South Cambridgeshire District Council

South Cambridgeshire District Council Equality in Employment Report

(Data as of 31 March 2025)

South Cambridgeshire District Council

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Introduction

This report details the profile of South Cambridgeshire District Council's workforce, as of 31 March 2025. 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 2024-2028 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, workforce profile data is presented year on year to highlight key changes over time.

For transparency and to protect anonymity, **percentages below 1% in the main workforce profile are shown as '<1%', while in the joiners and leavers sections (where total numbers are much smaller) percentages below 5% are shown as '<5%'**.

Summary of Key Findings

- **Workforce age profile remains concentrated in mid-career groups, with modest growth in younger age groups (see p.5)**
  Employees aged 45-54 continue to make up the largest proportion of the workforce (28.57%), with a modest rise also visible in the 25-34 age group to 17.99%. Representation among 35-44 year olds has decreased since 2023.

- **Disclosure rates continue to increase across multiple areas**
  Non-disclosure has decreased in several areas – including:
  - Disability – with those declaring a disability rising from 7.8% to 10.05% (see p.6)
  - Religion – with the proportion of the workforce identifying as having no religion rising to over 50% in 2024-25 (see p.8-9)
  - Sexual orientation – with a modest rise in the number of staff and new joiners identifying as Lesbian, Gay or Bisexual (see p.10 and p.17).

- **Ethnic diversity continues to grow gradually (see p.6).**
  Representation of Asian, Black and Mixed ethnic groups has continued to rise modestly, including through a slight rise in Asian and Asian British joiners.

- **Sex balance remains broadly even across the organisation (see p.10)**
  There continues to be an almost even split between male and female colleagues.

- **Leavers and joiners broadly reflect overall workforce profile (see p.14-18)**
  Patterns in leavers and new starters remain broadly aligned with the wider workforce across most protected characteristics.

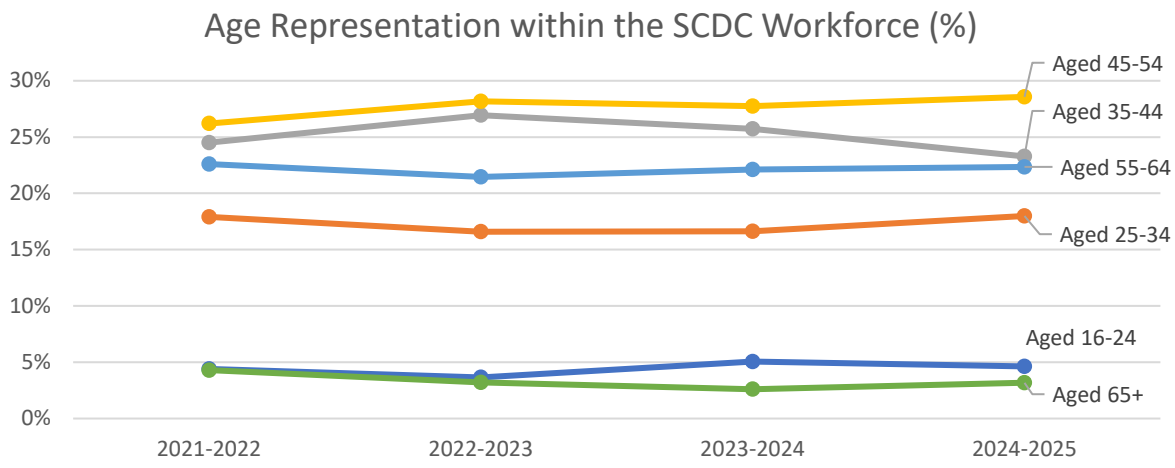
- **Gender pay gap remains in favour of women (see p.13)**
  The 2024-25 gender pay gap shows that female staff earn 16.8% more than male staff on an hourly median basis. Ethnicity pay gap reporting will be introduced for the first time in 2025-26.

