



WORKFORCE PROFILE

as at 31 March 2023



Equality Act 2010: Public Sector Equality Duty

The purpose of this report is to provide an annual summary of the profile of the workforce of Huntingdonshire District Council (HDC) by their protected characteristics as defined under the Equality Act 2010.

All public sector employers, including local authorities, have a statutory duty under the Equality Act (2010) to publish the equality profile data it holds for its directly employed workforce on a regular annual basis. The latest workforce information for HDC is based on data obtained as at 31 March 2023.

The three aims of the Equality Duty are:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

As equality monitoring questions are optional, the Council does not hold a full set of information for every employee. Where employees did not answer or did not want to state their protected characteristics, these are shown as “not declared”

Huntingdonshire District Council 2022/23 - Headcount and Gender



619
TOTAL HEADCOUNT



563.1
TOTAL FTE



322

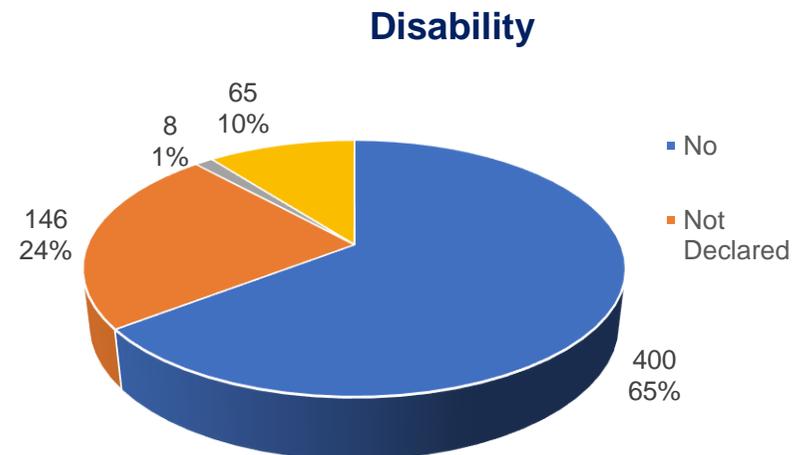


297

The figures are split by Total Headcount

Huntingdonshire District Council 2022/23 - Disability

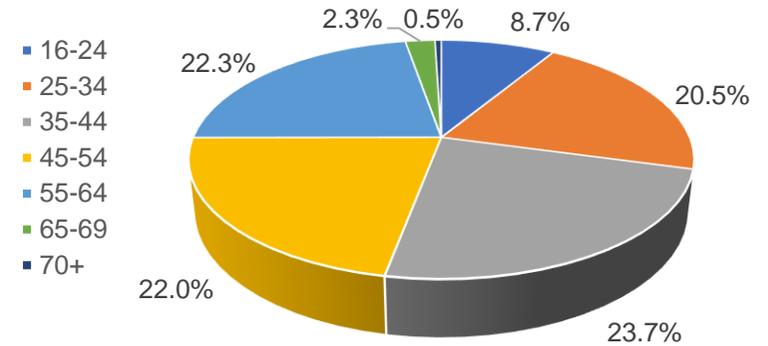
Year	No	Yes	Not Known	Not Declared
2022	186 (28.35%)	32 (4.88%)	9 (1.37%)	429 (65.40%)
2023	400 (64.62%)	65 (10.5%)	8 (1.29%)	146 (23.59%)



Huntingdonshire District Council 2022/23 - Age

Age Group	16-24	25-34	35-44	45-54	55-64	65-59	70+
Number of Employees & percentage	54 8.7%	127 20.5%	147 23.7%	136 22%	138 22.3%	14 2.3%	3 0.5%

