



South
Cambridgeshire
District Council

South Cambridgeshire District Council Equality in Employment Report (Data as of 31 March 2024)



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Introduction

This report provides a comprehensive profile of South Cambridgeshire District Council's workforce as of 31 March 2024. It serves as an evidence base to guide the Council in identifying actionable steps to foster an inclusive workplace. Our goal is to be an employer that values diversity and recognises the strengths it brings, as outlined in our [2024-2028 Equality Scheme](#)

The Legal Context

Under the Public Sector Equality Duty public authorities, such as South Cambridgeshire District Council (SCDC), are required to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations between those who share a protected characteristic and those who do not.

The Public Sector Equality Duty also requires public authorities to publish information relating to employees who share a protected characteristic. This helps the organisation to understand key equality issues within its workforce.

Throughout this report, SCDC workforce profile data is presented against data for South Cambridgeshire district, as well as for the county of Cambridgeshire.



Overview

South Cambridgeshire Census District Demographics

According to the 2021 Census, South Cambridgeshire remains predominantly White, with nearly 11% of the population identifying with various ethnic groups and communities. The district is primarily heterosexual, with 2.6% of residents identifying as members of the LGBTQ+ community. While Christianity is the most widely practiced religion, there is a notable increase in residents identifying as having 'No Religion'.

Between the 2011 and 2021 censuses, the median age in South Cambridgeshire increased from 41 to 42 years, slightly above the national median age of 40 years. Additionally, 14.8% of the district's population reported having a disability.

As an organisation South Cambridgeshire District Council is largely reflective of the district it serves. Our workforce is predominantly white with only 8.36% (approximately) declaring an ethnicity other than white, however it is worth noting 5.20% chose not to declare. We also have fewer people with disabilities (7.8%) than the census data for the district (14.8%) however nationally, as of April-June 2023, the employment rate for disabled people was 53.6% (Source: [Department for Work and Pensions GOV.UK](#)). We have similar representation for religious or spiritual beliefs, sex (Male/Female) and sexual orientation. During 2023-24 there were some changes within SCDC workforce breakdown statistics, including the following:

- There was an increase in both 16-24 year olds (by 1.41%) and 55-64 year olds (by 0.65%) working at the Council.
- There were higher levels of disclosure by staff regarding all protected characteristics compared to the previous year (i.e. there were fewer people who said 'prefer not say', or 'Not Disclosed'). This positive trend suggests increased trust and transparency within the organisation and also includes a decrease in the number of staff who chose not to disclose whether they have

a disability - a positive trend given the Council's status as a disability confident employer.

Over a third (39.6%) of the staff employed by SCDC joined between 2010 and 2019, and 44.8% of staff joining since 2020.

- 67 people left the organisation during the 12 month (2023-2024), of these 24.23% were aged 60+.
- The Council continues to attract young talent early in their careers, with 29.29% of our workforce aged between 20-29. This reflects our commitment to providing early career opportunities.

Workforce Breakdown by Protected Characteristics

To ensure anonymity of data, workforce breakdown results of less than 1% are shown as <1%.

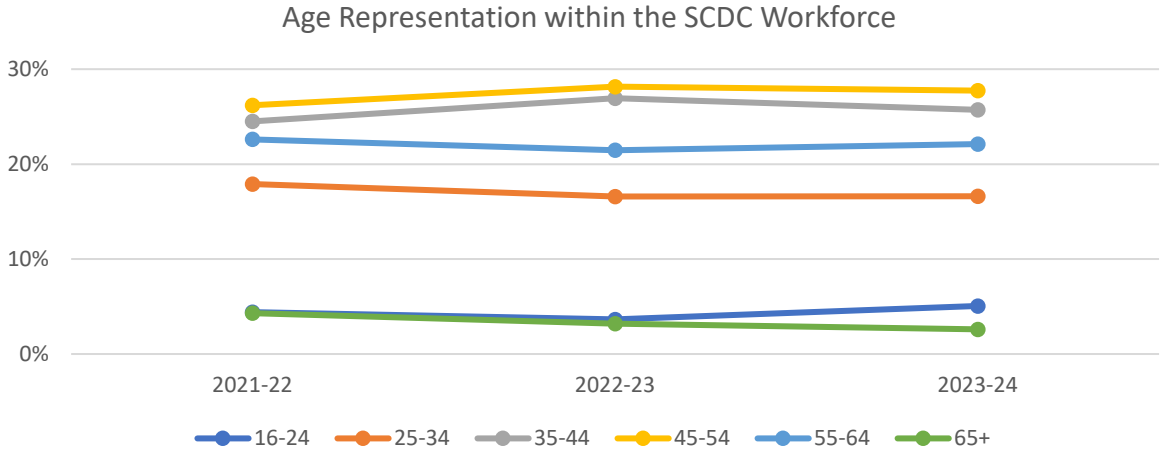
Age

Table 1.1

	2021-22	2022-23	2023-2024	South Cambridgeshire Census 2021
16-24	4.4%	3.65%	5.06%	8.03%
25-34	17.9%	16.59%	16.62%	11.36%
35-44	24.5%	26.94%	25.72%	14.13%
45-54	26.2%	28.16%	27.75%	14.65%
55-64	22.6%	21.46%	22.11%	12.64%
65+	4.3%	3.20%	2.60%	19.61%



Fig.1.1

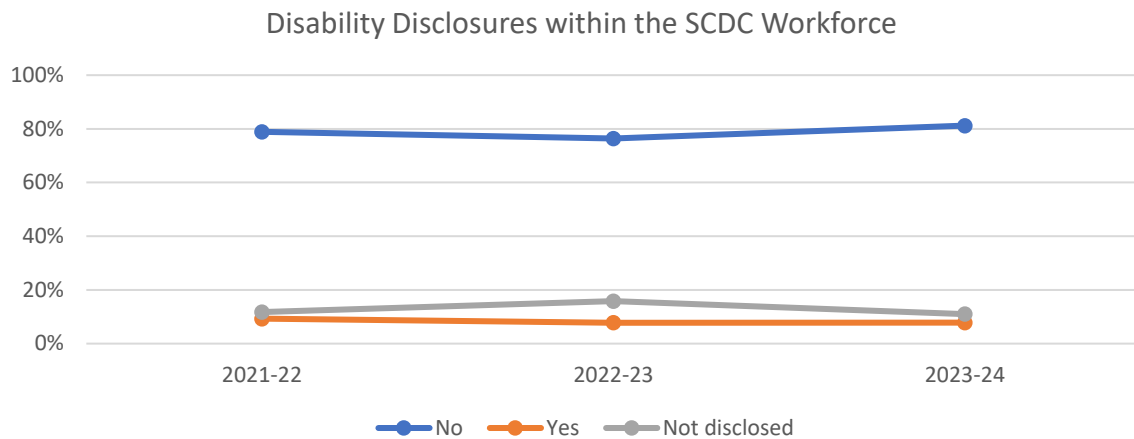


Disability

Table 1.2

	2021-2022	2022-2023	2023-2024	South Cambridgeshire Census 2021
No	78.9%	76.41%	81.21%	85.2%
Yes	9.3%	7.76%	7.80%	14.8%
Not disclosed	11.8%	15.83%	10.98%	-

Figure 1.2



- The 2024-2028 Equality Scheme identifies actions to build on our Disability Confident Accreditation and encourage applications from those with disabilities.
- To enhance our recruitment efforts, the People Team will review and update the current website. This will include featuring SCDC recruitment campaigns prominently and promoting the Council as an inclusive and welcoming employer.
- The People Team are working with Disabled Staff to ensure they have Personal Emergency Evacuation Plans if they require one.
- Staff have been encouraged to create disability passports which enable them to record any reasonable adjustments. This means if there is a change in management their adjustments can be easily communicated

Ethnicity

To maintain the anonymity of data, this report uses the high level ethnicity categories that were adopted within the 2021 UK Census.

