

Workforce Profiles 2025

Department of Corporate Resources
Human Resources
Bradford Metropolitan District Council

Background & Context

Under the Equality Act 2010, the Council is legally required to publish data on employees with Protected Characteristics.

Promoting equality is a core principle embedded in all our work.

We are committed to building a workforce that reflects the diversity of our District - 80% of our employees live locally. Our recruitment and employment practices are designed to uphold equality and best practice, recognising our staff as our greatest asset.

To meet our legal obligations, the Council's [**Gender Pay Gap**](#) data has been published for 2024 on our website.

Pregnancy and maternity leave are recorded through our HR/Payroll system. We continue to collect data on employees and service users with protected characteristics and routinely conduct equality impact assessments on our policies and procedures.

For more information about the Bradford District, visit: [**Northern Datahub**](#)

You can also visit: [**Understanding Bradford District**](#) for statistics and information about Bradford District - population, ethnicity and religion and an update about the 2021 census, health and life expectancy, poverty and deprivation.

Staffing Numbers Profile – June 2025

Total Established & Temporary Workforce

Authority Headcount
(inc. LEA* Schools)

10043

Council Only Headcount
(not inc. LEA* Schools)

7116

Authority Full Time Equivalent
(inc. LEA* Schools)

7521

Authority Full Time Equivalent
(not inc. LEA* Schools)

