



London Borough of Hillingdon

Workforce Equality Data 2022 – 23

The following information is provided as part of the Council's duties under the Equality Act 2010; specifically for the requirement to publish information in relation to employment.

As at 31 March 2023 the Council's staffing headcount was 2524.

The data presented excludes the borough's school workforce.

The Hillingdon population data is taken from the [Census 2021](#).

1. Sex

Data is available for 100% of staff and the percentages are shown as a proportion of the total headcount compared to the proportion of the local Hillingdon population.

	2018/19	2019/20	2020/21	2021/22	2022/23	Hillingdon
Female	65	64.2	63.8	63.6	63.8	50.6
Male	35	35.8	36.2	36.4	36.2	49.4

2. Disability

77 people have shared a disability out of 2524 staff which equates to 3.05% of the total staff population. The table shows the percentages compared to the local Hillingdon working age population who have a disability or long term condition.

	2018/19	2019/20	2020/21	2021/22	2022/23	Hillingdon
Disability	2.1	2.3	2.2	2.8	3.05	16.3

3. Ethnicity

The percentages shown are as a proportion of the total headcount (2524), not as a proportion of those who have declared their ethnicity (2175). The table shows the percentages compared to the working age populations of Hillingdon and London. A breakdown of the different ethnic groups was not available for 2021-22.

	2018/19	2019-20	2020-21	2021-22	2022-23	Hillingdon
Asian/Asian British	13.5	15	14.6	14.7	14.98	33.3
Indian	9.2	10.2	9.8		9.75	18.7
Pakistani	1.4	1.8	1.7		2.02	4.7
Bangladeshi	0.6	0.7	0.8		0.79	1.3
Chinese	0.3	0.3	0.3		0.32	1
Other Asian	2	2	2		2.1	7.6
Black/Black British	9.1	10.2	10.5	10.17	10.6	7.9
African	4.3	4.6	4.7		4.94	5.2
Caribbean	3.8	4.3	4.6		4.71	1.9
Other Black	1	1.3	1.2		0.95	0.8
Mixed/Multiple	1.9	2.1	2.5	2.66	2.93	4.3
White/Black Caribbean	0.4	0.4	0.6		0.75	1
White/Black African	0.3	0.4	0.5		0.4	0.6
White/Asian	0.4	0.5	0.6		0.83	1.4
Other Mixed	0.8	0.8	0.8		0.95	1.3
Other	1.7	1.5	1.1	1.5	1.51	6.3
Arab					0.32	1.5
Any other	1.7	1.5	1.1	1.5	1.19	4.8
Total Asian/Black/Mixed/Other	26.2	28.8	28.7	29.03	30.02	51.8
White	58.3	58.1	57.5	56.57	56.14	47.8
British	53.1	53.1	52.7		50.75	37.1
Irish	1.3	1.3	1.5		1.35	1.8
Other	3.9	3.7	3.3		4.04	8.9
Total White	58.3	58.1	57.5	56.57	56.14	47.8
Not captured/PNTS	15.5	13.1	13.4	14.37	13.84	

4. Age

Data is available for 100% of staff and the percentages are shown as a proportion of the total headcount. The table shows the percentages compared to the total Hillingdon borough population.

Age Band	2018/19	2019/20	2020/21	2021/22	2022/23	Hillingdon
16-18	0.3	0.3	0.2	0.2	0.36	3.6
19-21	1.8	1.8	1.6	0.8	0.95	3.6
22-24	2.9	3.6	3.2	3.3	2.73	3.9
Under 25	5	5.7	5.0	4.3	4.04	11.1
25-34	17.7	17.9	17.1	17.7	18.03	14.5
35-44	23.2	22.9	23.2	23.5	23.26	15.8
45-54	26.8	26.2	25.2	24.7	24.09	13.1
55-64	23.7	23.1	24.4	24.8	25.75	10.8
65+	3.6	4.3	5.1	5	4.83	13.5

5. Religion or Belief

The percentages shown are as a proportion of the total headcount (2524), not as a proportion of those who have declared their religion or belief (1281). The table shows the percentages compared to the Hillingdon borough population.

	2019/20	2020/21	2021/22	2022-23	Hillingdon
Buddhist	0.3	0.3	0.3	0.4	0.9
Christian	19.2	20.0	21.8	23.45	39
Hindu	2.1	2.2	2.4	2.61	10.8
Humanist	0.07	0.08	0.3	0.32	0
Jewish	0.04	0.08	0.08	0.20	0.5
Muslim	2.9	2.9	3.1	3.76	14.4
No religion	10.6	10.6	9.2	8.72	19.4
Other	1.2	2.3	3.3	4.60	0.8
Prefer not to say	2.0	2.6	3.8	4.32	5.6
Sikh	2.2	2.1	2.5	2.38	8.6
Not Known	59.4	56.9	53.3	49.25	0

6. Sexual Orientation

The percentages shown are as a proportion of the total headcount (2524), not as a proportion of those who have declared their sexual orientation (1278). The table shows the percentages compared to the Hillingdon borough population aged 16 or over who have declared their sexual orientation.

	2019/20	2020/21	2021/22	2022-23	Hillingdon
Gay man	0.5	0.5	0.4	0.4	0.9
Gay woman	0.3	0.4	0.3	0.24	
Bisexual	0.5	0.5	0.6	0.67	1
Heterosexual	37.7	40.1	43.2	46.91	88.9
Other	0.2	0.2	0.08	0.16	0.3
Prefer not to say	1.5	1.7	2.1	2.22	8.9
Not Known	59.3	56.6	53.4	49.37	0