Workforce Profile

Age

Age Category	2021-22	2022-23	2023-24	2024-25
16-24	4.4%	3.65%	5.06%	4.63%
25-34	17.9%	16.59%	16.62%	17.99%
35-44	24.5%	26.94%	25.72%	23.28%
45-54	26.2%	28.16%	27.75%	28.57%
55-64	22.6%	21.46%	22.11%	22.35%
65+	4.3%	3.20%	2.60%	3.17%
Not disclosed (inc. blanks)	-	-	0.14%	-

Figure 1.1

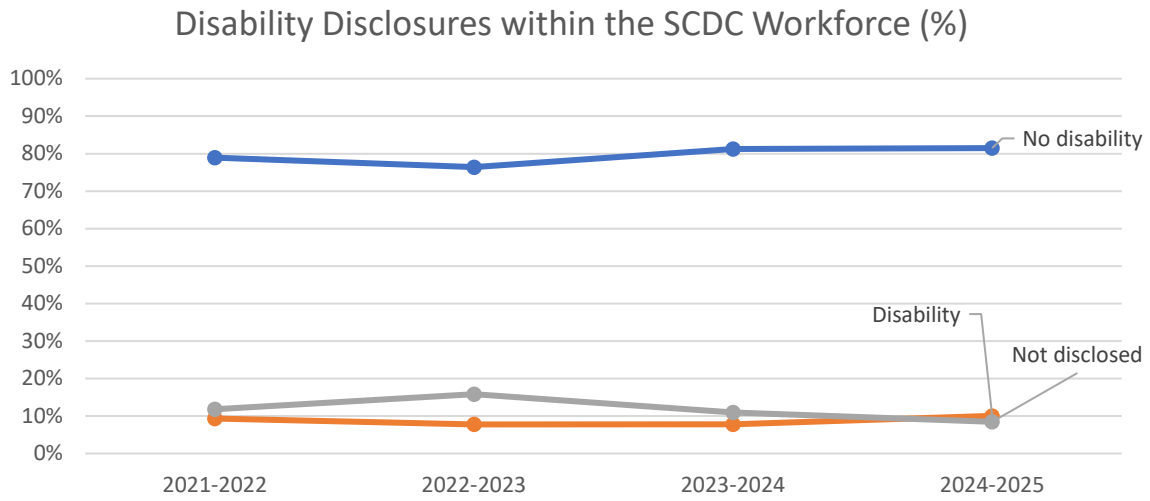


Disability

Disability Disclosure	2021-2022	2022-23	2023-24	2024-25	2021 Census
No disability	78.9%	76.41%	81.21%	81.48%	85.2%
Disability	9.3%	7.76%	7.80%	10.05%	14.8%[i]
Not disclosed (inc. blanks)	11.8%	15.83%	10.98%	8.46%	-

[i] 5.1% have a long term condition that limits day-to-day activities a lot. 9.7% have a long term condition that limits day to day activity a little.

