



South  
Cambridgeshire  
District Council

# Equality in Employment Report (April 2020 – March 2021)



## Contents

Introduction .....	3
Workforce Profile .....	4
Ethnicity .....	4
Disability.....	8
Gender .....	10
Age.....	13
Religion or Belief .....	15
Sexual Orientation.....	16



## Introduction

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.

To allow equality performance to be analysed and key equality issues within the workforce to be understood, the Public Sector Equality Duty also requires public authorities to publish information relating to employees who share a protected characteristic.

This report provides details of SCDC's workforce profile, as of 31 March 2021. It provides an important evidence base to inform plans and actions to help the Council to ensure that it is **'an employer that values difference and recognises the strength that a diverse workforce brings'** – the second of three equality objectives included within South Cambridgeshire District Council's Equality Scheme 2020-2024.

Throughout the report, SCDC workforce profile data has been presented against data for South Cambridgeshire district, as well as for the county of Cambridgeshire, by way of comparison. This allows analysis of the extent to which equality of opportunity exists, as well as the degree to which SCDC's workforce is representative of the residents whom the council serves. It should be noted that the role of this report is to provide an evidence base to help inform subsequent activity to identify and agree action that could be taken to promote Equality, Diversity and Inclusion at SCDC. As such, this report does not attempt to pre-empt or make suggestions on this subject.



## Workforce Profile

As at the 31 March 2021, the number of staff employed by South Cambridgeshire District Council (SCDC) was 635.

### Ethnicity

Figure 1.1 – SCDC Ethnicity Profile:

Ethnicity	SCDC (Count)	SCDC (%)	South Cambridgeshire (2011 census)	Cambridgeshire (2011 census)
Asian/Asian British: Bangladeshi	3	0.5%	0.1%	0.4%
Asian/Asian British: Chinese	2	0.3%	0.8%	1.1%
Asian/Asian British: Indian	5	0.8%	1.5%	1.2%
Asian/Asian British: Other Asian	5	0.8%	1.0%	1.1%
Asian/Asian British: Pakistani	1	0.2%	0.3%	0.4%
Black/African/ Caribbean/Black British: African	5	0.8%	0.5%	0.6%
Black/African/ Caribbean/Black British: Carribbean	5	0.8%	0.2%	0.3%
Black/African/ Caribbean/Black British: Other Black	0	0%	0.1%	0.2%



Mixed/Multiple Ethnic Group	7	1.1%	1.8%	1.7%
Other Ethnic Group	4	0.6%	0.5%	0.5%
White: British, Irish or Other	562	88.5%	93.3%	92.6%
Not Disclosed / Provided	36	5.7%	-	-

The category showing the biggest difference between SCDC staff representation and the wider South Cambridgeshire population is White: British/Irish/Other, which is 4.8% lower than the South Cambridgeshire population. This is likely to be accounted for within the 5.7% of staff who have not provided or chosen not to disclose. The next biggest difference is within the Asian/Asian British: Indian and Mixed/Multiple Ethnic Group categories, both of which have 0.7% less representation amongst SCDC staff compared with the wider South Cambridgeshire population. For context, 0.7% equates to approximately 4 members of staff.