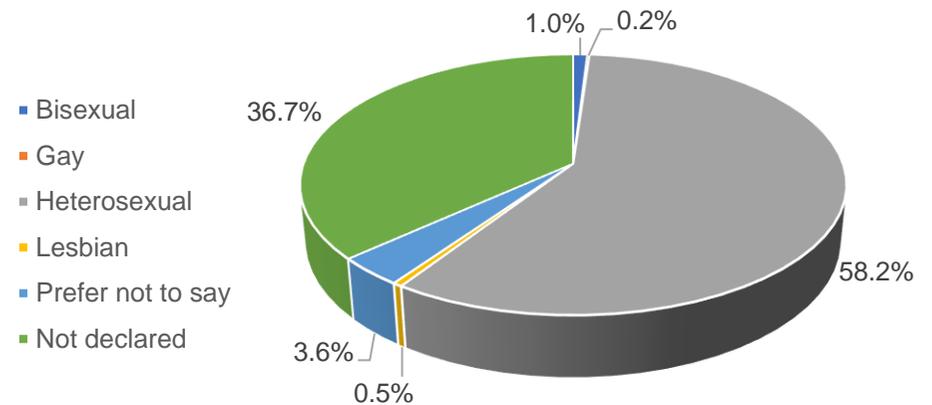
Workforce by Age



Huntingdonshire District Council 2022/23 - Sexual Orientation

Sexual Orientation	No of Employees and percentage
Bisexual	6 (1%)
Gay	1 (0.2%)
Heterosexual	360 (58.2%)
Lesbian	3 (2.5%)
Prefer not to say	22 (3.6%)
Not Declared	227 (36.7%)

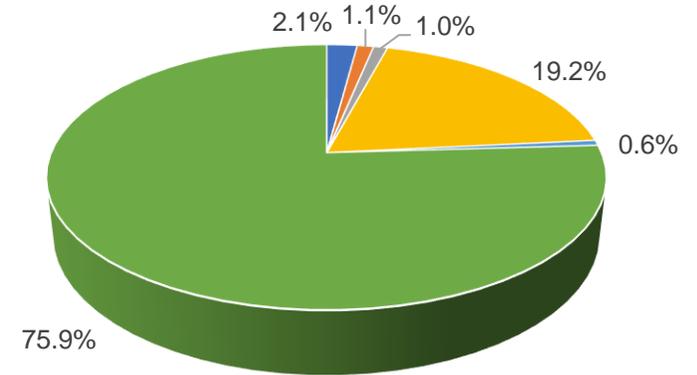
Sexual Orientation



Huntingdonshire District Council 2022/23 - Ethnicity

Ethnicity	Asian	Black	Mixed	Other	White	Not Declared
Number of Employees 2022	13 1.98%	3 0.46%	4 0.61%	4 0.61%	469 71.49%	163 24.85%
Number of Employees 2023	13 2.1%	7 1.1%	6 1%	4 0.6%	470 75.9%	119 19.2%

