

Insert:
Committee – 24 June 2026

Report by: Leanne Harfield, Head of HR and
OD

Lead Cllr: Cllr Davenport-Ray
Portfolio Holder for Workforce



Wards
All

Open / Exempt
Open

Key Decision?
No

Workforce Equality Profile Report

Executive Summary:

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.

Recommendations

1.1. Employment Committee are requested to note this report and the actions.

Key Corporate Plan Priorities

1 *Doing our Core Work Well*

Report Author(s)

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1. PURPOSE OF THE REPORT

- 1.1** This report provides a summary the Workforce Equality Profile as 31 March 2026 broken down protected characteristics as defined under the Equality Act. The data from this report will be used to develop an action plan which will be brought to the next Employment Committee.

2. BACKGROUND & CONTEXT

2.1 The three aims of 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”

As a public sector organisation we have a requirement to comply with the Equality Duty and therefore use this data to support our work towards creating a meaningful action plan.

3. ALTERNATIVE OPTIONS CONSIDERED & NOT RECOMMENDED

- 3.1** N/A.

4. COMMENTS OF OVERVIEW & SCRUTINY

- 4.1** N/A

5. POST-DECISION IMPLEMENTATION

- 5.1** N/A

6. IMPLICATIONS OF THE DECISION

6.1 Council Key Priorities and Performance

- Improving quality of life for local people
- Creating a better Huntingdonshire for future generations
- Doing our core work well

The data provided support HDC to ensure they have a representative workforce, with the right processes and procedures in place to support staff to do our core

work well and to deliver the Council's key Priorities. This allows HDC to continue to work towards being an employer of choice.

6.2 Financial Implications

6.2.1 N/A

6.3 Policy Implications

6.3.1 Any relevant policies will be amended to ensure that they are in line with legislative updates and best practice.

6.4 Legal & Constitutional Implications

6.4.1 Any relevant policies will be amended to ensure that they are in line with legislative updates and best practice.

6.5 Community Impact

6.5.1 Equality Impact Assessment will be carried out for each policy following endorsement

6.6 Environment & Climate Change Implications

6.6.1 N/A

6.7 Equality & Diversity Implications

6.7.1 Equality Impact Assessment will be carried out for each policy following endorsement

6.8 Implications on Resources

6.8.1 N/A

6.9 Health & Wellbeing Implications

6.9.1 N/A

6.10 Local Government Reorganisation (LGR) Implications

6.10.1 All neighbouring Councils will also be required to comply with this duty

7. RISK MANAGEMENT

7.1 N/A

8. BACKGROUND PAPERS– LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

8.1 N/A.



WORKFORCE PROFILE

as at 31 March 2026



Equality Act 2010: Public Sector Equality Duty

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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 2026.

The three aims of the Equality Duty are:

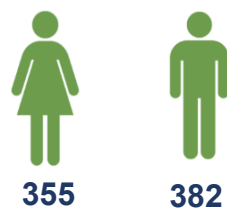
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and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

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Huntingdonshire District Council 2025/26 - Headcount and Gender