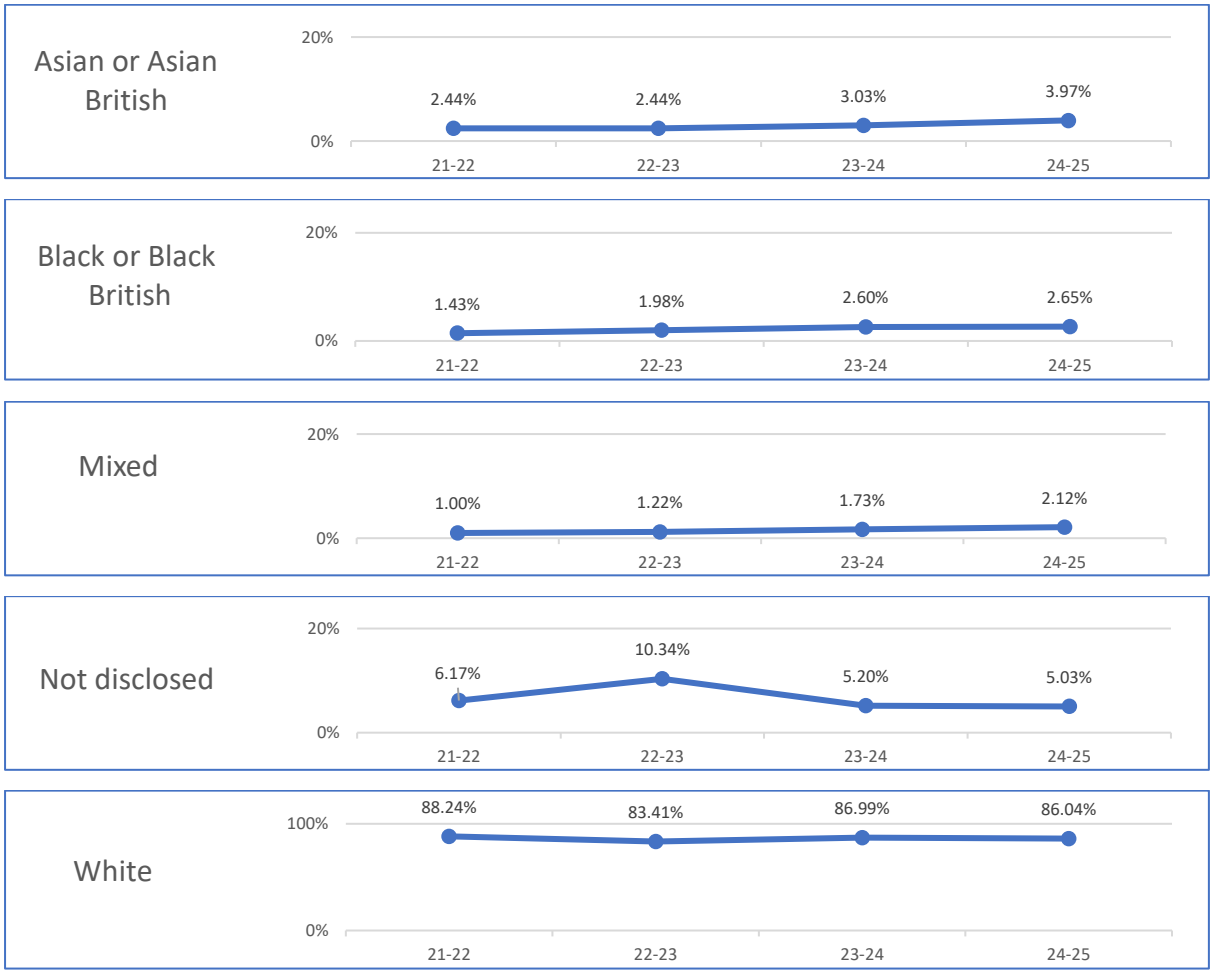
Figure 1.2



Ethnicity

Ethnicity	2021-22	2022-23	2023-2024	2024-25	2021 Census
Asian or Asian British	2.44%	2.44%	3.03%	3.97%	5.8%
Black or Black British	1.43%	1.98%	2.60%	2.65%	1.2%
Gypsy Roma Traveller	-	-	-	<1%	0.1%
Mixed	1.00%	1.22%	1.73%	2.12%	2.8%
White	88.24%	83.41%	86.99%	86.04%	89%
Other	<1%	<1%	<1%	<1%	1.2%
Not disclosed (inc. blanks)	6.17%	10.34%	5.20%	5.03%	-

Figure 1.3 – Ethnicity Trend Graphs[ii]



Marital Status

Marital Status	2022-2023	2023-2024	2024-25	2021 Census
Civil Partnership	1.35%	2.17%	1.72%	0.3%
Co-Habiting	14.32%	15.32%	14.81%	10.1%
Divorced	7.57%	7.66%	7.54%	9.4%
Married	41.62%	44.08%	44.58%	51.7%
Partner	-	<1%	<1%	-[iii]
Not disclosed (inc. blanks)	12.43%	7.37%	6.22%	-
Separated	3.11%	3.18%	3.17%	1.8%
Single	18.65%	18.79%	20.37%	51.7%
Widowed/widower	<1%	1.01%	<1%	6.6%

[ii] Figure 1.3 does not include a line chart for groups with results of less than 1%.
[iii] 'Partner' was not included as an option within the 2021 Census.

