

Equality information report 2025



At Cambridgeshire County Council (CCC) 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 diversity data to ensure we take an evidence-based approach and 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.

*pp: percentage points

*FTE: full time equivalent

*YoY: year on year



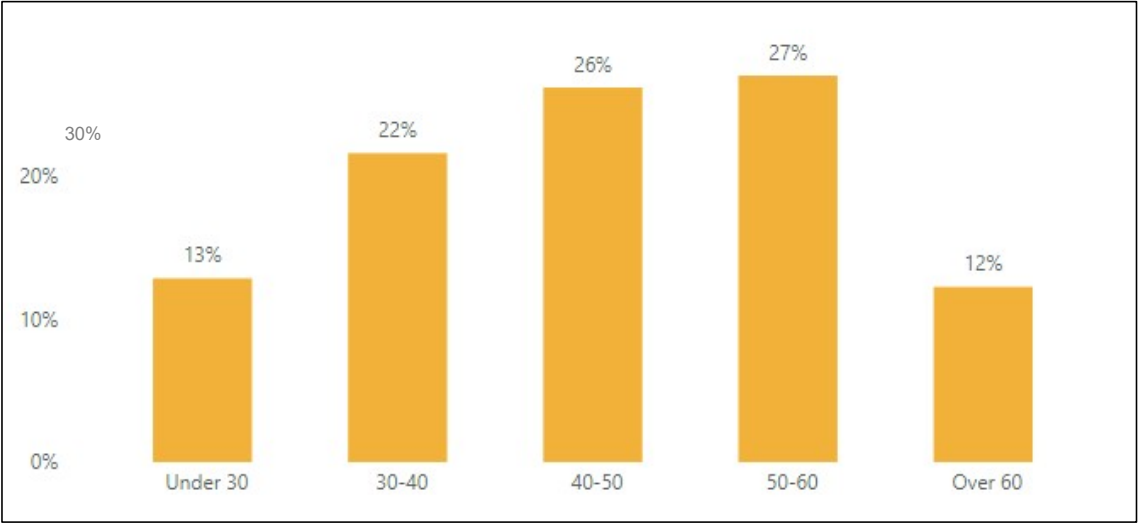
CCC workforce diversity profile 2025



There were 4,682 employees at the data snapshot date (3,811.7 FTE).

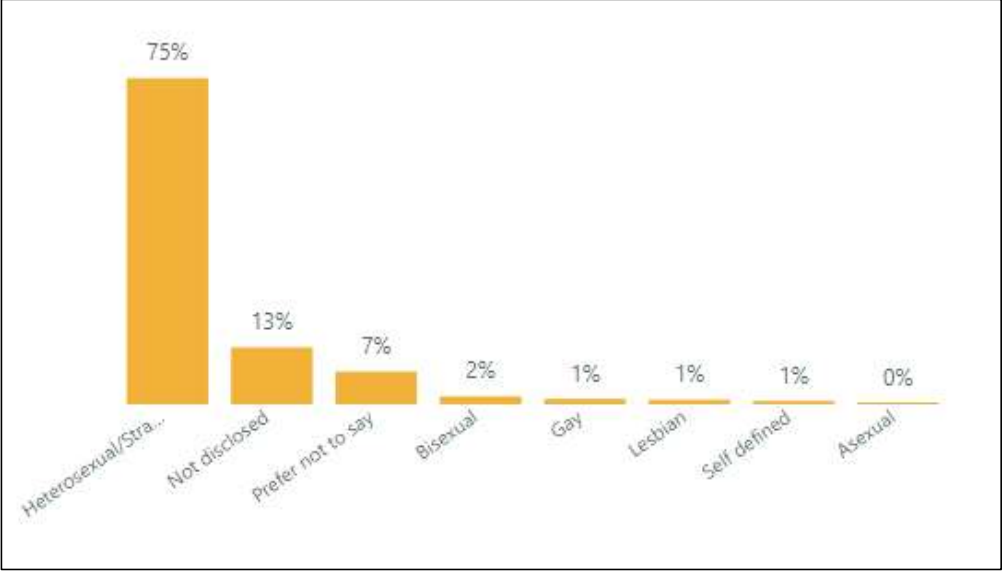
- **Care experience:** Of those who disclosed (18%), 5% of colleagues have care experience, 92.9% do not, and 2.2% prefer not to say.
- **Disability:** 6.45% declared they are disabled.
- **Sex:** 75.8% of the workforce is female and 24.2% is male.