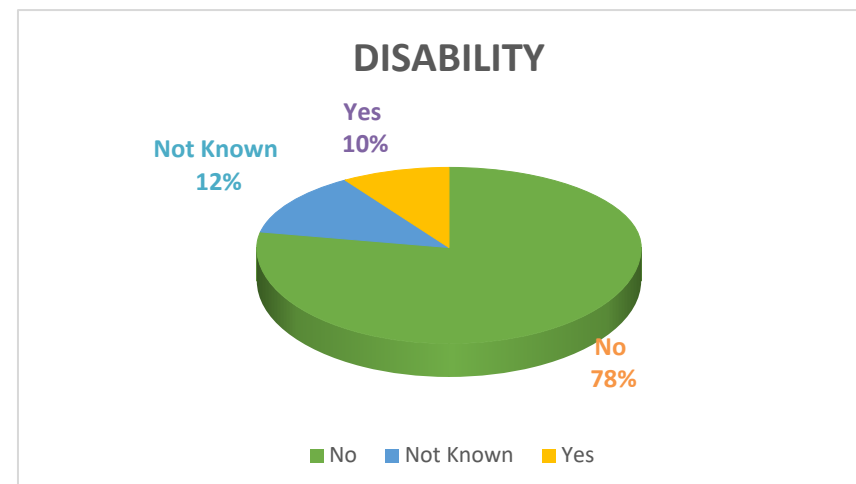


The figures are split by Total Headcount



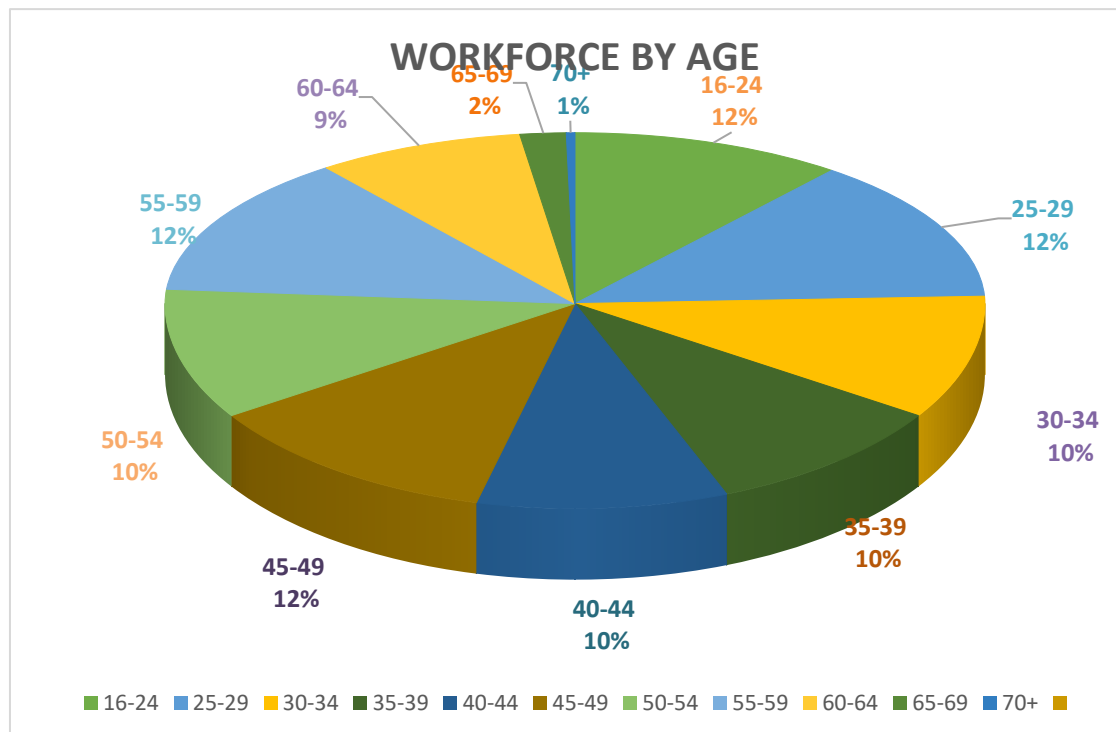
Huntingdonshire District Council 2025/26 - Disability

Year	No	Yes	Not Known
2024	468 (72%)	73 (11%)	108 (17%)
2025	507 (75%)	81 (12%)	90 (13%)
2026	572 (78%)	77 (10%)	88 (12%)



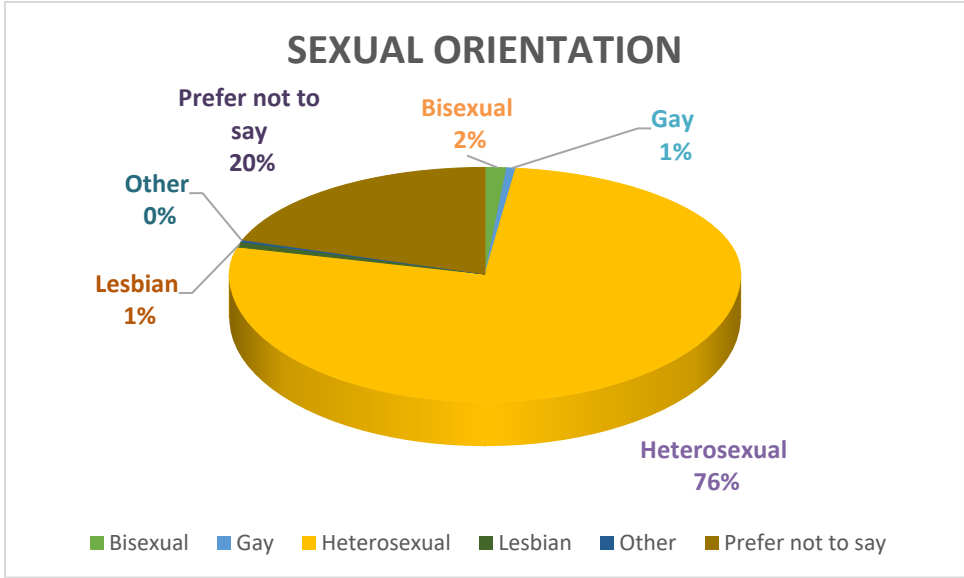
Huntingdonshire District Council 2025/26 - Age

