



London Borough of Hillingdon

Workforce Equality Data 2025 – 26

The following information is provided as part of the Council's duties under the Equality Act 2010; specifically for the requirement to publish information in relation to employment.

31 March 2026 the Council's staff headcount was 2494.

Senior staff are defined as those earning £50k or more.

The data presented excludes the borough's school workforce.

The Hillingdon population data is taken from the [Census 2021](#).

1. Age

Data is available for 100% of staff and the percentages are shown as a proportion of the total headcount.

The table shows the percentages compared to the total Hillingdon borough population.

Age Band	2023/24	2024/25	2025/26	2025/26 Senior staff	Hillingdon
16-18	0.28	0.16	0.12		3.60
19-21	0.67	0.95	0.88		3.60
22-24	2.25	2.45	2.37		3.90
Under 25	3.20	3.56	3.37	0.00	11.1
25-34	18.33	17.45	18.56	11.85	14.5
35-44	23.67	23.03	22.53	26.21	15.8
45-54	24.58	25.72	25.50	33.89	13.1
55-64	25.05	24.69	23.98	23.54	10.8
65+	5.18	5.54	6.05	4.51	13.5

2. Disability

141 people have shared a disability out of 2494 staff which equates to 5.65% of the total staff population.

For senior staff, 28 people have shared a disability out of 599 which equates to 4.67% of the total senior staff population.

The table shows the percentages compared to the local Hillingdon working age population who have a disability or long-term condition.

	2023/24	2024/25	2025/26	2025/26 Senior staff	Hillingdon
Disability	3.0	3.6	5.7	4.7	16.3

3. Ethnicity

The annual percentages for 2025/26 are shown as a proportion of the total headcount (2494), not as a proportion of those who have declared their ethnicity (2213).

The percentages for senior staff are shown as a proportion of the total senior staff cohort (599), not as a proportion of those who shared their ethnicity (520).

The table shows the percentages compared to the working age population of Hillingdon borough as a whole.

	2023/24	2024/25	2025/26	2025/26 Senior staff	Hillingdon
Asian/Asian British	15.0	16.2	16.9	16.9	33.3
Indian	9.60	9.97	10.30		18.7
Pakistani	2.05	2.37	2.77		4.7
Bangladeshi	0.83	1.03	1.00		1.3
Chinese	0.47	0.51	0.56		1.0
Other Asian	2.05	2.33	2.33		7.6
Black/Black British	11.0	11.7	13.9	12.7	7.9
African	5.25	5.66	0.84		5.2
Caribbean	4.74	4.99	5.65		1.9
Other Black	1.03	1.03	1.00		0.8
Mixed/Multiple	3.2	3.3	4.05	3.5	4.3
White/Black Caribbean	0.71	0.83	1.24		1.0
White/Black African	0.32	0.28	0.40		0.6
White/Asian	0.83	0.87	0.92		1.4
Other Mixed	1.30	1.31	1.48		1.3
Other	1.6	1.31	2.00	1.7	6.3
Arab	0.32	0.40	0.28		1.5
Any other	1.07		1.56		4.8
Total Asian/Black/Mixed/Other	30.84	32.88	36.85	34.7	51.8
White British	48.2	46.4	45.0	45.6	37.1
Irish	1.50	1.50	1.56		1.8
Gypsy or Irish Traveller		0.04	0.04		0.13
Roma		0.08	0.08		
Other	4.15	4.43	5.17		8.9
Total White	53.7	52.4	51.9	52.1	47.8
Unknown/Prefer Not To Say	15.5	14.7	11.3	13.2	

4. Religion or Belief

The percentages shown are as a proportion of the total headcount (2494), not as a proportion of those who have shared their religion or belief (1591). The table shows the percentages compared to the Hillingdon borough population.

The percentages for senior staff are shown as a proportion of the total senior staff cohort (599), not as a proportion of those who shared their religion or belief (367).

	2023/24	2024/25	2025/26	2025/26 Senior staff	Hillingdon
Buddhist	0.40	0.40	0.48	0.33	0.9
Christian	24.3	26.59	29.83	29.88	39
Hindu	2.69	3.01	3.37	4.17	10.8
Humanist	0.20	0.16	0.12	0.17	0
Jewish	0.20	0.12	0.08	0	0.5
Muslim	4.03	4.79	6.01	3.84	14.4
No religion	9.76	11.00	12.99	12.85	19.4
Sikh	2.57	3.01	3.33	3.67	8.6
Other	4.03	3.68	3.97	3.51	0.8
Prefer not to say	4.43	4.19	3.61	2.84	5.6
Not Known	47.41	43.06	36.21	38.73	

5. Sex

Data is available for 100% of staff and the percentages are shown as a proportion of the total headcount compared to the proportion of the local Hillingdon population.

	2023/24	2024/25	2025/26	2025/26 Senior staff	Hillingdon
Female	63.8	63.9	64.2	60.8	50.6
Male	36.2	36.1	35.8	39.2	49.4

6. Sexual Orientation

The percentages shown are as a proportion of the total headcount (2494), not as a proportion of those who have shared their sexual orientation (1616).

The percentages for senior staff are shown as a proportion of the total senior staff cohort (599), not as a proportion of those who shared their sexual orientation (373).

The table shows the percentages compared to the Hillingdon borough population aged 16 or over who have shared their sexual orientation.

	2023/24	2024/25	2025/26	2025/26 Senior staff	Hillingdon
Gay man	0.43	0.51	0.64	0.67	0.9
Gay woman	0.24	0.36	0.44	0.33	
Bisexual	0.87	0.75	0.96	0.83	1
Heterosexual	48.08	52.08	58.86	56.59	88.9
Other	0.20	0.20	0.16	0	0.3
Prefer not to say	2.65	3.09	3.69	3.84	8.9
Not Known	47.53	43.02	35.20	37.73	0