



COMPARATIVE DATA Summary 2024 to 2025



Headline comparative workforce data

	CEC workforce 2024		CEC workforce 2025		Edinburgh working age population 2025	
Split by sex	71% (F)	29% (M)	71% (F)	29% (M)	51% (F)	49% (M)
Average age	43		45		38	
% aged 51+ years	38%		35%		23%	
Disabled	3%		3.3%		16%	
LGBT+	3%		3.1%		9%	
Ethnic minority	6%		7%		16%	

Disclosure rates

(% of colleagues who have provided this information)

	2024	2025
Age	100%	100%
Disability	79%	79.8%
Ethnicity	81%	82.5%
Gender reassignment	35%	40.8%
Sex	100%	100%
Sexual orientation	35%	41.7%



Equalities Workforce Profile Data (2025)



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respect and equality in the workplace

Equality, Diversity and Inclusion

Council workforce profile

Workforce
(Headcount)
20,488

Reflects data for the workforce at 31 March 2025.

Sex

● Female ● Male



Age

Average age: **45**

● 16-21 ● 22 to 30 ● 31 to 40 ● 41 to 50 ● 51 to 60 ● 61 to 64 ● 65+



Ethnicity

Disclosure: **82.5%**

● ME ● White ● Prefer not to say ● Not disclosed



Disability

Disclosure: **79.8%**

● Disabled ● Not disabled ● Prefer not to say ● Not disclosed



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

Sexual orientation

Disclosure: **41.7%**

● LGB+ ● Heterosexual or Straight ● Prefer not to say ● Not disclosed



Gender reassignment

Disclosure: **40.8%**

● Yes ● No ● Prefer not to say ● Not disclosed



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Edinburgh community

Headcount

514,543

Reflects data for the total population of Edinburgh based on the 2022 census.

Sex

● Female ● Male



Age

Average age: 39

● 0-15 ● 16-21 ● 22-30 ● 31-40 ● 41-50 ● 51-60 ● 61-64 ● 65+



Ethnicity

● ME ● White

Disclosure: 100%



Disability

Disclosure: 100%

● Disabled ● Not disabled



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

Sexual orientation

Disclosure: 91%

● LGB+ ● Heterosexual or Straight ● Not disclosed



Gender reassignment

Disclosure: 94%

● Yes ● No ● Not disclosed



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Equality, Diversity and Inclusion

Edinburgh working age community

Headcount
357,558

Reflects data for those over 16 years of age and under 65 years of age based on the 2022 census.

