

Equality Information for Lancashire County Council – incorporating Gender Pay Gap Report

Executive Summary

March 2022

To meet the equality information specific duty which forms part of the Public Sector Equality Duty (PSED) of the Equality Act 2010, Lancashire County Council has compiled the following information which shows how it is progressing towards meeting the PSED's general aims to:

- Eliminate discrimination, harassment and victimisation and any other conduct which is prohibited under the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The Equality Information also includes the County Council's Gender Pay Report which is also now required.

Key Headlines for 2022

- Our Mean Gender pay gap has narrowed by over 0.5%
- Two Thirds of the highest quartile of employees are women
- 73% of all our Employees are women
- There has been a rise of 0.8% in Asian, Black, Mixed and Other Ethnic Minority employees in our workforce
- There has been a 0.5% increase of Asian, Black, Mixed and Other Ethnic Minority in senior management posts
- Total number of disabled employees has increased by 1.5% although there has been a fall in senior management postholders with a disability of 1.9%
- Two thirds of all our employees are aged between 40 and 64
- Within senior management there is now an employee aged under 25

Gender Pay Gap Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations came into effect in March 2017 and require organisations with 250 employees or more to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

All public sector employers are required to publish these calculations by 30 March 2022, based on a snapshot date of 31 March 2021 – and every 12 months thereafter. This is the fifth year that the Council has been required to publish its gender pay gap report and inclusion in the Equality Information document will continue to be one of the methods used by the Council to fulfil this requirement.

Gender pay reporting is different to equal pay and a different requirement to carrying out an equal pay audit.

Equal pay relates to men and women receiving equal pay for equal work, and not meeting this requirement – paying people unequally because they are a man or a woman – is unlawful in the UK.

The gender pay gap shows the difference in the average pay between all men and women in the workforce – a positive pay gap is used to indicate that men earn more and a negative pay gap that women earn more on average – and does not necessarily mean that men and women in equivalent roles are not in receipt of equal pay.

The Council's gender pay report is set out below.

Key Notes:

- The calculations are based on employee "headcount" as at the snapshot date as opposed to full time equivalent numbers.
- A wider definition of who counts as an employee is used for the purpose of the report, taken from the Equality Act 2010. This means that casual workers, who do not generally feature in other reports that the Council produces, are included in the numbers.
- A relevant employee is defined as someone employed by the Council on the snapshot date.
- A full-pay relevant employee is defined as someone employed by the Council on the snapshot date who is paid their full basic pay during the relevant pay period. This means that an employee who is on leave and is being paid on a reduced or nil rate of pay during the relevant pay period will not fall into the category of a "full-pay relevant employee" for the purpose of the reporting requirements.
- In the following tables it should be noted that the Council has its most balanced distribution of men and women in the upper middle and upper quartiles of posts (65.8% are female including the Chief Executive) whilst 72.7% of employees in the overall workforce are female. This differs slightly from the Corporate Measures information which is based purely on a headcount of employees and where the upper quartile and senior posts measures are different. Many of the female workforce profile are in cleaning, caring or catering roles which traditionally attract lower pay than the lowest paid roles in more male dominated work areas such as highways maintenance which is reflected in the lowest quartile information. Women are also over-represented in part time roles and may also make greater use of flexible working options available.

These factors will affect the figures below.

Mean Gender Pay Gap

Mean Gender Pay Gap	National Average (Office of National Statistics Annual Survey of Hours and Earnings 2021 – Table 1.12 Gender Pay Gap (%) For All Employee Jobs United Kingdom 2021)
11.76% (as at 31 March 2021) 12.44% (as at 31 March 2020) 12.67% (as at 31 March 2019) 13.03% (as at 31 March 2018) 13.56% (as at 31 March 2017)	14.9%

This is the difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

This figure indicates that male employees of the Council are paid 11.76% more as a mean hourly rate of pay than female employees (as at 31 March 2021).