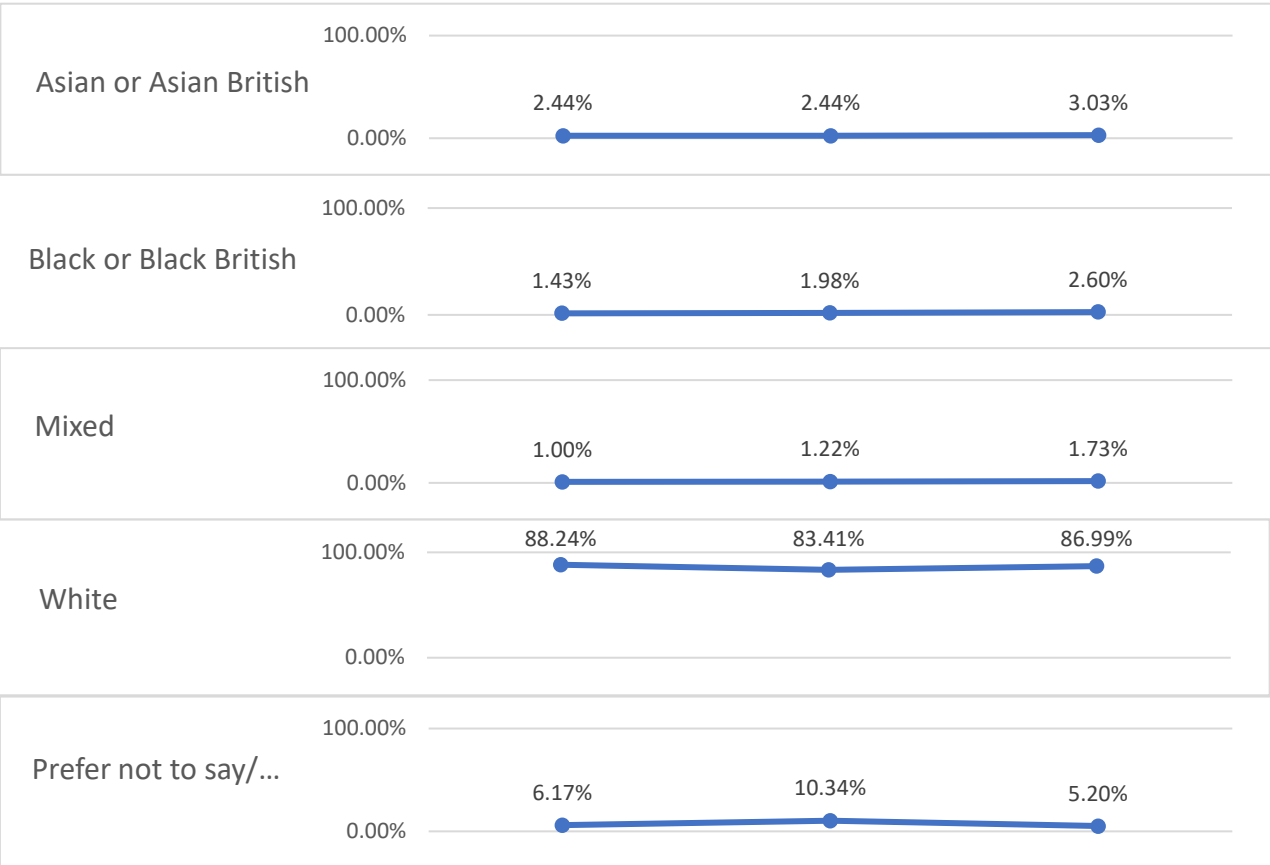
Table 1.3

Ethnicity	2021-2022	2022-2023	2023-2024	*Census
Asian or Asian British	2.44%	2.44%	3.03%	5.80%
Black or Black British	1.43%	1.98%	2.60%	1.25%



Mixed	1.00%	1.22%	1.73%	2.83%
White	88.24%	83.41%	86.99%	89%
Other	<1%	<1%	<1%	1.12%
Prefer not to say/Not Provided	6.17%	10.34%	5.20%	-

Figure 1.3



- Staff identifying a ‘Other’ ethnicity has remained below 1% over the past three years and therefore is not included in Figure 1.3 above.
- The council marks and hosts different heritage and awareness dates throughout the year to encourage diversity and improve staff awareness.
- A detailed analysis of ethnicity is provided as an appendix.