Sex

● Female ● Male



Age

Average age: 38

● 16-21 ● 22-30 ● 31-40 ● 41-50 ● 51-60 ● 61-64



Ethnicity

Disclosure: 100%

● ME ● White



Disability

Disclosure: 100%

● Disabled ● Not disabled



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

Sexual orientation

Disclosure: 92%

● LGB+ ● Heterosexual or Straight ● Not disclosed



Gender reassignment

Disclosure: 95%

● Yes ● No ● Not disclosed



Foster a culture of equalities, diversity and inclusion

Sex and gender

Sex - Council workforce

● Female ● Male



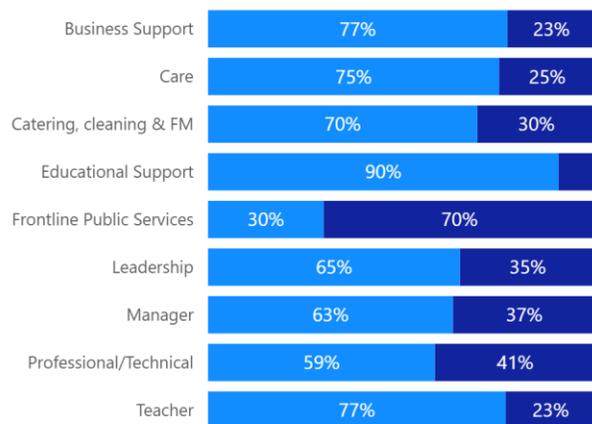
Sex - Edinburgh community

● Female ● Male



Occupational segregation - sex

● Female ● Male



Gender reassignment - Council workforce

Disclosure: 40.8%

● Yes ● No ● Prefer not to say ● Not disclosed



Gender reassignment - Edinburgh community

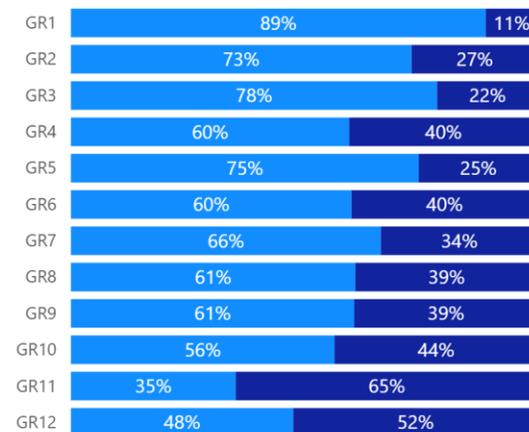
Disclosure: 94%

● Yes ● No ● Not disclosed



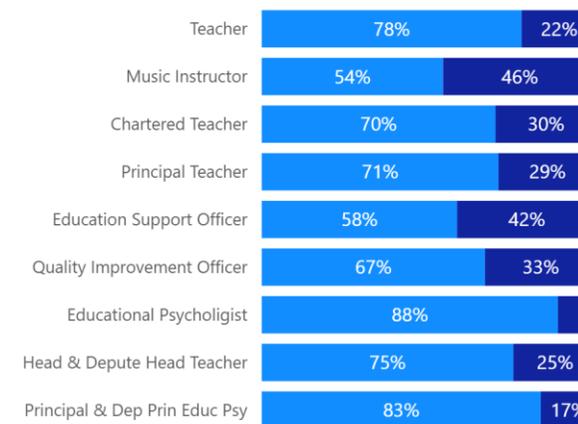
Vertical segregation (LGE) - sex

● Female ● Male



Vertical segregation (L&T) - sex

● Female ● Male



Gender pay gap

Mean gap

1.7%

Median gap

8.4%

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Ethnicity

Ethnicity - Council workforce

Disclosure: 83%

ME White Prefer not to say Not disclosed



Ethnicity - Edinburgh Community

Disclosure: 100%

ME White



Ethnic group - Council workforce

Disclosure: 83%

White Mixed Asian African Other Prefer not to... Not disclosed



Ethnic group - Edinburgh Community

Disclosure: 100%

White Mixed Asian African Other



Ethnicity pay gap

Mean gap

