

# Workforce diversity report

Last Modified February 09, 2026



## Workforce diversity monitoring report

### 1. Introduction

Welcome to Blackpool Council's interim annual workforce monitoring report for the period to 11 December 2025.

The purpose of the report is to provide a profile of Blackpool Councils workforce by disability, gender, ethnic origin, age, sexual orientation, and religion and belief.

Our overall aim as contained within one of our core equality objectives, is that ;

“The workforce is representative of the community the council serves and equality and diversity is embedded within our staff culture. “

This report has been written, based upon up-to-date employee equality data that is available. There is still ongoing engagement with the workforce to complete the collation of up-to-date sensitive employee data following the introduction of a new HR system.

For the purpose of this report any data that is missing is quoted within each data set as “in the process of being refreshed,” and this missing date is not included in the overall summary chart percentages.

## Workforce diversity – Local authority excluding schools as at 11 December 2025

### Sex

Description	Number	Percentage
Male	761	28.7%
Female	1,888	71.3%
Total	2,649	N/A

### Race

Description	Number	Percentage
White	2,192	93.5%

Black, minority ethnic	92	3.9%
Prefer not to say	60	2.6%
Total	2,344	N/A
In process of being refreshed	305	N/A

## Disability

Description	Number	Percentage
Declared a disability	131	5.8%
Declared no disability	2,043	89.9%
Prefer not to say	98	4.3%
Total	2,72	N/A
In process of being refreshed	377	N/A

## Sexual orientation

Description	Number	Percentage
Straight/Heterosexual	1,992	86.6%
LGB	140	6.1%
Prefer not to say	169	7.3%
Total	2,301	N/A
In the process of being refreshed	551	N/A

## Religion and belief

Description	Number	Percentage
Atheist/Humanism	143	6.1%
Other	83	3.6%
Prefer not to say	191	8.2%
None/Agnostic	847	36.3%
Christian	1,072	45.9%
Total	2,183	N/A
In process of being refreshed	313	N/A

## Age profile

Age range	Number	Percentage
16 to 19	15	0.6%
20 to 29	287	10.8%
30 to 39	544	20.5%
40 to 49	625	23.6%
50 to 59	755	28.5%
60 to 69	386	14.6%
70 plus	45	1.7%
Total	2,649	N/A

## Definitions

1. All data within this report unless stated excludes casual employees
2. The report does not include data from school employees
3. Data presented as per post holder/bodies – i.e. an employee can be counted twice if in more than one post
4. The council has introduced new HR system which means that all council employee have been asked to refresh all their equality data hence in some area there are gaps in data

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