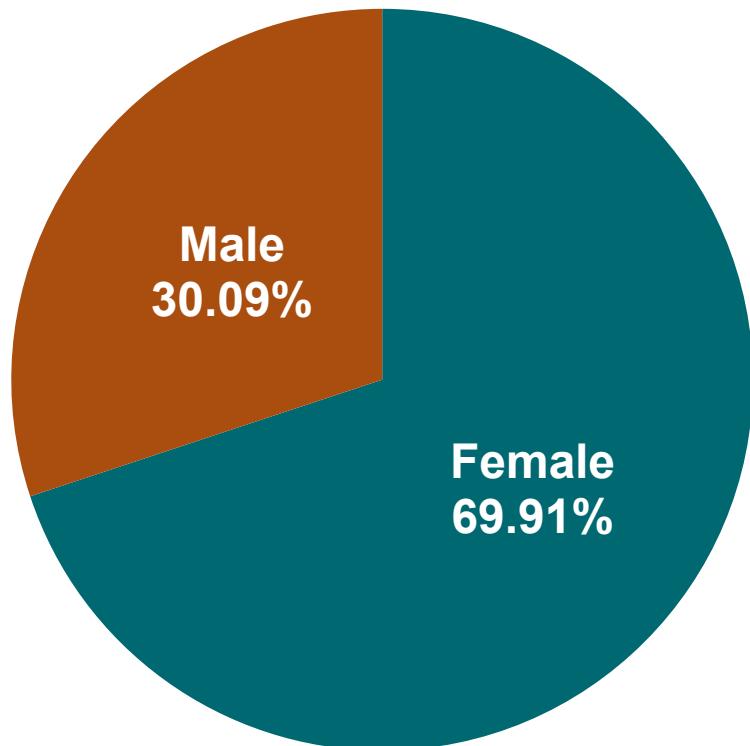
5666

* Local Education Authority

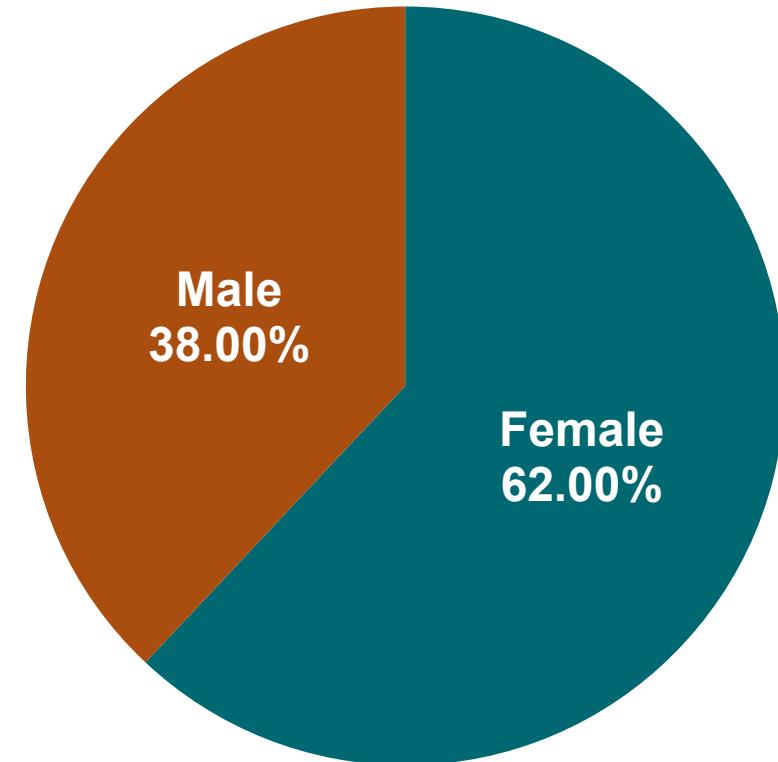
Workforce Profile - June 2025

Gender

All Authority



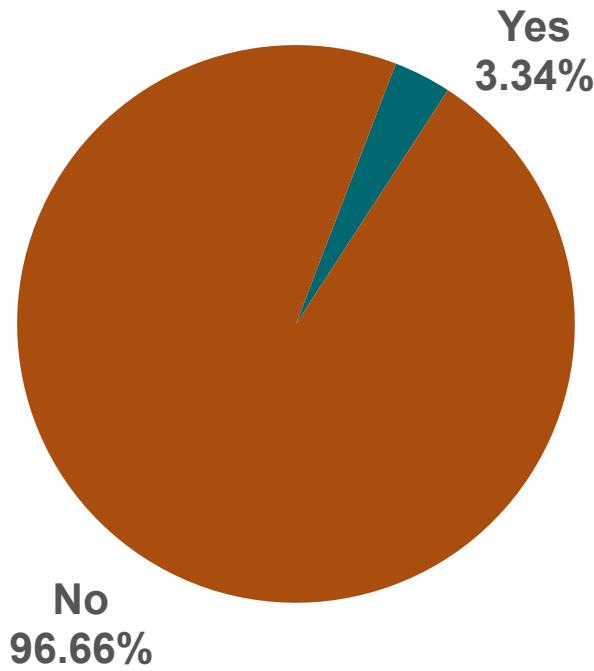
Council Excluding LEA* Schools



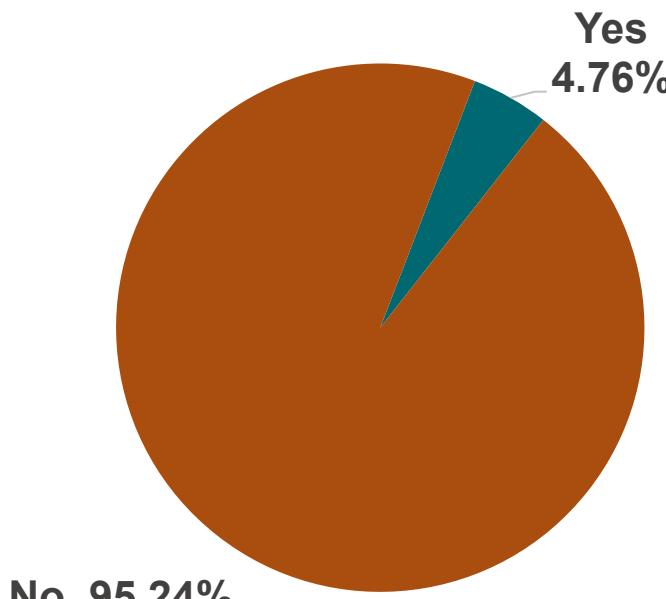
Workforce Profile - June 2025

Disability

All Authority % of Headcount



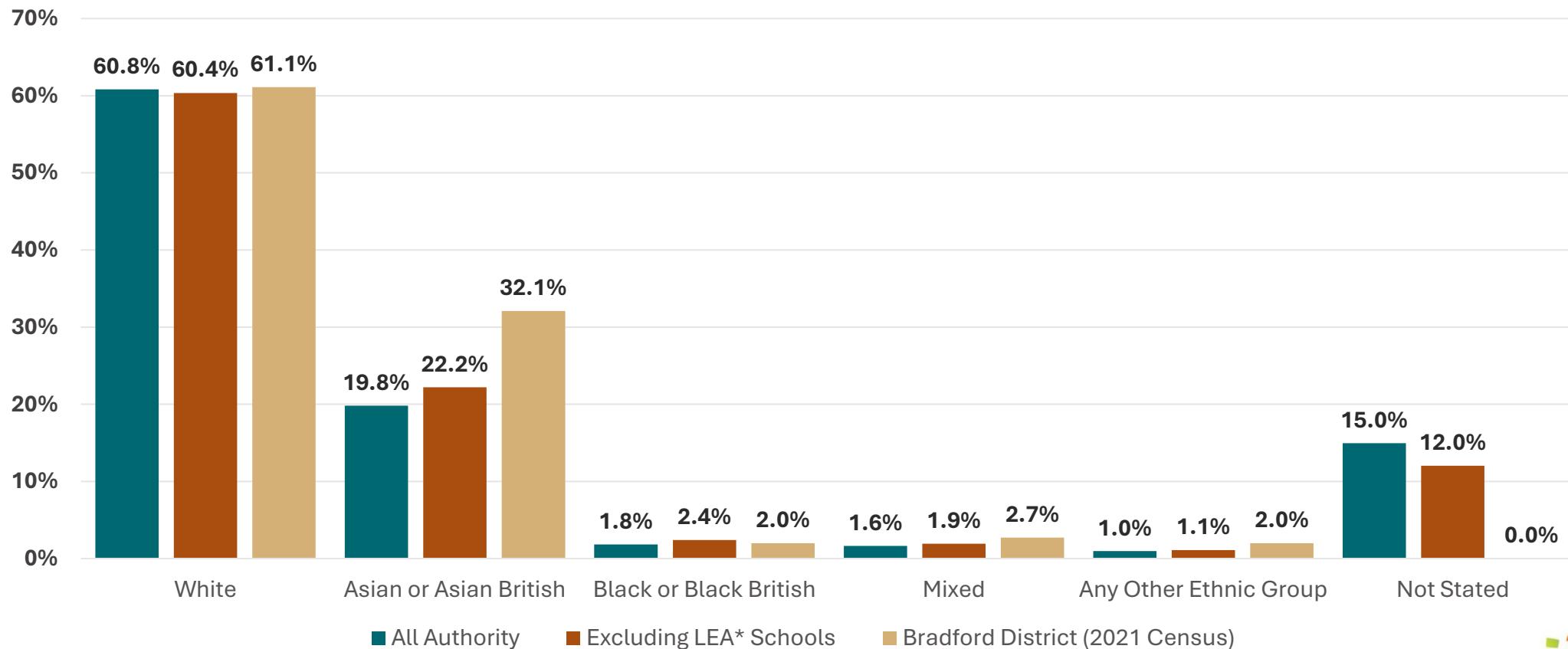
Council Excluding LEA* Schools % of Headcount



