



**South
Cambridgeshire
District Council**

Report to:	Employment & Staffing Committee 23 February 2023
Lead Cabinet Member:	Cllr John Williams – Lead Cabinet Member for Resources
Lead Officer:	Jeff Membery – Head of Transformation, HR and Corporate Services

Workforce Breakdown Report

Executive Summary

1. This report presents SCDC workforce breakdown information as of 31 March 2022. Under the Public Sector Equality Duty, the Council is required to publish information relating to employees who share a protected characteristic each year. The report also provides an evidence base that can be used to review and agree activities for the promotion of Equality, Diversity and Inclusion (EDI) activities going forward.

Key Decision

2. No

Recommendations

3. It is recommended that Employment and Staffing Committee:
 - a) Review and note the workforce breakdown information provided within the Workforce Breakdown Report at **Appendix A**.

Reasons for Recommendations

4. The review of this information on an annual basis helps the Council to meet obligations under the Public Sector Equality Duty. It also helps to inform the

ongoing development of SCDC's Equality, Diversity and Inclusion agenda and programme of activities.

Details

5. Full details are provided within the Equality in Employment Report itself, located at **Appendix A**.
6. Some selected highlights from the report are as follows:
 - 5.7% of employees identified as either Black, Asian, Mixed Ethnicity or Other Ethnic Group (5.8% last year). This is largely unchanged from March 2021 and compares with 11% of South Cambs residents.
 - Representation from Black, Asian, Mixed Ethnicity and Other ethnicity groups across the Council's was broadly similar across the Council's pay bands. The biggest variations were at:
 - Grade 6 - made up of 21% of staff identifying as Black, Asian, Mixed or Other ethnicity compared with 14% of staff identifying as White.
 - Grade 2 - made up of 8% of staff identifying as Black, Asian, Mixed or Other ethnicity compared with 15% of staff identifying as White.
 - Grade 5 - made up of 13% of staff identifying as Black, Asian, Mixed or Other ethnicity compared with 18% of staff identifying as White
 - 9.3% of staff declared a disability (up from 8.3% previous year). This compares with 14.8% in the wider South Cambs population.
 - Distribution of those declaring a disability across the pay grades is very similar to those not declaring a disability. The biggest variations were at:
 - Grade 3 – made up of 25% of staff declaring a disability compared with 21% of staff who do not declare a disability.
 - Grade 5 - made up of 20% of staff declaring a disability compared with 17% of staff who do not declare a disability.

- The biggest age category in terms of representation amongst SCDC staff is 45-54 (26.2%).
- The category with the biggest growth since March 2021 was 55-64, increasing from 131 staff in March 2021 to 158 (22.6%) in March 2022. Increases were also seen in the 25-34 and 65+ categories.
- 3.01% of the workforce identified as either Lesbian, Gay or Bi-sexual. This is higher than is the case for the South Cambs population (2.38%). Note – 14% of staff chose not to disclose their sexual orientation.
- 46.8% of staff identified as being of no religion, and 35.8% identified as Christian (note 14.5% chose not to declare).

Implications

7. In the writing of this report, taking into account financial, legal, staffing, risk, equality and diversity, climate change, and any other key issues, the following implications have been considered:-

Financial

8. There are no financial implications in relation to the Workforce Breakdown Report.

Legal

9. The primary legal implication is in ensuring that the Council meets its duties under the Public Sector Equality Duty and Equality Act 2011, as previously detailed within this report and at Appendix A.

Staffing

10. The report provides a breakdown of the SCDC workforce, with a particular focus on protected characteristics.

Equality and Diversity

11. The Workforce Breakdown Report is a key element of the work that is undertaken on an ongoing basis to help continually develop the organisation's equality agenda, and to ensure that equality legislation is met.

12. The Council's Equality Scheme sets out three key equality objectives. This report links closely with the second of these, which states:

South Cambridgeshire District Council is an employer that values difference and recognises the strength that a diverse workforce brings

Health & Wellbeing

13. There are no immediate Health & Wellbeing implications, however the promotion of an inclusive working environment is an important contributing factor to the Health and Wellbeing of SCDC staff and the workforce as a whole.

Alignment with Council Priority Areas

14. The Workforce Breakdown Report primarily links to the Modern and Caring Council Business Plan Priority Areas, however having a diverse and inclusive workforce can be seen to have a positive impact on all areas of the organisation, including delivery of the remaining three priority areas.

Background Papers

[Equality scheme \(2022 Revision\)](#)

Appendices

Appendix A: SCDC Workforce Breakdown Report (Data as of 31 March 2022)

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