Age Group	Number of Employee	Percentage
16-24	90	12%
25-29	90	12%
30-34	72	10%
35-39	72	10%
40-44	73	10%
45-49	88	12%
50-54	76	10%
55-59	89	12%
60-64	68	9%
65-69	16	2%
70+	3	1%



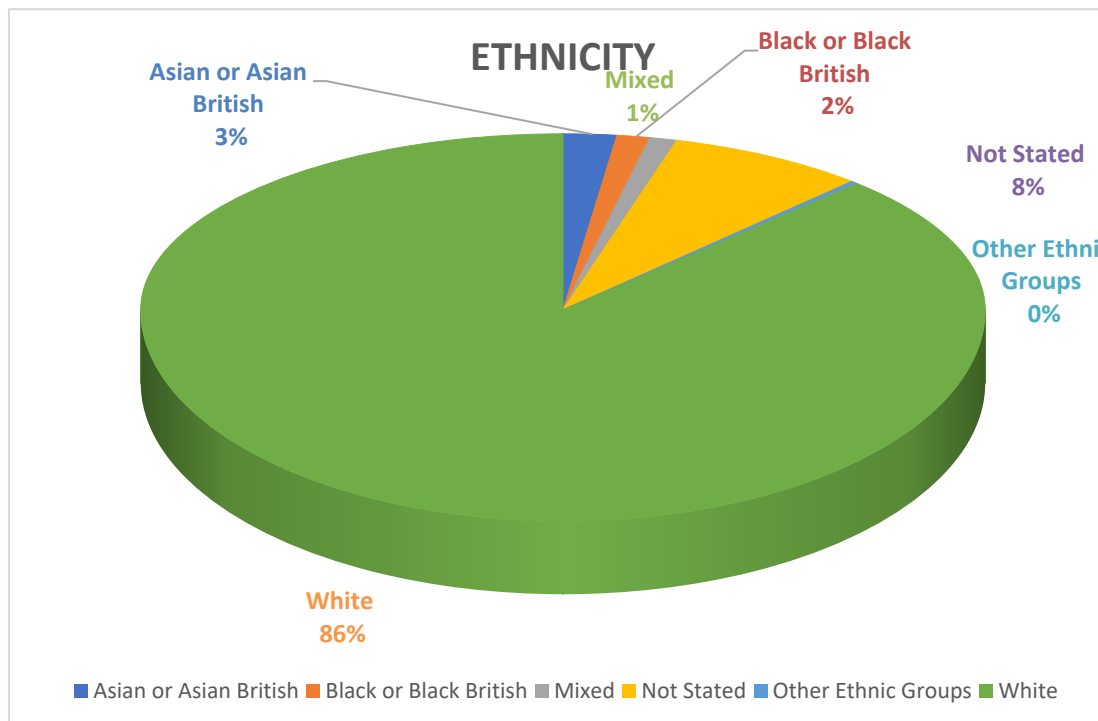
Huntingdonshire District Council 2025/26 - Sexual Orientation

Sexual Orientation	No of Employees	Percentage
Bisexual	12	1.6%
Gay	5	0.7%
Heterosexual	561	76.1%
Lesbian	5	0.7%
Other	2	0.3%
Prefer not to say	152	20.6%
Bisexual	12	1.6%



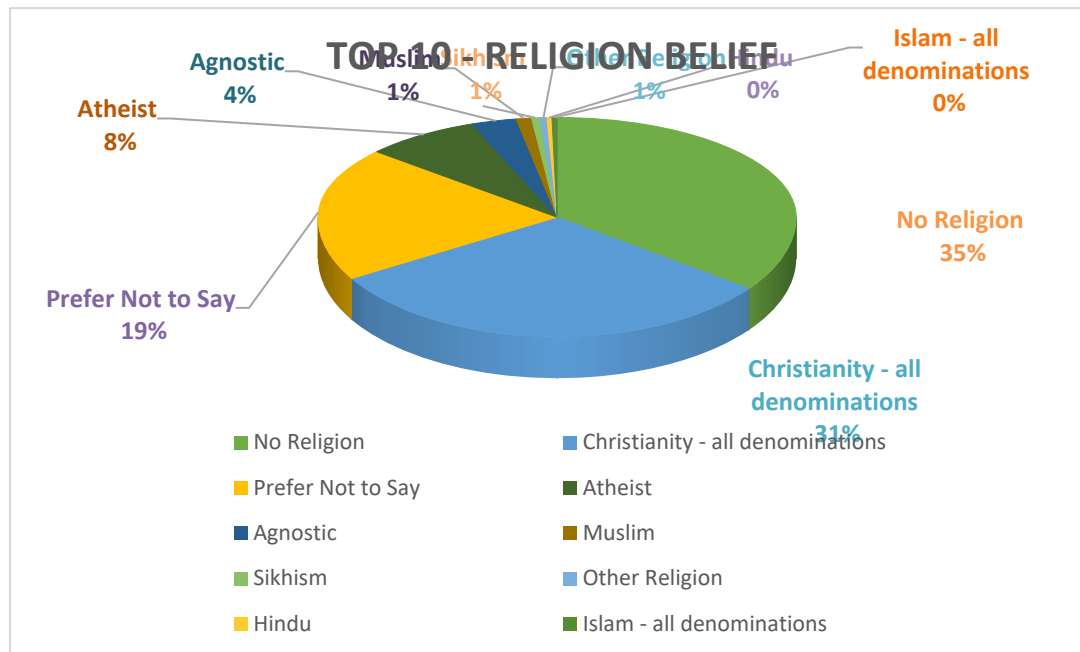
Huntingdonshire District Council 2025/26 - Ethnicity

