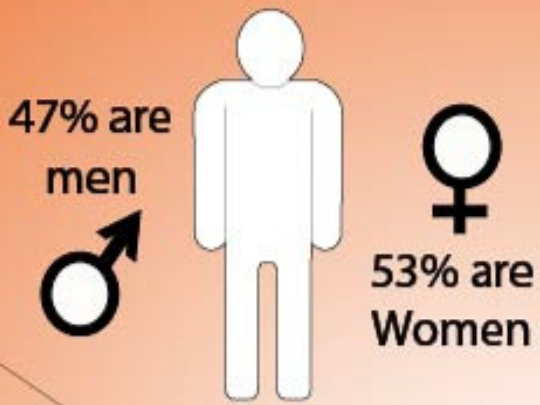
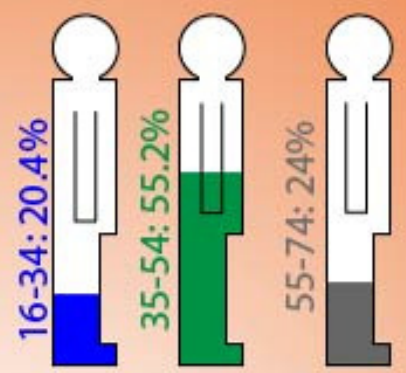


Equality and Diversity: A snapshot of North Kesteven District Council's Employees

Gender



Age



Within an average age of 44.7 years old

Race

Of the employees who answered the question 97% indicated that they were white or white british.

The remaining 3% have had their data suppressed to avoid identification.



Whilst 2% indicated that they have a disability.

Disability

98% of employees who answered indicated that they are not disabled.



Religion

There are a variety of different religions, and everyone is free to practice whichever religion they ascribe to within NKDC but no data is collected on this.

NKDC only collects gender identity information on the gender that the respondent identifies with at the point of completing the survey.



Given the sensitive nature of this subject, even if collected, we would decline to provide this information to protect the identity of anyone who no longer identifies with the gender that they were born with.

Gender Identity



Gender Pay Gap

Men:	Women:
Average Salary: £24,817.97	Average Salary: £22,766.15
Average Grade: 7	Average Grade: 7
Average Scale point: 24	Average Scale point: 24

Sexual Orientation

Only a minority of employees provided information on sexual orientation, which has meant this data is not statistically representative of NKDC staff.

However NKDC supports and protects all members of staff irrespective of sexual orientation

