

Equality information report 2026



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.

Reporting is based on information held in our HR system on the annual snapshot date of **30th June**

*pp: percentage points

*FTE: full time equivalent

*YoY: year on year

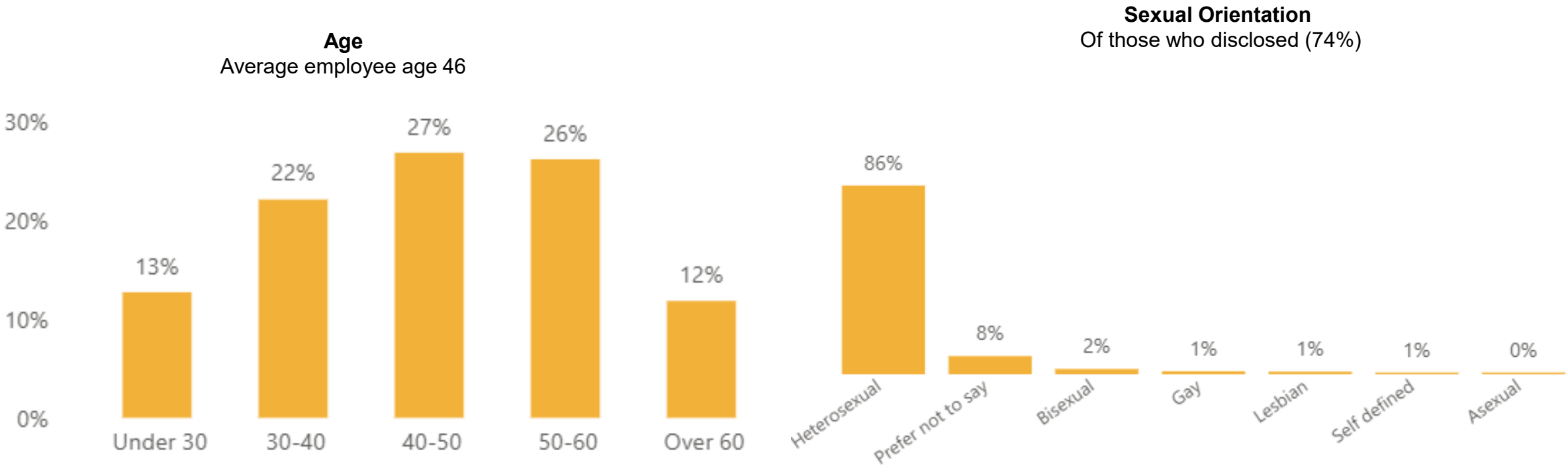


CCC workforce diversity profile 2026



There were 4,566 employees at the data snapshot date (3,730.1 FTE).

- **Care experience:** Of those who disclosed (25%), 5.2% of colleagues have care experience, 92.1% do not, and 2.7% prefer not to say.
- **Disability:** 7.88% declared they are disabled.
- **Sex:** 75.4% of the workforce is female and 24.6% is male.

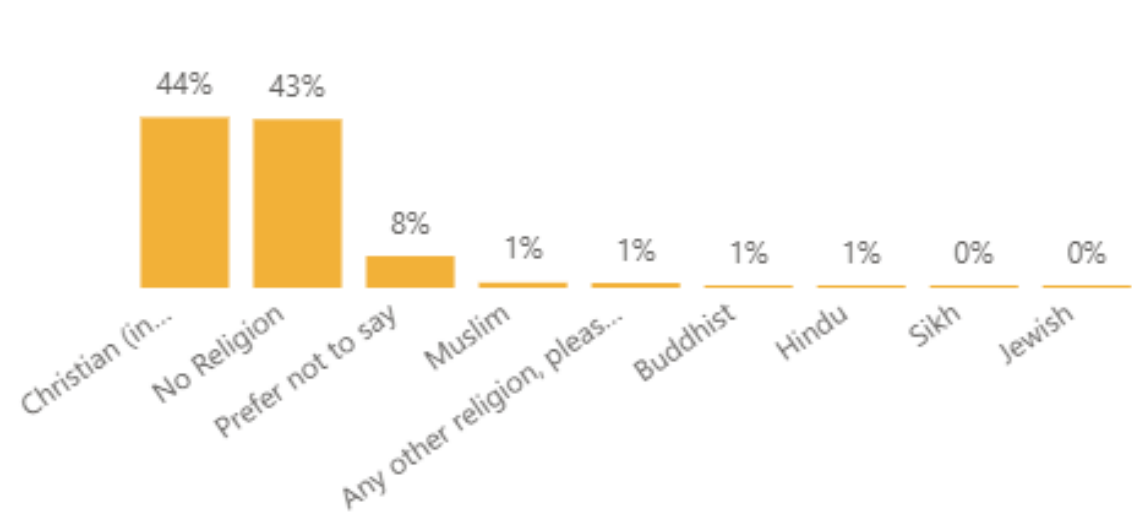


The actual figure for employees identifying as asexual is 0.1% but has been rounded to 0%