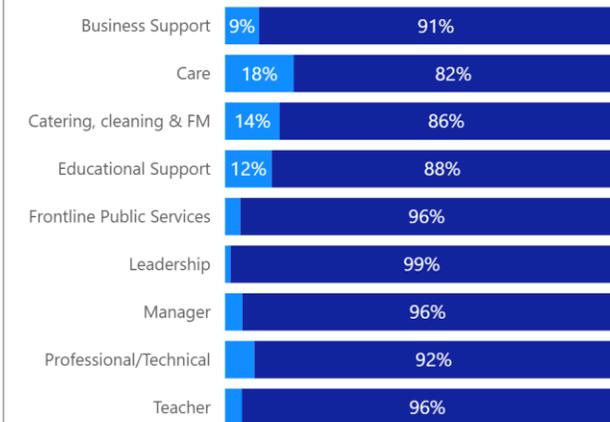
18.5%

Median gap

19.1%

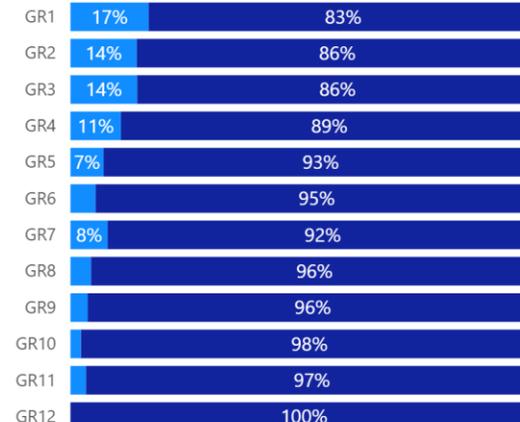
Occupational segregation - ethnicity

ME White



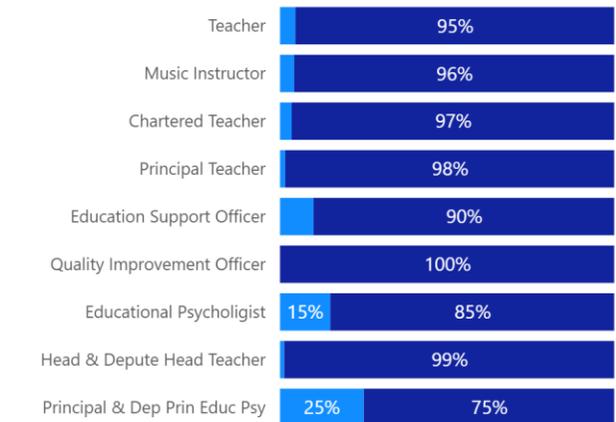
Vertical segregation (LGE) - ethnicity

ME White



Vertical segregation (L&T) - ethnicity

ME White



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Disability

Disability - Council workforce

Disclosure: 80%

● Disabled ● Not disabled ● Prefer not to say ● Not disclosed



Disability - Edinburgh Community

Disclosure: 100%

● Disabled ● Not disabled



Nature of disability - Council workforce

Disclosure: 80%

● Limited a little ● Limited a lot



Nature of disability - Edinburgh Community

Disclosure: 100%

● Limited a little ● Limited a lot



Disability pay gap

Mean gap

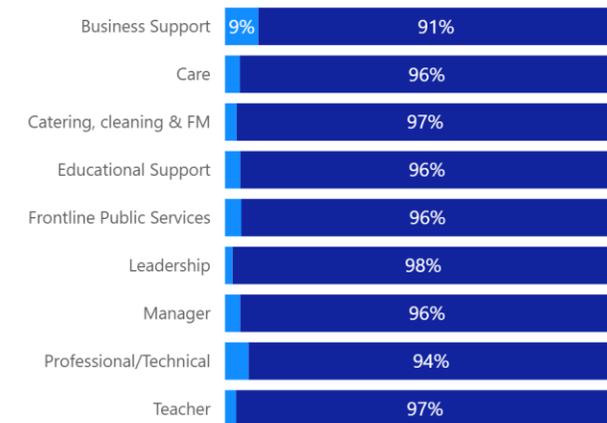
6.7%

Median gap

5.1%

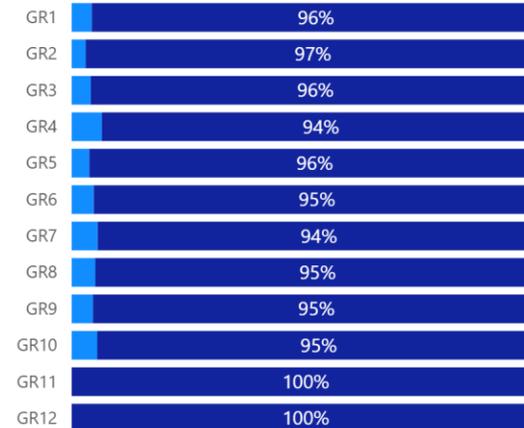
Occupational segregation - disability

● Disabled ● Not disabled



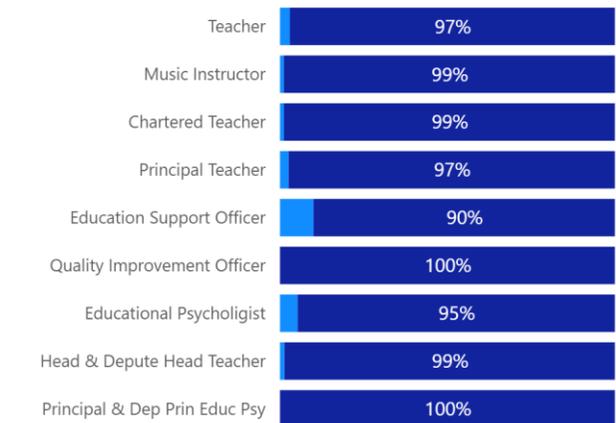
Vertical segregation (LGE) - disability

● Disabled ● Not disabled



Vertical segregation (L&T) - disability

● Disabled ● Not disabled

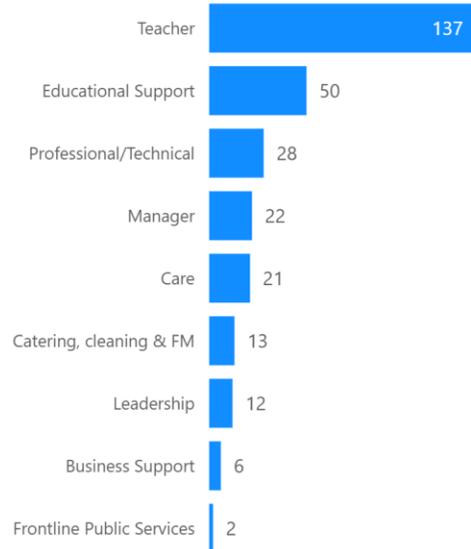
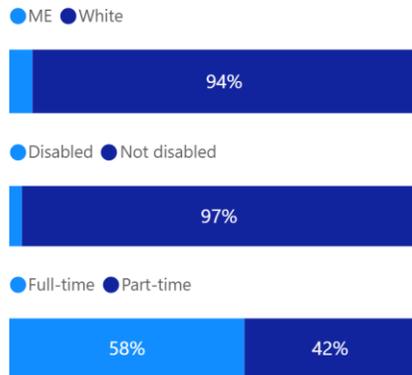


Foster a culture of equalities, diversity and inclusion

Pregnancy, maternity and carer

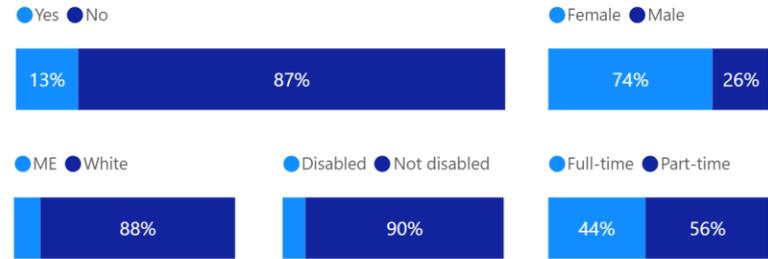
Currently on maternity leave - Council

291



Carer status - Council

Disclosure: 37.9%



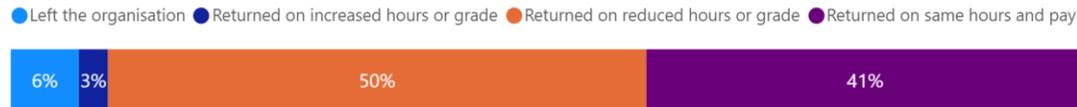
Carer status - Community

Disclosure: 100%



Returned from maternity leave in last 12 months - Council

