

Information about the CBC Workforce 2025/26

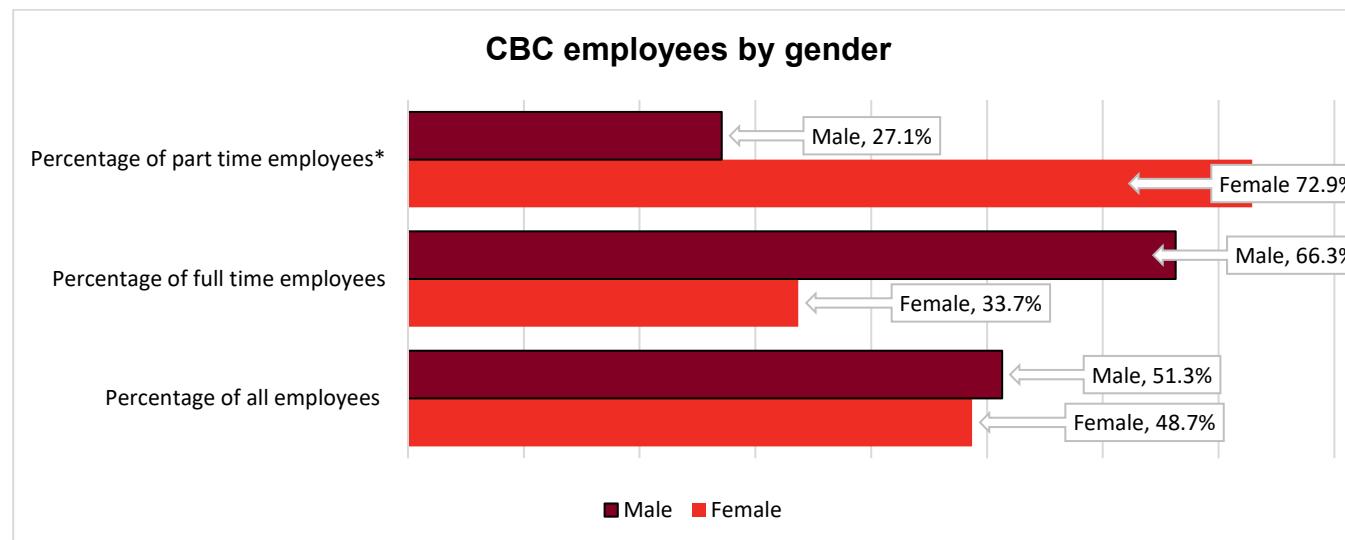
Equalities breakdown of Chesterfield Borough Council employees as at December 2025
(Based on 1061 employees – substantive posts only)

Gender

Table 1: CBC employees by gender

	Percentage of all employees	Percentage of full time employees	Percentage of part time employees*
Female	48.7%	33.7%	72.9%
Male	51.3%	66.3%	27.1%
Total	100.0%	100.0%	100.0%

