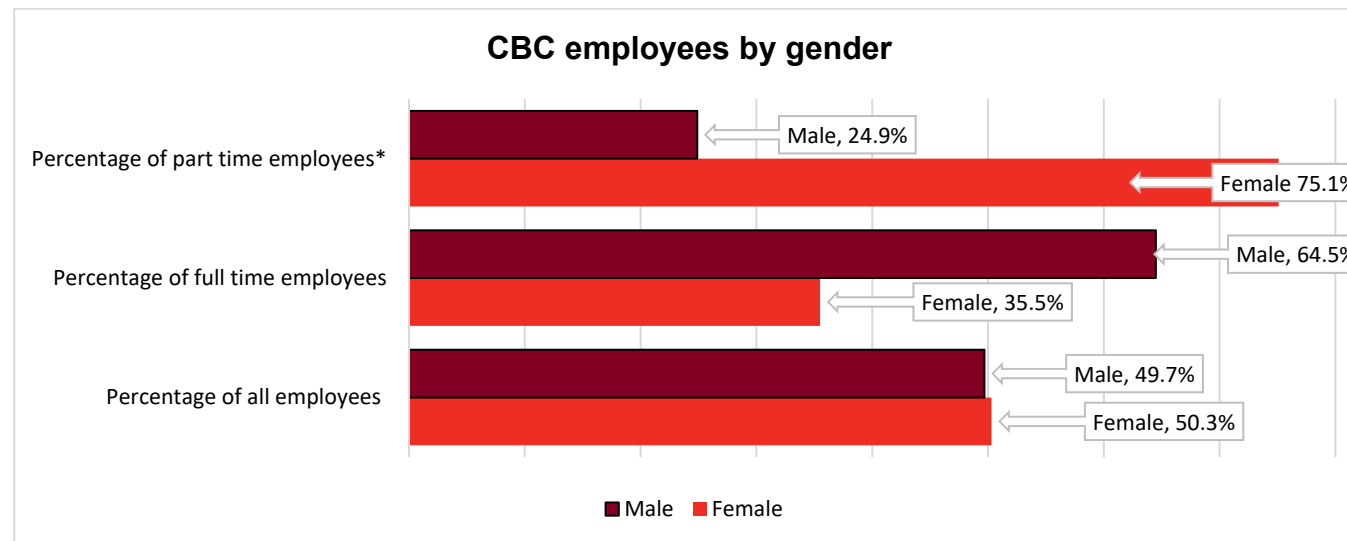
Equalities breakdown of Chesterfield Borough Council employees as at December 2023  
(Based on 1095 employees – substantive posts only)

## Gender

**Table 1: CBC employees by gender**

	Percentage of all employees	Percentage of full time employees	Percentage of part time employees*
<b>Female</b>	50.3%	35.5%	75.1%
<b>Male</b>	49.7%	64.5%	24.9%
<b>Total</b>	100.0%	100.0%	100.0%

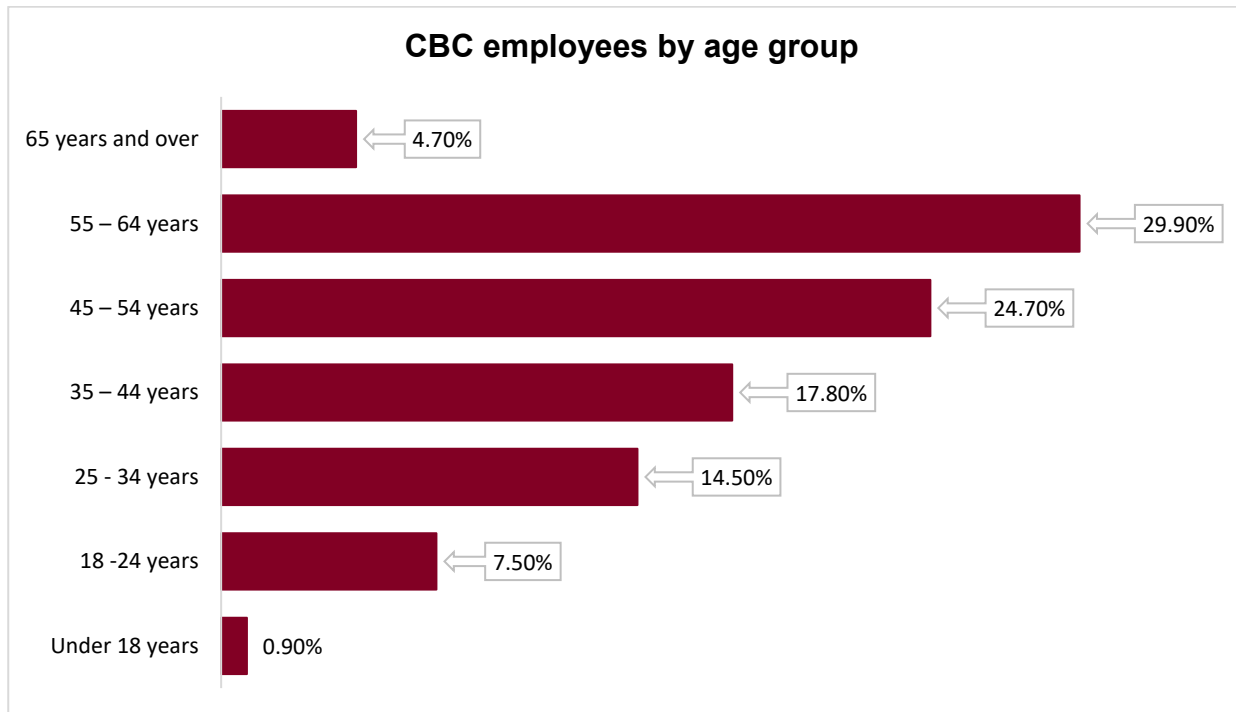
\*part time employees = those who work less than 37 hours per week