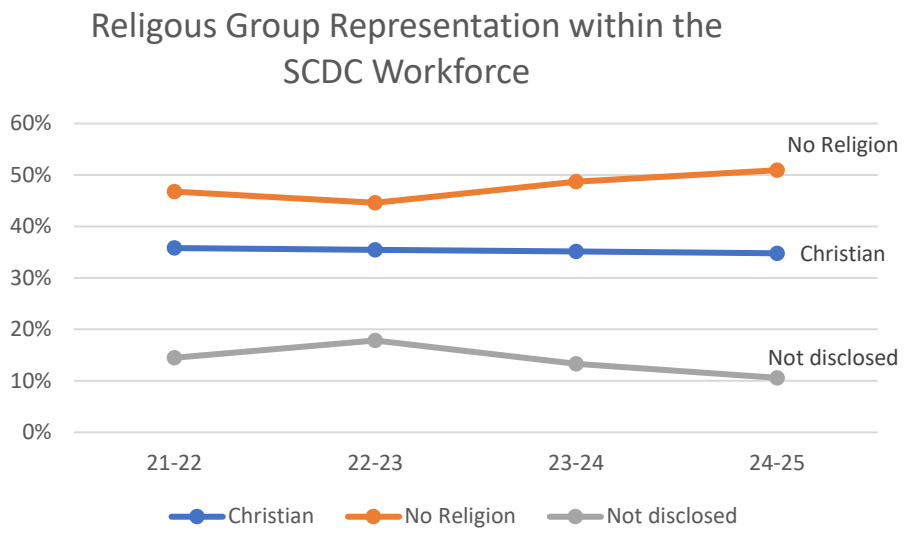
Figure 1.4 – Marital Status Graphs



Religion

Religion	2021-2022	2022-2023	2023-2024	2024-25	2021 Census
Agnostic	-	-	<1%	<1%	-[iv]
Atheist	-	-	<1%	<1%	-[iv]
Buddhist	<1%	<1%	<1%	<1%	0.6%
Christian (all denominations)	35.8%	35.46%	35.12%	34.79%	45.3%
Hindu	<1%	<1%	<1%	<1%	1.6%
Judaism	<1%	-	-	<1%	0.2%
Muslim	1%	<1%	<1%	<1%	2.1%
No Religion	46.8%	44.6%	48.70%	50.93%	43.3%
Not disclosed (inc. blanks)	14.5%	17.84%	13.29%	10.59%	6.7%
Other Religion or Belief	<1%	1.08%	1.01%	1.19%	0.4%[v]

Figure 1.5



Sex

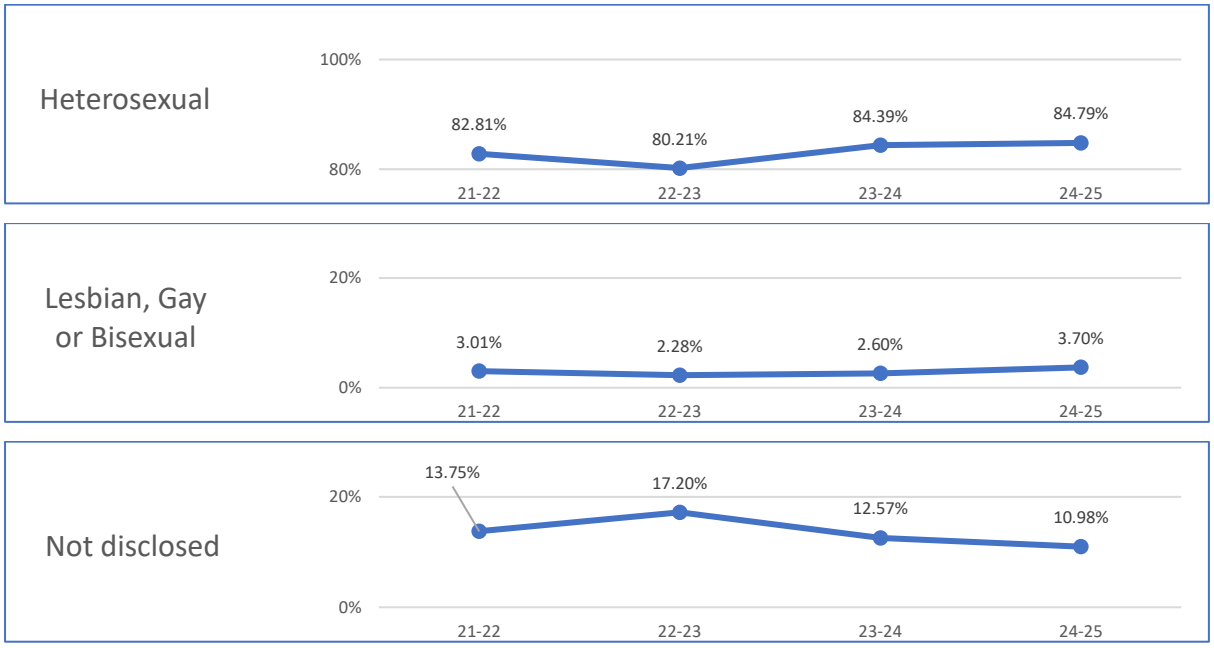
Sex	2021-2022	2022-2023	2023-2024	2024-25	2021 Census
Female	49.9%	50.68%	51.16%	51.46%	51.0%
Male	50.1%	49.32%	48.84%	48.54%	49.0%