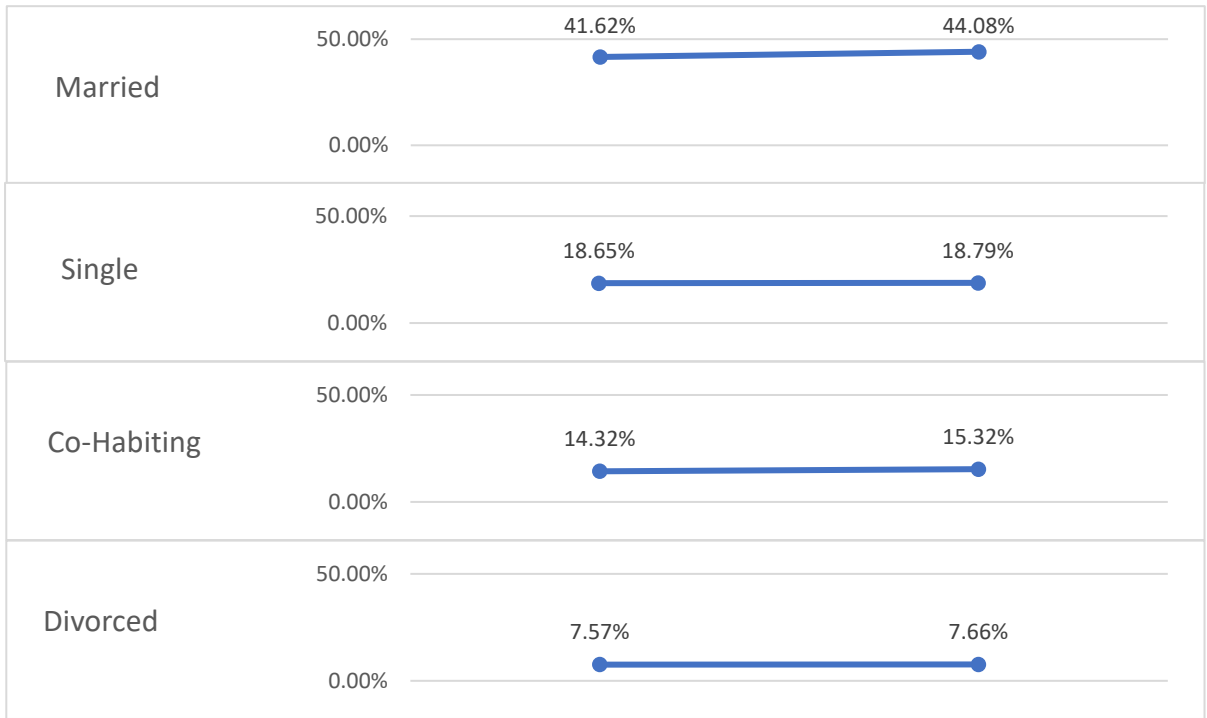


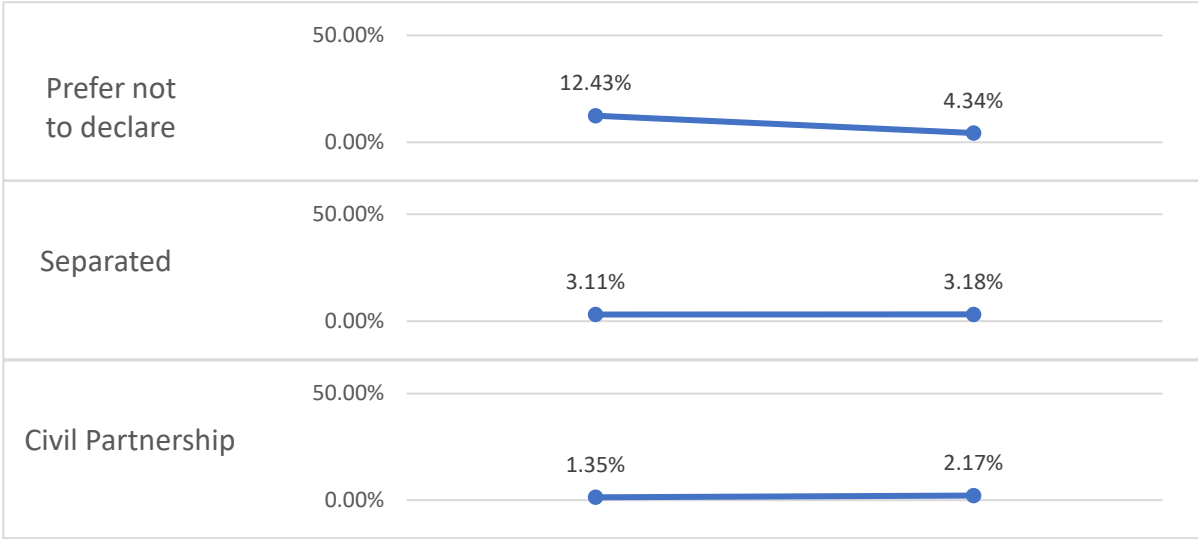
Marital Status

Table 1.4

Marital Status	2022-2023	2023-2024
Civil Partnership	1.35%	2.17%
Co-Habiting	14.32%	15.32%
Divorced	7.57%	7.66%
Married	41.62%	44.08%
Partner	0%	<1%
Prefer not to declare	12.43%	4.34%
Separated	3.11%	3.18%
Single	18.65%	18.79%
Widowed/widower	<1%	1.01%
Left blank	-	3.03%

Figure 1.4



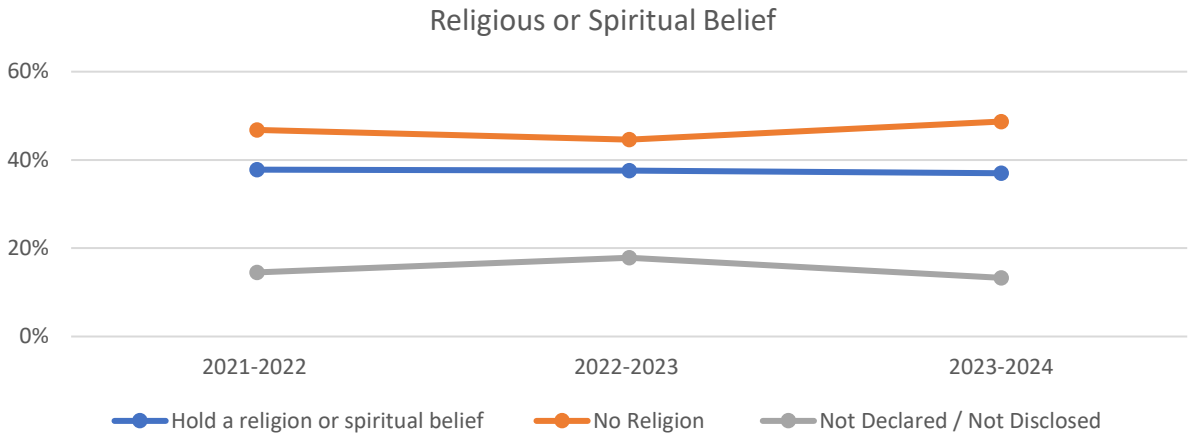


Religion

Table 1.5

	2021-2022	2022-2023	2023-2024	*census
Religious or Spiritual belief	38.66%	38.68%	38%	49.95%
No Religion	46.8%	44.6%	48.70%	43.34%
Not Declared / Not disclosed	14.5%	17.84%	13.29%	6.69%

Figure 1.5





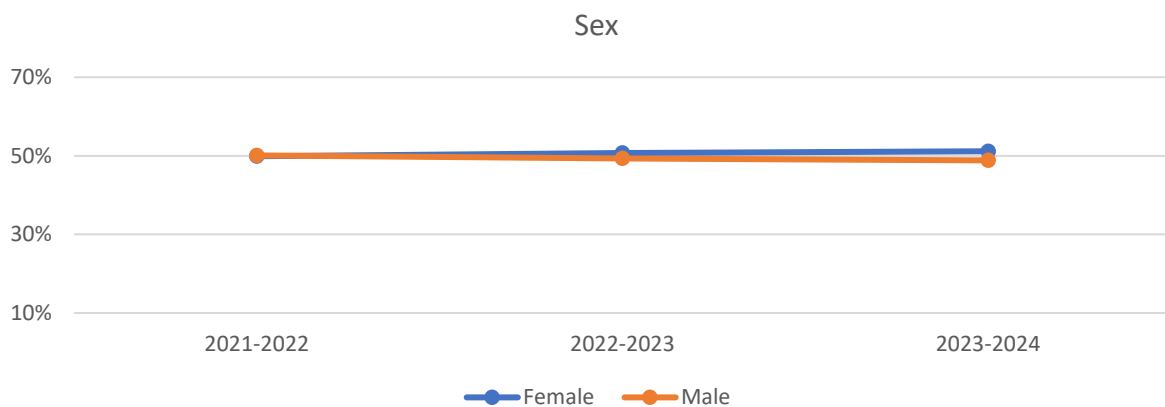
- As a Council we continue to mark and educate about different religious dates and observances such as Eid, Rosh Hashanah, Easter, Vaisakhi and Christmas.

Sex

Table 1.6

	2021-2022	2022-2023	2023-2024	Census
Female	49.9%	50.68%	51.16%	50.93%
Male	50.1%	49.32%	48.84%	49.07%

Figure 1.6



- Over the past 3 years, South Cambridgeshire District Council has maintained an almost 50/50 split between male and female employees.

