



Equalities Workforce Profile Data (2024)



Inclusivedinburgh
respect and equality in the workplace

City of Edinburgh Council Insight

Council workforce:
(Headcount) **19,776**

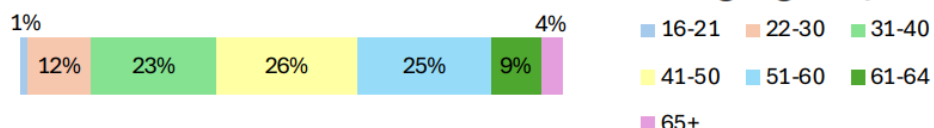


Council workforce

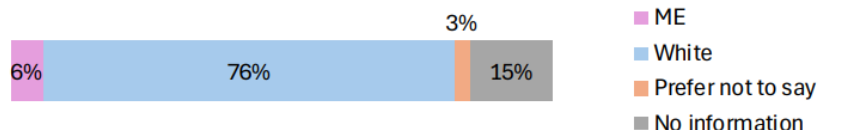
Sex



Age

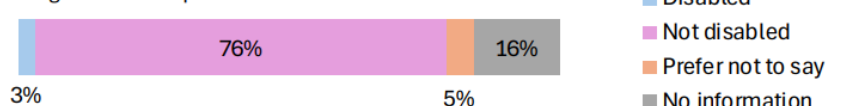


Ethnicity

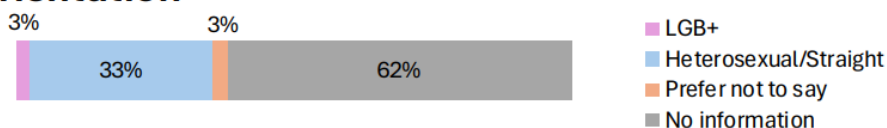


Disability

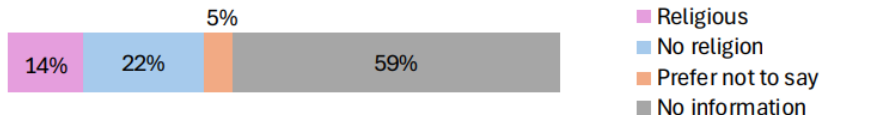
*only includes those who have declared their disability or long-term health problem limits them a little or a lot.



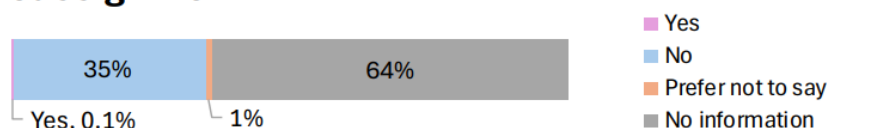
Sexual orientation



Religion



Gender reassignment



Edinburgh Community Insight

Edinburgh community:
(Headcount)

514,543



Edinburgh community

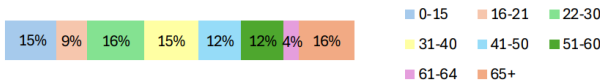
Reflects data for the total population of Edinburgh.

Sex



Age

Average age: 39 years



Ethnicity

Disclosure: 100%



Disability

*only includes those who have declared their disability or long-term health problem limits them a little or a lot. 2011 data as 2022 not yet available.

Disclosure: 100%



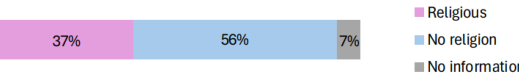
Sexual orientation

Disclosure: 91%



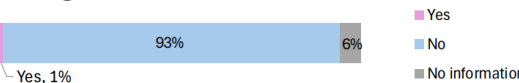
Religion

Disclosure: 93%



Gender reassignment

Disclosure: 94%



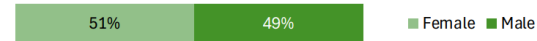
Edinburgh working age community:
(Headcount)

357,563

Edinburgh working age community

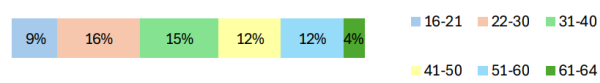
Reflects data for those over 16 years of age and under 65 years of age.

