



WORKFORCE PROFILE

as at 31 March 2022



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.

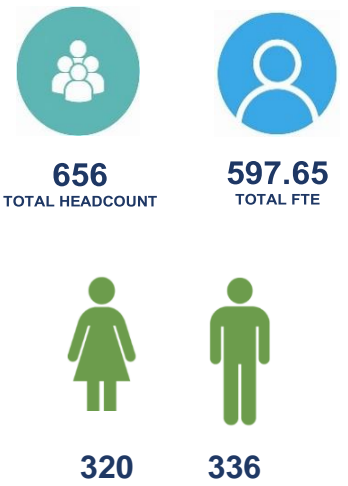
All public sector employers, including local authorities, have a statutory duty under the Equality Act (2010) to publish the equality profile data it holds for its directly employed workforce on a regular annual basis. The latest workforce information for HDC is based on data obtained as at 31 March 2022.

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”

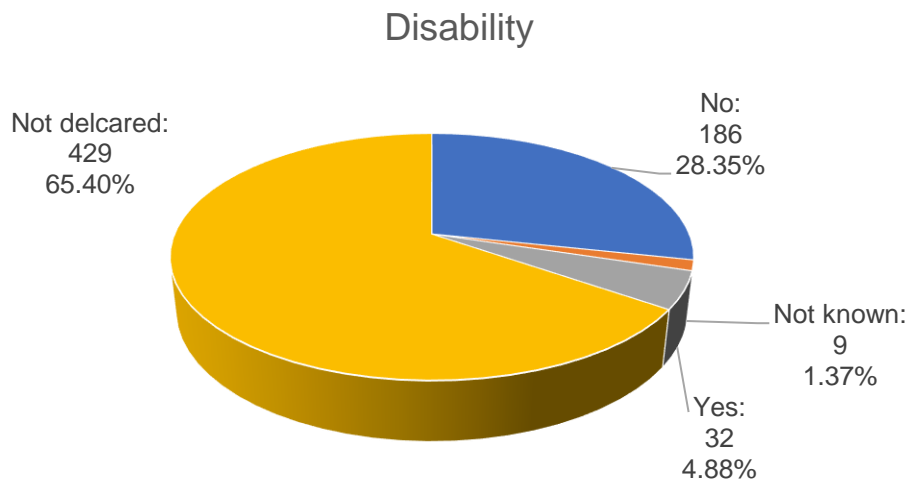
Huntingdonshire District Council 2021/22 - Headcount and Gender



The figures are spilt by Total Headcount

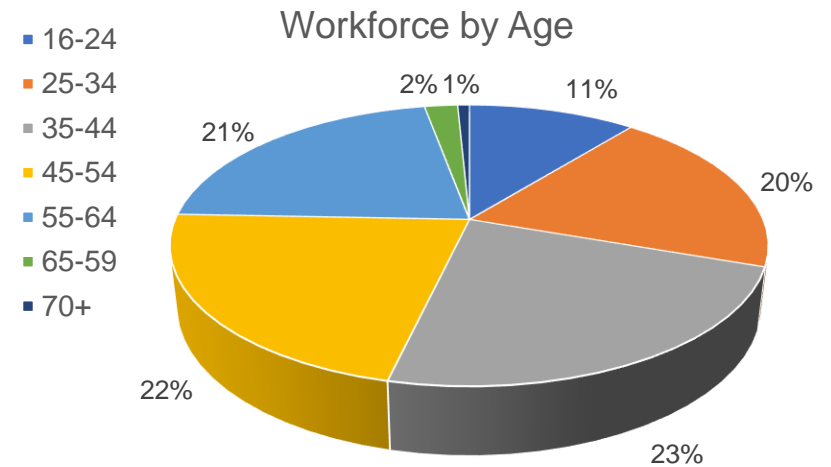
Huntingdonshire District Council 2021/22 - Disability

No	Yes	Not Known	Not Declared
186 (28.35%)	32 (4.88%)	9 (1.37%)	429 (65.40%)



