

South Cambridgeshire District Council Workforce Breakdown Report (Data as of 31 March 2022)



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Appendix A Introduction

This report details the profile of South Cambridgeshire District Council's workforce, as of 31 March 2022. It provides an evidence-base to help the Council to identify actions to ensure that we are **'an employer that values difference and recognises the strength that a diverse workforce brings'**, as detailed in our [2020-24 Equality Scheme](#).

The Legal Context

Under the Public Sector Equality Duty public authorities, such as South Cambridgeshire District Council (SCDC), are required to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations between those who share a protected characteristic and those who do not.

The Public Sector Equality Duty also requires public authorities to publish information relating to employees who share a protected characteristic. This helps the organisation to understand key equality issues within its workforce.

Throughout this report, SCDC workforce profile data is presented against data for South Cambridgeshire district, as well as for the county of Cambridgeshire.

Workforce Profile

As at the 31 March 2022, the number of staff employed by South Cambridgeshire District Council (SCDC) was 698.

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Ethnicity – Overall Profile

| Ethnicity | SCDC Count | SCDC % | Direction of travel (%) | South Cambridgeshire % (2021 Census) | Cambridgeshire % (2021 Census) |
|--|---------------|-----------|----------------------------|---|-----------------------------------|
| Asian/Asian British: Bangladeshi | 3 | 0.4 | - 0.07 | 0.3 | 0.6 |
| Asian/Asian British: Chinese | 2 | 0.3 | No change | 1.2 | 1.4 |
| Asian/Asian British: Indian | 6 | 0.9 | No change | 2.6 | 1.9 |
| Asian/Asian British: Other Asian | 4 | 0.6 | - 0.23 | 1.2 | 1.4 |
| Asian/Asian British: Pakistani | 2 | 0.3 | No change | 0.5 | 0.6 |
| Black/African/ Caribbean/Black British: African | 6 | 0.9 | -0.15 | 0.9 | 1.0 |
| Black/African/ Caribbean/Black British: Caribbean | 4 | 0.6 | - 0.23 | 0.2 | 0.3 |
| Black/African/ Caribbean/Black British: Other Black | 0 | 0 | No change | 0.2 | 0.2 |
| Mixed/Multiple Ethnic Group | 7 | 1 | No change | 2.8 | 2.9 |
| Other Ethnic Group | 5 | 0.7 | + 0.12 | 1.1 | 1.3 |
| White: British, Irish or Other | 615 | 88.1 | No change | 89 | 88.6 |
| Not Disclosed / Provided | 43 | 6.2 | + 0.5 | - | - |



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- The total percentage of employees who identified as either Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group was 5.7% (a marginal decrease from 5.8% last year). This compares with 11% of South Cambridgeshire residents, and 11.6% of Cambridgeshire residents.
- The ethnic groups showing the biggest difference between SCDC staff representation, and the wider South Cambridgeshire population are:
 - Mixed/Multiple Ethnic Group – 1.8% less representation amongst SCDC staff compared with the wider South Cambridgeshire population.
 - Asian/Asian British: Indian – 1.7% less representation amongst SCDC staff compared with the wider South Cambridgeshire population.
 - Asian/Asian British: Chinese – 0.9% less representation amongst SCDC staff compared with the wider South Cambridgeshire population.
- 6.2% (43 staff members) have not disclosed their ethnicity.

Ethnicity – Pay Band Distribution

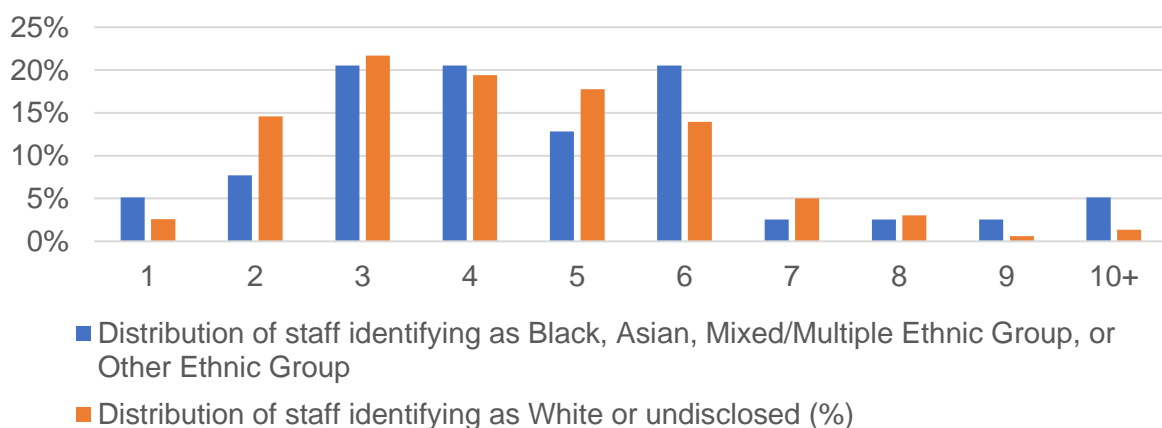
Figure 1.2 - Ethnicity Pay Band Distribution:

| Pay Band → | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10+ |
|---|----|----|-----|-----|-----|----|----|----|---|-----|
| Number of staff identifying as Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group | 2 | 3 | 8 | 8 | 5 | 8 | 1 | 1 | 1 | 2 |
| Number of staff identifying as White: British, Irish, or Other, or undisclosed | 17 | 96 | 143 | 128 | 117 | 92 | 33 | 20 | 4 | 9 |

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- Figure 1.3 (below) shows the distribution of White: British, Irish or Other (W:BIOU) and Black, Asian, Mixed/Multiple Ethnic Group or Other Ethnic Group staff across the Council's pay band categories (1 to 10+).
- Due to the comparatively small number of SCDC staff identifying as Black, Asian, Mixed/Multiple Ethnic Group or Other Ethnic Group, both this and the W:BIOU grouping are shown on the graph as a percentage of these respective categories (rather than as a percentage of all staff). This allows easier comparison between the distribution of Black, Asian, Mixed/Multiple Ethnic Group or Other Ethnic Group and the distribution of White colleagues, and any potential differences in opportunity to be identified.
- While staff identifying as Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group are likely to encounter different life and work experiences, an analysis of the distribution of more specific categories of ethnicity would not have been meaningful due to the lower numbers of staff involved.

Figure 1.3 - Ethnicity Pay Band Distribution



- The greatest levels of variation in relation to the representation at different pay bands are detailed below:

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- Pay Band 6 accounts for 21% of staff identifying as Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group (down from 24% in 2021) and 14% of staff identifying as White or undisclosed (unchanged).
 - Pay Band 3 accounts for 21% of staff identifying as either Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group (a decrease from 29% in 2021) and 22% identifying as White or undisclosed (unchanged).
 - Pay Band 2 accounts for 8% of staff identifying as either Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group (an increase from 6% in 2021) and 15% of staff identifying as White or undisclosed (unchanged).
- Due to the lower numbers of staff identifying as Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group, percentages in relation to this grouping are subject to greater fluctuation than is the case for the White and undisclosed grouping.

Disability

Figure 2.1 - SCDC Disability Profile:

| Disability | SCDC Count | SCDC % | Direction of travel (%) | South Cambridgeshire % (2021 Census) | Cambridgeshire % (2021 Census) |
|----------------------------------|------------|--------|-------------------------|--------------------------------------|--------------------------------|
| Staff declaring a disability | 65 | 9.3 | + 1 | 14.8 | 16.4 |
| Staff not declaring a disability | 551 | 78.9 | No change | 85.2 | 83.6 |
| Not disclosed | 82 | 11.8 | - 0.55 | - | - |

The percentage of employees who identify as having a disability is 9.3%, an increase from 8.3% at end of March 2021.

