

South Cambridgeshire District Council Workforce Breakdown Report (Data as of 31 March 2023)



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 Learning and Development **Error! Bookmark not defined.**

Appendix A Introduction

This report details the profile of South Cambridgeshire District Council's workforce, as of 31 March 2023. It provides an evidence-base to help the Council to identify actions to ensure that we are **'an employer that values difference and recognises the strength that a diverse workforce brings'**, as detailed in our [2020-24 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.

Appendix A Workforce Overview

As at the 31 March 2023, the number of staff employed by SCDC was 657. This has decreased from 698 (the previous year). The data in this report pertains to all permanent and FTC employees. All contractors, temporary or agency staff are not included.

There has been an increase in staff aged between 35 and 54 (35-44 years and 45-54 years). However there is also an increase in the percentage of staff choosing not to state if they have a disability.

Staff representation from Asian, Black, dual or mixed heritage or other ethnicity has increased from 5.7% to 6.24%

While staff identifying as black, Asian, mixed/multiple ethnic group, or other ethnic group are likely to encounter different life and work experiences, an analysis of the distribution of more specific categories of ethnicity would not have been meaningful due to the lower numbers of staff involved.

44.4% of staff said they followed no religion which is in keeping with the South Cambridgeshire District Census (43.3%) and Cambridgeshire County Census data (43.2%)

17.2% chose not to declare or chose 'prefer not to say' regarding their sexual orientation.

The Council has run 106 learning and development sessions for staff, a total of 331 hours of training. 991 Members of staff attended these sessions, with an average of 9 people (9.11) in attendance at each session (total divided by number of sessions). 884 E-Learning courses were completed.

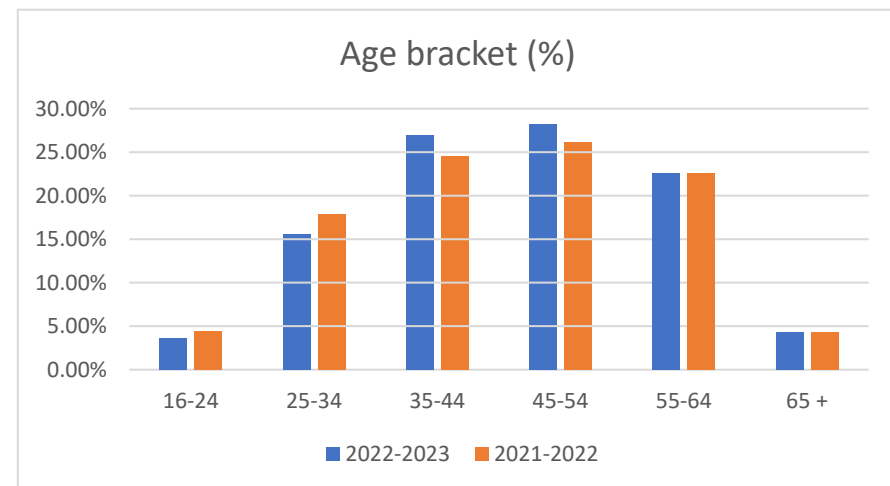
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Age

Age band	Total	Total	2021 (SCDC)	S. Cambs*	Cambridgeshire*
16-24	24	3.65%	31 (4.4%)	8.03%	11.08%
25-34	109	16.59%	125 (17.9%)	11.36%	13.85%
35-44	177	26.94%	171 (24.5%)	14.13%	13.23%
45-54	185	28.16%	183 (26.2%)	14.65%	13.45%
55-64	141	21.46%	158 (22.6%)	12.64%	12.19%
65 +	21	3.20%	30 (4.3%)	19.61%	18.63%
Grand Total	657	100.00%	698 (99.9%)		

*based on 2021 Census Data

- There are fewer staff members aged under 35 than the previous year (2021)
- Decrease in older employees, notably those over the age of 65
- The minimal shifts in number of staff in age brackets may be explained as long term employees progressing into older age brackets.

