

# Equality Information Report 2024

At Cambridgeshire County Council we aim to foster an inclusive, supportive and safe working environment. We want to attract and keep diverse people who feel valued, respected, and empowered, as set out in our Equality, Diversity and Inclusion (EDI) Strategy.

Under the Equality Act 2010 we are legally required to produce and publish diversity monitoring information annually.

We collect EDI data to support **all** our colleagues to achieve their full potential by implementing targeted initiatives and promoting equality of opportunity.

When we are aware of the characteristics of our colleagues, we are better able to understand their needs, and can make specific provisions based on these needs which improve working conditions and wellbeing. This in turn improves efficiency and productivity within the whole organisation.

Data note: Data extracted from ERP Gold as of June 2024. Based on information disclosed by employees\* via self-service.

In 2024, we added 'Asexual' to our Sexual Orientation disclosure question. We've also recently added Care Experience so will report on that going forward.

\*Includes all employees, relief workers, office holders and invoice resource - disclosure rates for relief workers, invoice resource, office holders are slightly lower.

# Cambridgeshire County Council Workforce Diversity Profile 2024



**4772 Headcount**  
3877.42 FTE

76% of the workforce is female and 24% is male

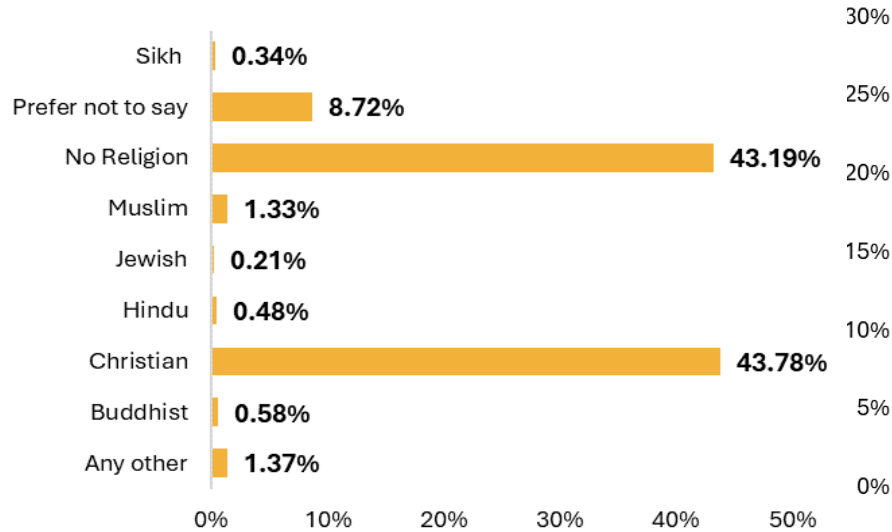


5.1% have declared they are disabled

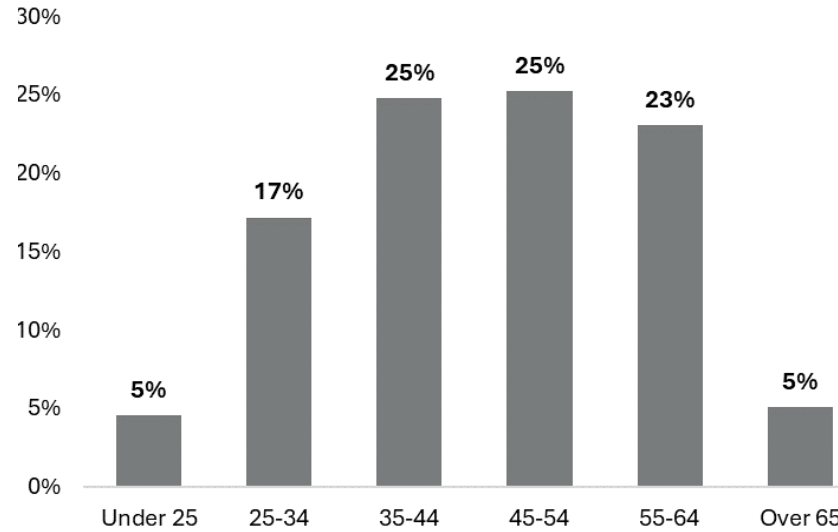


171 colleagues took maternity / paternity / parental / adoption leave between July 2023 and June 2024