Median Gender Pay Gap

Median Gender Pay Gap	National Average (Office of National Statistics Annual Survey of Hours and Earnings 2021 – Table 1.12 Gender Pay Gap (%) For All Employee Jobs United Kingdom 2021)
15.33% (as at 31 March 2021) 15.34% (as at 31 March 2020) 16.57% (as at 31 March 2019) 19.56% (as at 31 March 2018) 20.28% (as at 31 March 2017)	15.4%

This is the difference between the median (actual midpoint) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

This figure indicates that male employees of the Council are paid 15.33% more as a median hourly rate of pay than female employees (as at 31 March 2021).

Mean and Median Gender Pay Gap for Bonus Pay

Mean Gender Pay Gap for Bonus Pay	Median Gender Pay Gap for Bonus Pay
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0% (as at 31 March 2021)	0% (as at 31 March 2021)
0% (as at 31 March 2020)	0% (as at 31 March 2020)
0% (as at 31 March 2019)	0% (as at 31 March 2019)
0% (as at 31 March 2018)	0% (as at 31 March 2018)
0% (as at 31 March 2017)	0% (as at 31 March 2017)

This is the difference between the mean (and median) bonus pay paid to male relevant employees and that to female relevant employees.

The Council does not operate any performance related pay or bonus scheme and therefore has no bonus gender pay gap. This consequently negates the need to report on the proportions of male and female employees who were paid bonus pay.

Proportion of Males and Female Employees in Each Quartile of the Council's Pay Structure

(Quartile Breakdown as at 31 March 2021)

Quartile	Female	Male	Total
1	85.903%	14.097%	100.00%
2	73.159%	26.841%	100.00%
3	65.828%	34.172%	100.00%
4	65.87%	34.13%	100.00%
Grand Total	72.69%	27.31%	100.00%

(Quartile Breakdown as at 31 March 2020)

Quartile	Female	Male	Total
1	86.148%	13.852%	100.00%
2	73.8%	26.2%	100.00%
3	64.907%	35.093%	100.00%
4	64.886%	35.114%	100.00%
Grand Total	72.435%	27.565%	100.00%

(Quartile Breakdown as at 31 March 2019)

Quartile	Female	Male	Total
1	85.540%	14.460%	100.00%
2	73.024%	26.976%	100.00%
3	66.568%	33.432%	100.00%
4	64.801%	35.199%	100.00%
Grand Total	72.483%	27.517%	100.00%

(Quartile Breakdown as at 31 March 2018)

Quartile	Female	Male	Total
1	85.422%	14.578%	100.00%
2	72.951%	27.049%	100.00%
3	66.849%	33.151%	100.00%
4	64.173%	35.827%	100.00%
Grand Total	72.349%	27.651%	100.00%

(Quartile Breakdown as at 31 March 2017)

Quartile	Female	Male	Total
1	86.05%	13.95%	100.00%
2	72.134%	27.866%	100.00%
3	66.723%	33.277%	100.00%
4	63.966%	36.034%	100.00%
Grand Total	72.218%	27.782%	100.00%

This is the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

Actions to Close the Gap

The Council is working towards closing its gender pay gap. An action plan has been developed and progress against this is being monitored.