Age
Average employee age 46



The actual figure for employees identifying as asexual is 0.1% but has been rounded to 0%

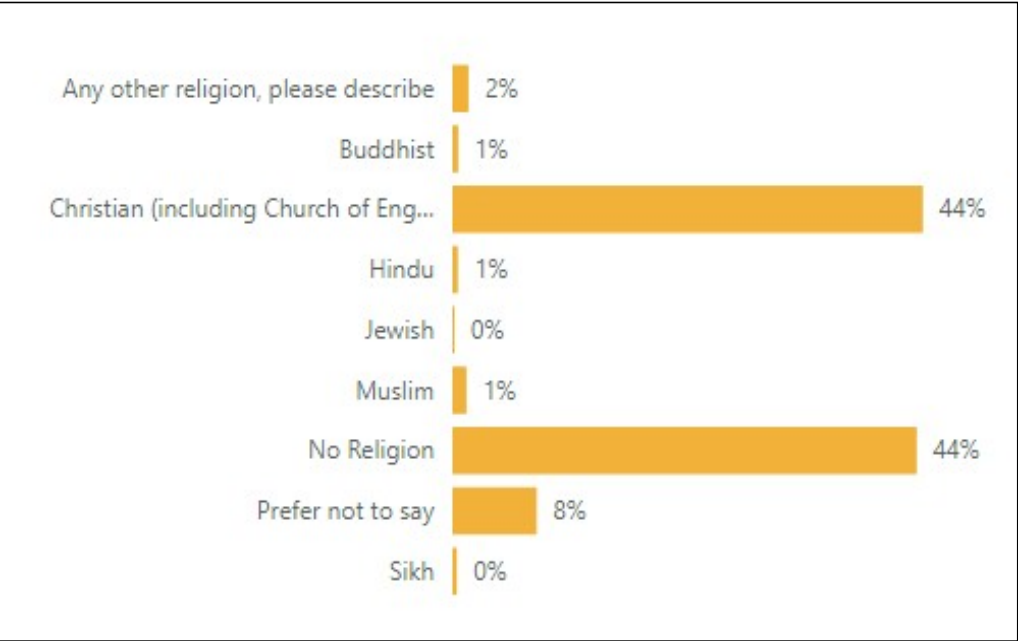
Sexual Orientation
Of those who disclosed (67.6%)



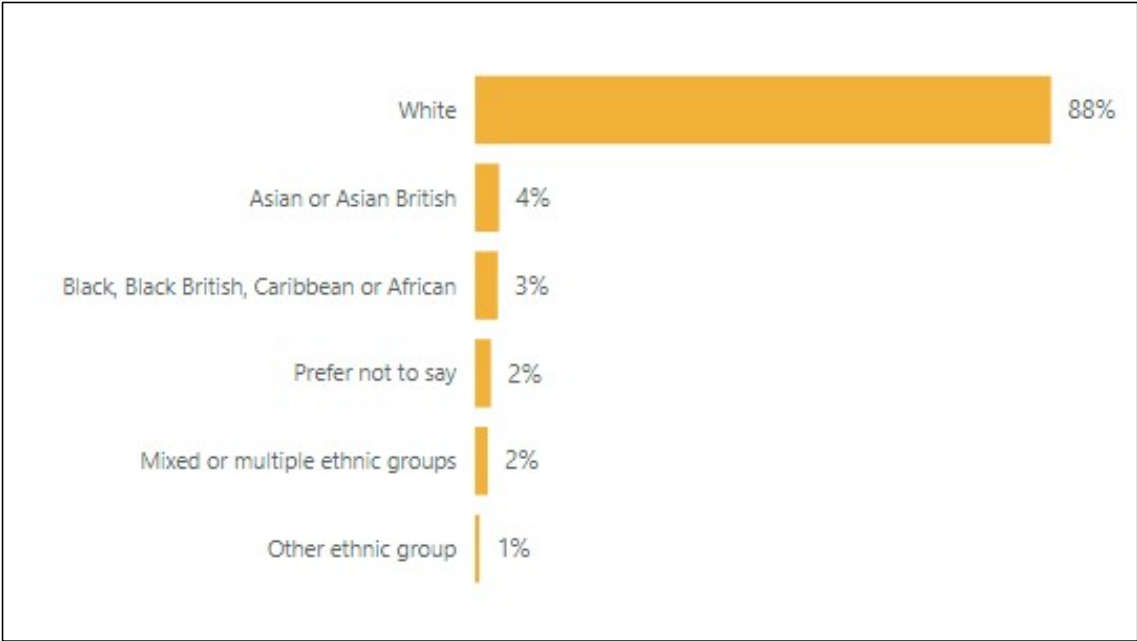
CCC workforce diversity profile 2025



Religion or religious belief
Of those who disclosed (70%)



Ethnicity
Of those who disclosed (75%)



The figures for Jewish and Sikh employees have been rounded to the nearest whole number.