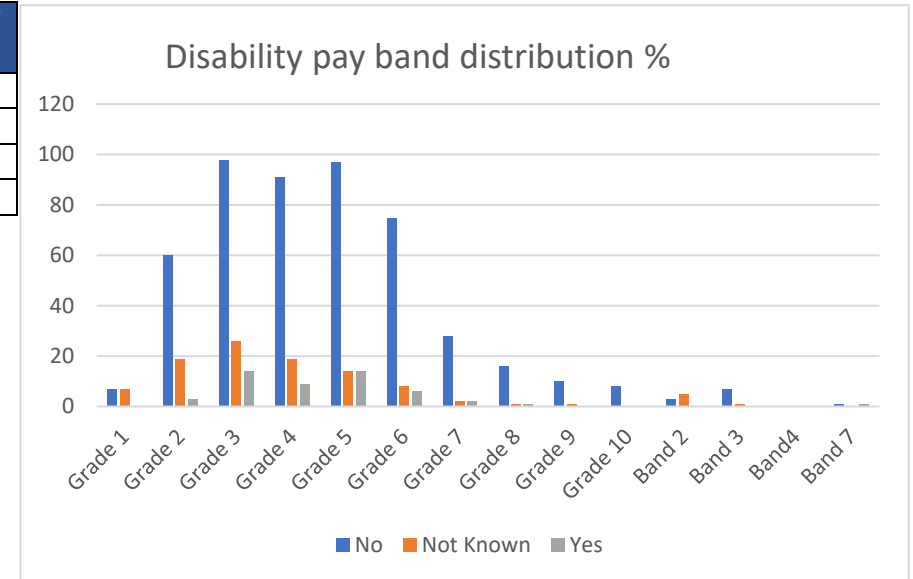


Appendix A Disability and Disability Pay Band Distribution

Disability	Total	Total	2021 (SCDC)	S Cambs*	Cambs*
No	502	76.41%	551 (78.9%)	85.2%	83.8%
Not Known	104	15.83%	82 (11.8%)		
Yes	51	7.76%	65 (9.3%)	14.8%	16.2%
Grand Total	657	100.00%	698 (100%)		

*based on 2021 Census data

- 16.4 % staff chose not to declare if they had a disability as defined by the Equality Act 2010
- More staff chose not to declare than the previous year (2021)
- Staff who have been TUPE'd and paid based on alternative pay banding have been included.



Declaration of disability across pay grade															
Disability	Grades 1 10										Grand Total	Banding on TUPE'd staff			
	01	02	03	04	05	06	07	08	09	10 +		2	3	4	7
No	7	60	98	91	97	75	28	16	10	8	505	3	7		1
Not Known	7	19	26	19	14	8	2	1	1		107	5	1	1	
Yes		3	14	9	14	6	2	1			51				1
Grand Total	14	82	138	119	125	89	32	18	11	8	663	8	8	1	2