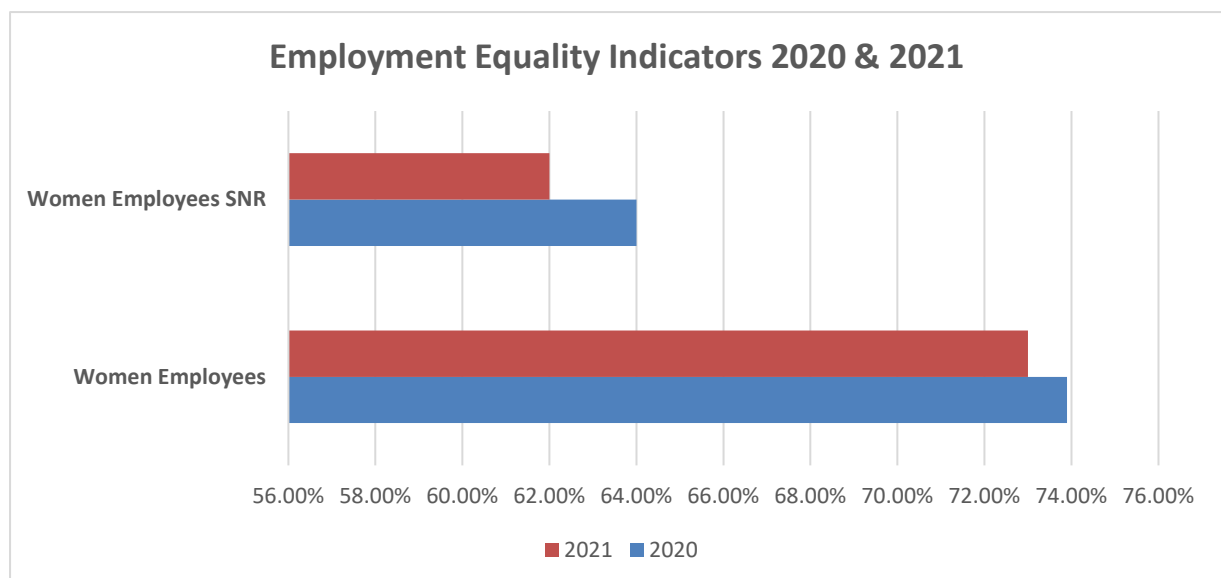
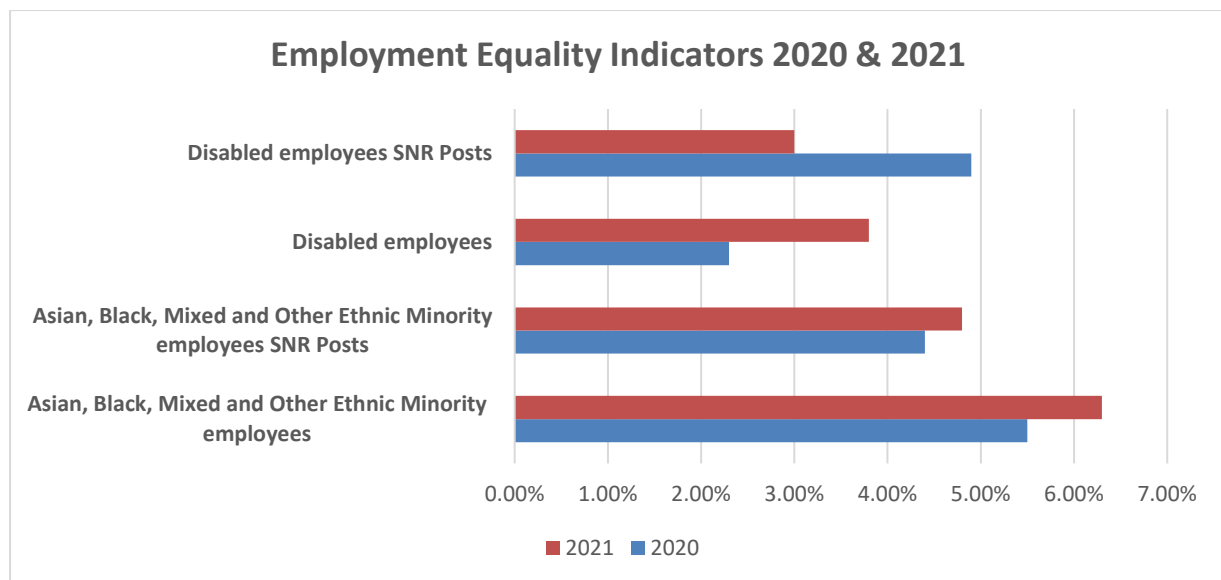
Equality Information

The County Council have traditionally used a series of employment performance measures/indicators in terms of equality with a "watching brief" kept on the information. Staff previously seconded to BTLS have now been absorbed back into the County Council.