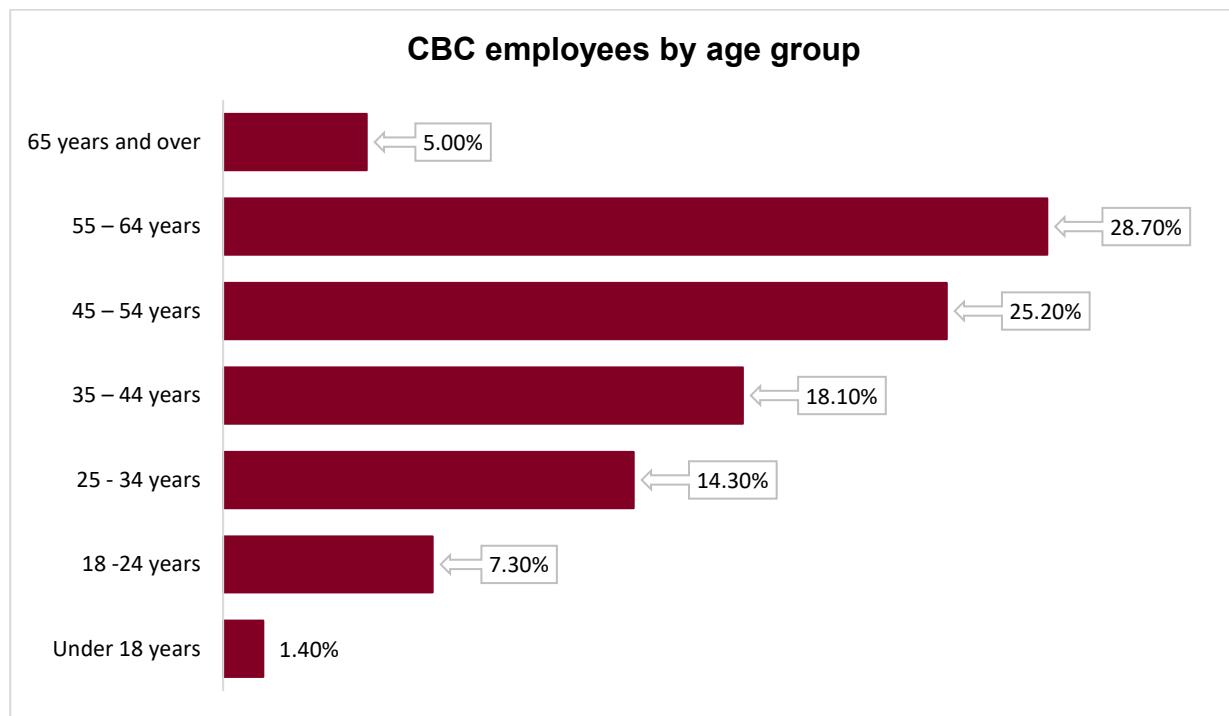
*part time employees = those who work less than 37 hours per week



Age

Table 2: CBC employees by age group

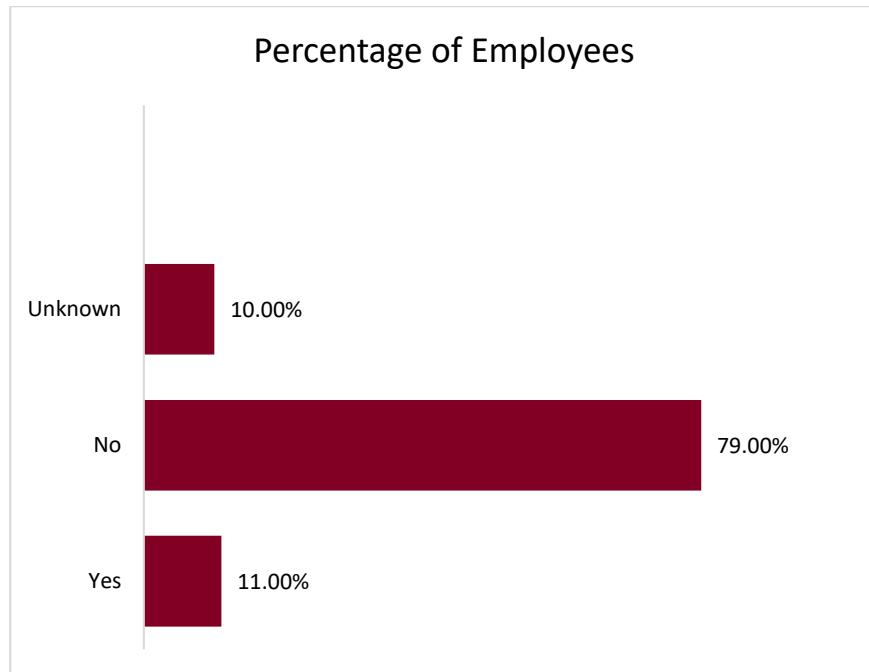
Age Group	Percentage of Employees
Under 18 years	1.4%
18 -24 years	7.3%
25 - 34 years	14.3%
35 – 44 years	18.1%
45 – 54 years	25.2%
55 – 64 years	28.7%
65 years and over	5.0%