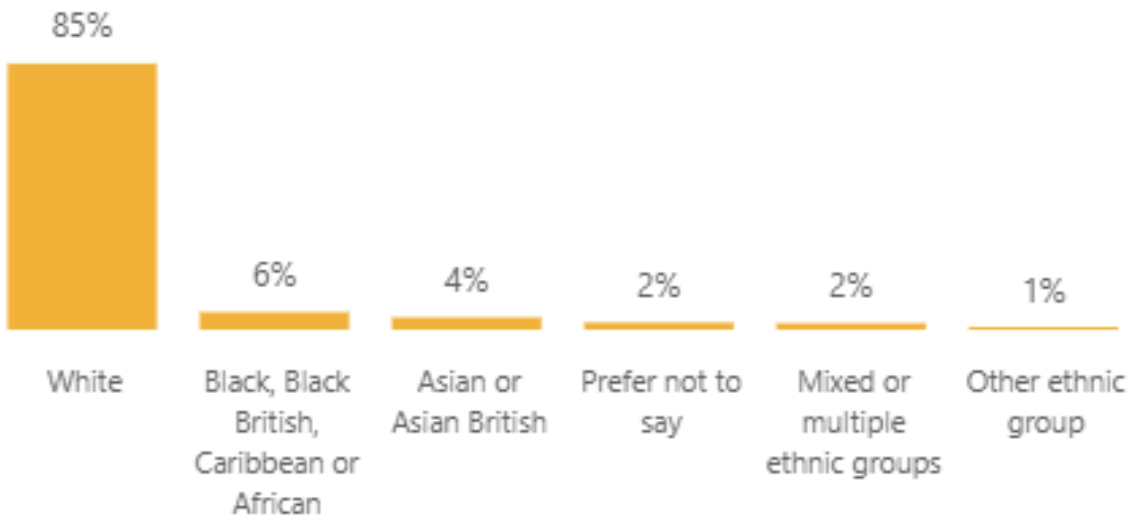
CCC workforce diversity profile 2026



Religion or religious belief
Of those who disclosed (76%)



Ethnicity
Of those who disclosed (80%)



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

Family leave: 97 colleagues took Adoption, Maternity, Shared Parental, and Statutory Paternity Absence (Birth) Leave between July 2025 and June 2026

Gender identity	Percentage
Of those who disclosed (100%)	
Woman	74.9%
Man	24.3%
Prefer not to say	0.5%
Prefer to self-describe	0.2%
Non-binary	0.2%

Length of service: 46% of the workforce have 5 years or less service and 7% have between 20-30 years of years of service .

CCC workforce diversity profile comparison



The next two slides compare 2025 and 2026 data across the whole organisation.

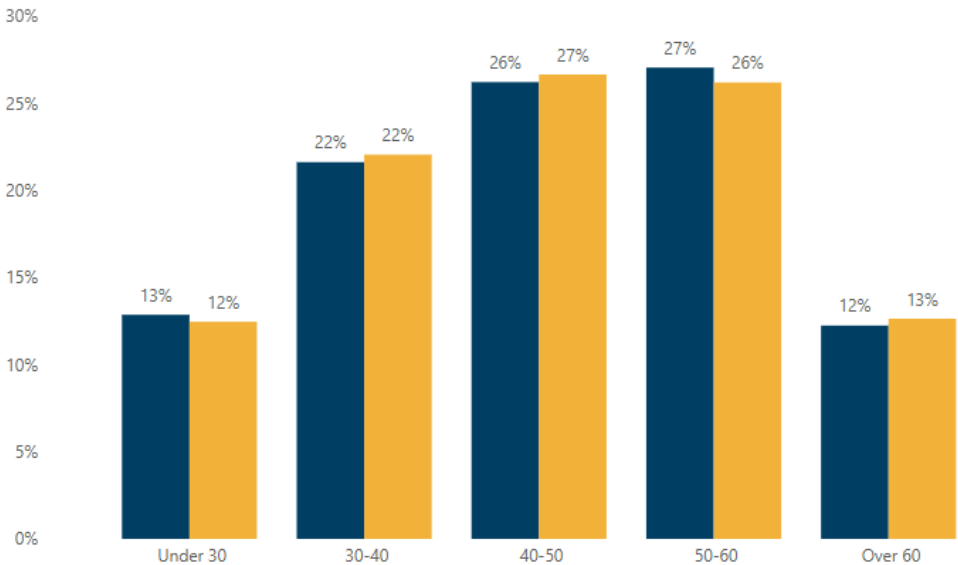
● June 2025 ● June 2026

Headcount and FTE: Headcount has decreased by -2.5%, from 4,682 in 2025 to 4,566 in 2026.
FTE has changed by --82 from 3,812 to 3,730