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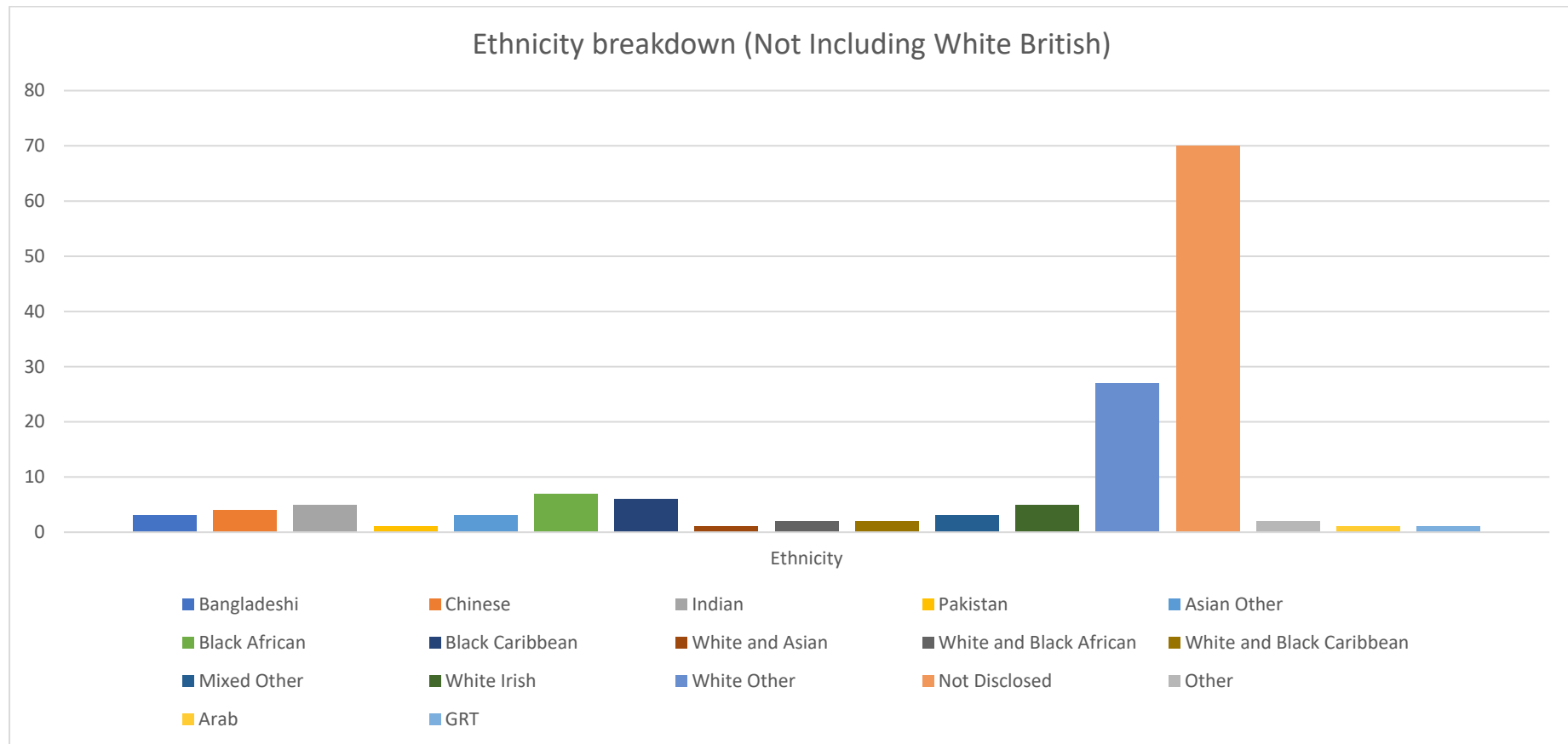
Ethnicity

	No. of staff	Total	2021 (SCDC)	S. Cambs*	Cambridgeshire*
Asian or Asian British: Bangladeshi	3	16 (2.44%)	3 (0.4%)	9399 (5.8%)	39689 (5.8%)
Asian or Asian British: Chinese	4		2 (0.3%)		
Asian or Asian British: Indian	5		6 (0.9%)		
Asian or Asian British: Pakistan	1		2 (0.3%)		
Asian or Asian British: Other	3		4 (0.6%)		
Black or Black British: African	7	13 (1.98%)	6 (0.9%)	2019 (1.2%)	9745 (1.4%)
Black or Black British: Caribbean	6		4 (0.6%)		
Mixed or Dual Heritage: White & Asian	1	8 (1.22%)	7 (1%)	4591 (2.8%)	19354 (2.9%)
Mixed or Dual Heritage: White & Black African	2				
Mixed or Dual Heritage: White and Black Caribbean	2				
Mixed or Dual Heritage: Other	3				
Gypsy, Roma or Traveller	1	1 (0.15%)			
Other	2	3 (0.46%)	5 (0.7%)	1823 (1.1%)	8895 (1.3%)
Other: Arab	1				
White: British	516	548 (83.41%)	615 (88.1%)	144285 (89%)	601166 (88.6%)
White: Irish	5				
White: Other	27				
Prefer not to say/ Not disclosed	68	68 (10.34%)	43 (6.2%)		