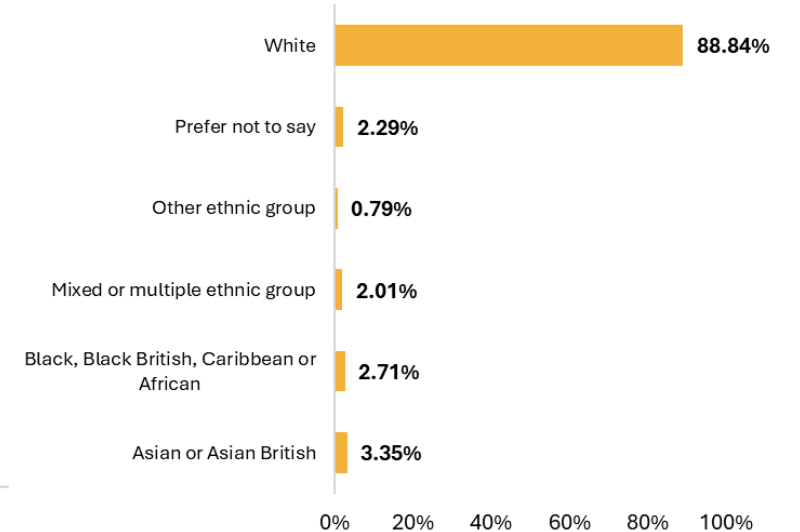
**Religion or Religious Belief**  
Of those who disclosed (61%)



**Workforce Age**  
Average employee age 46



**Ethnicity**  
Of those who disclosed (69%)



3.1% have declared their sexual orientation as either lesbian, gay, bisexual or self-defined.  
5.8% have preferred not to disclose.  
52.1% said they are heterosexual.  
39.0% have not disclosed their sexual orientation.

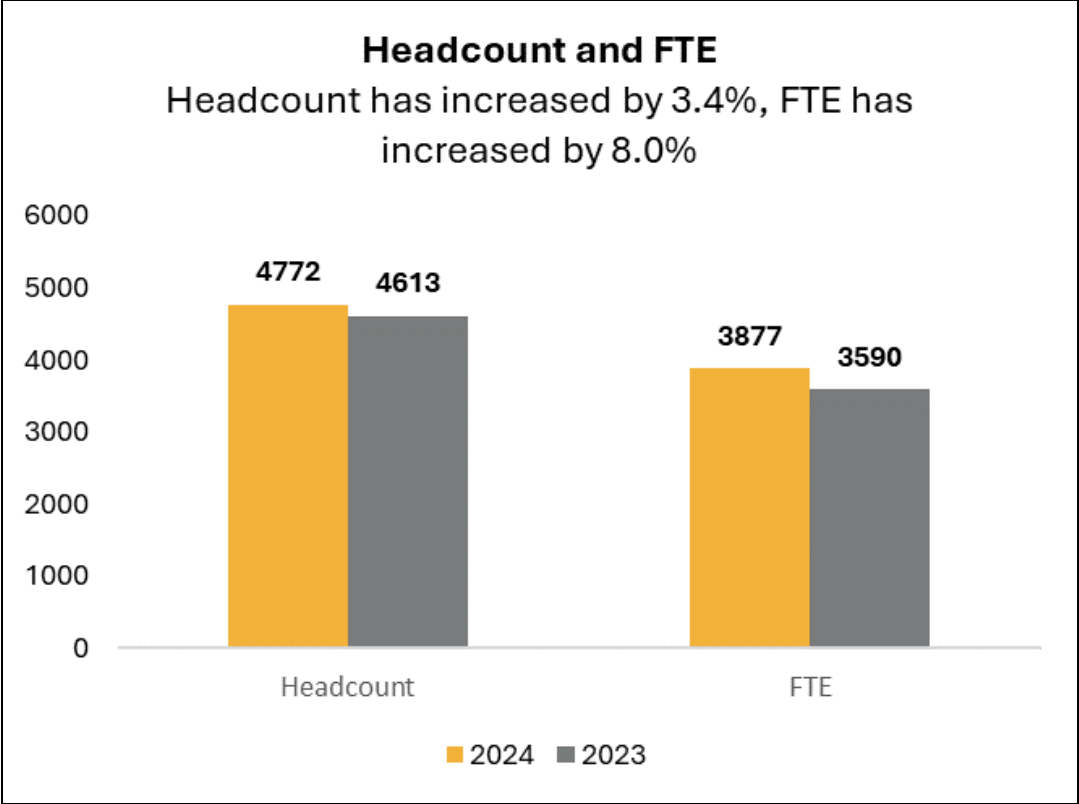
Gender identity	Percentage
Of the 82% who disclosed	
Man	23.01%
Woman	76.48%
Prefer not to say	0.08%
Prefer to self-describe	0.43%

Employees work for CCC for 8 years on average.  
34.2% of the workforce have 2 years or less service.  
5.8% have 25 years or more service.