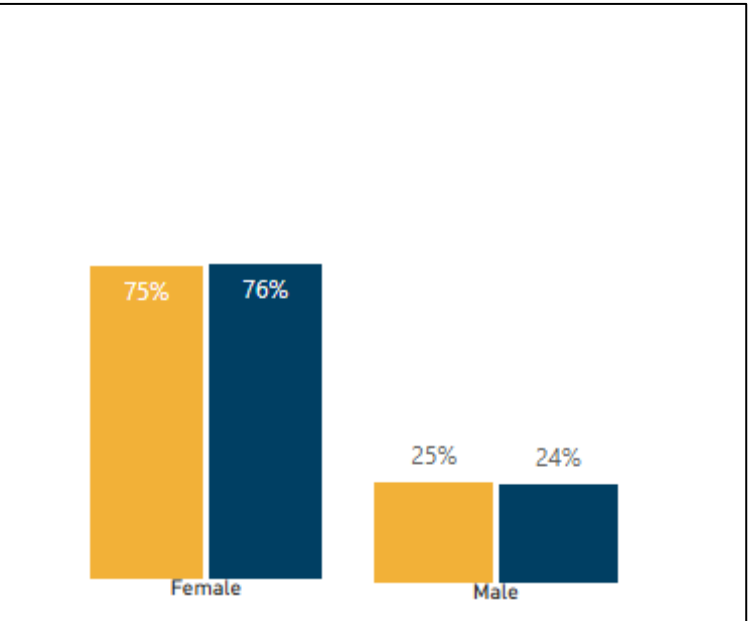
*pp stands for percentage points
*FTE full time equivalent
*YoY stands for year on year

Disclosure rates: Overall, disclosure rates for ethnicity, disability and sexual orientation have all increased since 2025. The proportion of colleagues who have disclosed all their diversity data is **49.5%**, which has increased by **8.9pp** from **40.6%** in the previous year.

Age
Average employee age is 46



Sex



8% of the workforce have declared they are disabled, compared to 6% in the previous year.



- Overall breakdown of workforce age is very similar to 2025, and the average has stayed the same.

- Despite our headcount decreasing in 2026, our male/female split remains similar (76% female and 24% male)

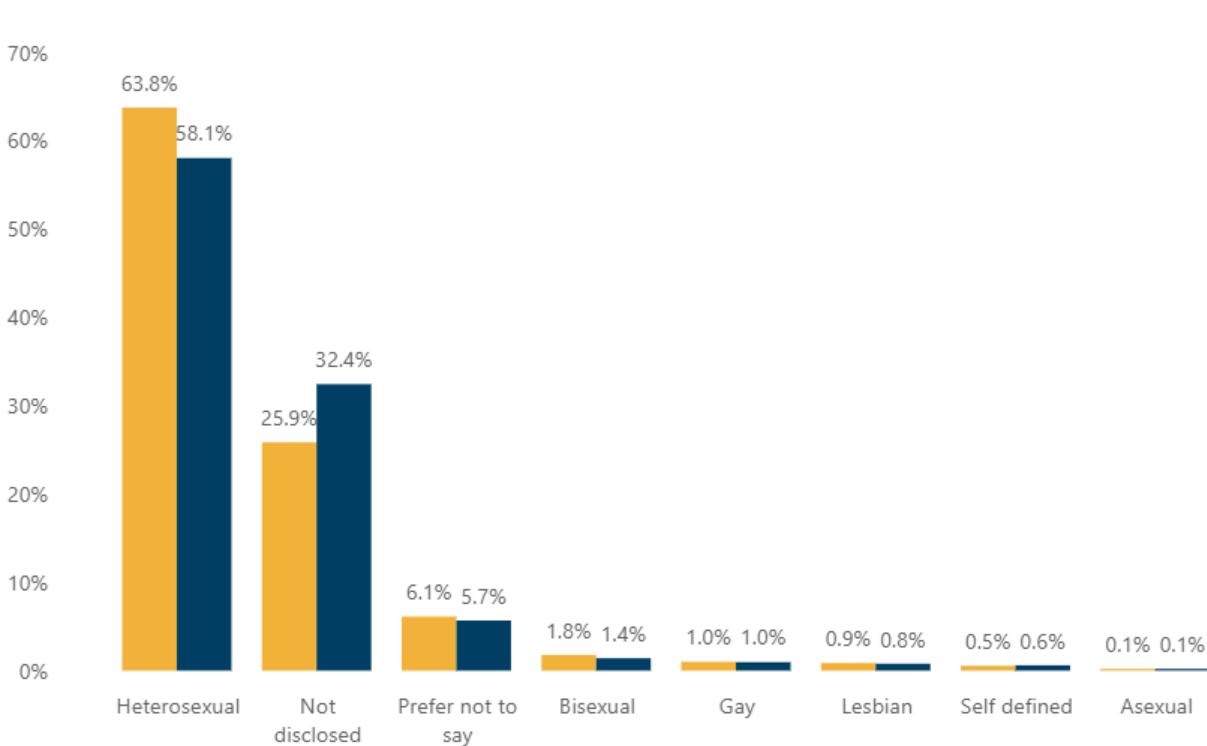
CCC workforce diversity profile comparison continued