Sex



Age

Average age: 38 years



Ethnicity

Disclosure: 100%



Disability

*only includes those who have declared their disability or long-term health problem limits them a little or a lot. 2011 data as 2022 not yet available.

Disclosure: 100%



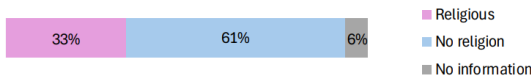
Sexual orientation

Disclosure: 92%



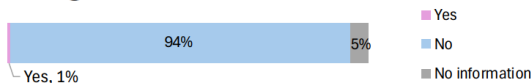
Religion

Disclosure: 94%



Gender reassignment

Disclosure: 95%



Sex and Gender Insight

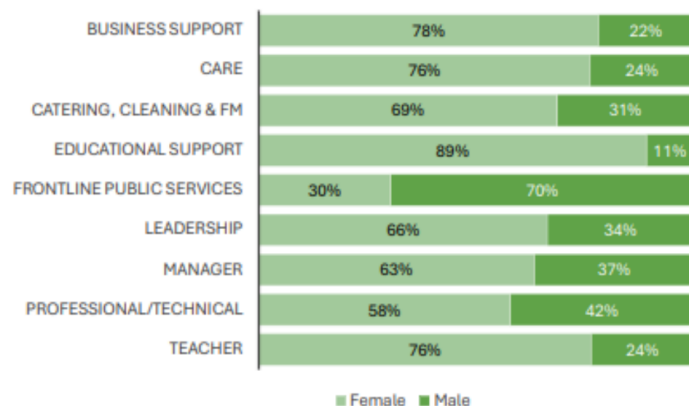
Sex - Council workforce



Sex - Edinburgh community



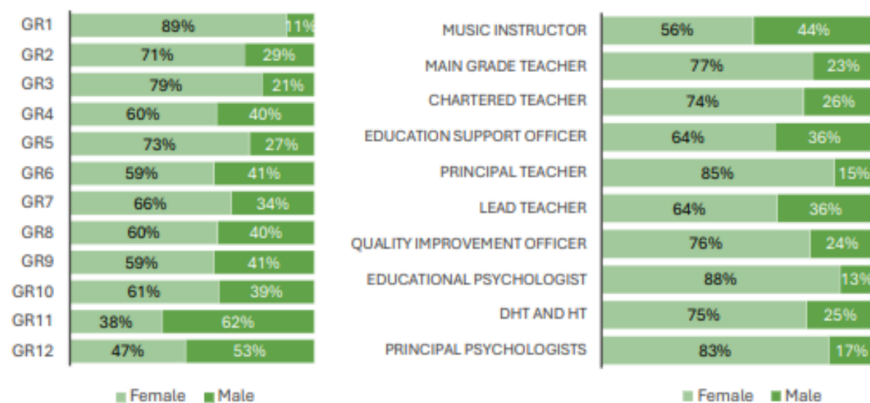
Occupational segregation - sex



Gender pay gap



Vertical segregation - sex



Gender reassignment - Council workforce

Disclosure: 35%

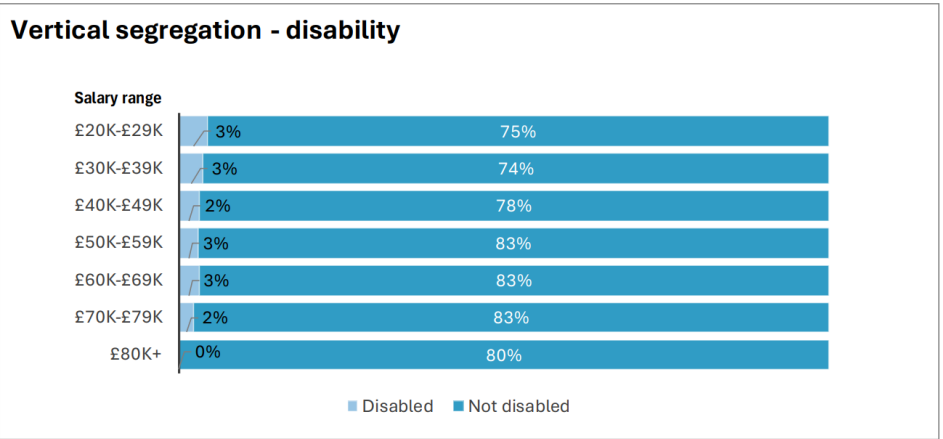
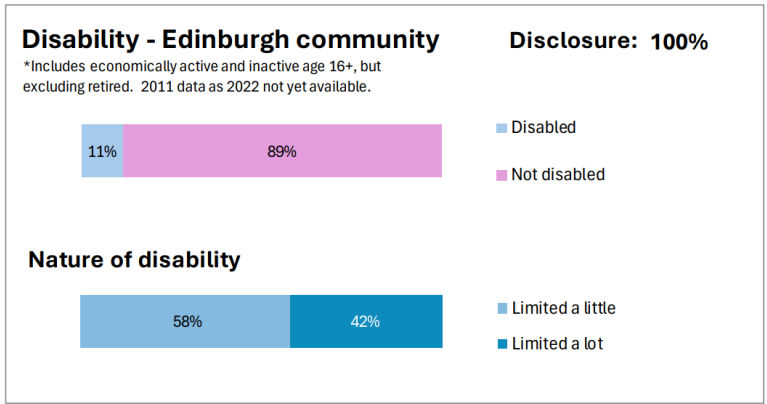
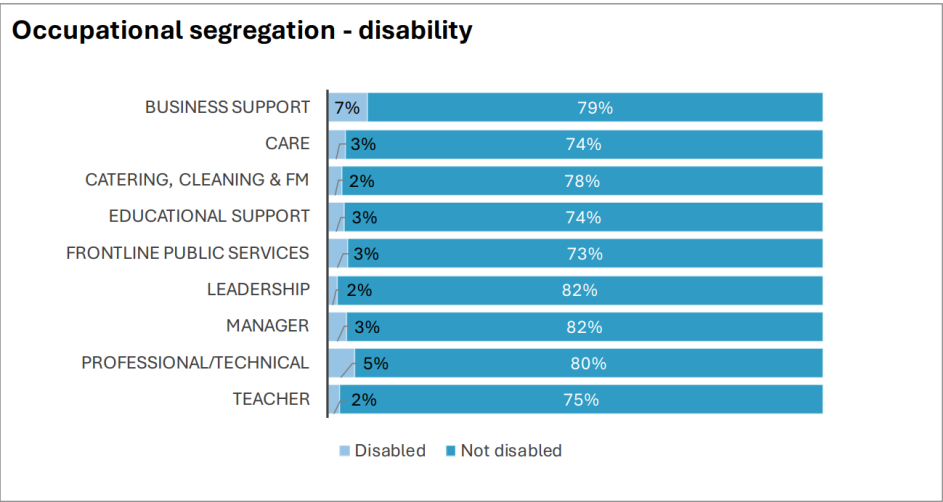
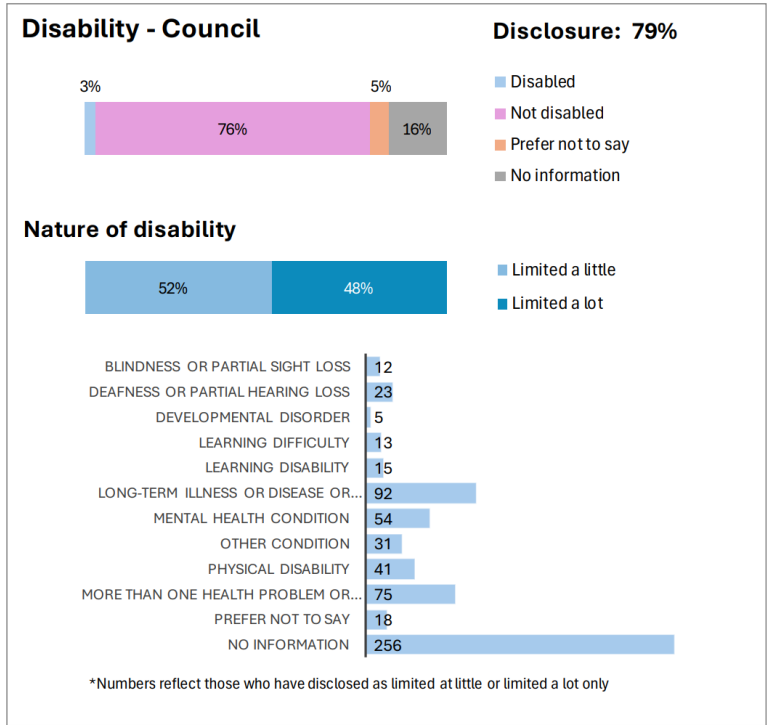