*Based on 2021 Census data

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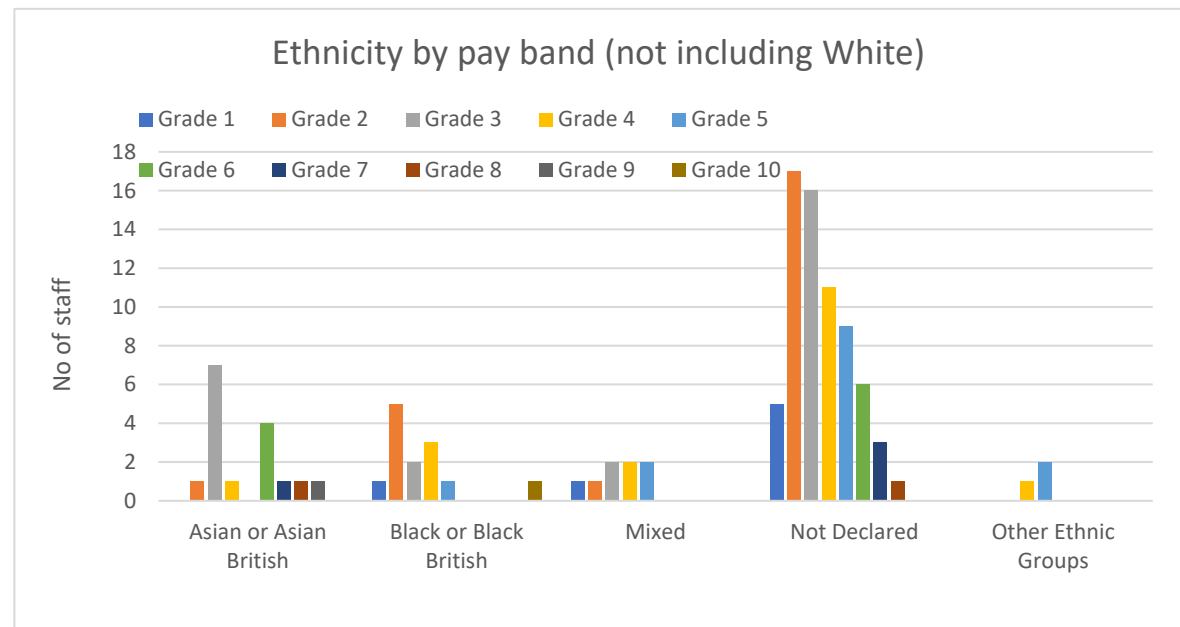
- 83.41% of SCDC staff declared themselves as white. Similar to the wider South Cambridgeshire District Census data (89%) and Cambridgeshire County Census data (88.6%)
- It is worth noting that 10.34% (68) of staff chose not to declare their ethnicity



Appendix A Ethnicity Pay Band distribution

Ethnicity	Grades										Total
	01	02	03	04	05	06	07	08	09	10 +	
Asian or Asian British		1	7	1		4	1	1	1		16
Black or black British	1	5	2	3	1					1	13
Mixed	1	1	2	2	2						8
Not declared	5	17	16	11	9	6	3	1			68
Other ethnic groups				1	2						3
White	7	66	118	104	111	79	30	16	10	7	548
Grand Total	14	90	146	122	125	89	34	18	11	8	657

Due to the comparatively small number of SCDC staff identifying as black, Asian, mixed/multiple ethnic group or other ethnic group, staff identifying as white (British, Irish or Other) have been removed for clearer analysis of staff across broad ethnicity groups and those who chose not to declare. This allows easier comparison between the distribution of black, Asian, mixed/multiple ethnic group or other ethnic group and the distribution of white colleagues, and any potential differences in opportunity to be identified.