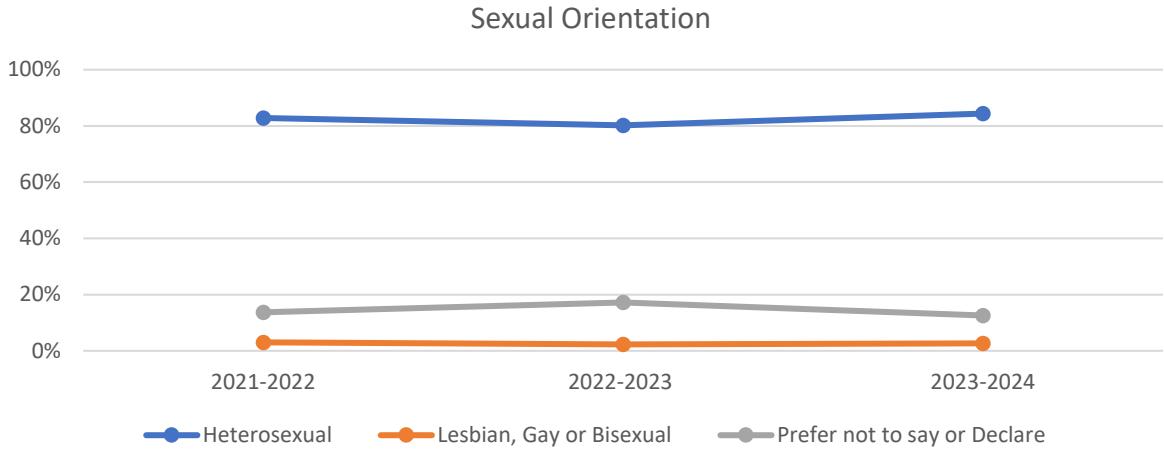
Sexual Orientation

Table 1.7

	2021-2022	2022-2023	2023-2024	Census
Heterosexual	82.81%	80.21%	84.39%	90%
Lesbian, Gay or Bisexual	3.01%	2.28%	2.60%	2.3%
Other	<1%	<1%	<1%	0.3%
Prefer not to say or Declare	13.75%	17.2%	12.57%	7.2%



Figure 1.7



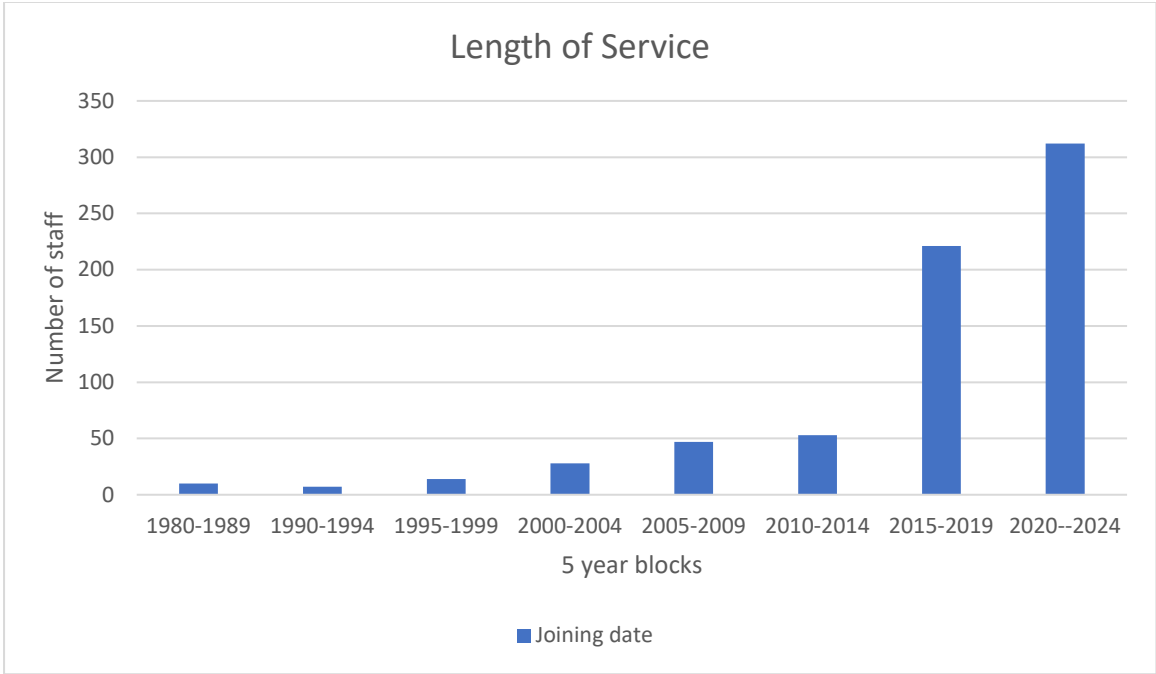
- The Council marks both LGBTQ+ History Month, Pride and other dates supporting the LGBTQ Community. In 2024 planning permission was obtained to fly the new Progress Pride Flag.
- There were 4.63% less prefer not to say or disclosure, which shows that staff feel more comfortable in disclosing this information.

Length of Service

The following is a graph of length of service for the current SCDC workforce. Over a third of staff have worked at SCDC between 5 -14 years. Almost half (45.1%) of staff joined since 2020.



Figure 2.1



Leavers

- SCDC had 17 fewer people leave us in 2023-2024 than the previous year. Overall 67 people left the organisation. The highest percentage of those who left us were from the Shared Waste team (22.72%), followed closely by Transformation (19.69%).
- Slightly more men left than women, with a difference of only 3.03%.
- 30-39 year olds saw the most staff leave with 27.27% of all leavers aged between 30-39 years. 15.15% of those who left had declared a disability.
- Within the 'Leavers' section, percentages are based on total number of staff who left. Within this section of the report, where the proportion of leavers falling within a specific category is less than 5%, this is recorded as '<5%' and excluded from graphs. This is to ensure that anonymity of staff equality data is maintained.

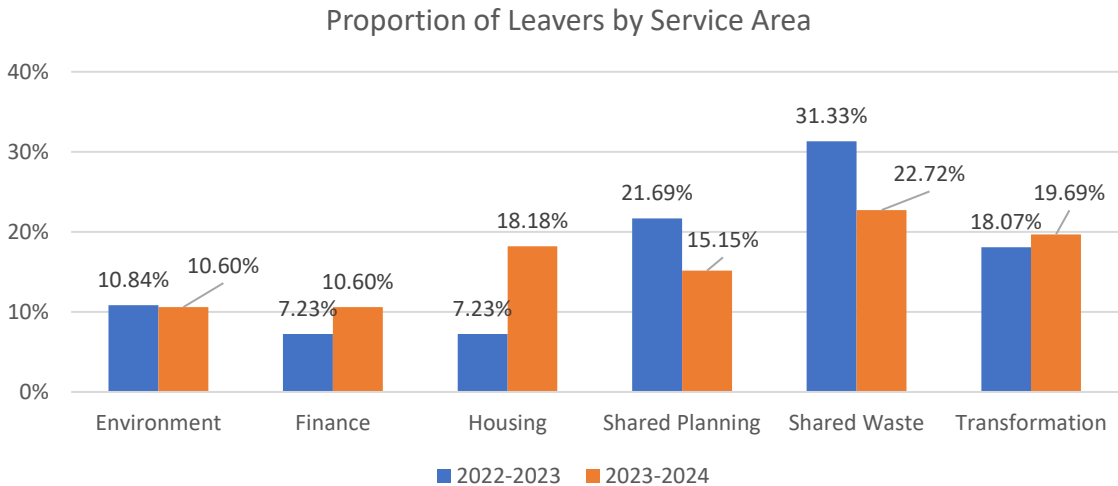


Service Area

Table 2.1

Service	2022-2023	2023-2024
Environment	10.84%	10.60%
Executive	<5%	<5%
Finance	7.23%	10.60%
Housing	7.23%	18.18%
Shared Planning	21.69%	15.15%
Shared Waste	31.33%	22.72%
Transform	18.07%	19.69%