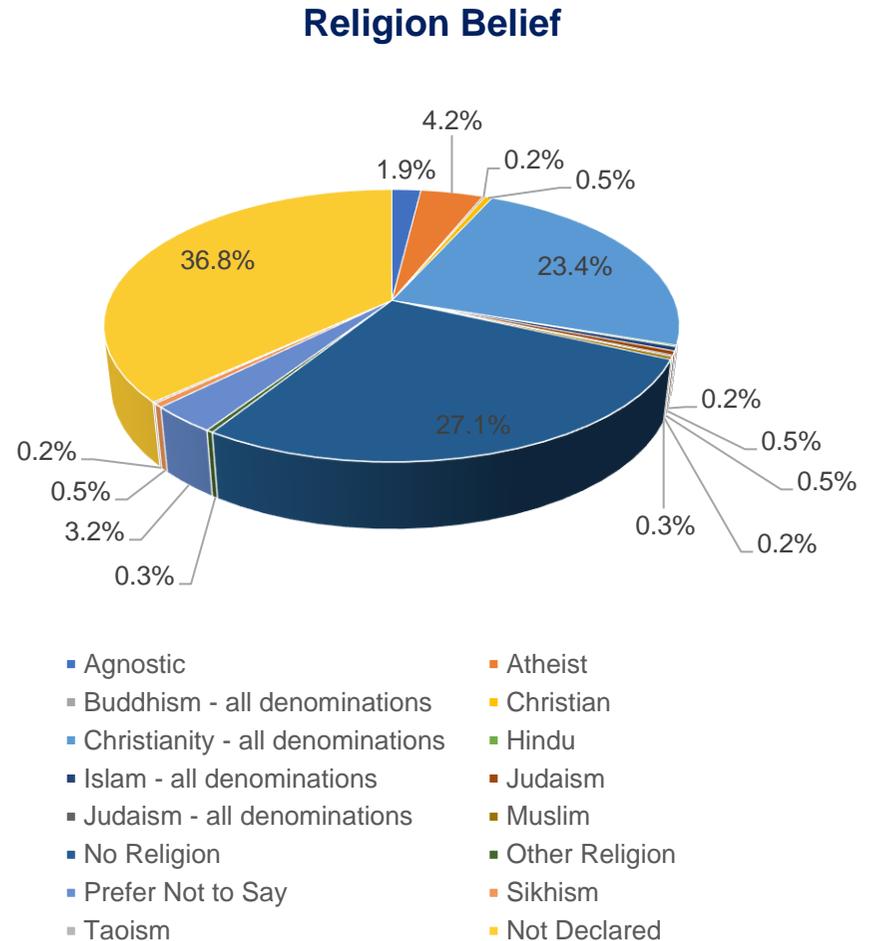
Ethnicity Group



■ Asian
 ■ Black
 ■ Mixed
 ■ Not Declared
 ■ Other
 ■ White

Huntingdonshire District Council 2022/23 - Religion Belief

Religion	Number of Employees and Percentage
Agnostic	12 (1.9%)
Atheist	26 (4.2%)
Buddhism - all denominations	1 (0.2%)
Christian	3 (0.5%)
Christianity - all denominations	145 (23.4%)
Hindu	1 (0.2%)
Islam - all denominations	3 (0.5%)
Judaism	3 (0.5%)
Judaism - all denominations	1 (0.2%)
Muslim	2 (0.3%)
No Religion	168 (27.1%)
Other Religion	2 (0.3%)
Prefer Not to Say	20 (3.2%)
Sikhism	3 (0.5%)
Taoism	1 (0.2%)
Not Declared	228 (36.8%)

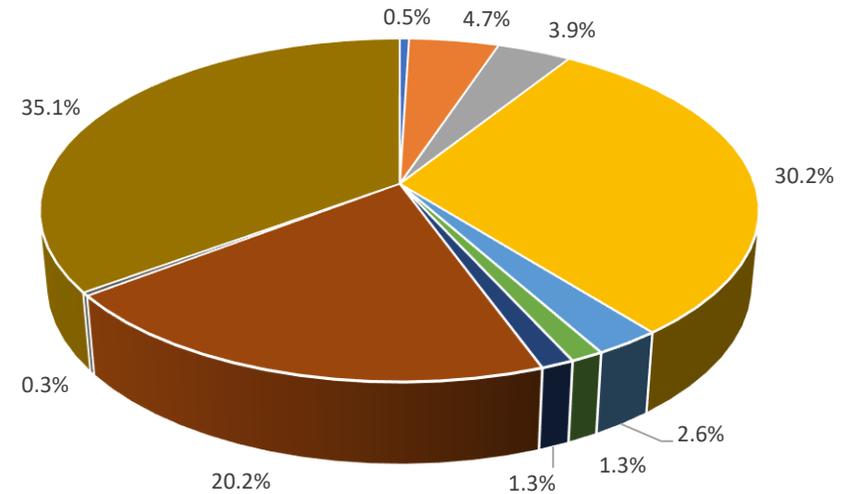


Huntingdonshire District Council 2022/23 – Marital Status

Marital Status	Number of Employees and percentage
Civil Partnership	3 (0.5%)
Co-habiting	29 (4.7%)
Divorced	24 (3.9%)
Married	187 (30.2%)
Partner	16 (2.6%)
Prefer not to say	8 (1.3%)
Separated	8 (1.3%)
Single	125 (20.2%)
Widowed	2 (0.3%)
Not Declared	217 (35.1%)

- Civil Partnership
- Co-habiting
- Divorced
- Married
- Partner
- Prefer not to say
- Separated
- Single
- Widowed
- Not Declared

Marital Status



Recommendations

Work during 2022/2023 has been focused on increasing the declaration rate for protected characteristics. This has helped to improve the data and this will continue, recommendations and future steps include the following:

- Continue to work at increasing the data on protected characteristics.
- Carry out analysis on the data we have and compare this against census data and bring back to September Employment Committee with an action plan.
- Updating the Disability at work Policy has already been identified and carried out and has been brought to the June Employment Committee.
- Initial findings also show that the Equal Opportunities policy needs updating