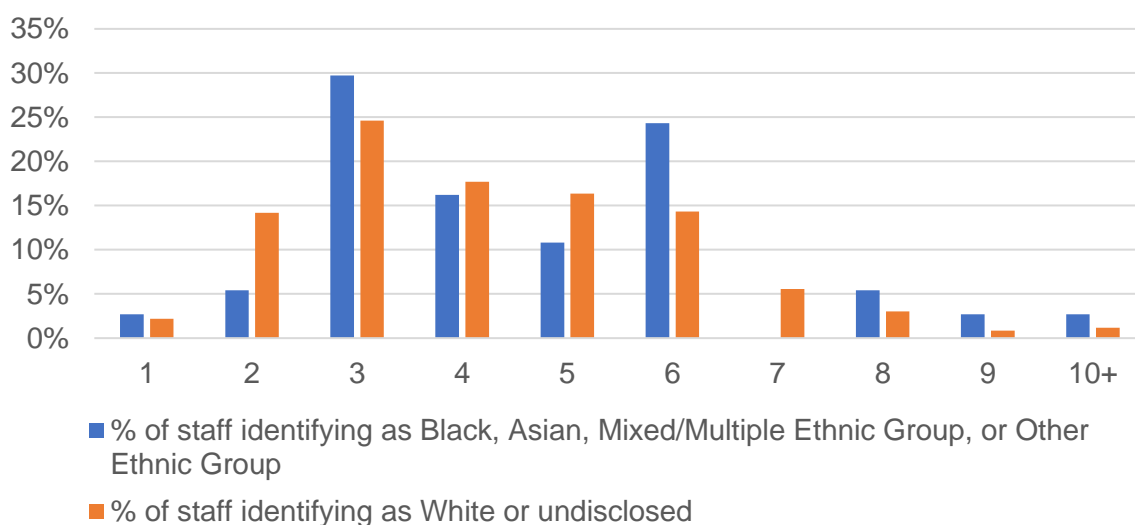
The total percentage of employees who identify as either Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group increased from 4.2% on 31 March 2020, to 5.8% on 31 March 2021. This compares with 6.8% of South Cambridgeshire residents, and 7.5% of Cambridgeshire residents. The increase between March 2020 and March 2021 is likely to be partly due to an increase in staff completing equality monitoring information, resulting in more complete data.



**Figure 1.2 - Ethnicity Pay Band Distribution:**

Pay Band →	1	2	3	4	5	6	7	8	9	10+
Staff identifying as Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group (number)	1	2	11	6	4	9	0	2	1	1
% of staff identifying as Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group	3	5	30	16	11	24	0	5	3	3
Staff identifying as White: British, Irish, or Other, or undisclosed (number)	13	84	146	105	97	85	33	18	5	7
% of staff identifying as White: British, Irish, or Other, or undisclosed	2	14	25	18	16	14	6	3	1	1

**Figure 1.3 - Ethnicity Pay Band Distribution (graph):**





Figures 1.2 and 1.3 show that representation exists from staff identifying as Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group in each pay band, with the exception of Pay Band 7. Whilst the trend of distribution is broadly similar with those who identify as White or who have not disclosed their ethnicity, some variation exists in relation to the various pay bands. The biggest differences in representation can be seen at:

- Pay Band 6 (made up of 24% of Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group staff and 14% of White or undisclosed staff)
- Pay Band 2 (5% of Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group staff and 14% White or undisclosed staff)
- Pay Band 7 (0% of Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group staff and 6% White or undisclosed staff)
- Pay Band 3 (30% of Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group staff and 25% White or undisclosed staff).

Whilst an examination of distribution across pay bands may be useful in allowing actions to be considered for the promotion of equality of opportunity for all staff, it should be noted that percentages in relation to staff identifying as Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group are subject to greater fluctuation than those for White and undisclosed members of staff. This is due to the lower numbers of SCDC staff identifying as one of these ethnicity groups. It is also recognised that while staff identifying as Black, Asian, Mixed/Multiple Ethnic Group, or Other Ethnic Group are likely to encounter different life and work experiences and opportunities, an analysis of the distribution of individual categories of ethnicity across pay bands would not have been meaningful due to the lower numbers involved. For this reason, these groups have been brought together to allow high-level analysis of representation at different levels of the organisation.



## Disability

**Figure 2.1 - SCDC Disability Profile:**

Disability	SCDC (Count)	SCDC (%)	South Cambs (ONSAPS, 2020*)	Cambridgeshire (ONSAPS 2020)
Staff declaring a disability	53	8.3%	16.4%	20.5%
Staff not declaring a disability	504	79.4%	83.6%	79.5%
Not Disclosed	78	12.3%	-	-

\*Throughout this report the ONSAPS acronym is used to refer to Office for National Statistics Annual Population Survey

The percentage of employees who identify as having a disability has increased from 3.8% in 2020 to 8.3% as of 31 March 2021. This increase is likely to be partly due to an increase in staff completing equality monitoring information, resulting in more complete data.