Family leave: 114 colleagues took Adoption, Maternity, Shared Parental, and Statutory Paternity Absence (Birth) Leave between July 2024 and June 2025

Gender identity	Percentage
Of those who disclosed (100%)	
Woman	75.9%
Man	23.6%
Prefer not to say	0.3%
Prefer to self-describe	0.2%
Non-binary	0.1%

Length of service: 47% of the workforce have 5 years or less service and 6% have between 20-30 years of years of service .

CCC workforce diversity profile comparison



The next two slides compare 2024 and 2025 data.

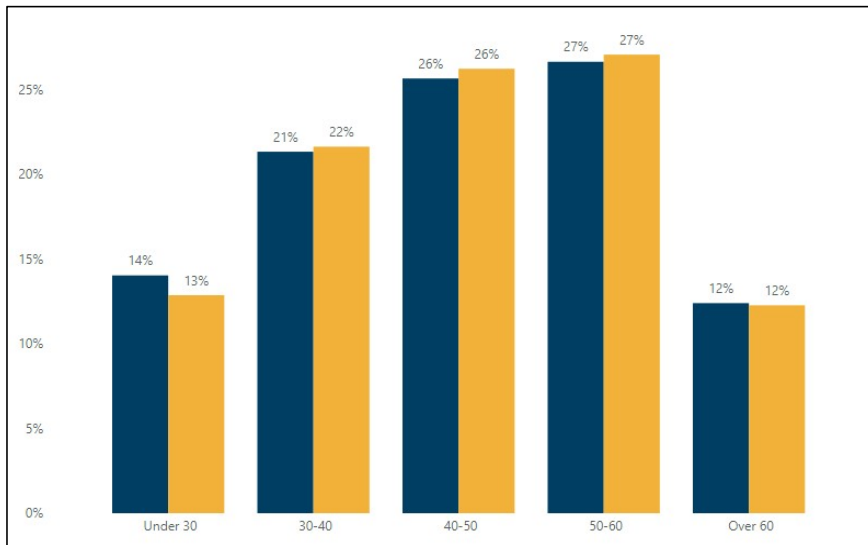
● June 2024 ● June 2025

*pp stands for percentage points
*FTE full time equivalent
*YoY stands for year on year

Headcount and FTE: Headcount has decreased by -1.9%, from 4,772 in 2024 to 4,468 in 2025.
FTE has changed by -1.7%, from 3,877 to 3,812

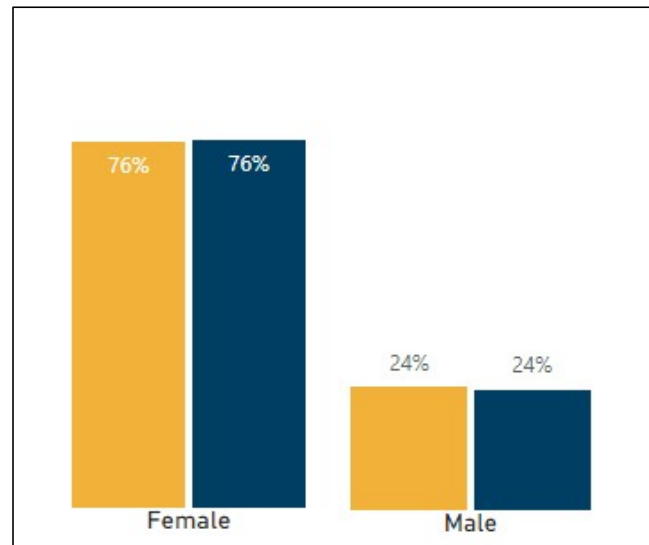
Disclosure rates: Overall, disclosure rates for ethnicity, disability and sexual orientation have all increased since 2024. The proportion of colleagues who have disclosed all their diversity data is **40.6%**, which has increased by **9.2pp** from **31.4%** in the previous year.

Age
Average employee age is 46



- Overall breakdown of workforce age is very similar to 2024, and the average has stayed the same.

Sex



- Despite our headcount decreasing in 2025, our male/female split remains the same (76% female and 24% male)

6% of the workforce have declared they are disabled, compared to 5% in the previous year.

