



WORKFORCE PROFILE

as at 31 March 2024



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 2024.

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”

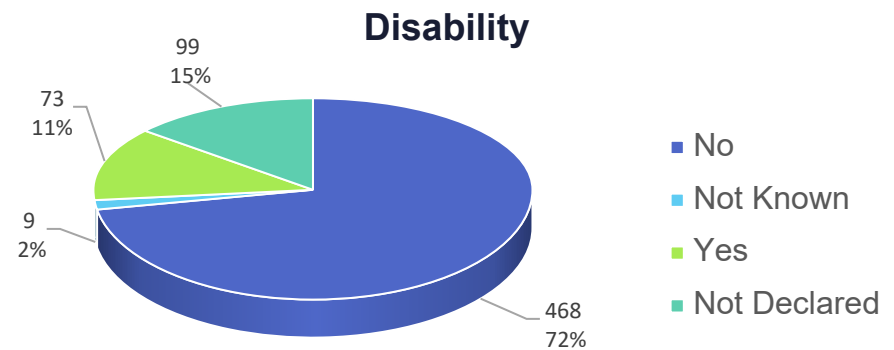
Huntingdonshire District Council 2023/24 - Headcount and Gender



The figures are spilt by Total Headcount

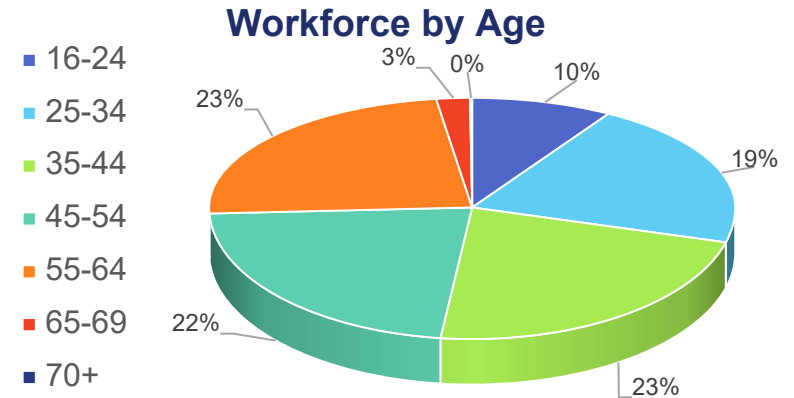
Huntingdonshire District Council 2023/24 - Disability

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%)
2024	468 (72.11%)	73 (11.25%)	9 (1.39%)	99 (15.25%)



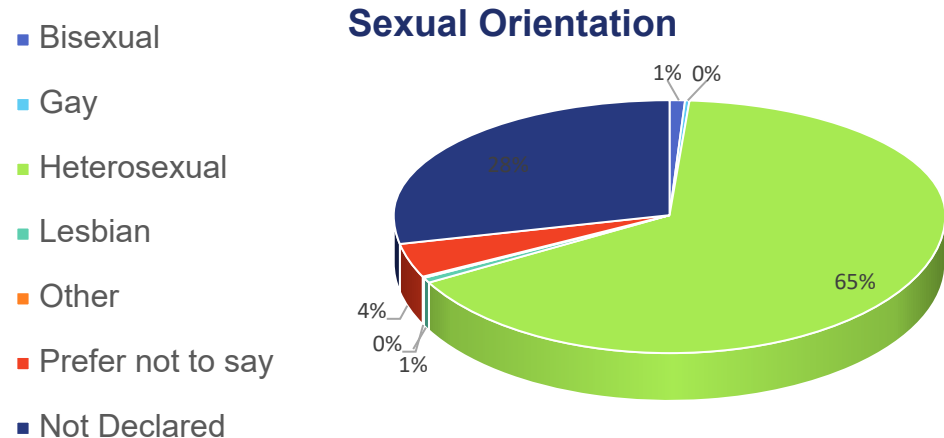
Huntingdonshire District Council 2023/24 - Age

Age Group	16-24	25-34	35-44	45-54	55-64	65-69	70+
Number of Employees & percentage	65 10%	125 19.3%	147 22.7%	145 22.3%	150 23.1%	16 2.5%	1 0.2%



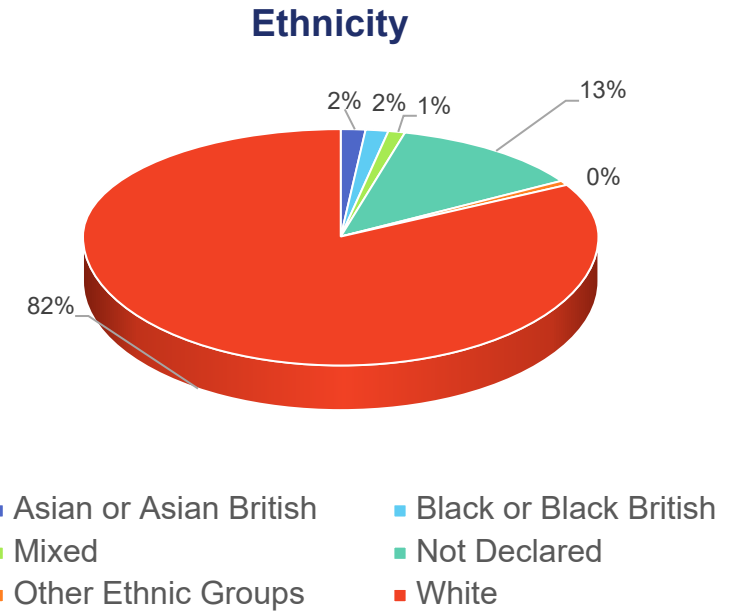
Huntingdonshire District Council 2023/24 - Sexual Orientation