[iv] Agnostic and Atheist were included under No religion within the 2021 Census.
[v] An additional 0.1% also identified as Sikh within the 2021 Census.

Sexual Orientation

Sexual Orientation	2021-2022	2022-2023	2023-2024	2024-25	2021 Census
Heterosexual	82.81%	80.21%	84.39%	84.79%	90.4%
Lesbian, Gay or Bisexual	3.01%	2.28%	2.60%	3.70%	2.6%
Other	<1%	<1%	<1%	<1%	0.5%
Not disclosed (inc. blanks)	13.75%	17.2%	12.57%	10.98%	6.5%

Figure 1.7 – Sexual Orientation Trends Graphs



Leavers

SCDC had 102 people leave the organisation during the 2024-2025 financial year. Tables setting out the demographic characteristics of leavers can be found at **Appendix A**. A summary of the primary points of note in relation to leavers is set out below:

- The Shared Waste Service had the highest percentage of leavers (36.51%) followed by Housing (17.46%) and the Shared Planning Service (15.87%).

- The largest age groups for leavers during 2024-25 were 50-59 year olds (25.40%), followed by 40-49 year olds (22.22%). Both age groups saw an increase in proportion of leavers during the financial year (an 8.74% increase for 50-59 years and 8.59% increase for 40-49 year olds). Meanwhile there was a 14.57% reduction in the proportion of leavers who fell within the 30-39 age bracket.
- 12.70% of leavers declared a disability – a slight reduction from figures over the previous two years
- 73.02% of leavers identified as White British, 11.10% did not disclose and 9.52% identified as White Other. This aligns with similar results over the previous two years. All other ethnicity categories were less than 5%.
- There were more male leavers (55.55%) than female (45.45%), however this was only marginally the case.

Joiners

SCDC welcomed 98 new joiners in 2024-25. Tables setting out representation amongst new joiners to the Council can be found at **Appendix A**. A summary of the primary points of note in relation to joiners is set out below:

- The Shared Waste Service had the highest percentage of joiners (28.57%). This is followed by Shared Planning and Housing services (16.33% each).
- The largest age groups for joiners were 20-29 year olds (31.63% of joiners), 30-39 (29.59%) and 40-49 (23.47%). It is the second consecutive year that 20-29 has been the largest age group for joiners.
- 10.20% of joiners declared a disability.
- 63.27% of joiners identified as White British, 11.22% did not disclose, 10.20% identified as Asian or Asian British and 7.14% as White Irish. This represents an increase in Asian or Asian British, as well as White Irish joiners, in comparison with the previous two years.

- There was an increase in the percentage of new joiners declaring their sexual orientation, with a slight increase in the percentage identifying a Lesbian, Gay or Bisexual.
- There were more male joiners (54.08%) than female (45.92%), however this was only marginally the case.

Pay Gap Reporting

Each year the Council is required to produce and submit a gender pay gap report to government. Historic reports, including for the 2024-25 financial year, can be accessed at Gender pay gap reports for South Cambridgeshire District Council.

The 2024-25 report found that the hourly pay of Female staff at SCDC was 16.8% higher than men's.

The next gender pay gap report is due for submission to government by 30 March 2026. This year the Council will also seek to produce ethnicity pay gap reporting for the first time as part of commitments under the UNISON Anti-racism Charter, of which SCDC is a signatory. This will be reported to the Council's Employment and Staffing Committee, alongside gender pay gap information.