Workforce Profile - June 2025

Ethnicity

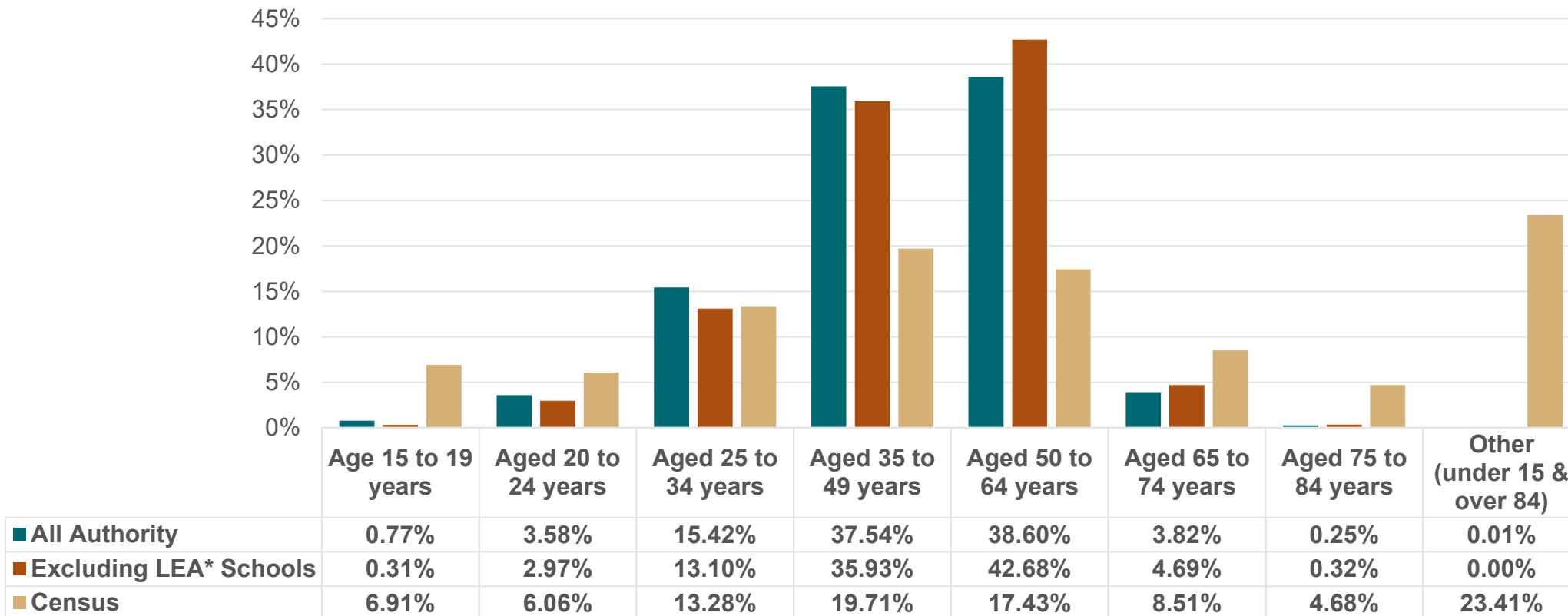
Ethnicity with Comparison to the Bradford District (2021 Census)



Workforce Profile - June 2025

Age

Age with Comparison to the Bradford District (2021 Census)



Workforce Profile - June 2025

Sexual Orientation

Sexual Orientation (Council Excluding LEA* Schools)