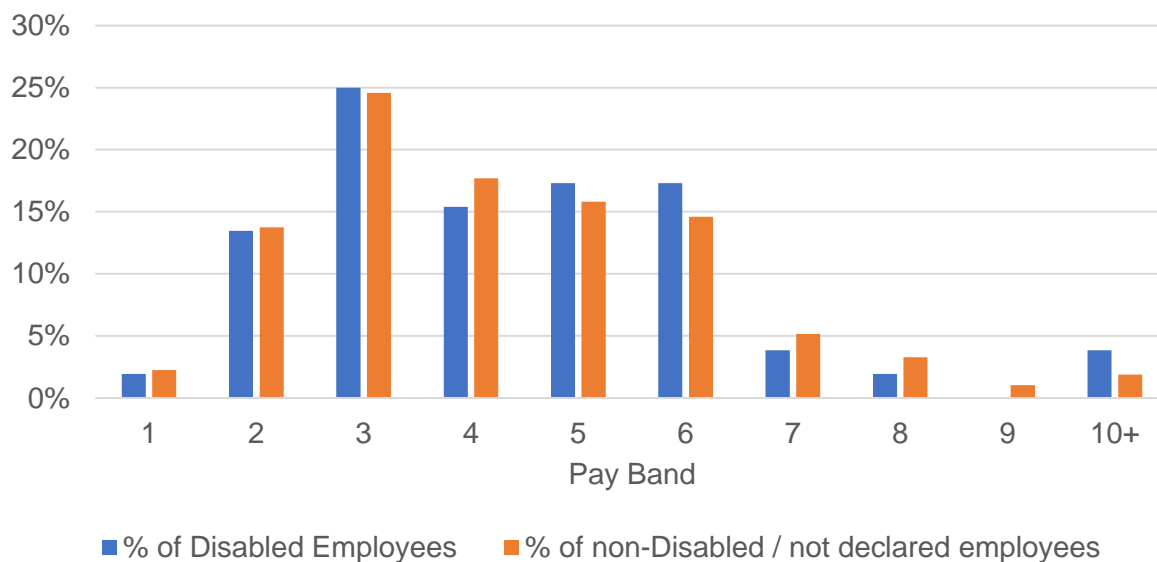




**Figure 2.2 - Disability Pay Band Distribution:**

Pay Band →	1	2	3	4	5	6	7	8	9	10+
Employees declaring a disability (number)	1	7	13	8	9	9	2	1	0	2
Employees declaring a disability (%)	2	13	25	15	17	17	4	2	0	4
Employees not declaring a disability or undeclared (number)	13	80	143	103	92	85	30	19	6	11
Employees not declaring a disability or undeclared (%)	2	14	25	18	16	15	5	3	1	2

**Figure 2.3 - Disability Pay Band Distribution (graph):**



Figures 2.2 and 2.3 show that representation exists from staff declaring a disability across all pay bands, with the exception of Pay Band 9. Whilst the trend of distribution is broadly similar with those who do not declare a disability, some



variation exists in relation to the various pay bands. The biggest difference in representation can be seen at Pay Band 4 (made up of 15% of employees declaring a disability and 18% of employees not declaring a disability (including undisclosed staff)).

## Gender

This section includes information that the Council has submitted to government as part of annual gender pay gap reporting requirements, following the required methodologies as set out on the governments [gender pay gap report webpages](#).

**Figure 3.1 - SCDC Gender Profile:**

Gender	SCDC (Count)	SCDC (%)	South Cambs (%) (ONSAPS, 2020)	Cambridgeshire (%) (ONSAPS, 2020)
Female	320	50.39%	50.45%	49.95%
Male	315	49.61%	49.55%	50.05%
Other	0	0%	Not currently available	Not currently available

## 3.2 - SCDC Gender Balance within Pay Quartiles

Quartile	Percentage Female Employees	Percentage Male Employees
Lower Quartile	27.3%	72.7%
Lower Middle Quartile	54.8%	45.2%
Upper Middle Quartile	63.1%	36.9%
Upper Quartile	53.8%	46.3%



