

Insert:

Committee – 23 September 2026

Report by: Head of HR and OD

Lead Cllr: Cllr Claffey
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)

Head of HR. Leanne.harfield@huntingdonshire.gov.uk

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 along with the action plan that has been develop off the back of this data.

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 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 that are impacted by the action plan will be amended to ensure that they are in line with legislative updates and best practice.

6.4 Legal & Constitutional Implications

- 6.4.1** As above

6.5 Community Impact

- 6.5.1** N/A

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 where required

- 6.7.2** The Action Plan will support the delivery of ED&I within HDC

6.8 Implications on Resources

- 6.8.1** The actions will be carried out as BAU with the support of other teams and HDC4Everyone

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

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 2026.

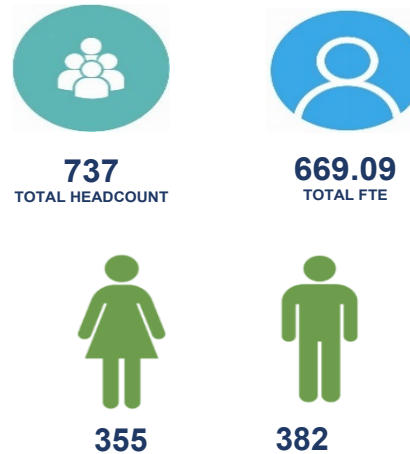
The three aims of the Equality Duty are:



- 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

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 2025/26 - Headcount and Gender



The figures are split 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 51.8.% male (49.7% in 2025). In comparison the census data shows 50.4% Females, whilst HDC workforce is made up of 48.2% females (50.3% in 2025).
This is the first time in 3 years that the male workforce in HDC is greater than the female workforce.
- 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 2025 demonstrated that HDC continue to have a lower than average Gender Pay Gap.
The next report is due to be published by 31 March 2027.
- Flexibility, remote working and flexi scheme are promoted through recruitment processes where possible and dependent on the role.
- HDC continues to offer access to a number of recorded webinars through 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.

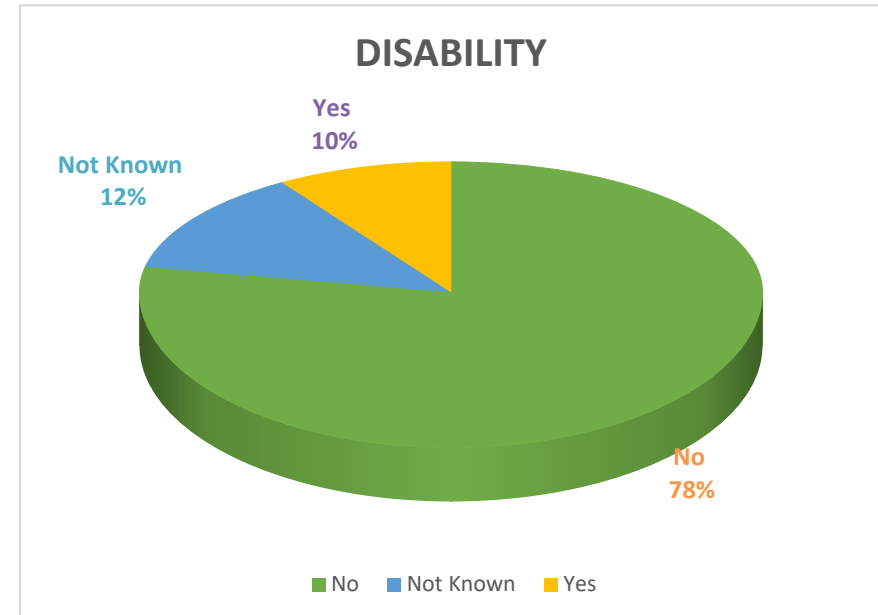
- We have held regular Wellbeing Cafés for women, covering key topics such as the menopause. Staff have also benefited from free support through a dedicated Menopause Café provided by UNISON.
- Menopause Awareness Day has been marked the last few years with special guest speakers to raise awareness and foster open conversations and work has been done to promote the resources, training and support available which includes a Teams channel and an updated Intranet page. Additionally, through HDC's staff discounts platform with Perkbox there are a number of resources to support staff wellbeing covering health topics for all employees.
- International Women's Day was celebrated and a panel event was held for International Men's Day with a focus on raising awareness on mental health.
- Various health initiatives have been promoted including awareness of prostate cancer and a webinar with a consultant on endometriosis.

