



London Borough of Hillingdon

Workforce Equality Data 2024 – 25

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.

As at 31 March 2025 the Council's staffing headcount was 2527.

The data presented excludes the borough's school workforce.

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

1. 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.

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	Hillingdon
Female	64.2	63.8	63.6	63.8	63.8	63.9	50.6
Male	35.8	36.2	36.4	36.2	36.2	36.1	49.4

2. Disability

92 people have shared a disability out of 2527 staff which equates to 3.64% of the total staff population. The table shows the percentages compared to the local Hillingdon working age population who have a disability or long term condition.

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	Hillingdon
Disability	2.3	2.2	2.8	3.05	2.96	3.64	16.3

3. Ethnicity

The percentages shown are as a proportion of the total headcount (2527), not as a proportion of those who have declared their ethnicity (2156). The table shows the percentages compared to the working age populations of Hillingdon and London. A breakdown of the different ethnic groups was not available for 2021-22.

	2019-20	2020-21	2021-22	2022-23	2023/24	2024/25	Hillingdon
Asian/Asian British	15	14.6	14.7	14.98	15	16.2	33.3
Indian	10.2	9.8		9.75	9.6	9.97	18.7
Pakistani	1.8	1.7		2.02	2.05	2.37	4.7
Bangladeshi	0.7	0.8		0.79	0.83	1.03	1.3
Chinese	0.3	0.3		0.32	0.47	0.51	1
Other Asian	2	2		2.1	2.05	2.33	7.6
Black/Black British	10.2	10.5	10.17	10.6	11	11.7	7.9
African	4.6	4.7		4.94	5.25	5.66	5.2
Caribbean	4.3	4.6		4.71	4.74	4.99	1.9
Other Black	1.3	1.2		0.95	1.03	1.03	0.8
Mixed/Multiple	2.1	2.5	2.66	2.93	3.2	3.3	4.3
White/Black Caribbean	0.4	0.6		0.75	0.71	0.83	1
White/Black African	0.4	0.5		0.4	0.32	0.28	0.6
White/Asian	0.5	0.6		0.83	0.83	0.87	1.4
Other Mixed	0.8	0.8		0.95	1.3	1.31	1.3
Other	1.5	1.1	1.5	1.51	1.6	1.31	6.3
Arab				0.32	0.32	0.4	1.5
Any other	1.5	1.1	1.5	1.19	1.07		4.8
Total Asian/Black/Mixed/Other	28.8	28.7	29.03	30.02	30.84	32.88	51.8
White	58.1	57.5	56.57	56.14	53.7	52.43	47.8
British	53.1	52.7		50.75	48.24	46.38	37.1
Irish	1.3	1.5		1.35	1.5	1.5	1.8
Gypsy or Irish Traveller						0.04	0.13
Roma						0.08	
Other	3.7	3.3		4.04	4.15	4.43	8.9
Total White	58.1	57.5	56.57	56.14	53.7	52.43	47.8
Not captured/PNTS	13.1	13.4	14.37	13.84	15.5	14.69	

4. 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	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	Hillingdon
16-18	0.3	0.2	0.2	0.36	0.28	0.16	3.6
19-21	1.8	1.6	0.8	0.95	0.67	0.95	3.6
22-24	3.6	3.2	3.3	2.73	2.25	2.45	3.9
Under 25	5.7	5.0	4.3	4.04	3.2	3.56	11.1
25-34	17.9	17.1	17.7	18.03	18.33	17.45	14.5
35-44	22.9	23.2	23.5	23.26	23.67	23.03	15.8
45-54	26.2	25.2	24.7	24.09	24.58	25.72	13.1
55-64	23.1	24.4	24.8	25.75	25.05	24.69	10.8
65+	4.3	5.1	5	4.83	5.18	5.54	13.5

5. Religion or Belief

The percentages shown are as a proportion of the total headcount (2527), not as a proportion of those who have shared their religion or belief (1439). The table shows the percentages compared to the Hillingdon borough population.

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	Hillingdon
Buddhist	0.3	0.3	0.3	0.4	0.4	0.4	0.9
Christian	19.2	20.0	21.8	23.45	24.3	26.59	39
Hindu	2.1	2.2	2.4	2.61	2.69	3.01	10.8
Humanist	0.07	0.08	0.3	0.32	0.2	0.16	0
Jewish	0.04	0.08	0.08	0.20	0.2	0.12	0.5
Muslim	2.9	2.9	3.1	3.76	4.03	4.79	14.4
No religion	10.6	10.6	9.2	8.72	9.76	11.00	19.4
Sikh	2.2	2.1	2.5	2.38	2.57	3.01	8.6
Other	1.2	2.3	3.3	4.60	4.03	3.68	0.8
Prefer not to say	2.0	2.6	3.8	4.32	4.43	4.19	5.6
Not Known	59.4	56.9	53.3	49.25	47.41	43.06	

6. Sexual Orientation

The percentages shown are as a proportion of the total headcount (2527), not as a proportion of those who have shared their sexual orientation (1440). The table shows the percentages compared to the Hillingdon borough population aged 16 or over who have shared their sexual orientation.

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	Hillingdon
Gay man	0.5	0.5	0.4	0.4	0.43	0.51	0.9
Gay woman	0.3	0.4	0.3	0.24	0.24	0.36	
Bisexual	0.5	0.5	0.6	0.67	0.87	0.75	1
Heterosexual	37.7	40.1	43.2	46.91	48.08	52.08	88.9
Other	0.2	0.2	0.08	0.16	0.20	0.20	0.3
Prefer not to say	1.5	1.7	2.1	2.22	2.65	3.09	8.9
Not Known	59.3	56.6	53.4	49.37	47.53	43.02	0