### 3.3 - SCDC Gender Balance within Pay Quartiles (graph)

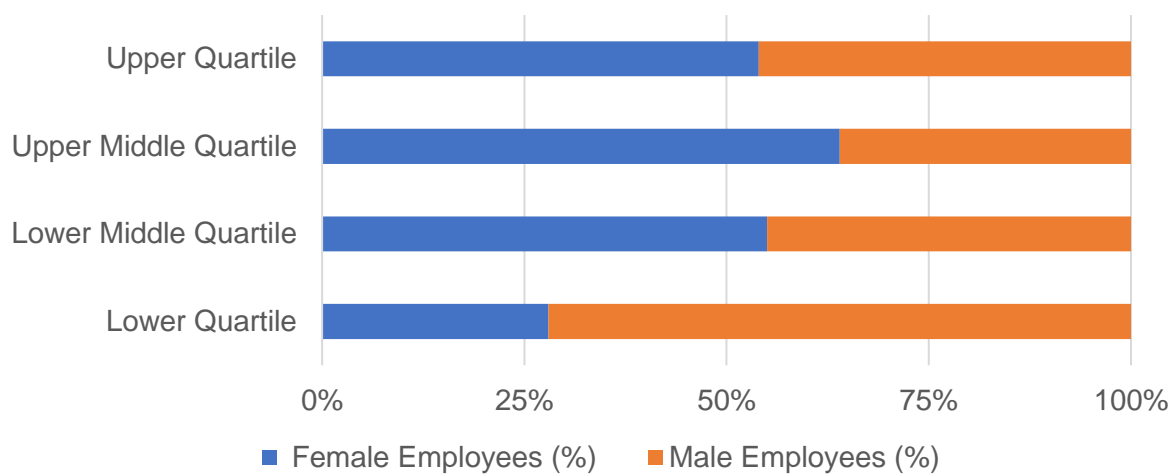
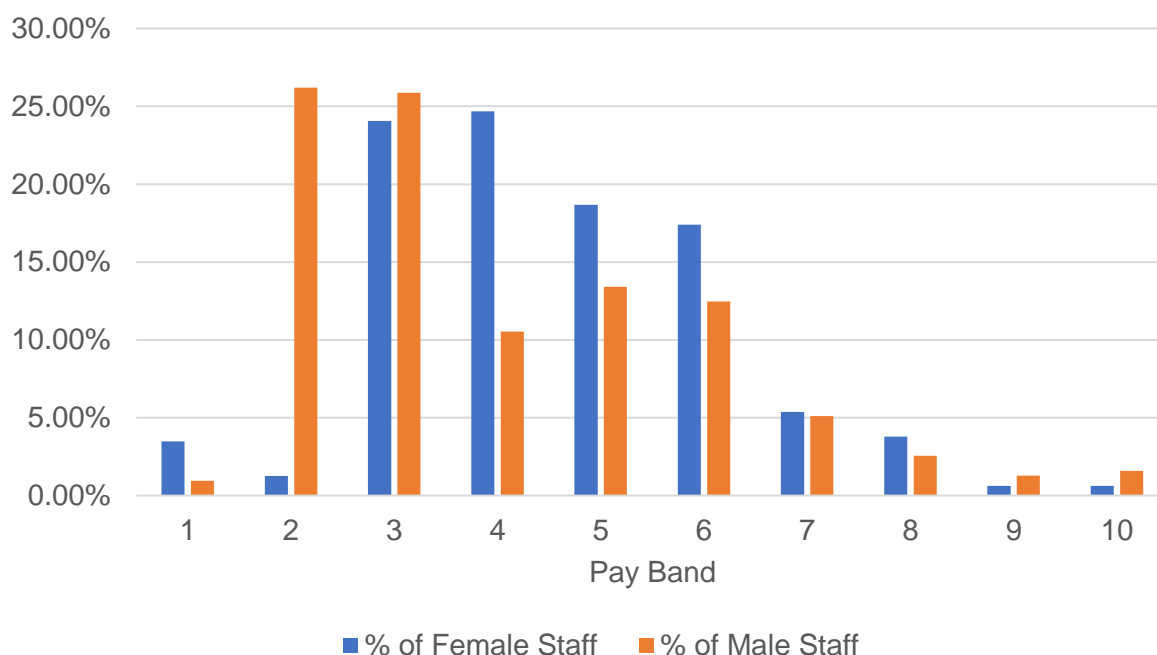


Figure 3.4 - Gender Pay Band Distribution:

Pay Band →	1	2	3	4	5	6	7	8	9	10+
Female Employees	11	4	76	78	59	55	17	12	2	6
Male Employees	3	82	81	33	42	39	16	8	4	7



**Figure 3.5 - Gender Pay Band Distribution (graph):**



Figures 3.2 and 3.3 show a gender imbalance, within the lower quartile for pay, with males making up 72.7% of the workforce within this category. This is due to the high number of male staff employed at pay band 2, as Refuse Loaders within in our Shared Waste Service (as can be seen within figures 3.4 and 3.5).