Sexual Orientation	No of Employees and percentage
Bisexual	7 (1.08%)
Gay	2 (0.31%)
Heterosexual	425 (65.49%)
Lesbian	4 (0.62%)
Other	1 (0.15%)
Prefer not to say	26 (4.01%)
Not Declared	184 (28.35%)



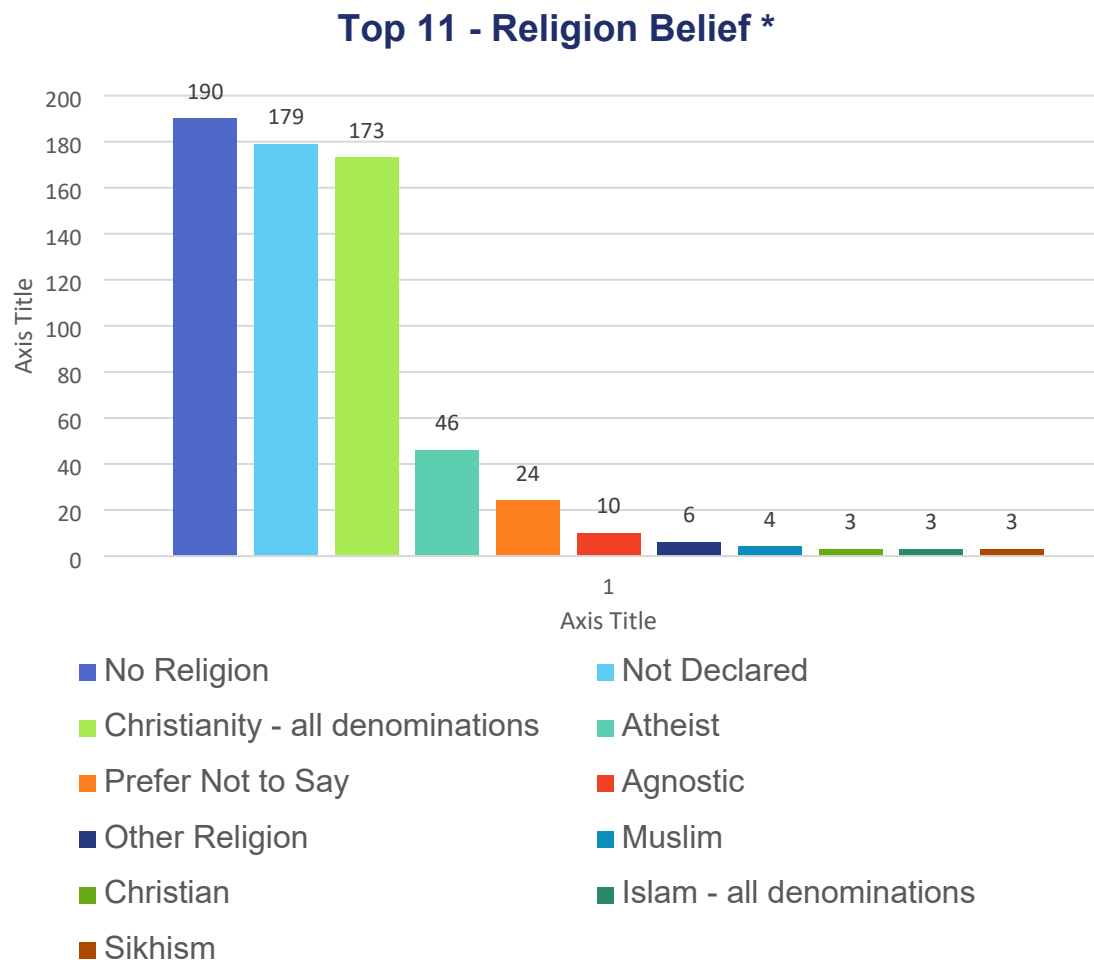
Huntingdonshire District Council 2023/24 - Ethnicity

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%
Number of Employees 2024	12 1.85%	11 1.69%	8 1.23%	4 0.62%	531 81.82%	83 12.79%