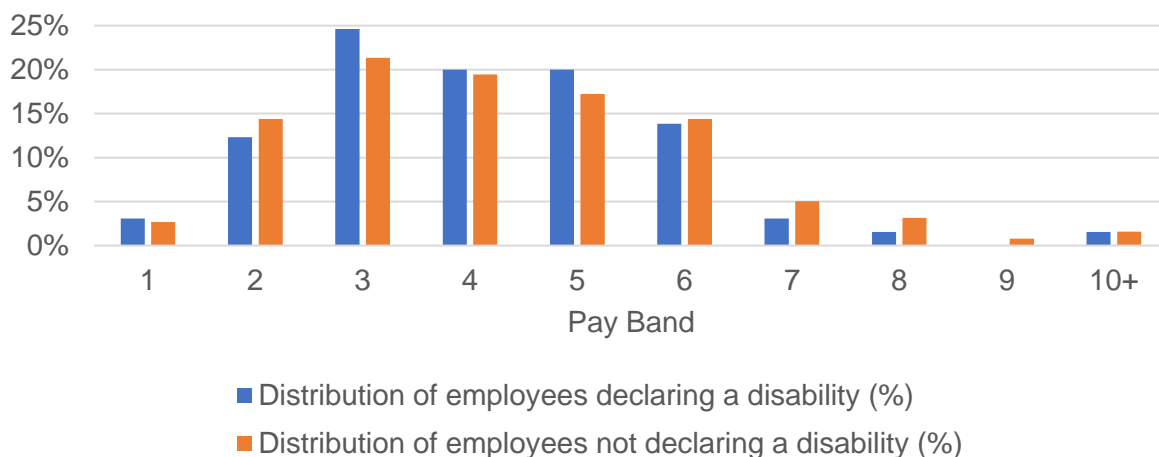
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Figure 2.2 - Disability Pay Band Distribution:

| Pay Band → | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10+ |
|--|----|----|-----|-----|-----|----|----|----|---|-----|
| Number of staff declaring a disability | 2 | 8 | 16 | 13 | 13 | 9 | 2 | 1 | 0 | 1 |
| Number of staff not declaring a disability | 17 | 91 | 135 | 123 | 109 | 91 | 32 | 20 | 5 | 10 |

- Figure 2.3 (below) shows the distribution of staff declaring a disability and staff not declaring a disability or undeclared across each of the Council's pay band categories (1 to 10+).
- As is the case in relation to Figure 1.3, due to the comparatively small number of staff declaring a disability, both this and the staff not declaring a disability category are shown on the graph as a percentage of these respective categories (rather than as a percentage of all staff). This allows easier comparison between the distribution of the two groupings, and any potential differences in opportunity to be identified.

Figure 2.3 - Disability Pay Band Distribution:



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- The greatest levels of variation in relation to the representation at different pay bands are detailed below:
 - Pay Band 3 accounts for 25% of staff declaring a disability (unchanged) and 21% of staff not declaring a disability (a decrease from 25% in 2021).
 - Pay Band 5 accounts for 20% of staff declaring a disability (an increase from 17% in 2021) and 17% of staff not declaring a disability (a marginal increase from 16% in 2021).
 - Pay Band 2 accounts for 12% of staff declaring a disability (a marginal decrease from 13% in 2021) and 14% not declaring a disability (unchanged).
 - Pay Band 7 accounts for 3% of staff declaring a disability (a marginal increase from 2% in 2021) and 5% of staff not declaring a disability (unchanged).

Gender

Figure 3.1 - SCDC Gender Profile:

| Gender | SCDC Count | SCDC % | Direction of travel (%) | South Cambridgeshire % (2021 Census) | Cambridgeshire % (2021 Census) |
|--------|------------|--------|-------------------------|--------------------------------------|--------------------------------|
| Female | 348 | 49.9 | - 0.5 | 50.9 | 50.6 |
| Male | 350 | 50.1 | + 0.5 | 49.1 | 49.4 |
| Other | 0 | 0% | - | Not currently available | Not currently available |

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- The Council is required to submit Gender pay gap reports annually, comparing how much the female employees are paid compared with males. The report showing results from 31 March 2022 are due at the end of March 2023 and will be published on the [gender pay gap](#) website once available. The headlines from the 2020-21 report were:
 - Women’s mean hourly pay was 9.5% higher than that of men. This means that for every £1 that male staff earned, female staff earned £1.20.
 - Women occupied 53.7% of the highest paid jobs and 27.3% of the lowest paid jobs.