**Figure 3.6 – Average Hourly Rates of Pay for Male and Female Employees**

Rate of pay	Male	Female	Pay Gap*
Mean hourly rate	£16.99	£18.61	-9.54%
Median hourly rate	£14.13	£16.88	-19.48%

\*A positive number indicates a pay gap whereby male employees are paid more on average than female employees, whilst a negative number indicates the opposite.

The pay gap figures shown in figure 3.6 are a reflection both of the largely male lower quartile (as shown in figure 3.2 and 3.3 and discussed above), as well as



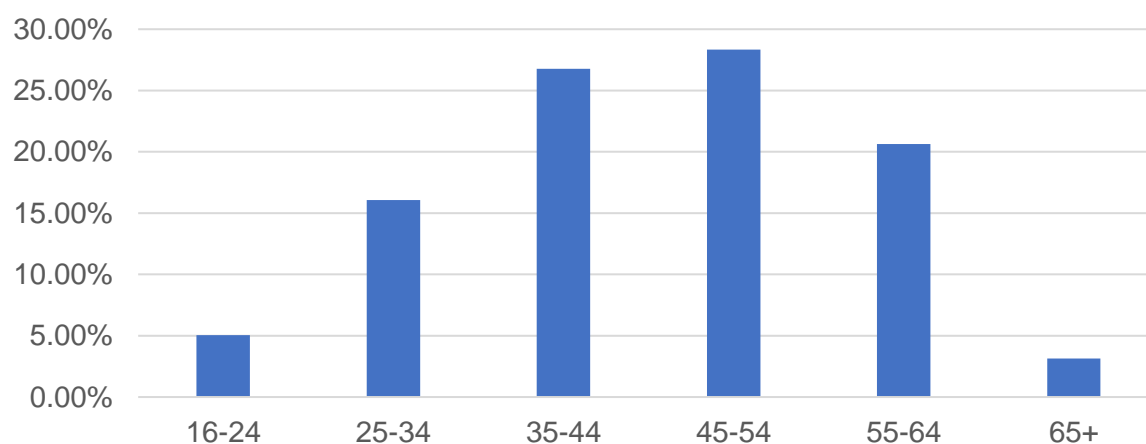
female representation exceeding 50% in both the upper (53.8% female) and upper middle (63.1% female) quartiles.

## Age

Figure 4.1 - SCDC Age Profile:

Age Category	SCDC (Count)	SCDC (%)	% of South Cambs population aged 16+ (ONSAPS, 2020)	% of Cambridgeshire population aged 16+ (ONSAPS 2020)
16-24	32	5.04%	10.34%	13.74%
25-34	102	16.06%	12.88%	14.91%
35-44	170	26.77%	17.36%	15.35%
45-54	180	28.35%	18.80%	16.92%
55-64	131	20.63%	15.91%	15.24%
65+	20	3.15%	24.71%	23.84%

Figure 4.2 - SCDC Age Profile (graph):