Ethnicity	Number of Employee	Percentage
Asian or Asian British	18	2.4%
Black or Black British	11	1.5%
Mixed	9	1.2%
Not Stated	61	8.3%
Other Ethnic Groups	2	0.3%
White	636	86.3%



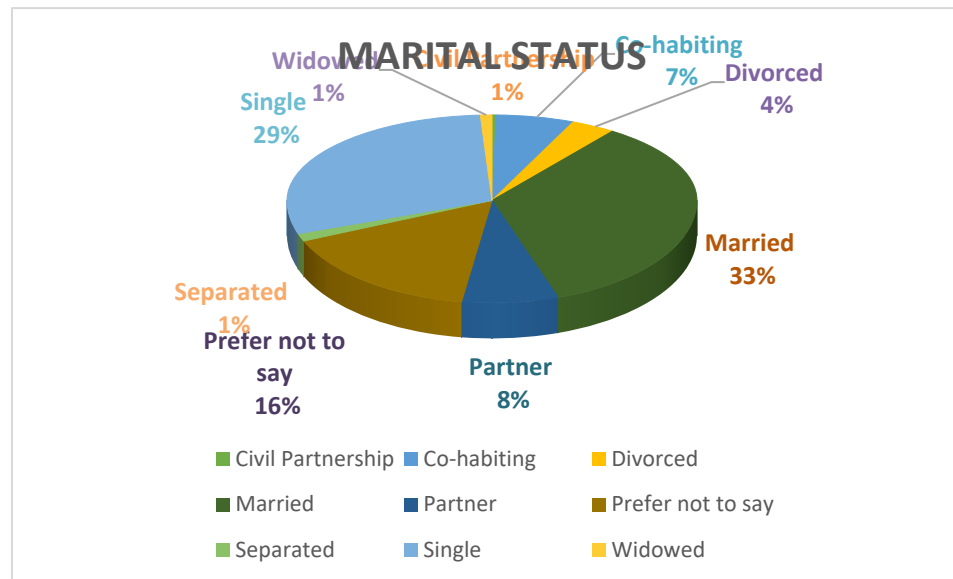
Huntingdonshire District Council 2025/26 - Religion Belief

Religion	Number of Employees	Percentage
No Religion	258	35.01%
Christianity - all denominations	229	31.07%
Prefer Not to Say	136	18.45%
Atheist	60	8.14%
Agnostic	26	3.53%
Muslim	9	1.22%
Sikhism	5	0.68%
Other Religion	4	0.54%
Hindu	3	0.41%
Islam - all denominations	3	0.41%
Judaism - all denominations	2	0.27%
Buddhism - all denominations	1	0.14%
Rastafarian	1	0.14%



Huntingdonshire District Council 2025/26 – Marital Status

Marital Status	Number of Employees	Percentage
Civil Partnership	3	0.41%
Co-habiting	53	7.19%
Divorced	28	3.80%
Married	246	33.38%
Partner	56	7.60%
Prefer not to say	119	16.15%
Separated	9	1.22%
Single	215	29.17%
Widowed	8	1.09%



Recommendations

Work during 2025/2026 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 September Employment Committee with a progress update on the actions (October 2025 Action Plan is included below for information)

Equality Action Plan 2025/26

Equality Actions		Owned by	Update	Progress
	More education needs to be done around promoting awareness of men's health	Kiran Hans	These will form part of the engagement Calander and International Men's day to be celebrated.	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	In Progress

			local government and an opportunity to buddy up with other employees.	
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 now they have been 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 2024/2025 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

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	Update the Equal Opportunities Policy.	Lisa Baggaley	We are currently waiting on some guidance from the Equality and Human Rights Commission before updating	In Progress
	Workforce Strategy includes a number of areas that will support the work around Equalities.	Kiran Hans/Chloe George	In progress	Carry over