Actions:

- Continue with initiatives and health promotion to support the workforce.

Huntingdonshire District Council 2025/26 - Disability

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%



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%)

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 10%. 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 slightly higher percentage of people that have shared they have a disability compared to the census data.

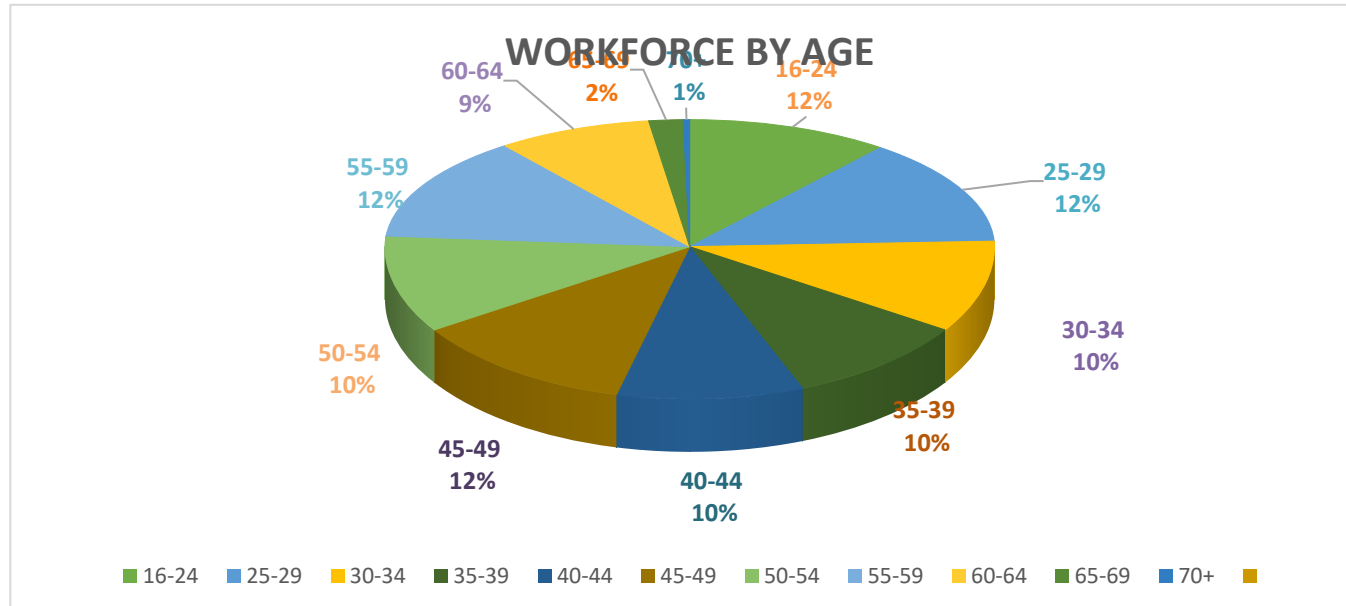
What are we doing well and where do we need to improve?

- 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 used on the website for recruitment.
- The Adjustments Passport has recently been refreshed in line with HDC accessibility guidelines to make it more user friendly. The passport can be 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.
- Additional accessible parking spaces were made available at Pathfinder and Eastfield House.
- New accessible doors were installed on the 1st Floor at Pathfinder House, improving ease of access.
- A sign language awareness session was delivered to mark Sign Language Week, helping colleagues better understand deaf culture and how to create a more inclusive workplace.
- A new wellbeing Intranet page was created to make it easier for staff to access and understand what support is available to them.

Actions:

- Continue discussions with ICT regarding 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 – being fed through ED&I group.
- Implement Work well programme to provide staff with chronic health conditions with free coaching and or free physio.
- Implement pilot to provide where appropriate a 12-week free gym membership pass to staff on long term sick (over 28 days) to help rehabilitate and support an earlier return to work.
- Explore Neurodiversity training for managers and staff
- New accessibility guidelines have been rolled out across HDC to ensure all communications are inclusive and accessible for everyone.

Huntingdonshire District Council 2025/26 - Age



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 higher age group category 60+. However, when including our variable workforce in the headcount, who predominantly work in leisure, the 16-24 category increases to 25%.