Figure 2.2



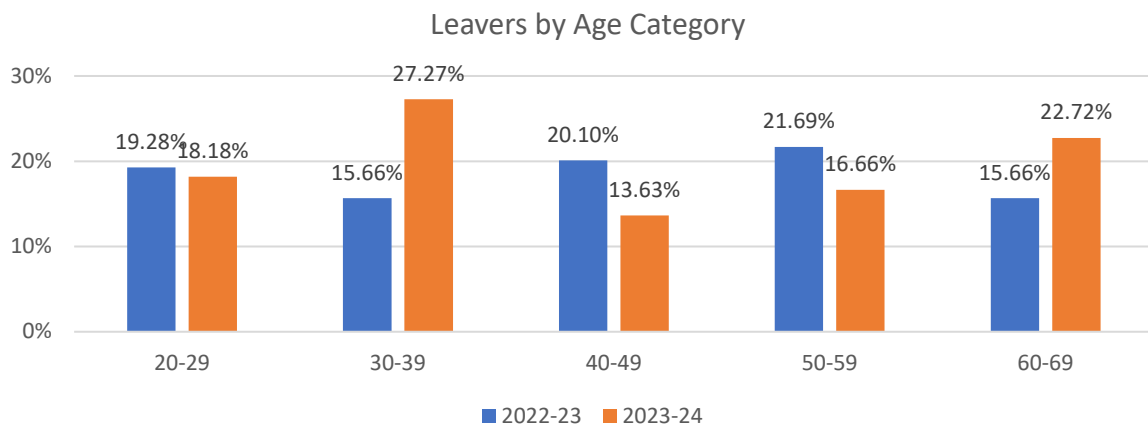
- The above graph does not show categories where the proportion of leavers was less than 5% in order to maintain anonymity of data.

Age

Table 2.2

Age (years)	2022-23	2023-24
Under 20	<5%	-
20-29	19.28%	18.18%
30-39	15.66%	27.27%
40-49	20.10%	13.63%
50-59	21.69%	16.66%
60-69	15.66%	22.72%
70-79	<5%	<5%
Blank	<5%	-

Figure 2.3

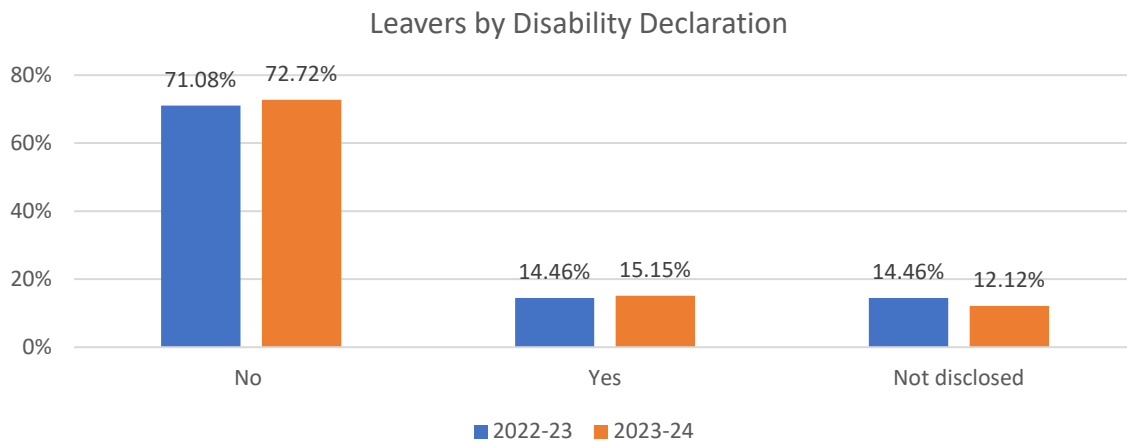


Disability

Table 2.3

Disability	2022-23	2023-24
No	71.08%	72.72%
Yes	14.46%	15.15%
Not disclosed	14.46%	12.12%

Figure 2.4



Ethnicity

Figure 2.4

Ethnicity	2022-23	2023-24
Asian or Asian British	<5%	<5%
Black or Black British	<5%	<5%
Gypsy Roma or Traveller	-	<5%
Mixed	<5%	<5%
Other	<5%	-
Prefer not to say or not provided	7.23%	9.09%
White British	73.49%	78.78%
White Irish	-	<5%
White Other	8.43%	<5%

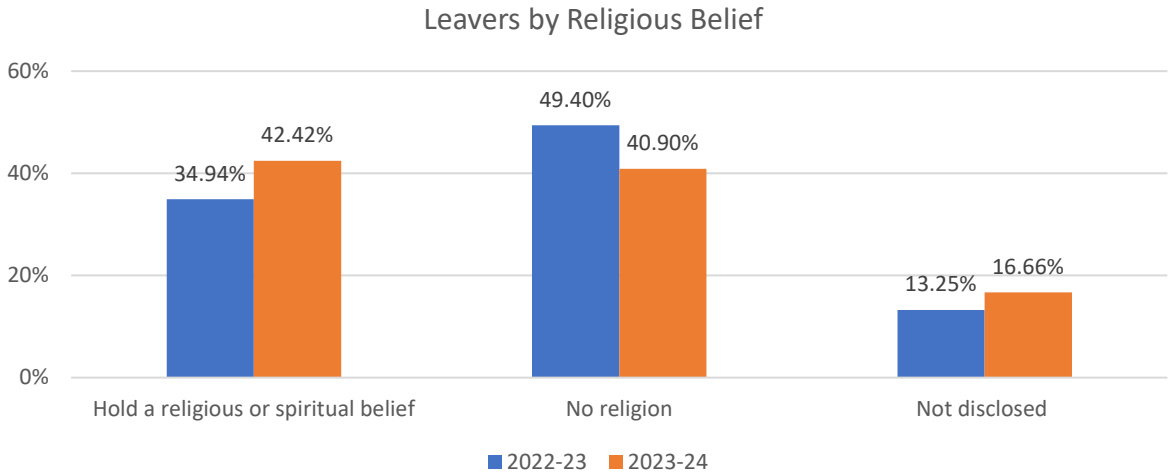
Religious or Spiritual Belief

Table 2.5

Religion	2022-23	2023-24
Hold a religious or spiritual belief	34.94%	42.42%
No religion	49.40%	40.90%
Not disclosed	13.25%	16.66%



