

# WORKFORCE PROFILE

as at 31 March 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.

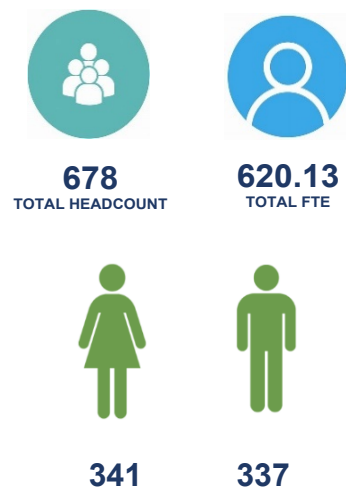
All public sector employers, including local authorities, have a statutory duty under the Equality Act (2010) to publish the equality profile data it holds for its directly employed workforce on a regular annual basis. The latest workforce information for HDC is based on data obtained as at 31 March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

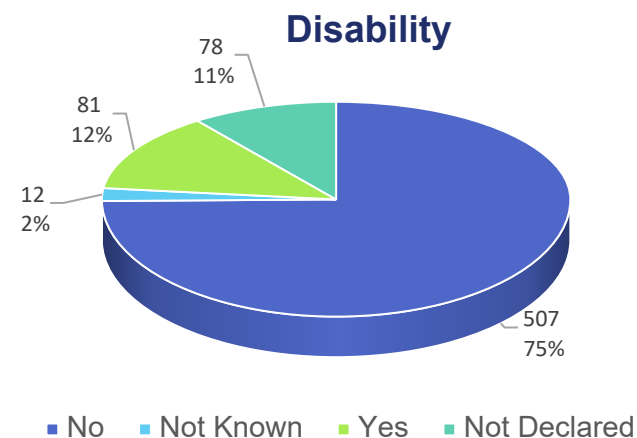
## Huntingdonshire District Council 2024/25 - Headcount and Gender



The figures are spilt by Total Headcount

## Huntingdonshire District Council 2024/25 - Disability

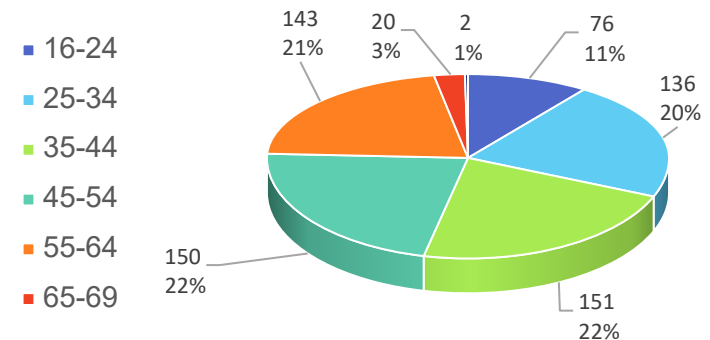
Year	No	Yes	Not Known	Not Declared
2023	400 (64.62%)	65 (10.5%)	8 (1.29%)	146 (23.59%)
2024	468 (72.11%)	73 (11.25%)	9 (1.39%)	99 (15.25%)
2025	507 (75%)	81 (12%)	12 (2%)	78 (11%)