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

- The recruitment team continue to attend careers fairs in colleges to attract potential applicants.
- HDC will continue to work with local colleges to give students opportunities where possible
- Various initiatives have been run in relation to retirement and Pensions advice including face to face appointments with a Local Government Pensions Scheme Advisor and Planning for Retirement courses.
- We have had 20 work experience students from local education settings,
- HDC have successfully recruited 3 graduates through the Impact Local Government Association graduate scheme.
- HDC successfully utilised the Apprenticeship Levy pot and also works with neighbouring authorities to utilise their unused Levy pot (HDC had 21 apprentices in last year including those that completed and currently on the programme).

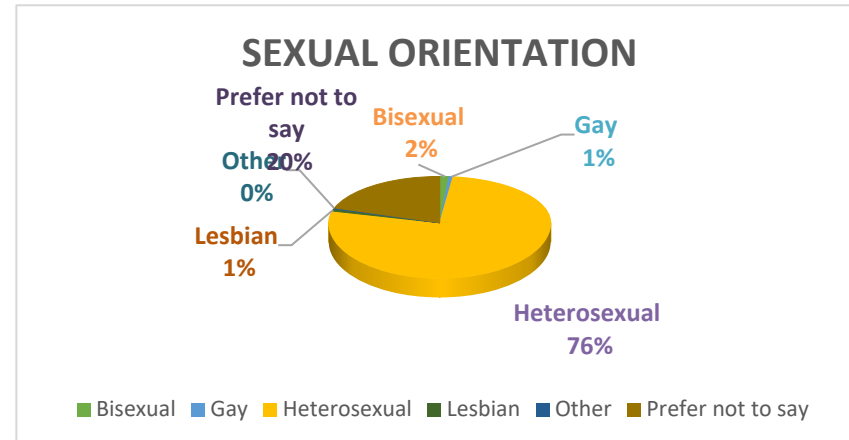
- Learning and Development Team launched a new coaching and mentoring cohort with 8 staff and this group is growing as coaching and mentoring modules continue to be delivered across HDC staff.
- The Early Careers Network in HDC aimed at those employed for the first time in local government and an opportunity to buddy up with other employees. This group is advertised at the point of Induction to all new employees; the group is active and hosts quarterly development events.

Actions:

- Continue to work on bringing in more Apprenticeships and graduate opportunities in HDC.

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%



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 aligned with the census at 1.4%, (1.8% last year). In relation to being bisexual HDC has a 1.6% declaration (1.01% last year) and the Huntingdonshire demographic data shows 1.2%. Heterosexuals make up of Huntingdonshire was 91% as opposed to HDC where it is 76.1%, 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 (20.6% preferred not to say).

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

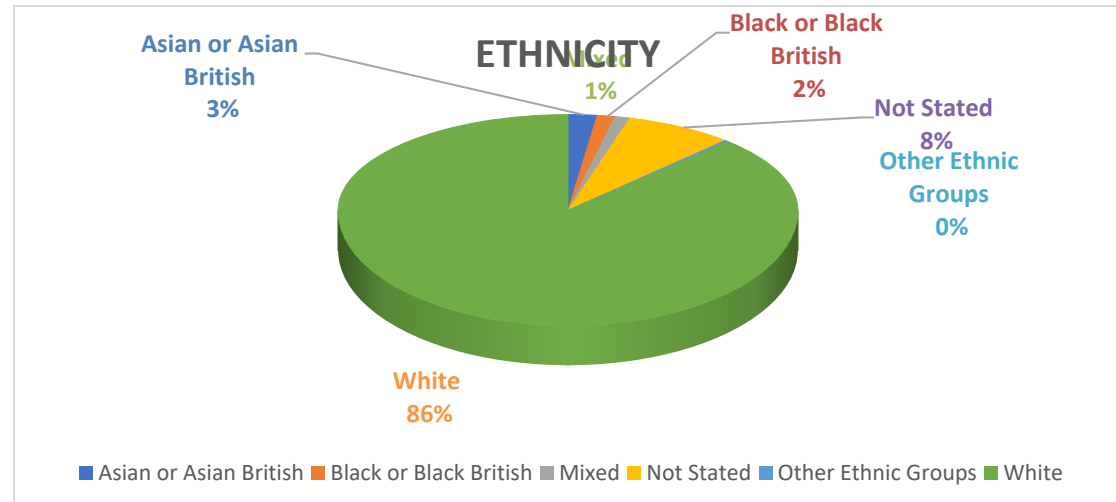
- An Equality, Diversity and Inclusion Group (HDC4Everyone) has been established and has started to gather data and has various work streams.
- Implemented legislative changes in relation to accessibility of toilets and changing facilities.

