



WORKFORCE PROFILE

as at 31 March 2024 with Action Plan October 2025



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.

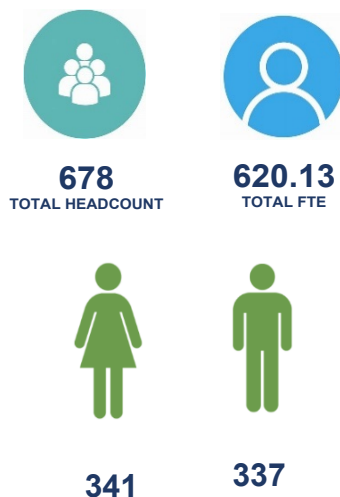
All public sector employers, including local authorities, have a statutory duty under the Equality Act (2010) to publish the equality profile data it holds for its directly employed workforce on a regular annual basis. The latest workforce information for HDC is based on data obtained as at 31 March 2025.

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 2024/25 - Headcount and Gender



The figures are spilt by Total Headcount

What does this data tell us?

- The census data 2021 shows that 49.6% of the population of Huntingdonshire are men, whilst HDC workforce is made up of 49.7% male (49% in 2024). In comparison the census data shows 50.4% Females, whilst HDC workforce is made up of 50.3% females (51% in 2024).
- In terms of those living in the district, who are employed the split is 52.5% male and 47.5% Female. Therefore, the makeup is reflective of the local demographic and demonstrates an evenly split in the workforce by gender identity.

What are we doing well and where do we need to improve?

- Our last Gender Pay Gap data for 31 March 2024 demonstrated that HDC continue to have a lower than average Gender Pay Gap. The next report is due to be published by 31 March 2026.

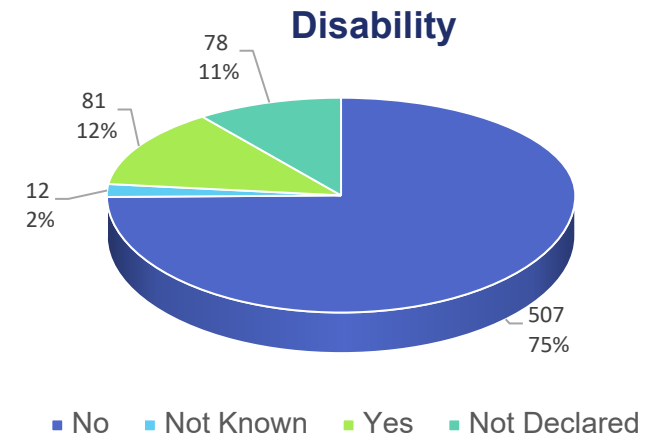
- Flexibility, remote working and flexi scheme are promoted through recruitment processes where possible and dependent on the role. HDC employ 150 part time employees, 6 compressed hours e.g. 9 day fortnight contracts and 1 annualised hours contracts.
- HDC website has been updated with our pledges including the menopause and bumps to baby and beyond pledge and we are now including this when advertising roles.
- We have also partnered with Bumps to Baby and Beyond to provide staff support on the early years of parenting to teenage years. In addition mid-life support training is also available for staff e.g. perimenopause and menopause, empty nest syndrome and caring for elderly parents. Finally support for infant loss and coping strategies is also available.
- We have held regular Wellbeing Cafés for women, covering key topics such as the menopause. Staff have also benefited from free support through a dedicated Menopause Café provided by UNISON. Menopause Awareness Day has been marked with special guest speakers to raise awareness and foster open conversations. Additionally, a new Employee Assistance Programme has been launched to offer confidential support and resources for all employees. In addition to our existing health and wellbeing initiatives, we have also held cervical screening appointments on site to support early detection and preventative care.

Actions:

- Further work needs to be done regarding men's initiatives such as International Men's Day and more health awareness schemes.

Huntingdonshire District Council 2024/25 - Disability

Year	No	Yes	Not Known	Not Declared
2023	400 (64.62%)	65 (10.5%)	8 (1.29%)	146 (23.59%)
2024	468 (72.11%)	73 (11.25%)	9 (1.39%)	99 (15.25%)
2025	507 (75%)	81 (12%)	12 (2%)	78 (11%)



What does this data tell us?

- The census data shows that under the Equality Act category for 'day to day activities limited a lot and limited a little' we have a 16.3% make up in our demographic. HDC shows a make up of staff that have declared a disability at 12%. Please note the Census data would include people who are not of working age as well as people who are not able to work due to their disability or other reasons.
- The Census results show for people living in the district that are employed 9.6% are disabled under the Equality Act. The data demonstrates that compared to those that are employed HDC employs a higher percentage of people that have shared they have a disability compared to the census data.