Gender reassignment - Edinburgh community

Disclosure: 95%



Disability Insight

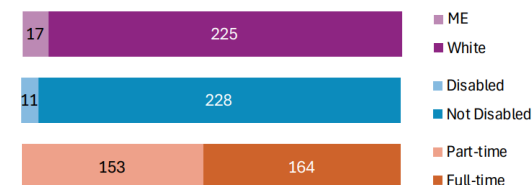


Maternity and carer insight

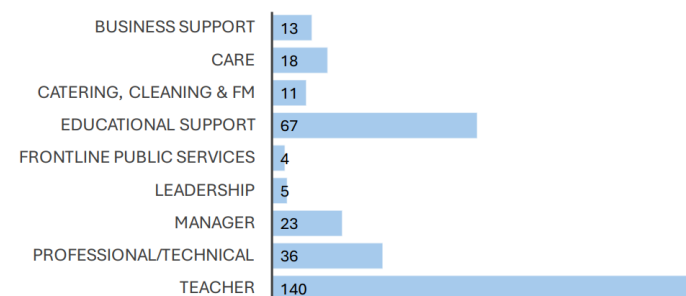
Pregnancy and maternity - Council



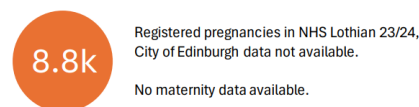
Currently on maternity leave



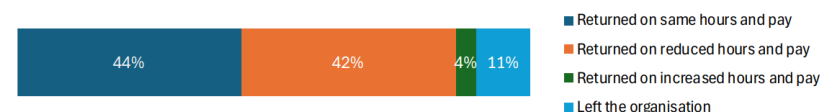
Currently on maternity leave - by occupation



Pregnancy and maternity - Edinburgh community

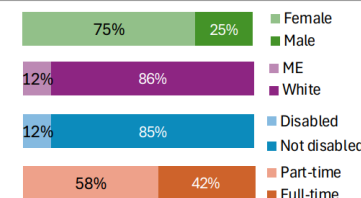
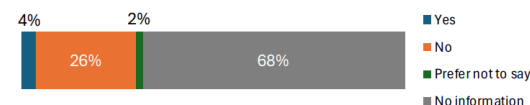