Disability

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

	Percentage of Employees
Yes	11.0%
No	79.0%
Unknown	10.0%

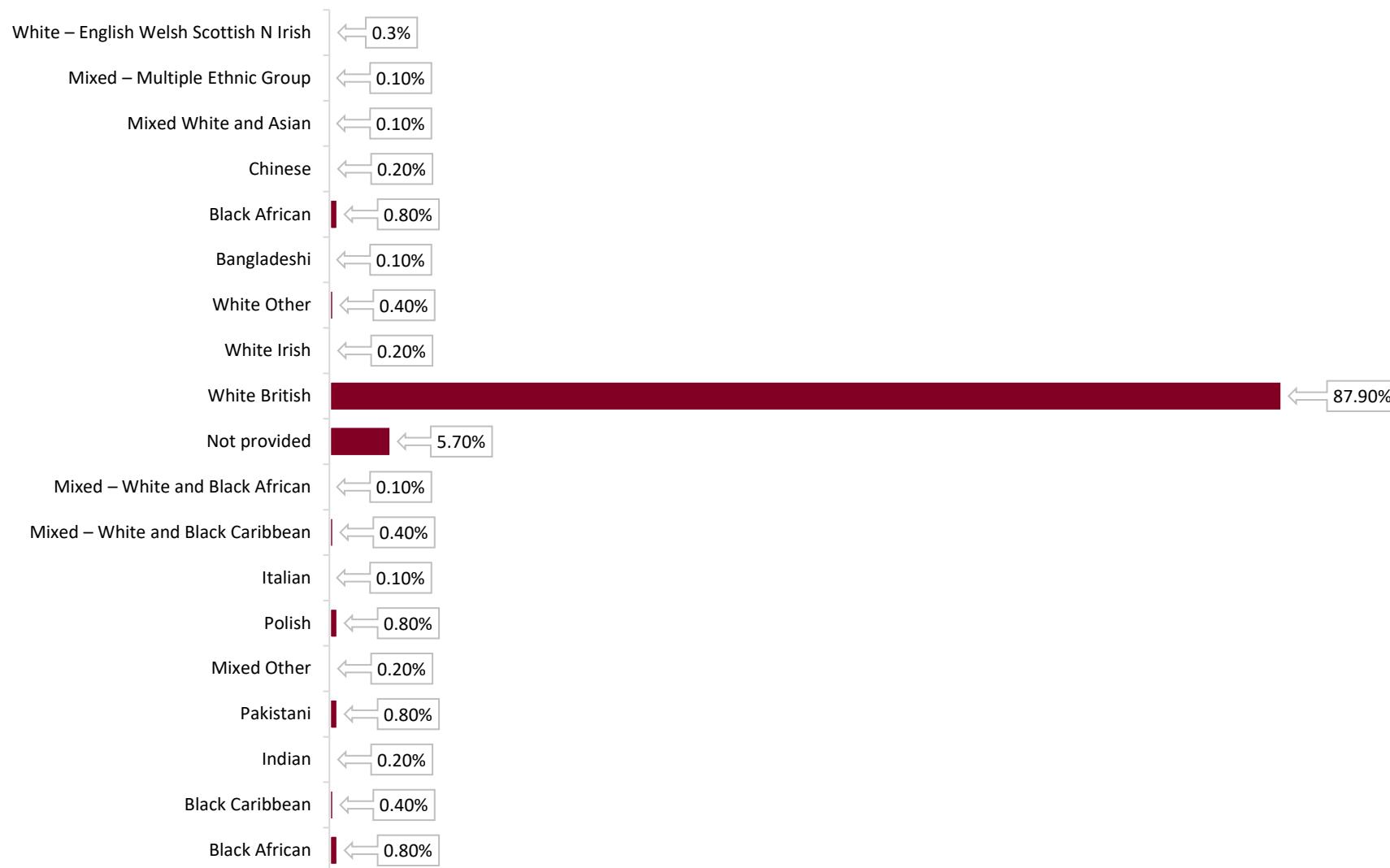


Ethnicity

Table 4: CBC employees by ethnicity

Ethnicity	Percentage of Employees
Black African	0.8%
Black Caribbean	0.4%
Indian	0.2%
Pakistani	0.8%
Mixed Other	0.2%
Polish	0.8%
Italian	0.1%
Mixed – White and Black Caribbean	0.4%
Mixed – White and Black African	0.1%
Not provided	5.7%
White British	87.9%
White Irish	0.2%
White Other	0.4%
Bangladeshi	0.1%
Black African	0.8%
Chinese	0.2%
Mixed White and Asian	0.1%
Mixed – Multiple Ethnic Group	0.1%
White – English Welsh Scottish N Irish	0.3%