What are we doing well and where do we need to improve?

- HDC is signed up to being a Disability Confident Employer, which is a commitment to improving the way we recruit, retain and develop disabled people, this pledge is also now being used on the website for recruitment.
- The Adjustments Passport is being used by staff and managers where they have a disability, health condition or need temporary adjustments to enable them to carry out their role by facilitating conversations between employees and their line manager to capture the adjustments agreed.

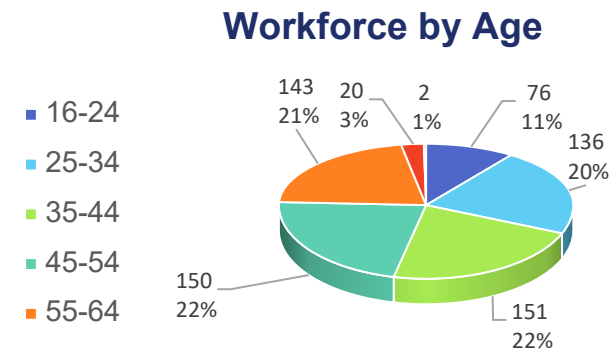
- Work has been completed on communicating the option to use the adjustments passport with managers and employees that have declared a disability. Information has been included in new starter documents, in sickness management forms and is shared with employees that change their disability status on the HR/Payroll system. This new process ensures the employee is contacted by the HR team to ensure reasonable adjustments are put in place.

Actions:

- HDC will need to continue to increase the declaration rate.
- Explore with ITC a Dyslexia friendly font, so that emails can be in the correct size, justified appropriately and using the correct font.
- Explore Mindful employer charter, this charter is about taking positive approach to mental health at work.

Huntingdonshire District Council 2024/25 - Age

Age Group	16-24	25-34	35-44	45-54	55-64	65-69	70+
Number of Employees & percentage	76 11%	136 20%	151 22%	150 22%	143 21%	20 3%	2 1%



What does this data tell us?

- The census data age brackets are quite large so this makes it difficult to get an accurate comparison of age against the demographic.
- HDC data has an even spread, except for the lower age group category 16-24 and 65+. However, when including our variable workforce in the headcount, who predominantly work in leisure, the 16-24 category increases to 27%.

What are we doing well and where do we need to improve?

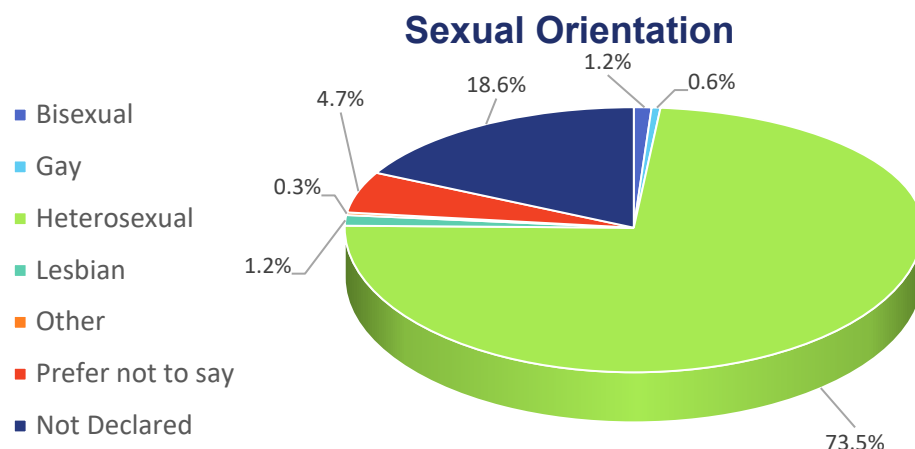
- The recruitment team have been going out to colleges to attract potential applicants and will continue to do this.
- HDC will continue to work with local colleges to give students opportunities where possible

Actions:

- Continue to work on bringing in more Apprenticeships and increase the number of graduate opportunities in HDC.
- Develop a coaching and mentoring scheme for all employees but to also help younger employees.

Huntingdonshire District Council 2024/25 - Sexual Orientation

Sexual Orientation	No of Employees and percentage	
Bisexual	8	(1.2%)
Gay	4	(0.6%)
Heterosexual	498	(73.5%)
Lesbian	8	(1.2%)
Other	2	(0.3%)
Prefer not to say	32	(4.7%)
Not Declared	126	(18.6%)



What does this data tell us?