## Age

**Table 2: CBC employees by age group**

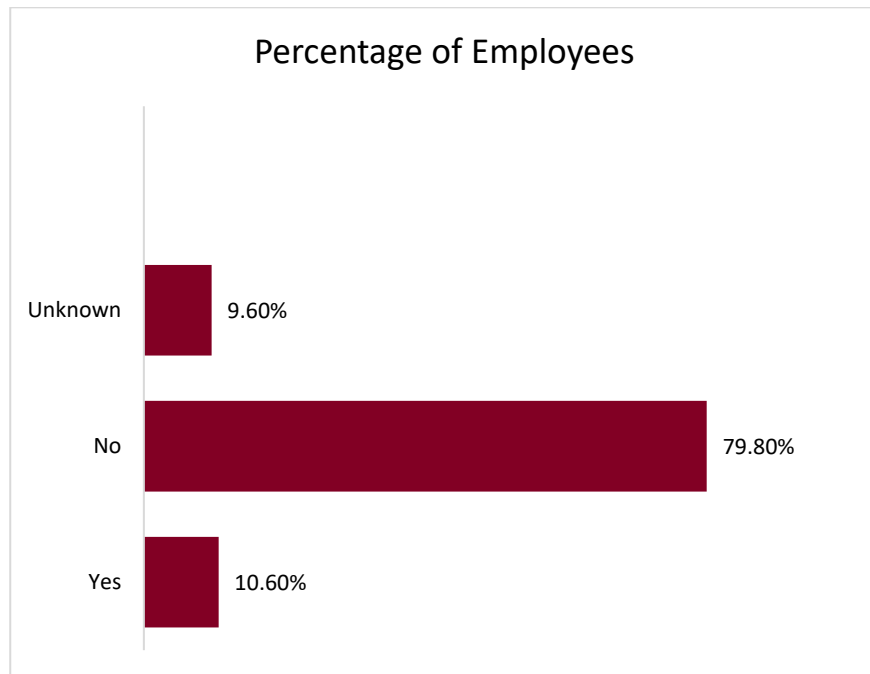
Age Group	Percentage of Employees
Under 18 years	0.9%
18 -24 years	7.5%
25 - 34 years	14.5%
35 – 44 years	17.8%
45 – 54 years	24.7%
55 – 64 years	29.9%
65 years and over	4.7%