CBC employees by ethnicity

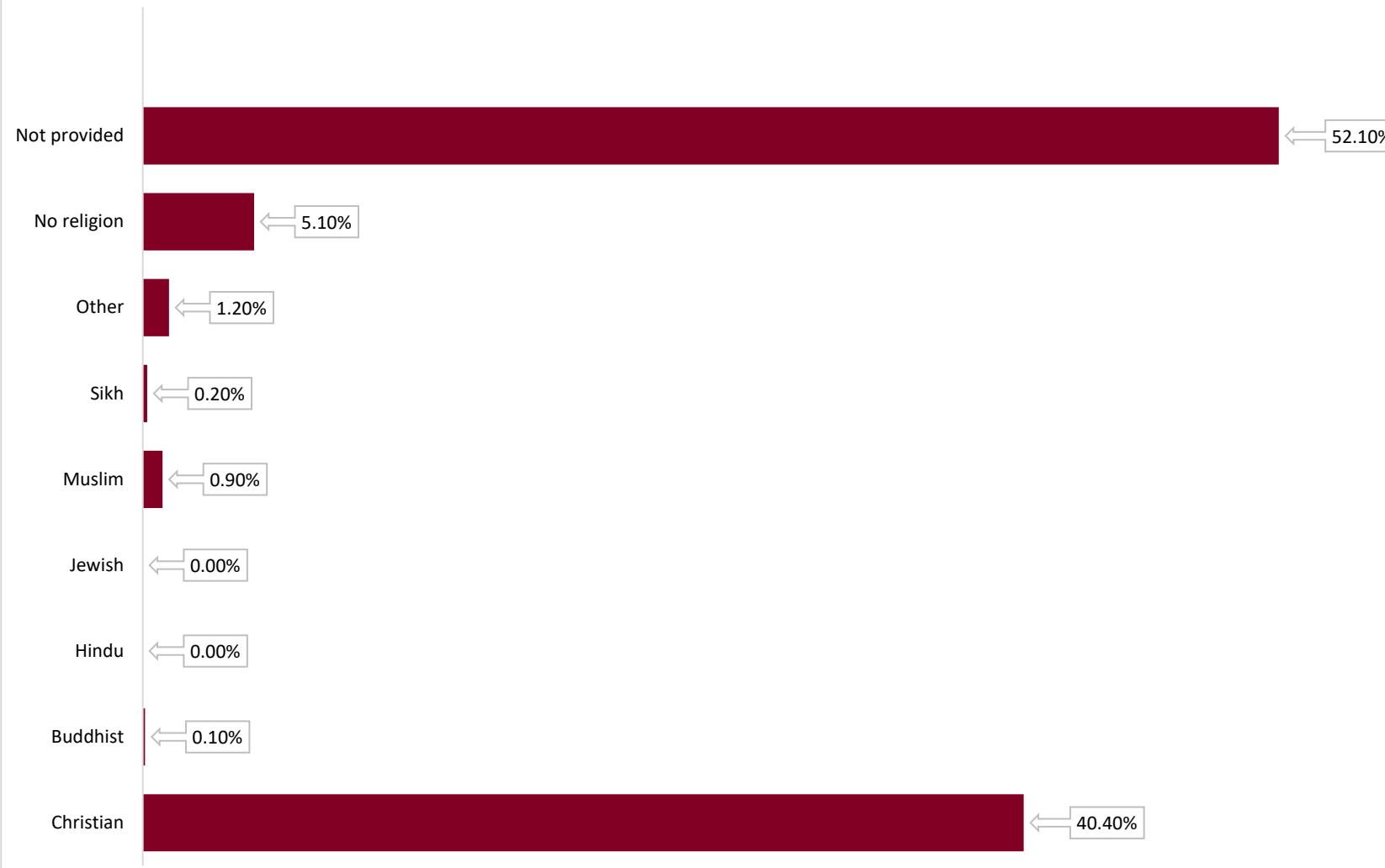


Religion

Table 5: CBC employees by religion

Religion	Percentage of Employees
Christian	40.4%
Buddhist	0.1%
Hindu	0.0%
Jewish	0.0%
Muslim	0.9%
Sikh	0.2%
Other	1.2%
No religion	5.1%
Not provided	52.1%

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

Pay Scale	Percentage of total workforce at this scale	% at this scale under 18 years	% at this scale 18-24 years	% at this scale 25-34 years	% at this scale 35-44 years	% at this scale 45-54 years	% at this scale 55-64 years	% at this scale 65 years and over
Scale 1	4.2%	0.0%	7.3%	9.8%	12.2%	14.6%	43.9%	12.2%
Scale 2 (starts at £24,413)	1.6%	0.0%	25.0%	25.0%	18.8%	12.5%	12.5%	6.25%
Scale 3 (starts at £24,796)	11.1%	6.5%	28.7%	11.1%	7.4%	13.9%	21.3%	11.1%
Scale 4 (starts at £25,583)	8.4%	2.4%	15.6%	19.5%	12.2%	17.1%	25.6%	7.3%
Scale 5 (starts at £26,403)	12.8%	0.0%	4.0%	12.8%	24.0%	22.4%	32.8%	4.0%
Scale 6 (starts at £29,064)	10.7%	0.0%	1.9%	19.2%	17.3%	25.0%	36.5%	0.0%
Scale 7 (starts at £32,061)	13.8%	0.0%	1.5%	11.9%	17.0%	31.9%	33.3%	3.7%