- The census data shows the make-up of people that declared themselves as lesbian or gay to be 1.3%, HDC is slightly above this at 1.8%, (0.9% last year), the increase is linked to the actual disclosure rate which has increased. In relation to being bisexual HDC has a 1.07% declaration (1.1% last year) and the Huntingdonshire demographic data shows 1.2%. Heterosexuals make up of Huntingdonshire was 91% as opposed to HDC where it is 73.5%, this could be linked to the lower number of not shared rate. Similarly, the Census question on sexual orientation was a voluntary question and therefore not completed by everyone (4.7% preferred not to say).

What are we doing well and where do we need to improve?

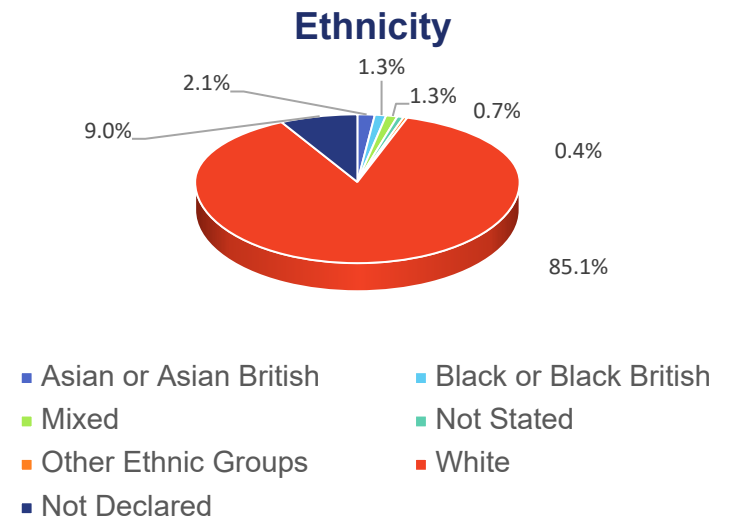
- HDC fly the pride flag and share communications regarding this.
- The disclosure rate had increased since last year, 18.6% have not shared this year compared to 28% last year. The council has seen an increase in sexual orientation declaration rates following a targeted internal campaign. This initiative focused on educating employees about the meaning and purpose of the declaration categories, helping to build understanding, trust, and confidence in sharing personal data.

Actions:

- There will be actions that come through the workforce strategy that will contribute to this area including developing an equality diversity and inclusion (EDI) group.

Huntingdonshire District Council 2024/25 - Ethnicity

Ethnicity	Asian	Black	Mixed	Other	White	Not Declared
Number of Employees 2023	13 2.1%	7 1.1%	6 1%	4 0.6%	470 75.9%	119 19.2%
Number of Employees 2024	12 1.85%	11 1.69%	8 1.23%	4 0.62%	531 81.82%	83 12.79%
Number of Employees 2025	14 2.1%	9 1.3%	9 1.3%	3 0.4%	577 85.1%	61 9%



What does this data tell us?

- The census data shows an Asian make up of Huntingdonshire as 3.2%, HDC employ 2% in this category. Black as 1.5% and HDC employ 1.3% in this category. Mixed is 2.2% in the census data and HDC employ 1.3%. Under the category 'other' the census data shows 0.7% and HDC has a figure of 0.4%. For those that shared their ethnicity as white the census data showed 85.2% and HDC workforce is made up of 85% in this category (82% last year).
- We don't have data for all our employees (9%), therefore direct comparisons with the Census cannot be made, although this is an improvement as last year the figure was 12.8%.

What are we doing well and where do we need to improve?

- HDC advertise on network groups to reach diverse audiences and will continue to do this.
- Work on improving the declaration rate has helped but this can always be improved.

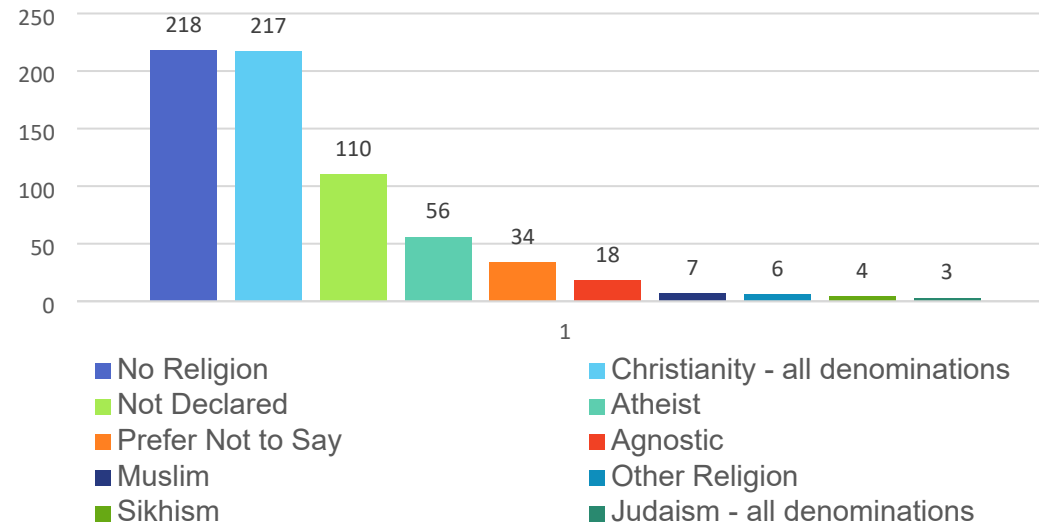
Actions:

- Improve declaration rate
- Explore The Race at work charter and UNISON Anti Racism Charter to see which actions can be implemented at HDC.
- Reach out to employees from diverse cultural backgrounds to invite suggestions for cultural and religious celebrations they would like HDC to acknowledge throughout the year. This will help ensure our calendar of events reflects the rich diversity of our workforce and promotes an inclusive workplace culture.

Huntingdonshire District Council 2024/25 – Religion Belief

Religion	Number of Employees and Percentage
Agnostic	18 (2.7%)
Atheist	56 (8.3%)
Buddhism - all denominations	1 (0.1%)
Christianity - all denominations	217 (32%)
Hindu	1 (0.1%)
Islam - all denominations	2 (0.3%)
Judaism - all denominations	3 (0.4%)
Muslim	7 (1%)
No Religion	218 (32.2%)
Other Religion	6 (0.9%)
Prefer Not to Say	34 (5%)
Rastafarian	1 (0.1%)
Sikhism	4 (0.6%)
Not Declared	110 (16.2%)

Top 10* - Religion Belief



- Other categories have 2 or less employees

What does this data tell us?

- The Census data shows among employed people living in the district:
 - 48.1% had no religion (includes Atheist and Agnostic), HDC has 43% in this category.
 - 43.4% were Christian – HDC has 32% in this category.
 - 0.1% were Jewish – HDC has 0.4% in this category
 - 1.2% were Muslim – HDC has 1% in this category

- 0.2% were Sikh - HDC has 0.6% in this category
- 0.9% responded with other religion - HDC has 0.9% in this category (includes religion's where under 2 employees have responded)
- The information shows that whilst some percentages have increased compared to last year the actual numbers for all the religions has stayed broadly the same or increased.

What are we doing well and where do we need to improve?

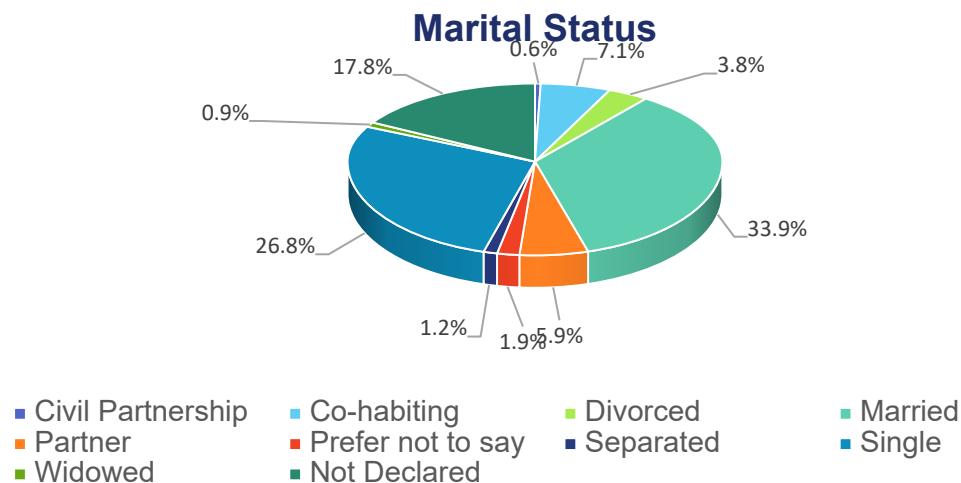
- HDC's not declared rate is 16%, which has improved from last year when this was reported as 28%.
- We have updated our recruitment processes and systems to combine some categories to make a comparison with the census data more reflective.

Actions:

- More data is needed on the non-declaration rate.
- Workforce Strategy includes actions around this area including networking groups and celebration of cultural days.