June 2025 June 2026



Sexual orientation

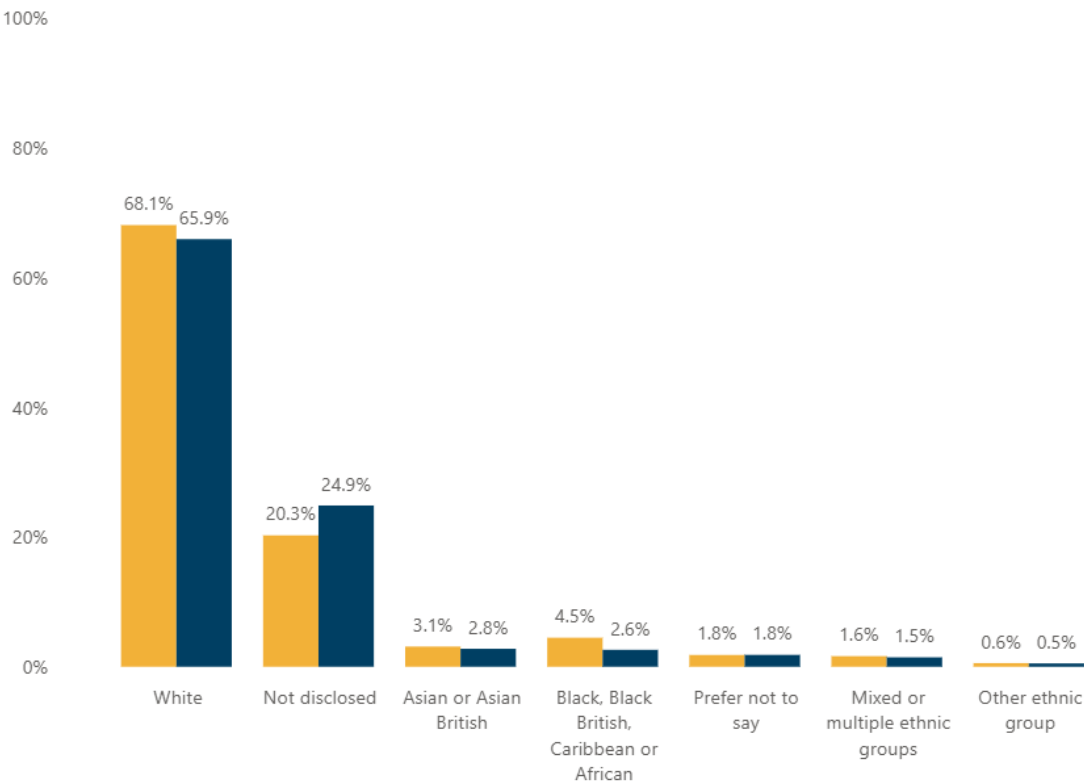
Sexual orientation disclosure rate is 74.1%, which is year on year change of 6.6pp



- Disclosure rates for sexual orientation have increased by 6.6%.
- The number of people who identify as bisexual, gay, lesbian and self-defined has marginally increased (remains similar to 2025).

Ethnicity

Ethnicity disclosure rate is 79.7%, which is a year-on-year change of 4.6pp



- Disclosure rates for ethnicity have increased by 4.6% since 2025 (79.7%).
- The proportion of white employees has decreased slightly from 2025, while the proportion of Black, Black British, Caribbean or African