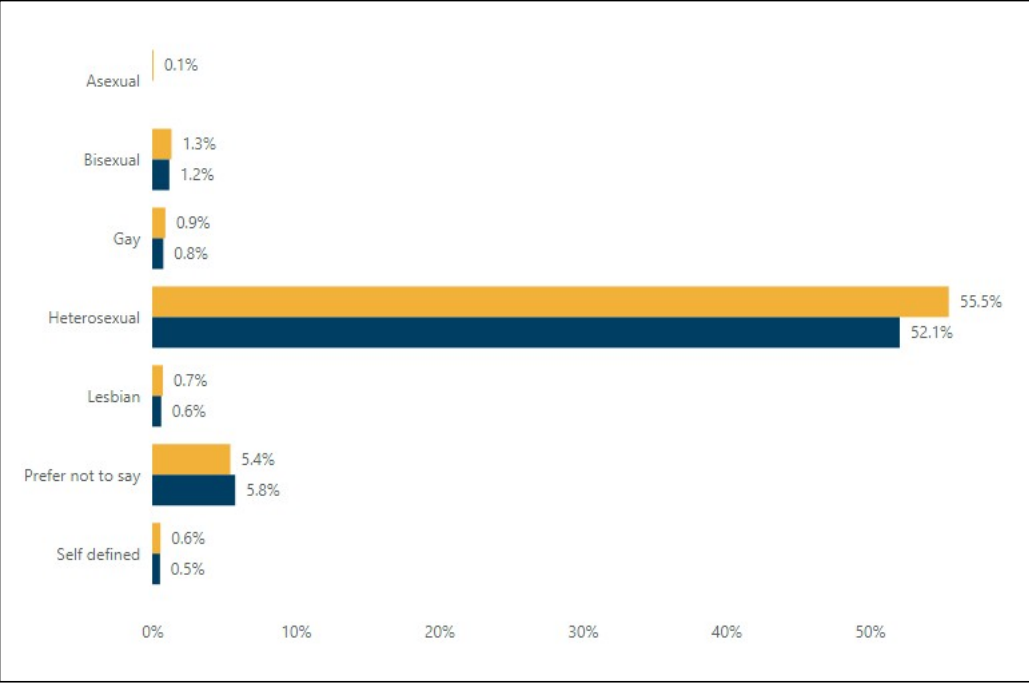


CCC workforce diversity profile comparison continued



Sexual orientation

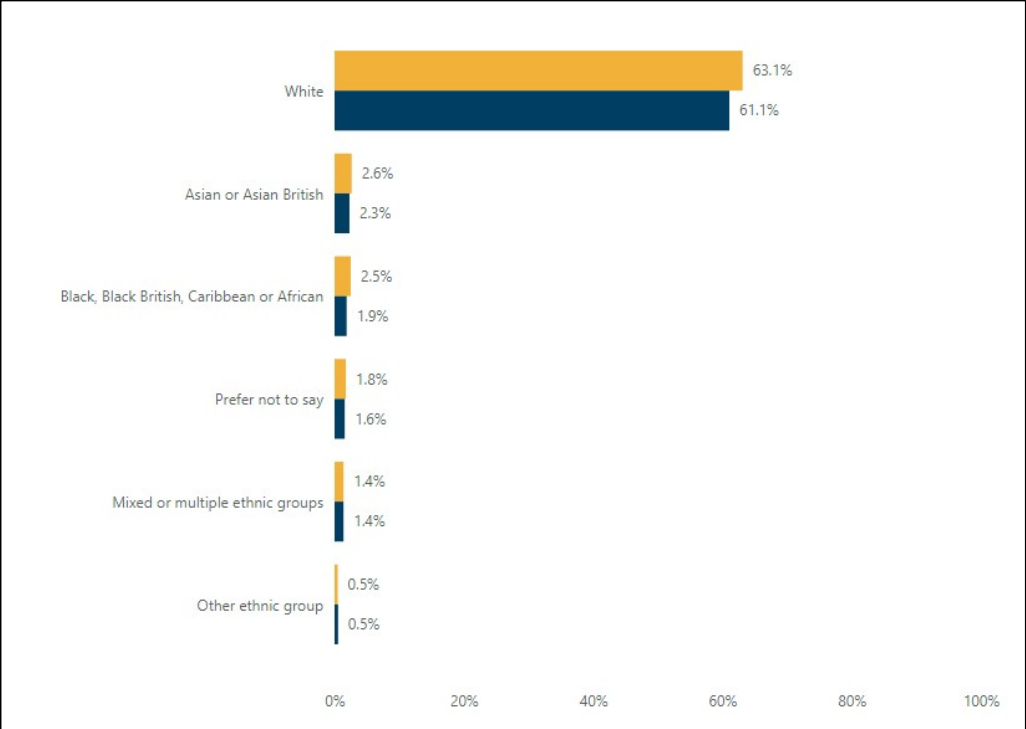
Sexual orientation disclosure rate is 67.6%, which is year on year change of 3.4pp



- Disclosure rates for sexual orientation have increased by 6%.
- The number of people who identify as bisexual, gay, lesbian and self-defined has marginally increased (remains similar to 2024).

Ethnicity

Ethnicity disclosure rate is 75.1%, which is a year-on-year change of 3.0pp



- Disclosure rates for ethnicity have increased by 6% since 2024 (69%).
- Both the proportion of White employees and ethnic minority employees (Asian or Asian British; Black, Black British, Caribbean, or African; Mixed or Multiple ethnic groups; and Other) have increased slightly since 2024.