Actions:

- 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 a contributing factor.
- New Sexual Harassment policy to be implemented in line with legislative requirements

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%



What does this data tell us?

- The census data shows an Asian make up of Huntingdonshire as 3.2%, HDC employ 2.4% in this category. Black as 1.5% and HDC employ 1.5% in this category. Mixed is 2.2% in the census data and HDC employ 1.2%. Under the category 'other' the census data shows 0.7% and HDC has a figure of 0.3%. For those that shared their ethnicity as white the census data showed 85.2% and HDC workforce is made up of 86.3% in this category (85% last year).
- We don't have data for all our employees (8.3%), therefore direct comparisons with the census cannot be made, although this is a slight improvement as last year the figure was 9%.

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

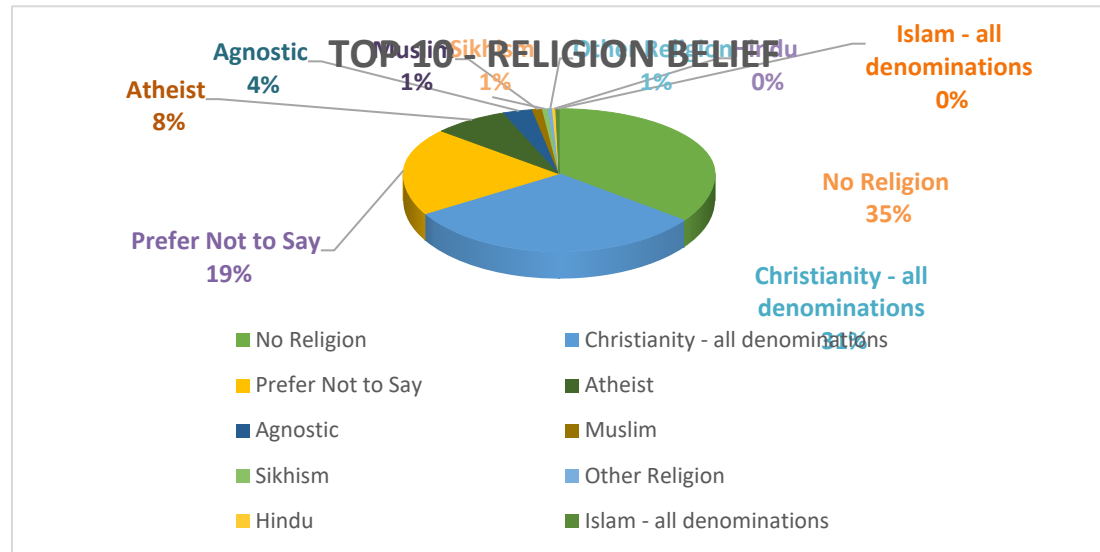
- HDC4 Everyone network created

Actions:

- Work to continue on non-declaration rate.
- Use demographic data to educate.
- Continue to improve declaration rate
- Explore The Race at work charter and UNISON Anti Racism Charter to see which actions can be implemented at HDC.
- Explore celebrating National Inclusion week - 14th -20th September

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%



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 35.01% in this category.
 - 43.4% were Christian – HDC has 31.07% in this category.
 - 0.1% were Jewish – HDC has 0.2% in this category
 - 1.2% were Muslim – HDC has 1.22% in this category
 - 0.2% were Sikh - HDC has 0.6% in this category
 - 0.9% responded with other religion - HDC has 0.5% 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?

- HDC4 Everyone network created
- Dedicated prayer rooms were introduced on the 3rd Floor at Pathfinder House and on the 1st Floor at Eastfield House.

Actions:

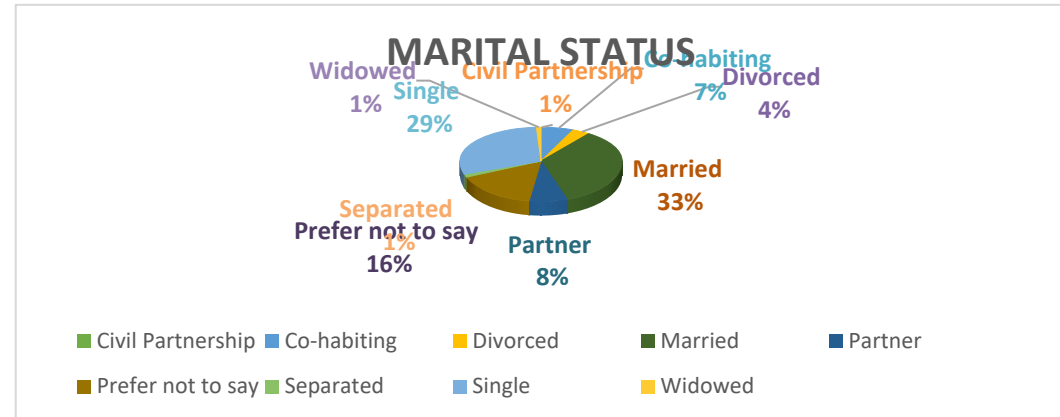
- Work to continue on non-declaration rate.
- Use demographic data to educate and provide awareness on key cultural celebrations.