Figure 2.5

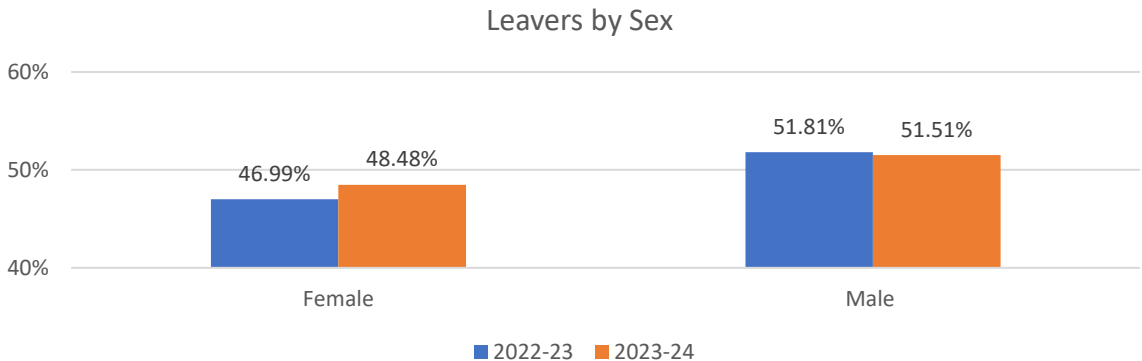


Sex

Table 2.6

Sex	2022-23	2023-24
Female	46.99%	48.48%
Male	51.81%	51.51%

Figure 2.6



Sexual Orientation

Table 2.7

Sexual Orientation	2022-23	2023-24
LGBTQ+	<5%	<5%
Heterosexual	80.72%	81.81%
Not disclosed or prefer not to say	13.25%	15.15%
Other	<5%	-

Joiners

- SCDC had 7 fewer people join in 2023-2024 (99) than the previous year. Most of those who joined SCDC in 2023-2024, joined the Shared Waste service (27.27%) or Shared Planning (25.25%).
- SCDC hired marginally more females (51.51%).
- New starters were largely between 20-49 years, with most being 20-29 (29.29%), followed by 40-49 (26.26%) and 30-39 (24.24%).

Within the 'Joiners' section, percentages are based on total number of staff who joined during the financial year. Within this section of the report, where the proportion of leavers falling within a specific category is less than 5%, this is recorded as '<5%' and excluded from graphs. This is to ensure that anonymity of staff equality data is maintained.

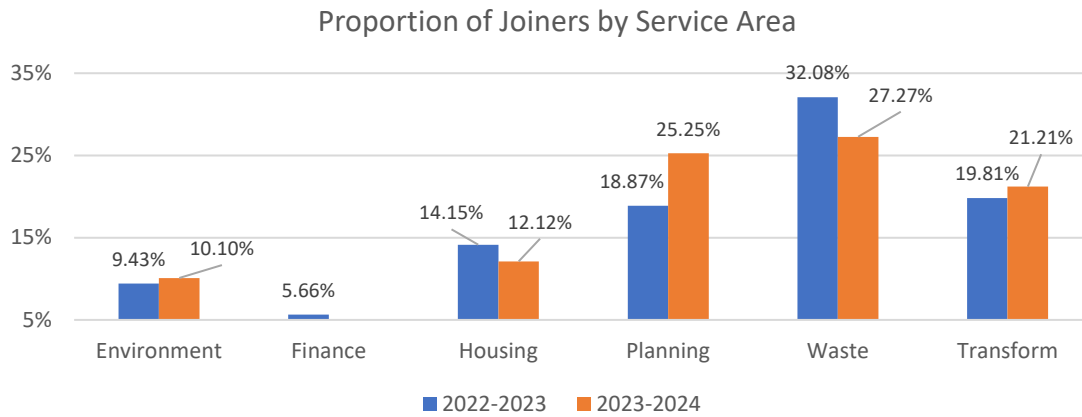
Service Area

Table 3.1

Service	2022-2023	2023-2024
Environment	9.43%	10.10%
Finance	5.66%	<5%
Housing	14.15%	12.12%
Planning	18.87%	25.25%

Waste	32.08%	27.27%
Transform	19.81%	21.21%

Figure 3.1



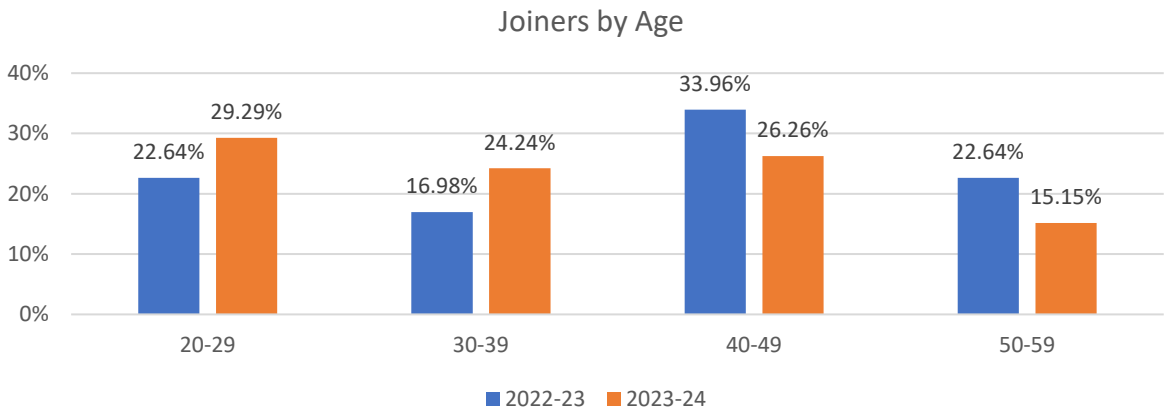
Age

Table 3.2

Age	2022-23	2023-24
Under 20	<5%	<5%
20-29	22.64%	29.29%
30-39	16.98%	24.24%
40-49	33.96%	26.26%
50-59	22.64%	15.15%
60-69	<5%	<5%
Blank	<5%	-



Figure 3.2

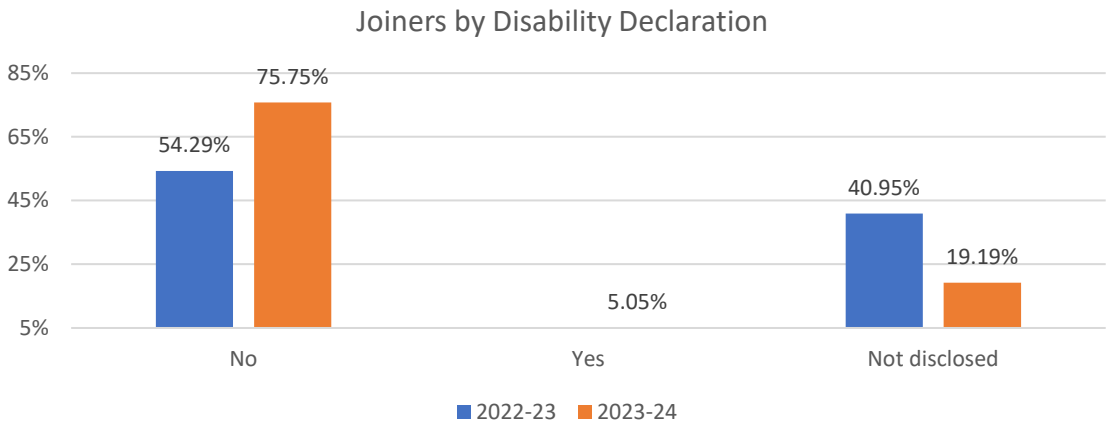


Disability

Table 3.3

Disability	2022-23	2023-24
No	54.29%	75.75%
Yes	<5%	5.05%
Not disclosed	40.95%	19.19%