Huntingdonshire District Council 2024/25 – Marital Status

Marital Status	Number of Employees and percentage
Civil Partnership	4 (0.6%)
Co-habiting	48 (7.1%)
Divorced	26 (3.8%)
Married	230 (33.9%)
Partner	40 (5.9%)
Prefer not to say	13 (1.9%)
Separated	8 (1.2%)
Single	182 (26.8%)
Widowed	6 (0.9%)
Not Declared	121 (17.8%)



What does this data tell us?

- The census data shows married/in a civil partnership as 50%, HDC data shows 40% in this category.
- HDC have a 82% declaration rate as this is not mandatory data to share.

What are we doing well and where do we need to improve?

Action:

- Improve data captured in this area

Conclusions

Equality and diversity is about acceptance, fairness and respect and recognising individual differences. HDC want to create a workforce that is representative of our community, this will enable the council to:

- Value the skills of a diverse work pool
- Ensure that the services we provide are delivered by employees that understand our local community.
- Develop an inclusive workforce, which promotes and delivers improvements on equality through our policies and practices by ensuring they are not having an adverse impact
- Eliminate any barriers that certain groups may face
- Challenge any discrimination in the work place

The data in this report shows that HDC workforce is fairly reflective of the local demographic, however there are some areas that can be focused on. Whilst there are actions included in this report, further work will continue as part of the workforce strategy.

Equality Action Plan 2024/25

Equality Actions	Owned by	Update	Progress
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Gender	Further work needs to be done on education around menopause generally and in particular with managers so that they are able to support staff in the best way.	Kiran Hans	HDC Active Lifestyles team hold Wellbeing Cafés covering key topics such as menopause. Marked Menopause Awareness Day with special guest speakers to raise awareness and foster open conversations. Launched a new Employee Assistance Programme and held cervical screening appointments on site to support early detection and preventative care. Information is shared on Menopause Teams channel. New EDI group will also have representation for all the protected characteristics.	Completed
	More education needs to be done around promoting awareness of men's health	Kiran Hans	These will form part of the engagement Calender and International Men's day to be celebrated.	In Progress
	Creation of Menopause champions to lead the work in this area.	Kiran Hans	We have a Teams channel set up and there is significantly more awareness on the topic	Completed
Disability	Explore with IT a Dyslexia friendly font, so that emails can be in the correct size, justified appropriately and using the correct font.	Lisa Baggaley		In Progress
	Explore Mindful employer charter, this charter is about taking positive approach to mental health at work.	Kiran Hans		Carry over

Age	Continue to work on bringing in more Apprenticeships and increase the number of graduate opportunities in HDC.	Julie Holland	We have a number of work experience students from local education settings and colleges some of these have been employed as apprentices in the difficult to recruit to areas such as ICT. This practice will continue annually. HDC recruited a shared graduate who has taken up permanent employment within the council this year. CLT have requested that I explore a graduate in 2026. HDC apprentices are generally across all age groups.	In Progress
	Develop a coaching and mentoring scheme for all employees but to also help younger employees.	Julie Holland	L&D are delivering a coaching and mentoring course this year. This course will be open to all staff in 2026. There is an Early Careers Network in HDC aimed at those employed for the first time in local government and an opportunity to buddy up with other employees.	In Progress
Sexual Orientation	Work needs to continue on increasing the not shared rate and education on the categories on the system will help with this, as this could be contributing.	Chloe George	Declaration has increased due to targeted approach, will continue to encourage completion as an annual exercise	Ongoing as an annual exercise

Ethnicity	Explore The Race at work charter and UNISON Anti Racism Charter to see which actions can be implemented at HDC.	Kiran Hans	EDI groups will look at this once set up	Carry over
	Reach out to the workforce to promote cultural days as part of the workforce Strategy	Kiran Hans	This has started but low response so will try again through EDI group.	In Progress
	More data is needed on the non-declaration rate.	Chloe George	this will be an annual exercise	ongoing
General Actions	Work during 2022/2023 has focused on decreasing the number of employees that have not declared their protected characteristics. This has helped to improve the data but will need to continue through managers and individuals by explaining the benefits of capturing this information and by being specific about the data that is missing.	Chloe George	This will be an annual exercise	ongoing
	Update the Equal Opportunities Policy.	Lisa Baggaley	We are currently waiting on some guidance from the Equality and Human Rights Comission before updating	In Progress
	Make the roles advertised look more accessible to people who may not have the exact skills by advertising training	Sam Sanderson	using more transferable skills	Completed

	opportunities relating to roles.			
	Workforce Strategy includes a number of areas that will support the work around Equalities.	Kiran Hans/Chloe George	In progress	Carry over
	Continue to review where and how we promote our roles, ensuring inclusivity.	Sam Sanderson		Completed