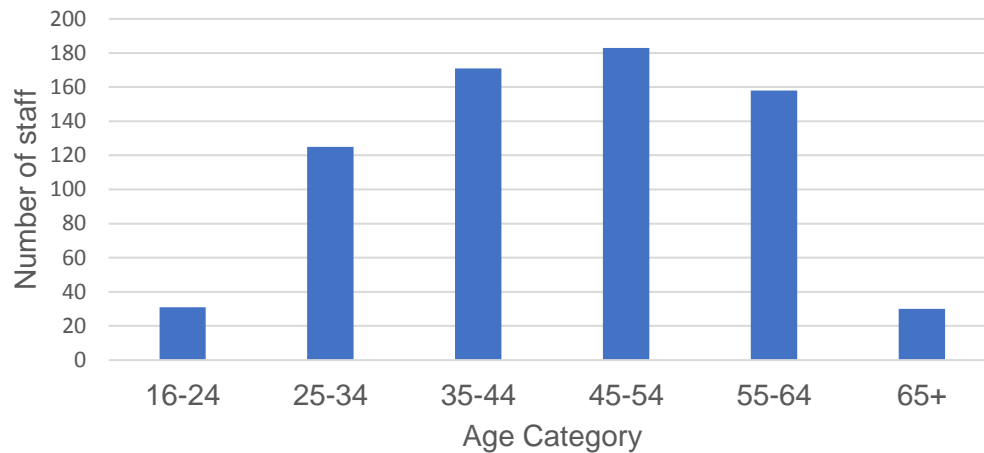
Age

Figure 4.1 - SCDC Age Profile:

| Age Category | SCDC Count | SCDC % | Direction of travel (%) | South Cambridgeshire % of population aged 16+ (2021 Census) | Cambridgeshire % of population aged 16+ (2021 Census) |
|--------------|------------|--------|-------------------------|---|---|
| 16-24 | 31 | 4.4 | - 0.6 | 8.03 | 11.08 |
| 25-34 | 125 | 17.9 | +1.8 | 11.36 | 13.85 |
| 35-44 | 171 | 24.5 | - 2.3 | 14.13 | 13.23 |
| 45-54 | 183 | 26.2 | - 2.2 | 14.65 | 13.45 |
| 55-64 | 158 | 22.6 | + 2.0 | 12.64 | 12.19 |
| 65+ | 30 | 4.3 | +1.1 | 19.61 | 18.63 |

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Figure 4.2 - SCDC Age Profile:



- As of 31 March 2022, the age category with greatest representation amongst SCDC staff was 45-64, accounting for 183 employees (26.2%).
- There has been an increase in the 55-64 category from 131 (20.1%) in March 2021 to 158 (22.6%) in March 2022.
- There has been an increase in the 25-34 category from 102 (16.1%) in March 2021 to 125 (17.9%) in March 2022.
- There has been an increase in the 65+ category from 20 (3.2%) in March 2021 to 30 (4.3%) in March 2022.
- The number of staff within the 16-24, 35-44 and 45-54 categories have remained largely unchanged, although the percentages associated with these categories have change as representation from other age groups has grown.

Figure 4.3 - Age Pay Band Distribution:

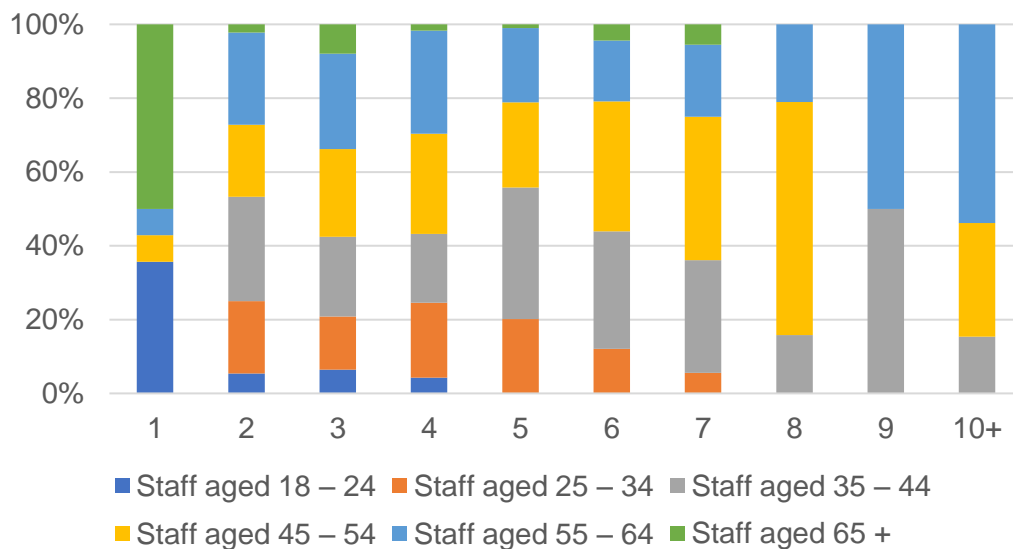
| Pay Band → | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10+ |
|--------------------|---|----|----|----|----|----|---|---|---|-----|
| Staff aged 18 – 24 | 6 | 4 | 11 | 8 | 2 | 0 | 0 | 0 | 0 | 0 |
| Staff aged 25 – 34 | 3 | 19 | 28 | 33 | 24 | 15 | 1 | 2 | 0 | 0 |