Employment Equality Indicators for December 2020 and December 2021

Indicator	% in December 2020	% in December 2021
Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce	5.5%	6.3% (+0.8%) n=819
Disabled employees in the LCC workforce	2.3%	3.8% (+1.5%) n=495
Women in the LCC workforce	73.9%	73% (-0.9%) n=9406

Asian, Black, Mixed and Other Ethnic Minority employees in senior LCC posts	4.3%	4.8% (+0.5%) n=31
Disabled employees in senior LCC posts	4.9%	3% (-1.9%) n=21
Women in senior LCC posts	64%	62% (-2.0%) n=402



The senior posts information can be quite volatile as there are a relatively small number of employees particularly in the ethnicity and disability categories so an individual joining or leaving the County Council can have a significant impact on the figures. Grade 11 and above is the definition used for senior postholders,

There has been a rise of 0.8% in Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce over the last year and of 0.5% in the percentage amongst senior postholders between 2020 and 2021. There is a lower percentage (1.5% difference) of ethnic minority employees in senior posts than in the workforce overall. Some of the rise in

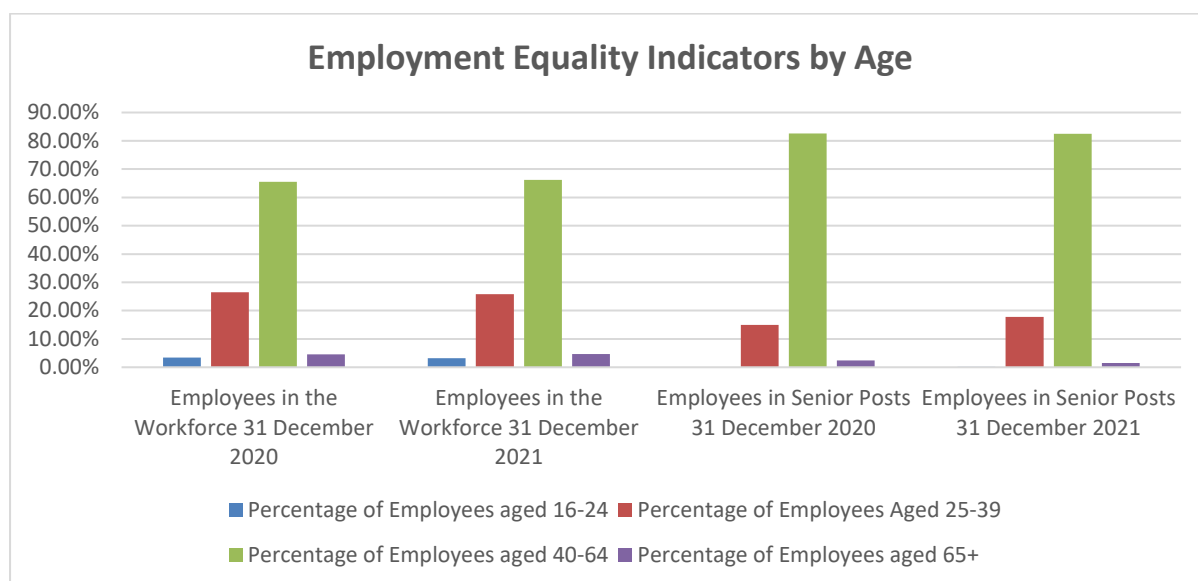
percentages for the ethnicity information may be attributable to resolving of a data issue during the year.

Again, the resolving of a data issue during the year may have contributed to the percentage of disabled employees in the workforce rising by 1.5% and the percentage in senior posts has reduced by 1.9% over the year. The percentage of disabled people in senior posts is also lower than in the workforce overall.