## Disability

**Table 3: Do you consider yourself to have a disability?**

	Percentage of Employees
<b>Yes</b>	10.6%
<b>No</b>	79.8%
<b>Unknown</b>	9.6%

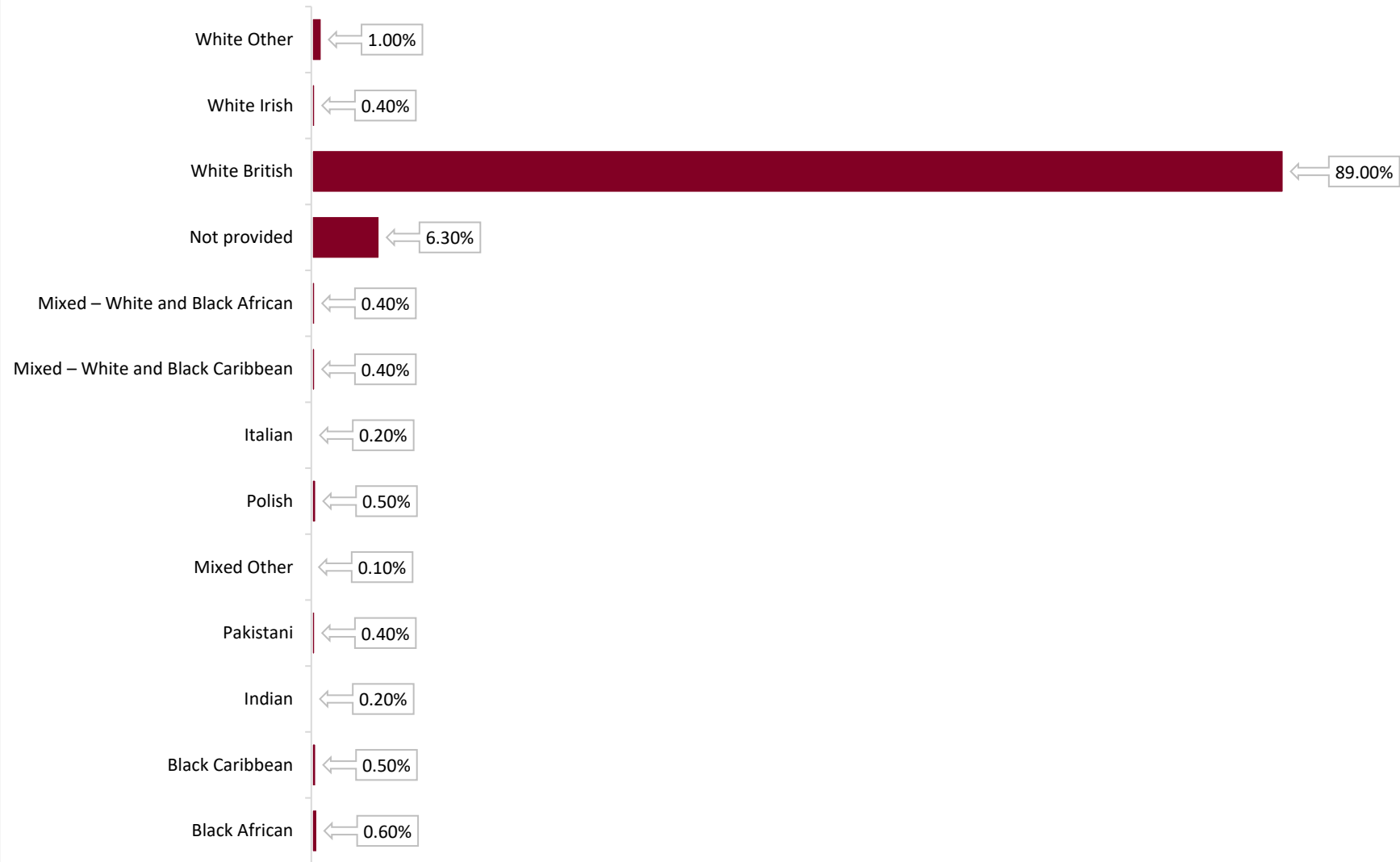


## Ethnicity

Table 4: CBC employees by ethnicity

<b>Ethnicity</b>	<b>Percentage of Employees</b>
<b>Black African</b>	0.6%
<b>Black Caribbean</b>	0.5%
<b>Indian</b>	0.2%
<b>Pakistani</b>	0.4%
<b>Mixed Other</b>	0.1%
<b>Polish</b>	0.5%
<b>Italian</b>	0.2%
<b>Mixed – White and Black Caribbean</b>	0.4%
<b>Mixed – White and Black African</b>	0.4%
<b>Not provided</b>	6.3%
<b>White British</b>	89.0%
<b>White Irish</b>	0.4%
<b>White Other</b>	1.0%

