

Gravesham Borough Council workforce: Profile 31.1.2018

Employees	488	
Gender	47% of staff are females, and 53% are males.	
Age	16-19	3%
	20-24	7%
	25-29	3%
	30-34	7%
	35-39	8%
	40-44	9%
	45-49	14%
	50-54	19%
	55-59	16%
	60-64	10%
	65+	4%
Ethnicity	White British, Irish, other	41%
	Multi ethnic	1%
	Asian or Asian British	2%
	Black or Black British	1%
	Not Stated	54%
	Other	1%
Disability	487 staff have not stated whether they have a disability or not	
Religion/Belief	Christian	8.5%
	Other	1.5%
	None	2.0%
	Not stated	88.0%
Sexual Orientation	Heterosexual	45%
	Other	2%
	Not stated	52%

Declaration levels on the HR Selfserve4you system relating to the other protected characteristics remains low and in some areas is not sufficient to enable any meaningful analysis. However, these figures are gradually increasing as staff use this new self-service system more and further proactive measures will be undertaken.