62% of senior posts are held by women, a decrease of 2% from the previous year. Consequently, the gap between women in the workforce overall (73%) and women in senior posts show a difference in the past year of 11%. The County Council has a female Chief Executive, and the Corporate Management Team is comprised of 4 males and 4 females.

Whilst not part of the Corporate Measures process, comprehensive data for the County Council's age profile of employees is available. It is summarised below:

Employee Profile	Percentage of Employees aged 16-24	Percentage of Employees Aged 25-39	Percentage of Employees aged 40-64	Percentage of Employees aged 65+
Employees in the Workforce 31 December 2020	3.4%	26.5%	65.5%	4.6%
Employees in the Workforce 31 December 2021	3.2% (-0.2%) n=403	25.8% (-0.7%) n=3348	66.2%(+0.7%) n=8566	4.7% (+0.1%) n=610
Employees in Senior Posts 31 December 2020	0	15%	82.6%	2.4%
Employees in Senior Posts 31 December 2021	0.15% n=1	17.8%(+2.8%) n=115	80.5%(-2.1%) n=520	1.5%(-0.9%) n=10



There has been a slight reduction in the workforce profile for employees aged 16-24 and a slight increase in those aged 65 and over and those aged 40-64. The percentage aged 25-39 has fallen by over 0.7% which was the increase for the 40-64 group. In terms of senior posts, the vast majority of postholders are aged 40-64, although that percentage has fallen this year with rise in aged 25-39 and those in 16-24.

Statistics in relation to employees' sexual orientation and religion or belief remain very incomplete although there is a steady increase in numbers providing the information and percentages of employees identifying in various groups. This is particularly the case for the overall workforce profile but is less obvious amongst information on senior postholders.

Amongst other information in the Report is data from applicant monitoring of protected characteristics, where there is a greater range of diversity in terms of applicants and those who are successful/hired than in the current workforce profile. The protected characteristics profile for Leavers of County Council employment is also included and this is broadly in line with the workforce profile.

Equality Information for Lancashire County Council incorporating Gender Pay Gap Report March 2022

Introduction

To meet the equality information specific duty which forms part of the Public Sector Equality Duty (PSED) of the Equality Act 2010, Lancashire County Council has compiled the following information to show how it is progressing towards meeting the PSED's general aims to:

- Eliminate discrimination, harassment and victimisation and any other conduct which is prohibited under the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The Equality Information also includes the County Council's Gender Pay Report which is also now required.

Information is provided on the equalities/protected characteristics profile of County Councillors, employees and those applying for posts within this report. All such information relates to the year up to 31 December 2021

No information is included in relation to schools as they have their own individual reporting duties under the Public Sector Equality Duty and County Council employment policies and other County Council policies and arrangements are not automatically applied to staff who are based in schools.

A new Corporate Strategy, Vision and Values for the County Council were agreed in 2019 and are the basis for updating our Equality Objectives which were approved in spring 2020.

A system of monthly cabinet meetings continues. The cabinet member for Community and Cultural Services has lead responsibility for Equality and Cohesion within their remit.

The Equality and Cohesion Team is based within the Policy Commissioning and Children's Health Service at the County Council. Further information is available on our Equality and Cohesion webpage at:

<http://www.lancashire.gov.uk/council/strategies-policies-plans/equality-diversity-and-community-cohesion.aspx>

At the time of writing, there is considerable debate about the "correct" terminology to use for various protected characteristics groups and a particular focus on phrasing associated with ethnicity. These discussions continue and have been reflected within meetings of our Employee Equality Networks and other groups, and the wording used here reflects the current thinking from these internal discussions.