Returned from maternity leave in last 12 months - Council

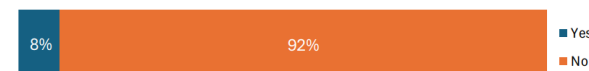


Carer status - Council

Disclosure: 32%

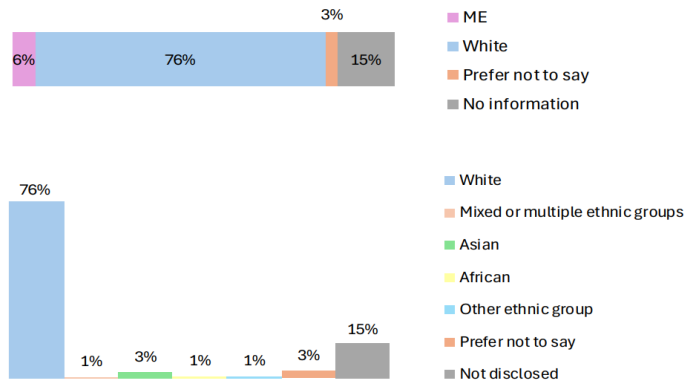


Carer status - Edinburgh community



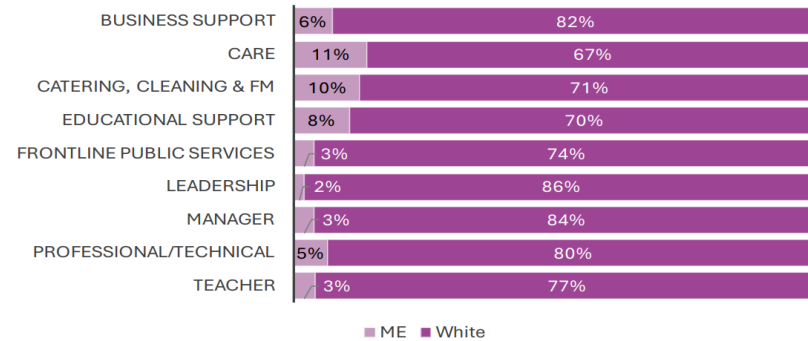
Ethnicity insight

Ethnicity - Council workforce Disclosure: 81%

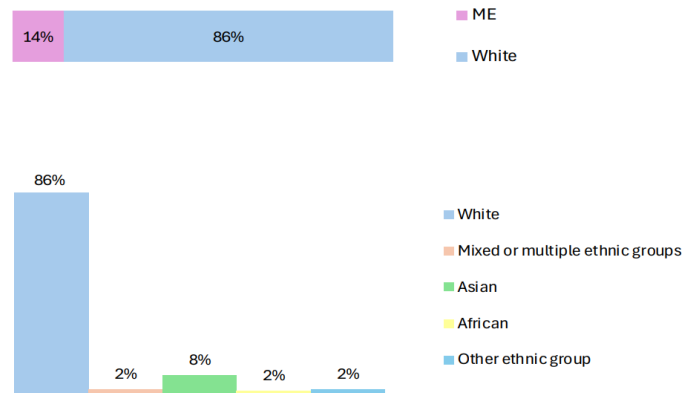


Ethnicity pay gap 18.0% Mean pay gap 19.8% Median pay gap

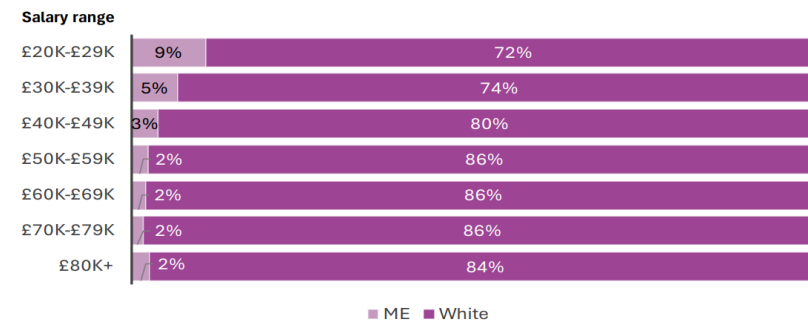
Occupational segregation - ethnicity



Ethnicity - Edinburgh community Disclosure: 100%



Vertical segregation - ethnicity



Recruitment Insight