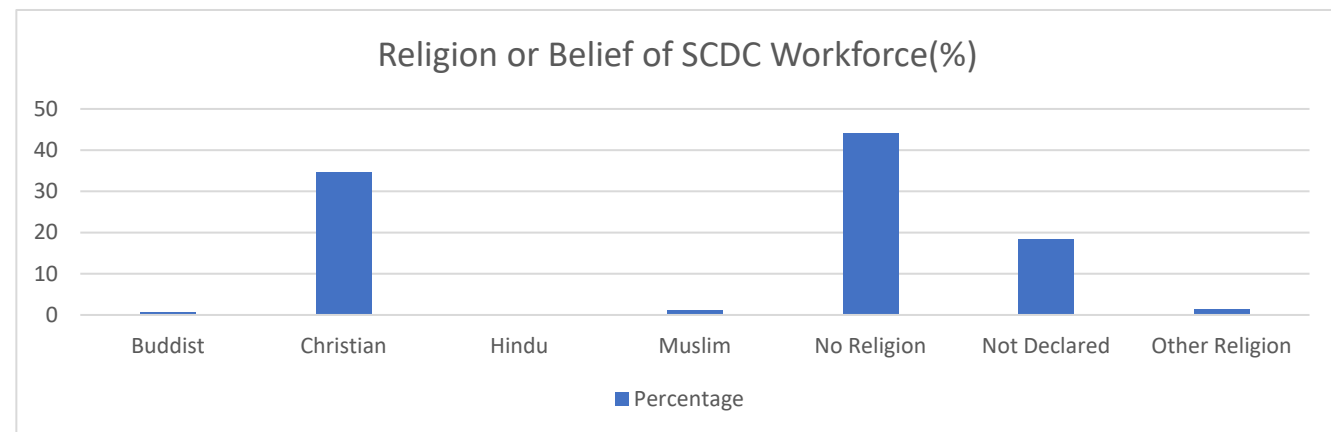
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Religion or Belief

Religion	Total	Percentage	2021 (SCDC)	S. Cambs*	Cambridgeshire*
Buddhist	4	0.6%	4 (0.57%)	796 (0.5%)	3698 (0.5%)
Christian (all Christianity denominations)	227	34.55%	250 (35.8%)	73469 (45.3%)	306302 (45.1%)
Hindu	1	0.15%	2 (0.29%)	2433 (1.5%)	7245 (1.1%)
Muslim	7	1.06%	7 (1%)	2744 (1.7%)	13953 (2.1%)
No Religion (Atheist)	290	44.14%	327 (46.8%)	70269 (43.3)	293134 (43.2%)
Not Declared	120	18.26%	6 (0.86%)	10840 (6.7)	47521 (75)
Other Religion or Belief	8	1.22%	101 (14.5%)	1565 (1%)	6996 (1.1%)

*based on 2021 Census Data

- Most of the organisation selected 'No Religion'
- Second highest was 'Christianity'
- Third highest was 'Not Declared'
- In a change from 2021, no staff stated that they were Jewish.



Appendix A Sex

	Total	Percentage	2021 (SCDC)	S. Cambs*	Cambridgeshire*
Female	333	50.68%	348 (49.9%)	82,562 (50.9%)	343,200 50.6%
Male	324	49.32%	350 (50.1%)	79,557 (49.1%)	335,400 49.4%

*based on 2021 Census Data



The Gender Pay Gap Report 2022-23 (as submitted 31st March 2022) showed that women earn £1.18 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 17.7% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 10.5% higher than men's.

Appendix A Sexual Orientation

Orientation	Total	Percentage	2021 (SCDC)	S. Cambs*	Cambridgeshire*
Heterosexual (straight)	527	80.21%	578 (82.81%)	117371 (90%)	494014 (88.3%)
Lesbian, gay or bisexual	15	2.28%	21 (3.01%)	3100 (2.3%)	18266 (3.3%)
Not declared/ prefer not to say	113	17.2%	96 (13.75)	9436 (7.2%)	44828 (8%)
Other	2	0.3%	3 (0.43%)	454 (0.3%)	2540 (0.4%)

*based on 2021 Census Data