Lancashire's Population – a snapshot

Information from the 2021 Census in relation to the protected characteristics will be added when available. The County Council's Lancashire Insights website provides a wide range of statistics and intelligence on a range of subjects including health and wellbeing (including Lancashire's JSNA), social and economic information, education related information and environmental and transport matters, etc. It is available at:

<http://www.lancashire.gov.uk/lancashire-insight.aspx>

Elected Members/County Councillors

The County Council's Election took place on 6th May 2021 and 84 County Councillors were elected. As of 16th February 2022, the following applies:

Table of the Gender Profile of Lancashire County Councillors

Gender	Number of County Councillors	Percentage
Female	29	34.5%
Male	54	64.3%
Prefer not to say	1	1.2%

	84	100%
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Table of the Ethnicity Profile of Lancashire County Councillors

Ethnicity	Number of County Councillors	Percentage
Asian British Indian	1	1.2%
Asian British Pakistani	6	7.1%
Other	1	1.2%
White British	69	82.1%
Undisclosed	7	8.3%
Total	84	100%

Table of the Age Profile of Lancashire County Councillors

Age Profile	Number of County Councillors	Percentage
18-25yrs	0	0
26-35yrs	4	4.8%
36-45yrs	11	13.1%
46-55yrs	16	19%
56-65yrs	24	28.6%
66-75yrs	22	26.2%
76-85yrs	7	8.3%
	84	100%

Disability Profile of County Councillors

Disability Status	Number of County Councillors	Percentage of County Councillors
County Councillors who have disclosed they have a Disability	6	7.1%
County Councillors who do not have a Disability	68	81.0%
Undisclosed	8	9.5%
Prefer not to say	2	2.45
Total	84	100%

Unfortunately, we do not hold any data relating to sexual orientation and religion or belief.

Summary

Predominantly, County Councillors identify as being White British and it appears the ethnic minorities population is slightly underrepresented amongst Elected Members

than in the Lancashire population as a whole (approximately 8.3% of County Councillors are from ethnic minority backgrounds which shows an increase of 2.3%). Women are under-represented amongst County Councillors compared to the Lancashire population however there has been a 3.5% increase after the election results. People of retirement age are overrepresented amongst County Councillors and disabled people are likely to be underrepresented however there has been an increase of 2.3% of elected members.

Elected Members/Champions

The County Council has Elected Members posts of Champions which includes three posts which promote Older People, Young People and Disabled People respectively. All three Members are very active in raising the profile of the groups they champion.

Employment

Applicant Monitoring

Key Headline

- 19% of all applicants and around 11% of successful applicants were from Black, Asian, Mixed and other ethnicities, which is considerably higher than their representation in the workforce

Applicant monitoring information is available on the protected characteristics of age, disability, sex/gender, ethnicity, religion or belief and sexual orientation. This information shows those who apply for posts and who are successful/hired.

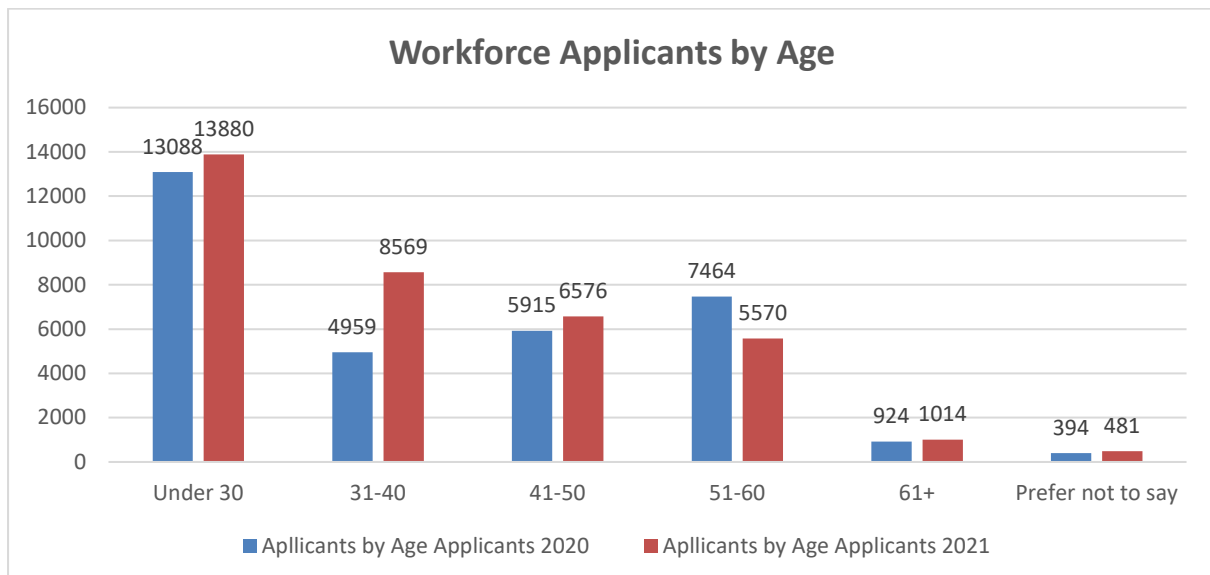
The following tables cover the period 1 January to 31 December 2021 with information on the various protected characteristics contained in individual tables with a very brief commentary. This information is provided on a corporate basis and information from 2020 is shown in brackets below where available.