Huntingdonshire District Council 2023/24 - Religion Belief

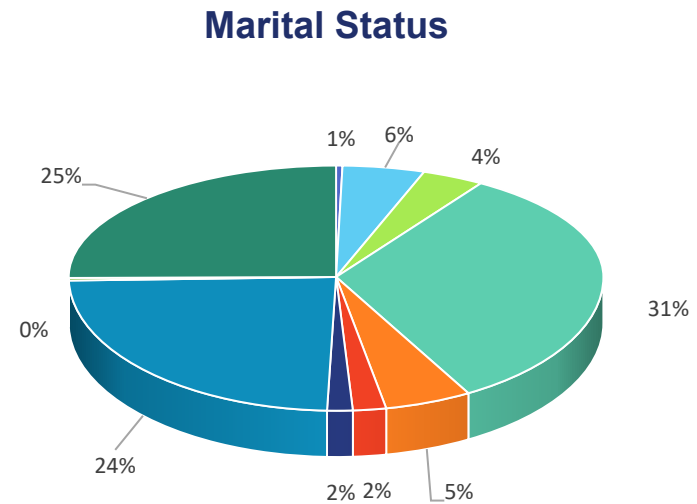
Religion	Number of Employees and Percentage
Agnostic	10 (1.5%)
Atheist	46 (7.1%)
Buddhism - all denominations	1 (0.2%)
Christian	3 (0.5%)
Christianity - all denominations	173 (26.7%)
Hindu	1 (0.2%)
Islam - all denominations	3 (0.5%)
Judaism	2 (0.3%)
Judaism - all denominations	2 (0.3%)
Muslim	4 (0.6%)
No Religion	190 (29.3%)
Other Religion	6 (0.9%)
Prefer Not to Say	24 (3.7%)
Rastafarian	1 (0.2%)
Sikhism	3 (0.5%)
Taoism	1 (0.2%)
Not Declared	179 (27.6%)



* Other categories have 2 or less employees

Huntingdonshire District Council 2023/24 – Marital Status

Marital Status	Number of Employees and percentage
Civil Partnership	3 (0.5%)
Co-habiting	38 (5.9%)
Divorced	27 (4.2%)
Married	203 (31.3%)
Partner	34 (5.2%)
Prefer not to say	13 (2.0%)
Separated	10 (1.5%)
Single	156 (24%)
Widowed	2 (0.3%)
Not Declared	163 (25.1%)



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

Recommendations

Work during 2023/2024 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.
- Continue to work on action plan from last year and bring an update to September Employment Committee.

Equality Action Plan 2023/24

Equality Actions		Owned by
Gender	Update the website with the pledge and include this in advertisement of roles.	Sam Sanderson
	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
	Creation of Menopause champions to lead the work in this area.	Kiran Hans
Disability	Work is in progress to communicate the adjustments passport with managers and employees that have declared a disability.	Kiran Hans
	Ensure the new Disability at Work Policy is incorporated into existing processes for managing sickness to ensure employees are given a copy.	Kiran Hans
	Review sickness forms to enable reasonable adjustments to be a part of the discussions and documented.	Kiran Hans
	HDC will need to continue to increase the declaration rate	Kiran Hans
	Update the website with the Disability Confident Pledge and include this in recruitment adverts.	Sam Sanderson
	Explore with IT a Dyslexia friendly font, so that emails can be in the correct size, justified appropriately and using the correct font.	Leanne Harfield
	Explore Mindful employer charter, this charter is about taking positive approach to mental health at work.	Leanne Harfield
Age	The recruitment team have been going out to colleges to attract potential applicants and will continue to do this.	Julie Holland
	Work continues on Industrial Placements to attract younger candidates.	Julie Holland
	Continue to work on bringing in more Apprenticeships	Julie Holland
	Workforce strategy will speak to staff about what they value at HDC and what they want to see more of.	Nic Harpham

Sexual Orientation	Work needs to be done on the not declared rate and education on the categories on the system will help with this, as this could be contributing.	Kiran Hans
Ethnicity	Improve declaration rate and explore breaking down categories such as white into 'white other' to give a better comparison against Census data.	Kiran Hans
	Explore The Race at work charter and UNISON Anti Racism Charter to see which actions can be implemented at HDC.	Leanne Harfield
	Feed into the workforce strategy on culture and cultural celebrations and what employees feel could be done in this area.	Kiran Hans
Religion and Belief	As above feed into work force strategy to celebrate cultural days	Leanne Harfield
	More data is needed on the non-declaration rate.	Kiran Hans
	Explore combining some categories going forward to help with comparison	
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.	Kiran Hans
	Update the Equal Opportunities Policy.	Kiran Hans/Leanne Harfield/Lisa Morris
	Training on Equal Opportunities	
	HR involvement in Equality meetings with other Councils to share best practice.	Kiran Hans/Leanne Harfield
	Run unconscious bias training for managers relating to recruitment.	
	Make the roles advertised look more accessible to people who may not have the exact skills by advertising training opportunities relating to roles.	Leanne Harfield/Sam Sanderson

	Focussing more on transferable skills to allow more people to apply rather than being prescriptive, in addition asking for equivalent experience rather than the focus being on qualifications.	Leanne Harfield/Sam Sanderson
	Explore employee networks for different groups to support and develop each other, feed into HR Policies, communications, learning and development and Equality actions.	Leanne Harfield/Kiran Hans
	Review where and how we promote our roles, ensuring inclusivity.	Leanne Harfield/Sam Sanderson