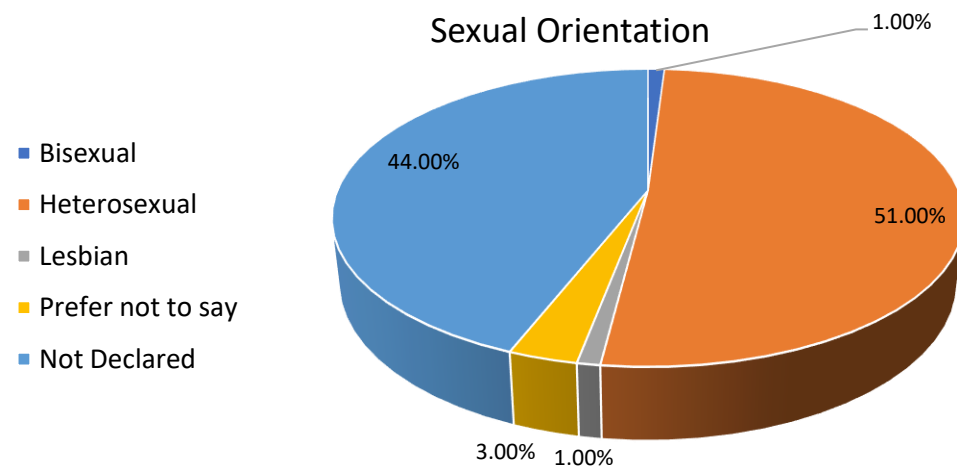
Huntingdonshire District Council 2021/22 - Age

Age Group	16-24	25-34	35-44	45-54	55-64	65-59	70+
Number of Employees and percentage	71 11%	128 20%	153 23%	144 22%	141 21%	14 2%	5 1%



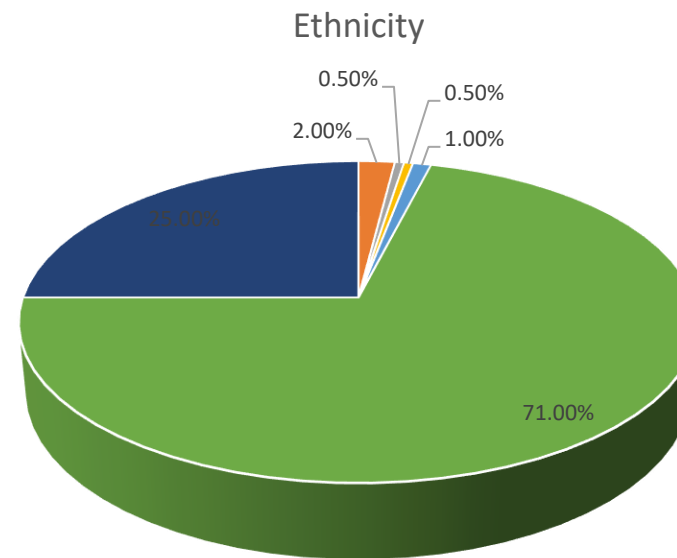
Huntingdonshire District Council 2021/22 - Sexual Orientation

Sexual Orientation	No of Employees and percentage
Bisexual	8 (1.22%)
Heterosexual	338 (51.52%)
Lesbian	3 (0.46%)
Prefer not to say	21 (2.59%)
Not Declared	286 (43.60%)