## CBC employees by ethnicity

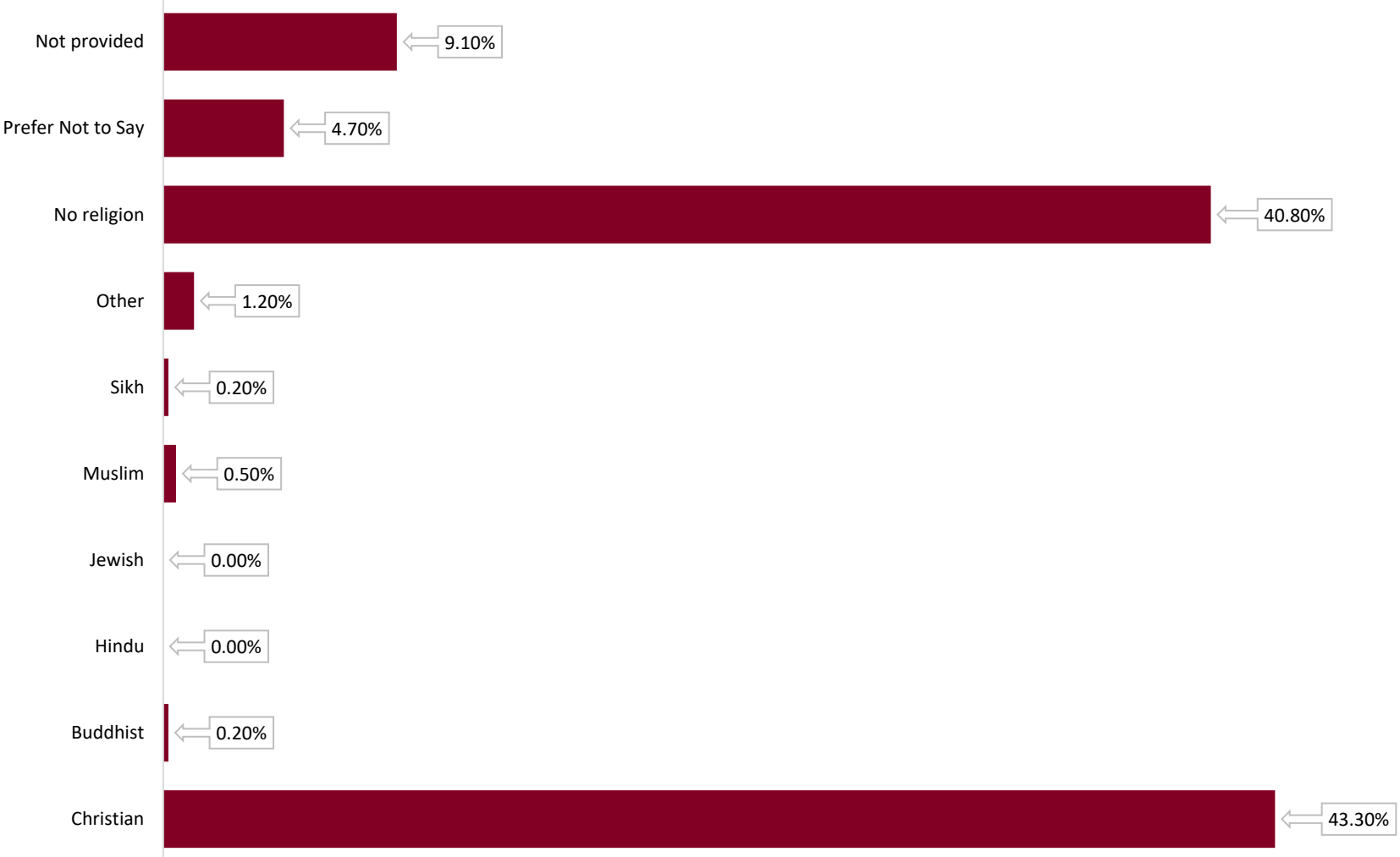


## Religion

Table 5: CBC employees by religion

Religion	Percentage of Employees
Christian	43.3%
Buddhist	0.2%
Hindu	0.0%
Jewish	0.0%
Muslim	0.5%
Sikh	0.2%
Other	1.2%
No religion	40.8%
Prefer Not to Say	4.7%
Not provided	9.1%

### CBC employees by religion



## **Sexual Orientation**

### **Indication of the likely sexual orientation distribution of CBC's workforce**

CBC is beginning to collect information about the sexual orientation of the workforce, however, we understand that not everybody wishes to disclose this information to their employer. According to Stonewall, the Department of Trade and Industry uses a 'reasonable' estimate of 5-7% of the population are lesbian, gay or bisexual. This would mean that around 6216 people in the Borough are lesbian, gay or bisexual. (Chesterfield has an estimated population of 103,600 [Census 2021])

## **Gender Pay Gap**

The latest gender pay gap reporting information about Chesterfield Borough Council can be viewed on the Council's website at <https://www.chesterfield.gov.uk/living-here/people-and-families/equality-and-diversity/gender-pay-gap.aspx>



## Pay Scale Distribution by Age

The following table shows the percentage of people at each pay scale by age group. This does not include employees on Craft book terms.