## 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%

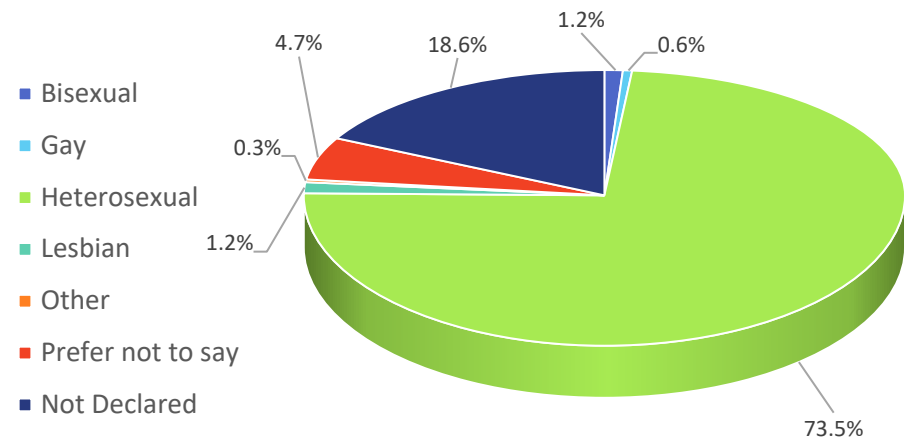
Workforce by Age



## Huntingdonshire District Council 2024/25 - Sexual Orientation

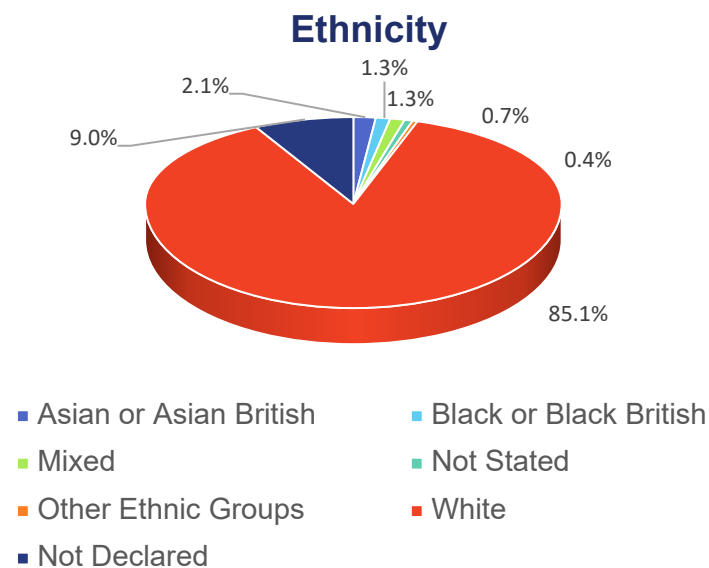
Sexual Orientation	No of Employees and percentage	
Bisexual	8	(1.2%)
Gay	4	(0.6%)
Heterosexual	498	(73.5%)
Lesbian	8	(1.2%)
Other	2	(0.3%)
Prefer not to say	32	(4.7%)
Not Declared	126	(18.6%)

Sexual Orientation



## Huntingdonshire District Council 2024/25 - Ethnicity

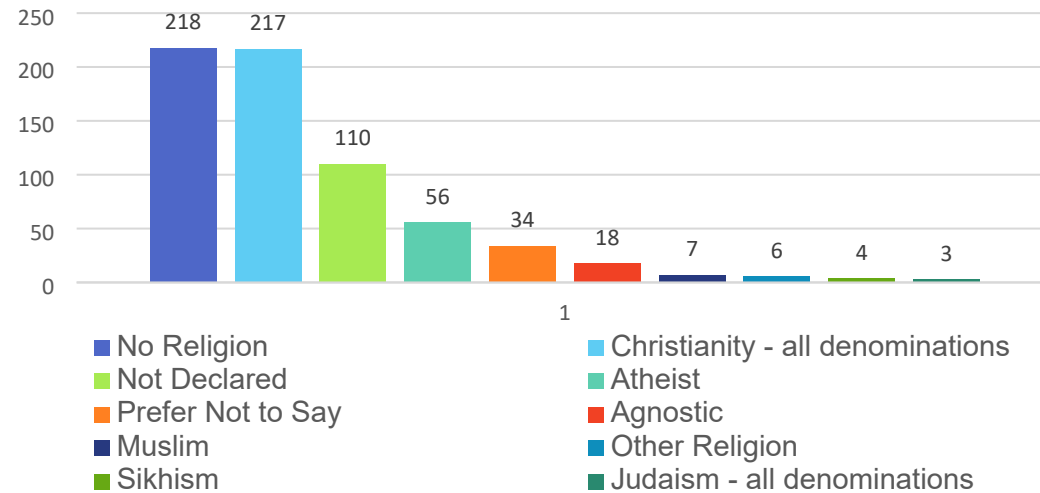
Ethnicity	Asian	Black	Mixed	Other	White	Not Declared
Number of Employees 2023	13 2.1%	7 1.1%	6 1%	4 0.6%	470 75.9%	119 19.2%
Number of Employees 2024	12 1.85%	11 1.69%	8 1.23%	4 0.62%	531 81.82%	83 12.79%
Number of Employees 2025	14 2.1%	9 1.3%	9 1.3%	3 0.4%	577 85.1%	61 9%



