Rushmoor Borough Council Workforce Profile 2026

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Introduction

Under the Equality Act 2010 local authorities must publish information relating to the make-up of the overall workforce with respect of their characteristics (e.g. age, sex and race) in comparison of the local population. Data for the local population is from the 2021 Census. Further data about the local population of Rushmoor can be found in on our Facts and Figures about Rushmoor web page.

As of 31st March 2026, Rushmoor Borough Council employed 252 staff. Of these, 183 were employed full time and 69 were employed part time. This profile compares Rushmoor Borough Council's workforce with the age, sex, ethnic group and religion of Rushmoor residents.

It should be noted that the only time Rushmoor Borough Council captures its workforce's sex, age, religion and ethnic group when staff start employment. Age is calculated by date of birth, however unless staff updates the People Team with any changes, the workforce data relies on information supplied by staff when they start employment.

Sex

Rushmoor Borough Council's workforce is 65.1% female which is different to the population of Rushmoor which is 49.9% female. There is also a difference between the Rushmoor Borough Council's full-time and part-time workers, with more female part-time (92.8%) compared to female full-time workers (54.6%).

Workday population 16-69	% of Rushmoor 2021 Census	% of Rushmoor workforce - Total	% of full time workforce	% of part time workforce
Female	49.9	65.1	54.6	92.8
Male	50.1	34.9	45.4	7.2
Sex not stated	-			

Age

Rushmoor Borough Council has a higher percentage of their workforce over the age of 50 45.2 %, than the population of Rushmoor aged over 50, which is 32.4%. This is however the

opposite in terms of the younger population, with 10.3% of Rushmoor Borough Council's workforce being under 30, compared with 24.7% of the population of Rushmoor.

Workday population 16-69	% of Rushmoor 2021 Census	% of Rushmoor workforce - Total	% of full-time workforce	% of part time workforce
Age 16 to 19	5.8	0.8%	1.1	0.0
Age 20 to 24	8.0	2.4%	3.3	0.0
Age 25 to 29	10.9	7.1%	8.7	2.9
Age 30 to 34	12.6	6.0%	6.6	4.3
Age 35 to 39	11.1	13.1%	13.1	13.0
Age 40 to 44	9.9	14.3%	14.2	14.5
Age 45 to 49	9.3	11.1%	11.5	10.1
Age 50 to 54	10.0	15.9%	14.8	18.8
Age 55 to 59	9.4	13.9%	14.8	11.6
Age 60 to 64	7.2	10.3%	9.8	11.6
Age 65 to 69	5.8	5.2%	2.2	13.0
Age over 69	-	0.0%	0.0	0.0

Religion

The largest religious group within Rushmoor Borough Council's workforce (41.3%) is Christianity however, this is slightly below the local population amount (42.3%). As well as this, 11.9% of Rushmoor's employees have not yet stated their religion or belief and therefore these findings may not be fully representative of Rushmoor's workforce.

Workday population 16-69	% of Rushmoor 2021 Census	% of Rushmoor workforce - Total	% of full time workforce	% of part time workforce
Christian	42.3	41.3	40.4	43.5
Buddhist	4.7	0.8	1.1	0
Hindu	5.7	0.4	0.5	0
Jewish	0.1	0	0	0
Muslim	2.5	1.6	1.6	1.4
Sikh	0.2	0.4	0	1.4
Other religion	1.2	1.6	2.2	0
No religion	37.9	34.5	36.6	29.0
Religion not stated	5.3	11.9	10.4	15.9
Prefer not to say	-	7.5	7.1	8.7

Ethnic group

There appears to be minor differences in a small number of categories between Rushmoor's workforce population figures for 2025 and the 2021 census figures. However, 6.7% of Rushmoor's workforce did not provide information about their ethnic group which could affect the overall accuracy of some of these findings.

	% of Rushmoor 2021 Census	% of Rushmoor workforce - Total	% of full time workforce	% of part time workforce
White: British	71.1	80.2	79.2	82.6
White: Irish	0.7	0.4	0.0	1.4
White: Gypsy or Irish Traveller	0.2	0.0	0.0	0.0
White: Other White	5.4	2.4	2.2	2.9
Mixed: White and Black Caribbean	0.7	0.0	0.0	0.0
Mixed: White and Black African	0.4	0.4	0.5	0.0
Mixed: White and Asian	0.8	0.0	0.0	0.0
Mixed: Other Mixed	0.6	0.4	0.5	0.0
Asian / British Asian: Nepali	10.6	1.2	1.6	0.0
Asian / British Asian: Indian	2.1	1.2	0.5	2.9
Asian / British Asian: Pakistani	1.2	1.6	1.6	1.4
Asian / British Asian: Bangladeshi	0.3	0.0	0.0	0.0
Asian / British Asian: Chinese	0.5	0.0	0.0	0.0
Asian / British Asian: Other	1.6	0.8	1.1	0.0
Black / Black British: African	1.5	1.6	2.2	0.0
Black / Black British: Caribbean	0.7	0.0	0.0	0.0
Black/ Black British: Other	0.4	0.4	0.0	1.4
Other ethnic group: Arab	0.2	0.0	0.0	0.0
Other ethnic group: Any other background	1.0	0.4	0.5	0.0
Ethnic group not stated	-	6.7	6.6	7.2
Prefer not to say	-	2.0	2.7	0.0
Not Known	-	0.4	0.5	0.0