Figure 3.3

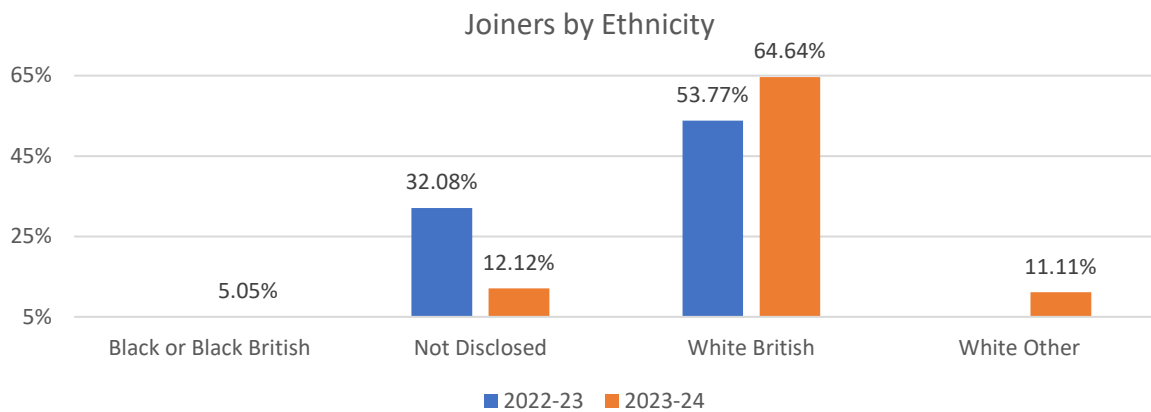


Ethnicity

Table 3.4

Ethnicity	2022-23	2023-24
Asian or Asian British	<5%	<5%
Black or Black British	<5%	5.05%
Mixed	<5%	<5%
Not Disclosed	32.08%	12.12%
White British	53.77%	64.64%
White Irish	<5%	-
White Other	<5%	11.11%

Figure 3.4



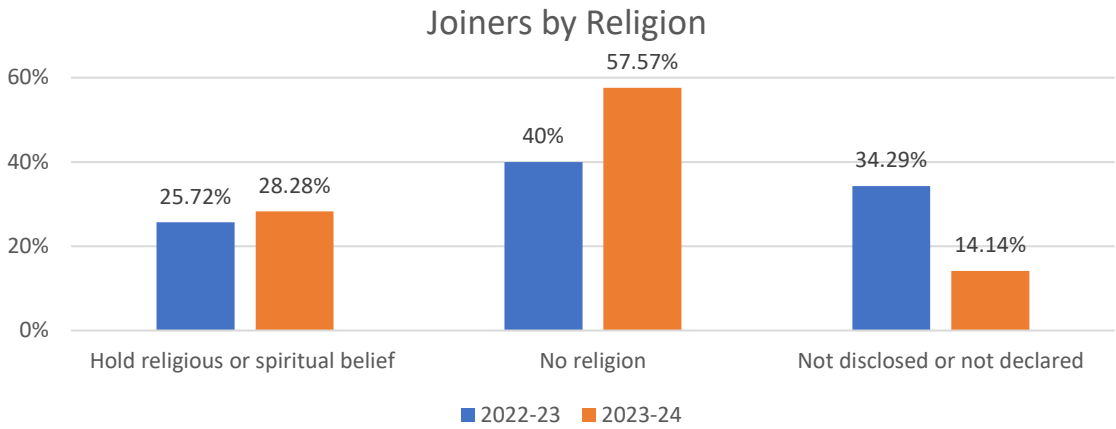
Religious or Spiritual Belief

Table 3.5

Religion	2022-23	2023-24
Religious or spiritual belief	25.72%	28.28%
No religion	40%	57.57%
Not disclosed or not declared	34.29%	14.14%



Figure 3.5

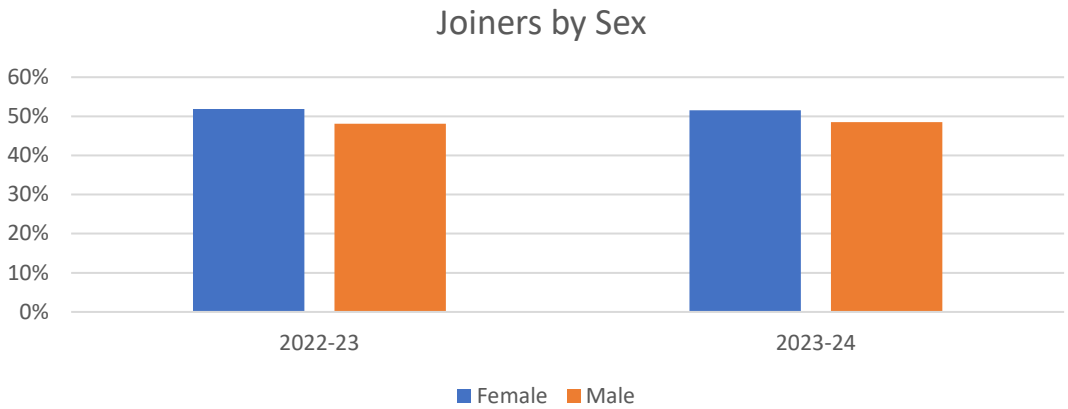


Sex

Table 3.6

Sex	2022-23	2023-24
Female	51.87%	51.51%
Male	48.11%	48.48%

Figure 3.6





Sexual Orientation

Table 3.7

Sexual Orientation	2022-23	2023-24
LGBTQ+	<5%	<5%
Heterosexual	65.71%	76.76%
Not disclose/prefer not to say	31.43%	20.20%
Other	<5%	<5%

Pay Grades

Table 4.1

Grade 1 (G1)	2.31%
Grade 2 (G2)	12.72%
Grade 3 (G3)	20.66%
Grade 4 (G4)	18.50%
Grade 5 (G5)	17.20%
Grade 6 (G6)	15.32%
Grade 7 (G7)	5.20%
Grade 8 (G8)	2.60%
Grade 9 (G9)	1.88%
Grade 10 (G10)	0.43%
Grade 11 (G11)	0.29%
Exec	0.43%