Scale 8 (starts at £35,412)	16.1%	0.0%	0.6%	20.4%	25.5%	23.6%	28.0%	1.9%
Scale 9 (starts at £39,152)	7.2%	0.0%	2.9%	11.4%	30.0%	22.9%	31.4%	1.4%
Scale 10 (starts at £41,771)	4.7%	0.0%	0.0%	2.2%	19.6%	34.8%	37.0%	6.5%
Scale 11 (starts at £46,142)	3.5%	0.0%	2.9%	23.5%	17.6%	35.3%	8.8%	11.8%
Scale 12 (starts at £50,269)	3.2%	0.0%	0.0%	3.2%	12.9%	51.6%	32.3%	0.0%
Scale 13 and above (starts at £54,495)	2.7%	0.0%	0.0%	3.8%	11.5%	46.2%	38.5%	0.0%

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)

Pay Scale	Percentage of total workforce at this scale	Percentage at this scale that have a disability
Scale 1	4.2%	12.2%
Scale 2 (starts at £24,413)	1.6%	12.5%
Scale 3 (starts at £24,796)	11.1%	13.9%
Scale 4 (starts at £25,583)	8.4%	19.5%
Scale 5 (starts at £26,403)	12.8%	16.8%
Scale 6 (starts at £29,064)	10.7%	12.5%
Scale 7 (starts at £32,061)	13.8%	12.6%
Scale 8 (starts at £35,412)	16.1%	3.8%
Scale 9 (starts at £39,152)	7.2%	4.3%
Scale 10 (starts at £41,771)	4.7%	8.7%
Scale 11 (starts at £46,142)	3.5%	8.8%
Scale 12 (starts at £50,269)	3.2%	6.5%
Scale 13 and above (starts at £54,495)	2.7%	7.7%