Actions:

- Continue to improve declaration rate
- Explore The Race at work charter and UNISON Anti Racism Charter to see which actions can be implemented at HDC.
- Explore celebrating National Inclusion week - 14th -20th September

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%



What does this data tell us?

- The census data shows married/in a civil partnership as 50%, HDC data shows 33.7% in this category.

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

Action:

- No actions

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, which are included in the action plan.

Equality Action Plan 2025/26 - Progress

Equality Actions		Owned by	Update	Progress
Gender	More education needs to be done around promoting awareness of men's health	Kiran Hans	International Men's day was celebrated across sites and health campaigns have been held such as awareness on prostate cancer.	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	Conversations have begun with IT to see if this is possible	In Progress
	Explore Mindful employer charter, this charter is about taking positive approach to mental health at work.	Sam Sanderson	This will be taken forward through ED&I Network	Carry over
Age	Continue to work on bringing in more Apprenticeships and increase the number of graduate opportunities in HDC.	Julie Holland	HDC have had 20 work experience students from local education settings in the last 12 months. 3 graduates were successfully recruited through the Impact Local Government Association graduate scheme. HDC had 21 apprentices in last 12 months this includes those that completed and staff currently on the programme.	Completed

	Develop a coaching and mentoring scheme for all employees but to also help younger employees.	Julie Holland/Beth Grey	Learning and Development Team launched a new coaching and mentoring cohort with 8 staff and this group is growing as coaching and mentoring modules continue to be delivered across HDC staff. The 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. This group is advertised at the point of Induction to all new employees; the group is active and hosts quarterly development events.	Completed
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 in the past due to targeted approach.	Completed
Ethnicity	Explore The Race at work charter and UNISON Anti Racism Charter to see which	Kiran Hans	EDI groups will look at this once set up	Carry over

	actions can be implemented at HDC.			
	Reach out to the workforce to promote cultural days as part of the Workforce Strategy	Kiran Hans	This was done but there was a low response, to be explored through ED&I group – see new action below.	Completed
General Actions	Work continued on decreasing the number of employees that have not shared 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. In some categories education will need to be provided.	Lily Tomkins	This will be an annual exercise	Ongoing
	Update the Equal Opportunities Policy.	Lisa Baggaley	This has been updated and is due to go to Employment Committee in November	Completed
	Workforce Strategy includes a number of areas that will support the work around Equalities.	Kiran Hans/Chloe George	ED&I network has been created, and an engagement calendar is in place to celebrate/mark key dates	Completed

Equality Action Plan 2026/2027

Equality Actions		Owned by
Gender	Continue with initiatives and health promotion to support the workforce.	HDC4Everyone

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
	Explore Mindful employer charter, this charter is about taking positive approach to mental health at work.	HDC4Everyone
	Implement Work Well programme to provide staff with chronic health conditions with free coaching and or free physio.	Lisa Baggaley
	Implement pilot to provide where appropriate a 12-week free gym membership pass to staff on long term sick (over 28 days) to help rehabilitate and support an earlier return to work.	Kiran Hans
	Explore Neurodiversity training for managers and staff	Julie Holland
Age	Continue to work on bringing in more Apprenticeships and graduate opportunities in HDC.	Julie Holland
Sexual Orientation	New Sexual Harassment policy to be drafted in line with legislative requirements	Lisa Baggaley
Ethnicity	Explore The Race at Work Charter and UNISON Anti Racism Charter to see which actions can be implemented at HDC.	HDC4Everyone
	Explore celebrating National Inclusion week - 14th -20th September	HDC4Everyone
Religion	Use demographic data to educate and provide awareness on key cultural celebrations.	HDC4Everyone
General Actions	Work continue on decreasing the number of employees that have not shared 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	Lily Tomkins

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