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|--------------------|---|----|----|----|----|----|----|----|---|---|
| Staff aged 35 – 44 | 0 | 26 | 30 | 27 | 41 | 28 | 12 | 3 | 2 | 2 |
| Staff aged 45 – 54 | 2 | 23 | 31 | 32 | 30 | 37 | 14 | 12 | 0 | 2 |
| Staff aged 55 – 64 | 3 | 25 | 37 | 35 | 22 | 17 | 5 | 4 | 3 | 7 |
| Staff aged 65 + | 5 | 2 | 14 | 1 | 3 | 3 | 2 | 0 | 0 | 0 |

Figure 4.4 - Pay Band Age Profiles:



- Figures 4.3 and 4.4 show the age make up of pay bands 1 to 10+.
 - The minimum number of age categories represented is at pay band 9 with two age categories (this is the smallest pay band with just 5 members of staff). This is followed by band 10+, which has representation from three age categories.
 - Pay Band 1 is predominantly made up by staff falling in either the 18-24 or the 65+ category.

Appendix A Religion or Belief

Figure 5.1 - SCDC Religious Profile:

| Religion | SCDC Count | SCDC % | Direction of Travel | South Cambridgeshire % (2021 census) | Cambridgeshire % (2021 Census) |
|--------------|------------|--------|---------------------|--------------------------------------|--------------------------------|
| Buddhist | 4 | 0.57 | - 0.2 | 0.5 | 0.5 |
| Christian | 250 | 35.8 | No change | 45.3 | 45.1 |
| Hindu | 2 | 0.29 | + 0.13 | 1.5 | 1.1 |
| Jewish | 1 | 0.14 | No change | 0.3 | 0.3 |
| Muslim | 7 | 1 | No change | 1.7 | 2.1 |
| No Religion | 327 | 46.8 | + 1.7 | 43.3 | 43.2 |
| Other | 6 | 0.86 | + 0.2 | 0.7 | 0.8 |
| Not declared | 101 | 14.5 | - 1.8 | 6.7 | 7.0 |

- 35.8% of staff identified as Christian. This is lower than the proportions within the local population but is likely to be accounted for within the large proportion of staff (14.5%) who did not declare their religion.

Sexual Orientation

Figure 6.1 - SCDC Sexual Orientation Profile:

| Sexual Orientation | SCDC Count | SCDC % | Direction of travel | South Cambridgeshire % (2021 Census) | Cambridgeshire % (2021 census) |
|--------------------|------------|--------|---------------------|--------------------------------------|--------------------------------|
| Heterosexual | 578 | 82.81 | No change | 90.03 | 88.27 |
| Gay or Lesbian | 13 | 1.86 | + 0.6 | 1.14 | 1.51 |



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|-----------------------------------|----|-------|--------|------|------|
| Bisexual | 8 | 1.15 | + 0.1 | 1.24 | 1.75 |
| Other | 3 | 0.43 | + 0.1 | 0.35 | 0.46 |
| Not disclosed / Prefer not to say | 96 | 13.75 | - 1.4 | 7.24 | 8.01 |
| Total Lesbian, Gay or Bi-sexual | 21 | 3.01 | - 0.14 | 2.38 | 3.26 |

- As is the case in relation to the Religion category, a large proportion of staff (13.8%) preferred not to disclose in relation to sexual orientation.
- The total proportion of SCDC staff identifying as either Lesbian, Gay or Bi-sexual (3.01%) is marginally higher than in the wider South Cambridgeshire population (2.38%), but remains lower than is the case within the Cambridgeshire population.