Huntingdonshire District Council 2021/22 - Ethnicity

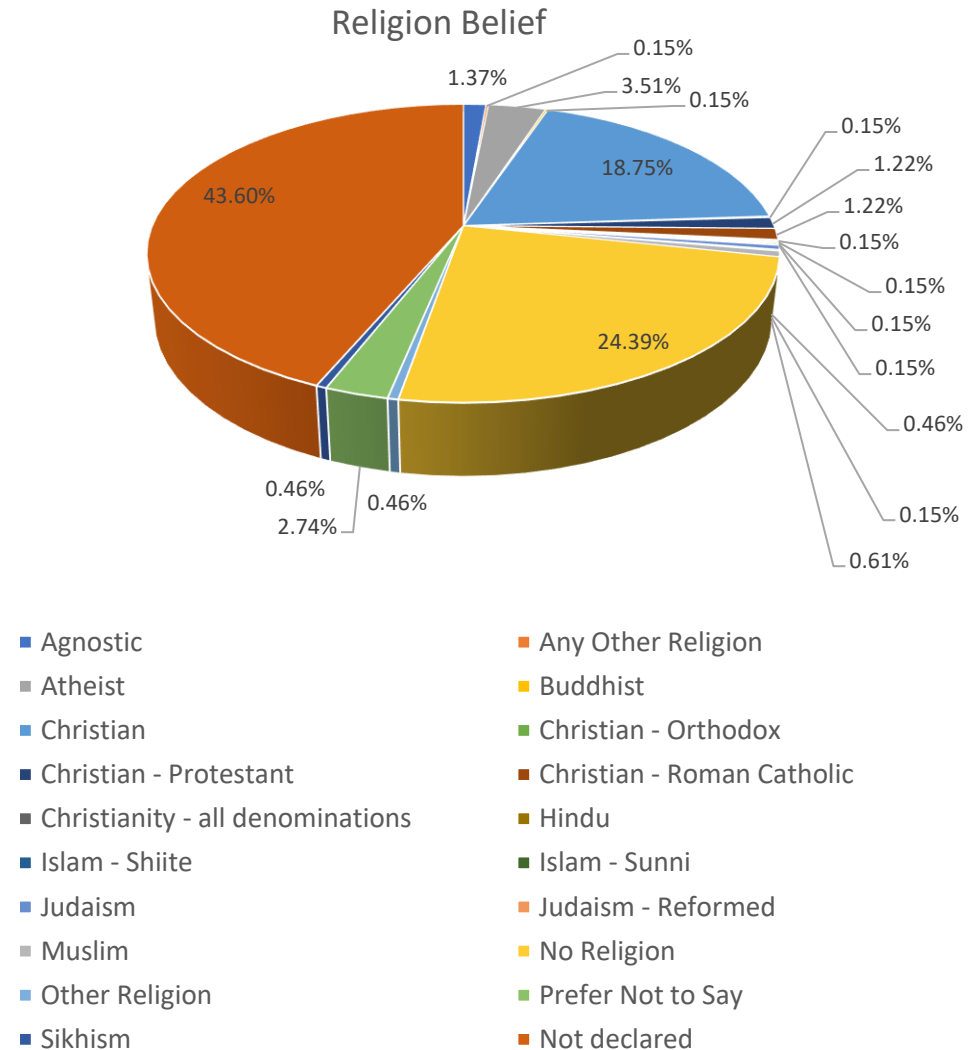
Ethnicity	Asian	Black	Mixed	Other	White	Not Declared
Number of Employees	13 1.98%	3 0.46%	4 0.61%	4 0.61%	469 71.49%	163 24.85%



- Ethnicity
- Asian
- Black
- Mixed
- Other
- White
- Not Declared

Huntingdonshire District Council 2021/22 - Religion Belief

Religion Belief	Number of Employees
Agnostic	9 (1.37%)
Any Other Religion	1 (0.15%)
Atheist	23 (3.51%)
Buddhist	1 (0.15%)
Christian	123 (18.75%)
Christian - Orthodox	1 (0.15%)
Christian - Protestant	8 (1.22%)
Christian - Roman Catholic	8 (1.22%)
Christianity - all denominations	1 (0.15%)
Hindu	1 (0.15%)
Islam - Shiite	1 (0.15%)
Islam - Sunni	1 (0.15%)
Judaism	3 (0.46%)
Judaism - Reformed	1 (0.15%)
Muslim	4 (0.61%)
No Religion	160 (24.39%)
Other Religion	3 (0.46%)
Prefer Not to Say	18 (2.74%)
Sikhism	3 (0.46%)
Not declared	286 (43.60%)



Huntingdonshire District Council 2021/22 - Marital Status

Marital Status	Number of Employees and percentage
Civil Partnership	3 (0.46%)
Co-habiting	17 (2.59%)
Divorced	26 (3.96%)
Married	173 (26.37%)
Not declared	286 (43.60%)
Partner	17 (2.59%)
Prefer not to say	5 (0.76%)
Separated	7 (1.07%)
Single	119 (18.14%)
Widowed	3 (0.46%)

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

