Cambridgeshire County Council - Workforce Diversity Profile

Data extracted from ERP Gold as at June 2021. Based on information disclosed by employees via self service. Where an employee occupies more than one position, their diversity profile will be included for each post that they are employed in.





Average age 45 years old

236 female employees were on maternity leave between April 2019 and April 2020



20 employees took Shared Parental Leave in the same period



4 in 5 employees are female

131 (3%) employees
have declared a
disability. This compares
with 1.6% who declared
a disability in 2019



7.24 years is the average length of service25% of the workforce has 2 years or less length of service1 in 30 employees have more than 25 years service

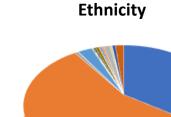


60 people (1.37%) have declared they are LGBTQ+

1 in 10 employees responded that they would 'prefer not to say'

2 in 5 employees have not disclosed their sexual orientation

Just under half of employees have disclosed they are heterosexual



White – Irish White - Gypsy or Irish Traveller 118 (2.6%) White - other White and Black Caribbean White and Black African 5 (<1%) White and Asian 18 (<1%) Other multiple ethnic group 27 (<1%) Asian or Asian British – Indian Asian or Asian British - Pakistani 3 (<1%) 14 (<1%) Asian or Asian British - Chinese 8 (<1%) Asian or Asian British - Bangladeshi Other Asian 18 (<1%) Black / African / Caribbean / Black British - African Black / African / Caribbean / Black British – Caribbean Other Black / African / Caribbean Other Ethnic Group

2469 (55%) White - English / Welsh / Scottish / NI / British

43% of our workforce have disclosed they have a religion or belief (including the no religion category)

The largest faith group is Christian with over one quarter of employees (24%) disclosing this faith as their religion or belief.

1 in 10 employees have responded they would 'prefer not to say' what their religion or belief is.



4.5% of the workforce are **24** and **under**



71 (<1%) Prefer not to say 1525 (34%) Unknown

29.4% of the workforce are 25 – 40 years old



53.1% of the workforce are **40 – 60** years old



13% of the workforce are **60** and **over**