Appendix A – Leavers and Joiners Data

Leavers by Service Area

Service	2022-2023	2023-2024	2024-25
Environment	10.84%	10.60%	14.29%
Executive	<5%	<5%	<5%
Finance	7.23%	10.60%	9.52%
Housing	7.23%	18.18%	17.46%
Shared Planning	21.69%	15.15%	15.87%
Shared Waste	31.33%	22.72%	36.51%
Transformation	18.07%	19.69%	<5%

Leavers by Age

Age (years)	2022-23	2023-24	2024-25
16-24	8.64%	7.58%	9.52%
25-34	22.22%	21.21%	17.46%
35-44	19.75%	25.76%	15.87%
45-54	19.75%	12.12%	25.40%
55-64	22.22%	18.18%	23.81%
65+	7.41%	15.15%	7.94%

Leavers by Disability Disclosure

Disability	2022-23	2023-24	2024-25
No	71.08%	72.72%	69.84%
Yes	14.46%	15.15%	12.70%
Not disclosed (inc. blanks)	14.46%	12.12%	17.46%

Leavers by Ethnicity

Ethnicity	2022-23	2023-24	2024-25
Asian or Asian British	<5%	<5%	<5%
Black or Black British	<5%	<5%	<5%
Gypsy Roma or Traveller	-	<5%	-
Mixed	<5%	<5%	<5%
Other	<5%	-	-
Not disclosed (inc. blanks)	7.23%	9.09%	11.10%
White British	73.49%	78.78%	73.02%
White Irish	-	<5%	-
White Other	8.43%	<5%	9.52%

Leavers by Religious or Spiritual Belief

Religious Disclosure	2022-23	2023-24	2024-25
Religious or spiritual belief	34.94%	42.42%	31.75%
No religion	49.40%	40.90%	57.14%
Not disclosed (inc. Blanks)	13.25%	16.66%	11.11%

Leavers by Sex

Sex	2022-23	2023-24	2024-25
Female	46.99%	48.48%	44.45%
Male	51.81%	51.51%	55.55%

Leavers by Sexual Orientation

Sexual Orientation	2022-23	2023-24	2024-25
Lesbian, Gay or Bisexual	<5%	<5%	<5%
Heterosexual	80.72%	81.81%	84.13%
Not disclosed (inc. blank)	13.25%	15.15%	12.70%
Other	<5%	-	-

Joiners by Service Area

Service	2022-2023	2023-2024	2024-25
Environment	9.43%	10.10%	10.2%
Executive	-	-	<5%
Finance	5.66%	<5%	14.29%
Housing	14.15%	12.12%	16.33%
Planning	18.87%	25.25%	16.33%
Waste	32.08%	27.27%	28.57%
Transformation	19.81%	21.21%	12.24%

Joiners by Age

Age	2022-23	2023-24	2024-25
16-24	11.43%	16.16%	15.31%
25-34	20%	29.29%	32.65%
35-44	28.57%	26.26%	22.45%
45-54	28.57%	19.19%	18.37%
55-64	11.43%	9.09%	11.22%
65+	-	-	-

Joiners by Disability Disclosure

Disability	2022-23	2023-24	2024-25
No	54.29%	75.75%	81.63%
Yes	<5%	5.05%	10.20%
Not disclosed (inc. blanks)	40.95%	19.19%	8.16%

Joiners by Ethnicity

Ethnicity	2022-23	2023-24	2024-25
Asian or Asian British	<5%	<5%	10.20%
Black or Black British	<5%	5.05%	<5%
Mixed	<5%	<5%	<5%
Not disclosed (inc. blanks)	32.08%	12.12%	11.22%
White British	53.77%	64.64%	63.27%
White Irish	1.89%	-	7.14%
White Other	<5%	11.11%	<5%

Joiners by Religious or Spiritual Belief

Religion	2022-23	2023-24	2024-25
Religious or spiritual belief	25.72%	28.28%	35.71%
No religion	40%	57.57%	50.00%
Not disclosed (inc. blanks)	34.29%	14.14%	14.29%

Joiners by Sex

Sex	2022-23	2023-24	2024-25
Female	51.87%	51.51%	45.92%
Male	48.11%	48.48%	54.08%

Joiners by Sexual Orientation

Sexual Orientation	2022-23	2023-24	2024-25
Lesbian, Gay or Bisexual	<5%	<5%	8.16%
Heterosexual	65.71%	76.76%	77.55%
Not disclosed (inc. blanks)	31.43%	20.20%	14.29%
Other	<5%	<5%	-