

Cambridgeshire County Council - Workforce Diversity Profile

Data extracted from ERP Gold as at June 2021. Based on information disclosed by employees via self service. Where an employee occupies more than one position, their diversity profile will be included for each post that they are employed in.



4,422 Headcount
3,466 FTE
(Includes relief workers)



Average age
45 years old

236 female employees were on maternity leave between April 2019 and April 2020



20 employees took Shared Parental Leave in the same period



4 in 5 employees are female

131 (3%) employees have declared a disability. This compares with 1.6% who declared a disability in 2019

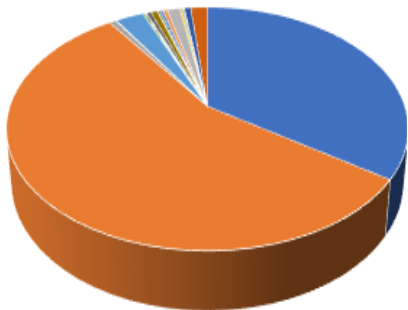


7.24 years is the average length of service
25% of the workforce has 2 years or less length of service
1 in 30 employees have more than 25 years service



60 people (1.37%) have declared they are LGBTQ+
1 in 10 employees responded that they would 'prefer not to say'
2 in 5 employees have not disclosed their sexual orientation
Just under half of employees have disclosed they are heterosexual

Ethnicity



43% of our workforce have disclosed they have a religion or belief
(including the no religion category)

The largest faith group is Christian with over one quarter of employees (24%) disclosing this faith as their religion or belief.
1 in 10 employees have responded they would 'prefer not to say' what their religion or belief is.



4.5% of the workforce are
24 and under



29.4% of the workforce are
25 - 40 years old



53.1% of the workforce are
40 - 60 years old



13% of the workforce are
60 and over