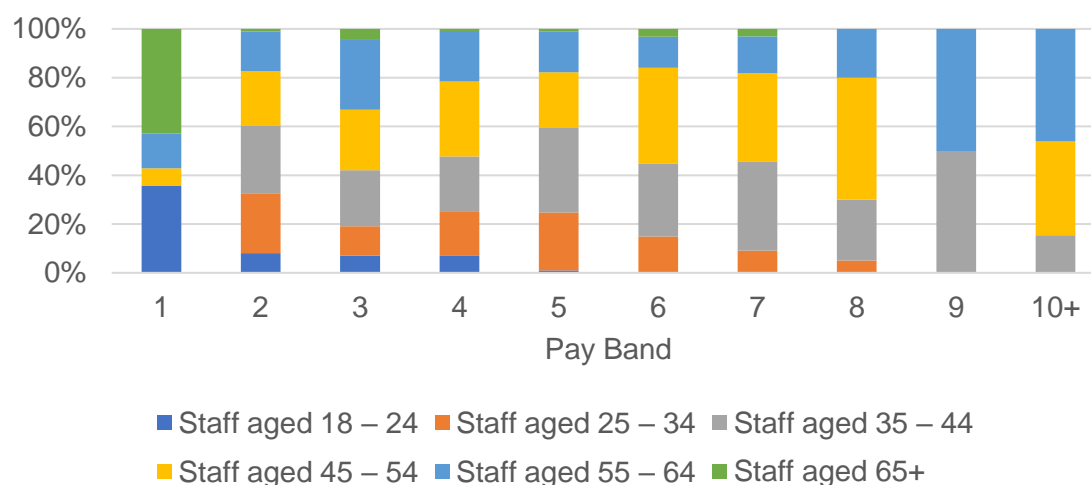


As of 31<sup>st</sup> March 2021, the age category with greatest representation amongst SCDC staff was 45-54 (28.35%). Since March 2020 there has been a slight increase in the 16-24 age category from 4.88% in 2020 to 5.04% in 2021. There has also been a slight decrease in the 65+ age category from 3.48% in 2020 to 3.15%.

**Figure 4.3 - Age Pay Band Distribution:**

Pay Band →	1	2	3	4	5	6	7	8	9	10+
Staff aged 18 – 24	5	7	11	8	1	0	0	0	0	0
Staff aged 25 – 34	0	21	19	20	24	14	3	1	0	0
Staff aged 35 – 44	0	24	36	25	35	28	12	5	3	2
Staff aged 45 – 54	1	19	39	34	23	37	12	10	0	5
Staff aged 55 – 64	2	14	45	23	17	12	5	4	3	6
Staff aged 65 +	6	1	7	1	1	3	1	0	0	0

**Figure 4.4 - Pay Band Age Profiles (graph):**





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 amongst 6 employees (also making it the smallest pay band). This is followed by band 10+, which has representation from three age categories amongst 13 members of staff, and pay band 8 and pay band 1, which both have representation from four age categories each (across 20 employees and 14 employees respectively). All other pay bands have at least 5 of the 6 age categories represented.

## Religion or Belief

**Figure 5.1 - SCDC Religious Profile:**

Religion	SCDC (Count)	SCDC (%)	South Cambridgeshire (2011 census)	Cambridgeshire (2011 census)
Buddhist	5	0.79%	0.5%	0.5%
Christian	227	35.75%	58.8%	58.2%
Hindu	1	0.16%	0.8%	0.7%
Jewish	1	0.16%	0.2%	0.3%
Muslim	7	1.10%	1.0%	1.4%
No Religion	287	45.20%	30.1%	30.4%
Other	4	0.63%	0.4%	0.4%
Not declared	103	16.22%	-	-

35.75% 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 (16.22%) who did not declare their religion. 45.2% of staff identified as being of no religion, which is higher than the rate within the local population.



## Sexual Orientation

**Figure 6.1 - SCDC Sexual Orientation Profile:**

Sexual Orientation	SCDC (Count)	SCDC (%)	Eastern Region (ONSAPS, 2019)	UK (ONSAPS, 2019)
Heterosexual	522	82.20%	-	93.7%
Gay or Lesbian	8	1.26%	-	1.6%
Bisexual	7	1.10%	-	1.1%
Other	2	0.31%	-	0.7%
Not disclosed / Prefer not to say	96	15.12%	-	3.0%
Total Lesbian, Gay or Bi-sexual	17	2.36%	2.1%	2.7%

As is the case in relation to the Religion category, a large proportion of staff (15.12%) preferred not to disclose in relation to sexual orientation. Local data in relation to Sexual Orientation is not as readily available as is the case for other protected characteristics detailed within this report, however some comparison data was available for inclusion covering the Eastern region and the UK as a whole. It is anticipated that more local comparison data will become available with the release of 2021 census data.