331



Pregnancy - Edinburgh community

8.6K

Registered pregnancies in NHS Lothian 24/25, City of Edinburgh data not available.

No maternity data available.

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Recruitment

Applicants

Total applications
59.4K

Sex

Female Male Prefer not t... Not disclosed



Ethnicity

ME White Prefer not to say Not disclosed



Disability

Disabled Not disabled Prefer not to s... ▶



Age

Average age: 36

16-21 22-30 31-40 41-50 51-60 ▶



Sexual orientation

LGB+ Heterosexual ... Prefer not to ... ▶



Applicants screened out pre-interview

Total applications
36.7K

Sex

Female Male Prefer not t... Not disclosed



Ethnicity

ME White Prefer not to say Not disclosed



Disability

Disabled Not disabled Prefer not to s... ▶



Age

Average age: 35

16-21 22-30 31-40 41-50 51-60 ▶



Sexual orientation

LGB+ Heterosexual ... Prefer not to ... ▶



Applicants screened out post-interview

Total applications
13.8K

Sex

Female Male Prefer not t... Not disclosed



Ethnicity

ME White Prefer not to say Not disclosed



Disability

Disabled Not disabled Prefer not to s... ▶



Age

Average age: 37

16-21 22-30 31-40 41-50 51-60 ▶



Sexual orientation

LGB+ Heterosexual ... Prefer not to ... ▶



New starts appointed

Total appointments
3.7K

Sex

Female Male Prefer not t... Not disclosed



Ethnicity

ME White Prefer not to say Not disclosed



Disability

Disabled Not disabled Prefer not to s... ▶



Age

Average age: 38

16-21 22-30 31-40 41-50 51-60 ▶



Sexual orientation

LGB+ Heterosexual ... Prefer not to ... ▶