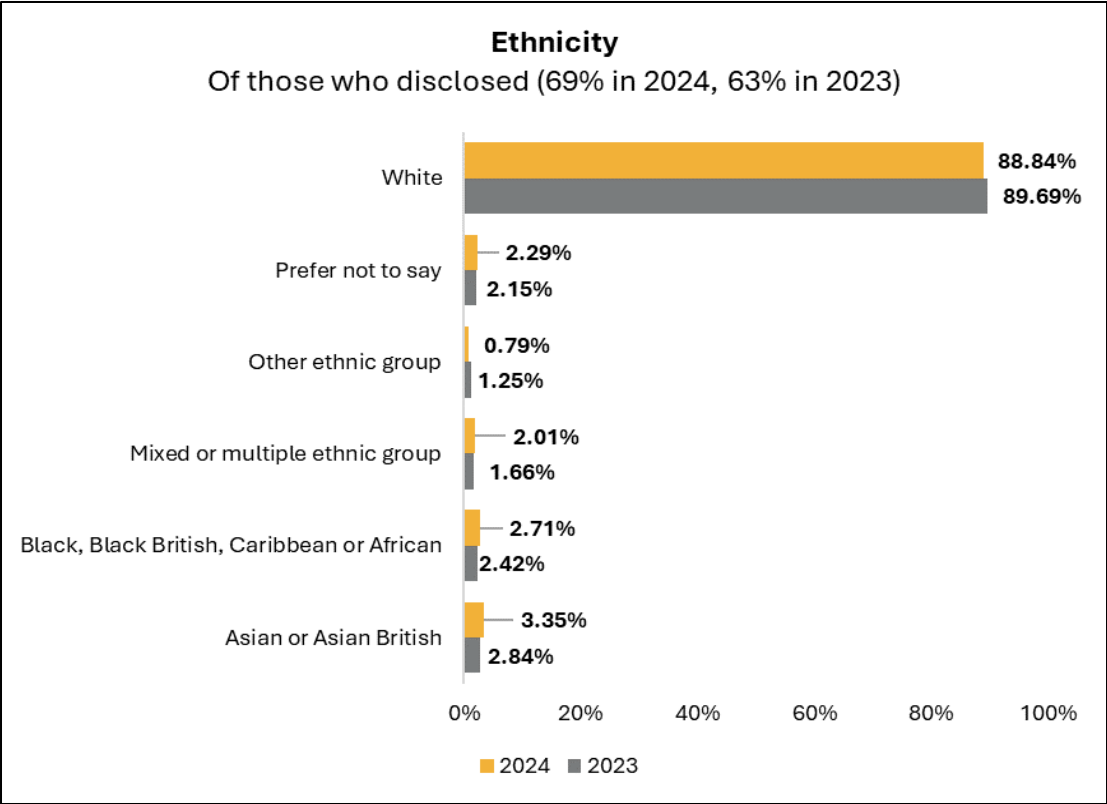
# Cambridgeshire County Council Workforce Diversity Profile Comparison

The next two slides compare 2023 and 2024 data.

Overall, disclosure rates have increased for Ethnicity, Sexual Orientation, Gender Identity and Religion or Religious Belief in 2024, compared to 2023. Despite our headcount increasing by 3.4% in 2024, our male/female split remains roughly the same as 2023.



- Despite our headcount increasing by 3.4% in 2024, our male/female split remains roughly the same as 2023. 76% of employees are female (2024), compared to 77% in 2023.
- The male/female split remains roughly the same, with female employees making up over three quarters of our workforce.