**Table 6: CBC employees' pay scale by age group**

<b>Pay Scale</b>	<b>Percentage of total workforce at this scale</b>	<b>% at this scale under 18 years</b>	<b>% at this scale 18-24 years</b>	<b>% at this scale 25-34 years</b>	<b>% at this scale 35-44 years</b>	<b>% at this scale 45-54 years</b>	<b>% at this scale 55-64 years</b>	<b>% at this scale 65 years and over</b>
<b>Scale 1 (starts at £20,258)</b>	5.9%	0.0%	5.9%	7.8%	7.8%	21.6%	43.1%	13.7%
<b>Scale 2 (starts at £20,441)</b>	1.4%	0.0%	8.3%	41.7%	16.7%	8.3%	25.0%	0.0%
<b>Scale 3 (starts at £20,812)</b>	14.0%	4.1%	28.9%	9.1%	11.6%	14.0%	20.7%	11.6%
<b>Scale 4 (starts at £21,575)</b>	11.8%	1.0%	14.7%	18.6%	10.8%	17.6%	31.4%	5.9%
<b>Scale 5 (starts at £22,369)</b>	14.6%	0.8%	4.8%	17.5%	18.3%	20.6%	34.1%	4.0%
<b>Scale 6 (starts at £24,948)</b>	11.2%	0.0%	4.1%	14.4%	16.5%	22.7%	40.2%	2.1%
<b>Scale 7 (starts at £27,852)</b>	14.7%	0.0%	2.4%	11.0%	19.7%	35.4%	29.9%	1.6%
<b>Scale 8 (starts at £31,099)</b>	9.1%	0.0%	1.3%	15.2%	11.4%	34.2%	36.7%	1.3%
<b>Scale 9 (starts at £34,723)</b>	5.3%	0.0%	0.0%	4.3%	23.9%	23.9%	45.7%	2.2%
<b>Scale 10 (starts at £37,261)</b>	3.5%	0.0%	0.0%	6.7%	10.0%	40.0%	40.0%	2.5%
<b>Scale 11 (starts at £41,496)</b>	3.4%	0.0%	0.0%	6.9%	31.0%	48.3%	13.8%	0.0%
<b>Scale 12 (starts at £45,495)</b>	2.3%	0.0%	0.0%	15.0%	15.0%	45.0%	25.0%	0.0%
<b>Scale 13 and above (starts at £49,590)</b>	2.8%	0.0%	0.0%	0.0%	12.5%	50.0%	33.3%	4.2%

## Pay Scale Distribution by Disability

The following table shows the percentage of people at each pay scale by disability. This does not include employees on Craft book terms.

**Table 7: CBC employees' pay scale by disability (if disclosed)**

<b>Pay Scale</b>	<b>Percentage of total workforce at this scale</b>	<b>Percentage at this scale that have a disability</b>
<b>Scale 1 (starts at £20,258)</b>	5.9%	11.8%
<b>Scale 2 (starts at £20,441)</b>	1.4%	27.3%
<b>Scale 3 (starts at £20,812)</b>	14.0%	10.7%
<b>Scale 4 (starts at £21,575)</b>	11.8%	13.7%
<b>Scale 5 (starts at £22,369)</b>	14.6%	12.7%
<b>Scale 6 (starts at £24,948)</b>	11.2%	9.3%
<b>Scale 7 (starts at £27,852)</b>	14.7%	12.6%
<b>Scale 8 (starts at £31,099)</b>	9.1%	5.1%
<b>Scale 9 (starts at £34,723)</b>	5.3%	10.9%
<b>Scale 10 (starts at £37,261)</b>	3.5%	6.7%
<b>Scale 11 (starts at £41,496)</b>	3.4%	17.2%
<b>Scale 12 (starts at £45,495)</b>	2.3%	20.0%
<b>Scale 13 and above (starts at £49,590)</b>	2.8%	4.2%