## 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%)

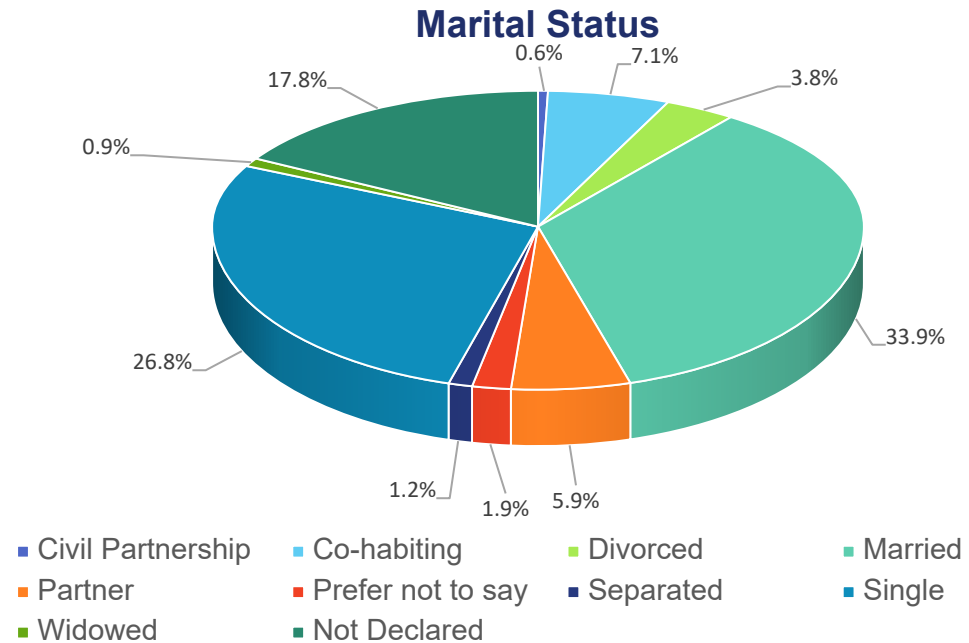
Top 10\* - Religion Belief



\* Other categories have 2 or less employees

## 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%)



## Recommendations

Work during 2024/2025 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 October Employment Committee.
- Continue to work on action plan from last year and bring an update to October Employment Committee.



## Equality Action Plan 2024/25

Equality Actions		Owned by
<b>Gender</b>	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
<b>Disability</b>	Explore with IT a Dyslexia friendly font, so that emails can be in the correct size, justified appropriately and using the correct font.	Kiran Hans
	Explore Mindful employer charter, this charter is about taking positive approach to mental health at work.	Kiran Hans
<b>Age</b>	The recruitment team have been going out to colleges to attract potential applicants and will continue to do this.	Julie Holland/ Sam Sanderson
	Continue to work on bringing in more Apprenticeships	Julie Holland
<b>Sexual Orientation</b>	Work needs to continue on the not declared rate and education on the categories on the system will help with this, as this could be contributing.	Lisa Baggaley
<b>Ethnicity</b>	Explore The Race at work charter and UNISON Anti Racism Charter to see which actions can be implemented at HDC.	Lisa Baggaley
	Continue to promote cultural days as part of the workforce Strategy	Kiran Hans
<b>Religion and Belief</b>	As above feed into workforce strategy to celebrate cultural days	Kiran Hans/Chloe George
	More data is needed on the non-declaration rate.	Lisa Baggaley
<b>General Actions</b>	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.	Lisa Baggaley

	Update the Equal Opportunities Policy.	Lisa Baggaley Lisa Morris/Linsey Bishop
	Make the roles advertised look more accessible to people who may not have the exact skills by advertising training opportunities relating to roles.	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.	Kiran Hans/Chloe George
	Workforce Strategy includes a number of areas that will support the work around Equalities.	Kiran Hans/Chloe George
	Explore employee networks for different groups to support and develop each other, feed into HR Policies, communications, learning and development and Equality actions.	Kiran Hans/Lisa Baggaley
	Continue to review where and how we promote our roles, ensuring inclusivity.	Sam Sanderson