Age

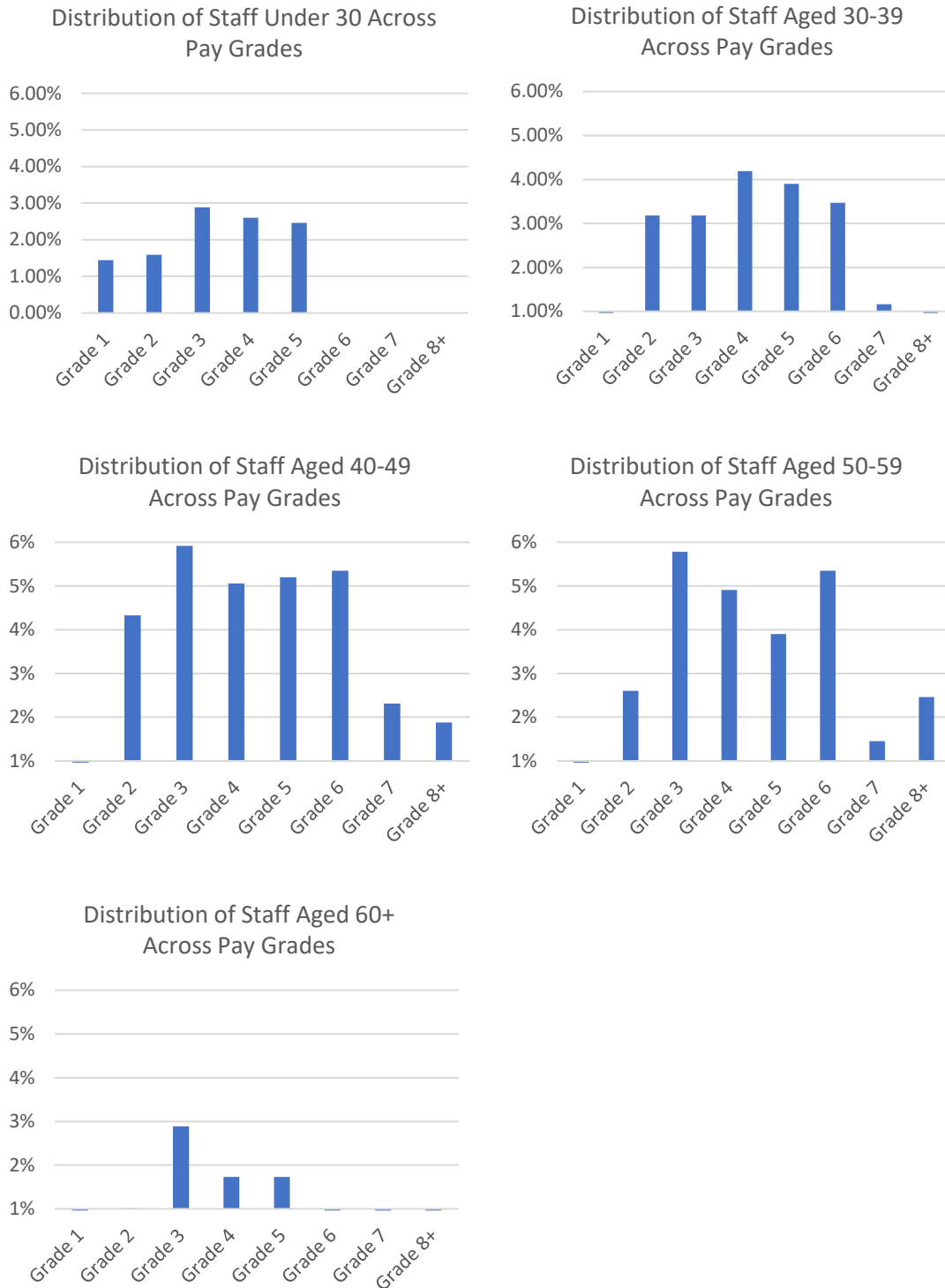
Table 5.2 - distribution of the workforce by pay grade and age band

	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	G11	Exec
Under 30	1.44%	1.59%	2.89%	2.60%	2.46%	<1%	-	-	-	-	-	-
30-39	-	3.18%	3.18%	4.19%	3.90%	3.47%	1.16%	<1%	<1%	-	-	-
40-49	-	4.33%	5.92%	5.06%	5.20%	5.35%	2.31%	<1%	<1%	-	-	<1%
50-59	<1%	2.60%	5.78%	4.91%	3.90%	5.35%	1.45%	1.45%	<1%	-	<1%	<1%



60+	<1%	1.01%	2.89%	1.73%	1.73%	<1%	<1%	-	<1%	<1%	<1%	-
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Figure 5.2





Not Provided*	<1%	1.30%	1.01%	<1%	<1%	<1%	-	-	<1%	-	-	-
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Religion

Table 5.5 - distribution of the workforce by pay grade and religion

	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	G11	Exec
Religious or Spiritual Belief	1.16%	4.33%	7.66%	6.50%	7.08%	4.77%	2.75%	<1%	<1%	<1%	<1%	<1%
No Religion	<1%	6.21%	10.12%	9.39%	8.38%	8.53%	1.88%	1.30%	1.01%	<1%	-	<1%
Not Disclosed	<1%	2.17%	2.89%	2.60%	1.73%	2.01%	<1%	<1%	-	-	-	<1%

Sex

Table 5.6 - distribution of the workforce by pay grade and sex

	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	G11	Exec
Female	1.59%	<1%	9.54%	13.44%	10.98%	9.54%	2.31%	1.45%	1.01%	-	<1%	<1%
Male	<1%	12.28%	11.13%	5.06%	6.21%	5.78%	2.89%	1.16%	<1%	<1%	<1%	<1%

- There tends to be a male dominance in pay bands 2 and 3, as the Shared Waste Service is , not unlike in other Local Authorities, a Male dominated service area.

Figure 5.6

Sexual Orientation

Table 5.7

	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	G11	Exec
LGBTQ+	<1% %	<1% %	<1%	<1%	<1%	<1%	-	-	-	-	-	-
Heterosexual	1.59 %	10.4 %	17.05 %	15.17 %	14.88 %	13.44 %	4.91 %	2.46 %	1.73 %	<1% %	<1% %	<1% %
Not disclosed	<1%	2.17 %	2.89%	2.60%	1.59%	1.30%	<1%	<1%	<1%	-	-	-

Learning and Development

Learning and Development ran 53 courses spread over 93 sessions. These sessions had 337 unique attendees (48.70% of all employees). The courses with the highest attendance figures were

- Adult Safeguarding (over 3 sessions)
 - Total of 80 people attended (11.56%)
 - 26 people per session on average
- Disability Awareness (over 8 sessions)
 - Total of 76 people attended (10.98%)
 - 9 attendees per session on average
- Lone Worker Safety (over 4 sessions)
 - Total of 56 people attended (8.09%)
 - 14 attendees per session on average
- Carbon Literacy 2 (over 5 sessions)
 - Total of 48 people attended (6.94%)
 - 9 attendees per session on average
- Habits for Difficult Thoughts and Anxiety (over 1 session)
 - Total of 46 people attended (6.65%)
 - 46 attendees per session on average
- Carbon Literacy 1 (over 5 sessions)
 - Total of 45 people attended (6.50%)
 - 9 attendees per session on average



The following data tables are broken down as follows - % of total attendees, % of total workforce who disclosed that response (as seen previously from page 5).

Table 6.1

Disability	% of attendees	% of workforce Disclosed disability
No	67.36%	81.21%
Not disclosed	8.01%	10.98%
Yes	8.61%	7.8%
Left Blank	1.87%	-

Table 6.2

Ethnicity	% of attendees	% of workforce Disclosed ethnicity
Asian or Asian British	3.26%	3.03%
Black or Black British	1.78%	2.60%
Mixed	1.78%	1.73%
White	88.43%	86.99%
Other	0.3%	<1%
Not Provided or Left Blank	2.67%	5.20%

Table 6.3

Religion	% of attendees	% of workforce Disclosed belief
Religious or Spiritual Belief	38.87%	38%
No Religion	48.37%	48.7%
Not Declared/ Left Blank	12.76%	13.29%

Table 6.4

Sex	% of attendees	% of workforce Disclosed sex
Female	65.58%	51.16%
Male	33.23%	48.84%



Left Blank	1.19%	-
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Table 6.5

Sexual Orientation	% of attendees	% of workforce Disclosed orientation
Lesbian, Gay or Bisexual	3.26%	2.60%
Heterosexual	86.94%	84.39%
Not Disclosed / Prefer Not To Say / Left Blank	9.5%	12.57%
Other	0.3%	<1%