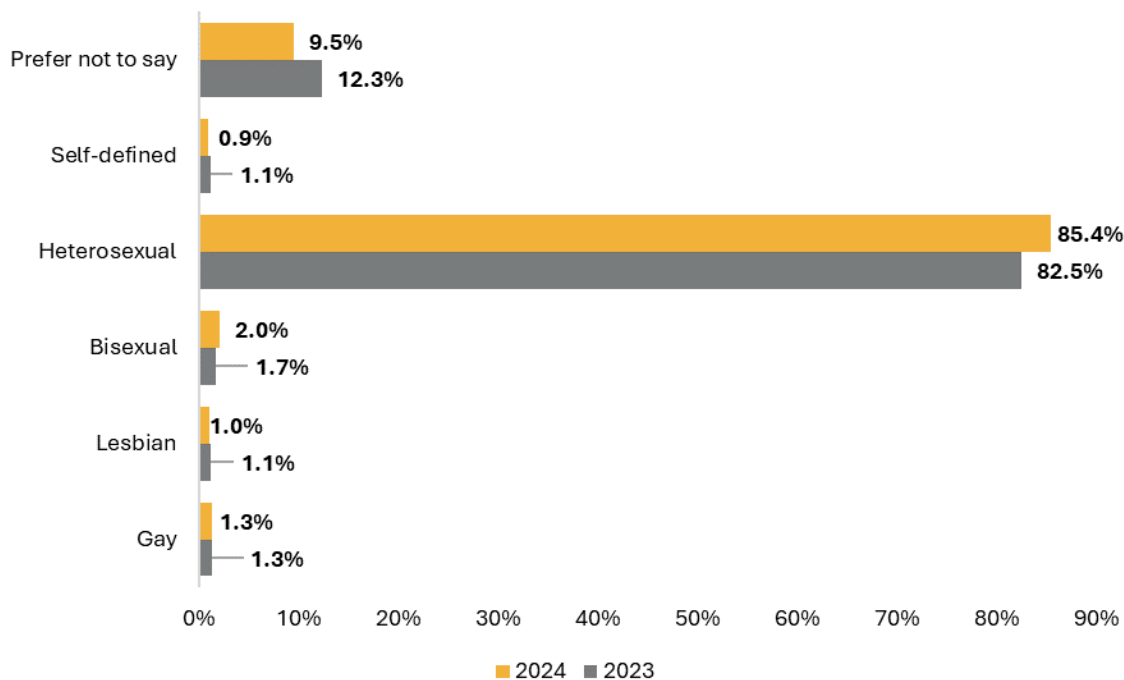


- Slight decrease in the proportion of White employees.
- Disclosure rates have increased by 6 percentage points.
- Overall slight increase in the proportion of Minority ethnic employees (Other ethnic group, Mixed or multiple ethnic group, Black, Black British, Caribbean or African, and Asian or Asian British).

# Cambridgeshire County Council Workforce Diversity Profile Comparison continued

## Sexual Orientation

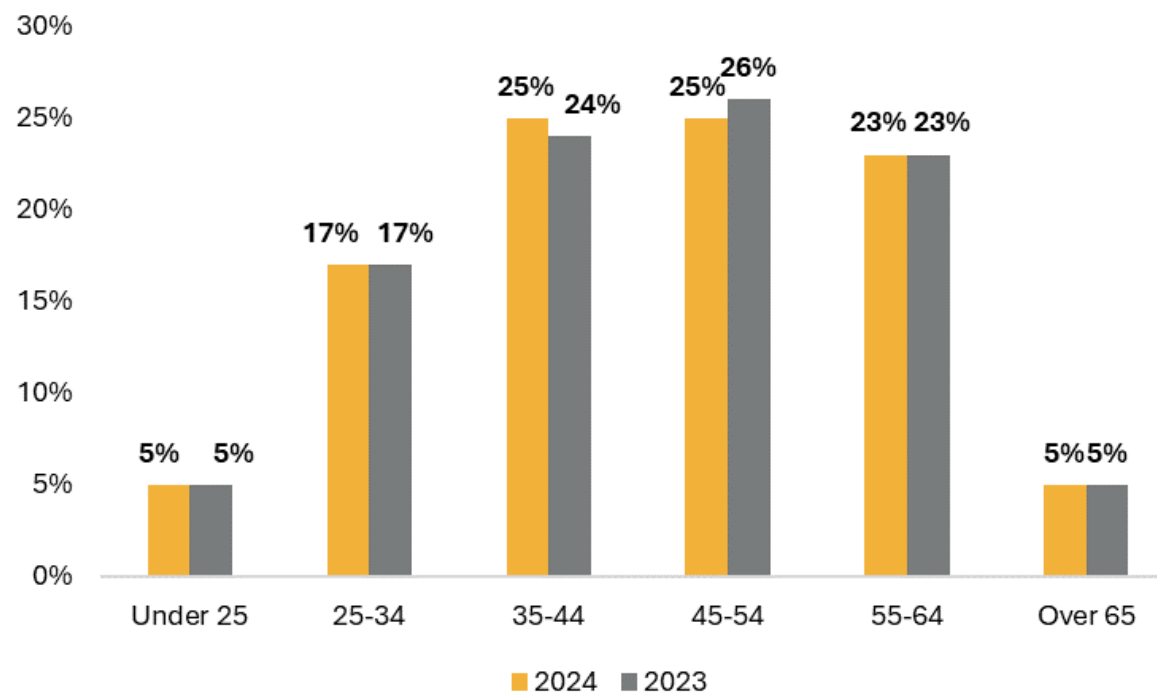
Of those who disclosed (2024 - 61%, 2023 - 51%)



- Smaller proportion of our workforce have disclosed as 'prefer not to say.'
- Disclosure rates have increased by 10 percentage points.

## Workforce Age

Average employee age 46yrs in 2024, 45yrs in 2023



- Average age and overall age breakdown of our workforce for 2024 is relatively similar to 2023.
- 1 percentage point difference in the 35-44 and 45-54 age group categories.



5.1% of the 2024 workforce have declared they are disabled, compared to 3.8% in 2023. The disclosure rate for disability remains the lowest out of all protected characteristics.