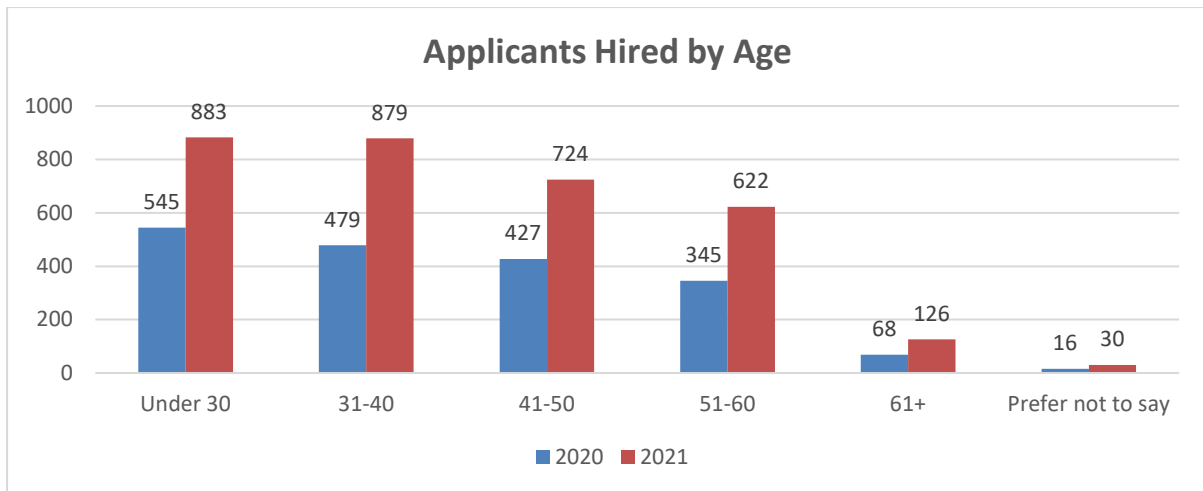
The number of posts where people were hired has increased by about a third in 2021 from 1880 to 3264 and the number of applicants overall, has also increased by 1762 in 2021.

Applicants by Age

Age Group	Number of Applicants	Percentage of Applicants	Number of Successful Applicants	Percentage of All Successful Applicants	Percentage of Applicants from each Age Group who are Successful

Under 30 years	13,088 (13,880)	37.1% (41.4%)	883 (545)	27% (29%)	6.7% (3.9%)
31-40 years	8,569 (4,959)	24.3% (14.8%)	879 (479)	26.9% (25.4%)	10.2% (9.6%)
41-50 years	6,576 (5,915)	18.6% (17.6%)	724 (427)	22.2% (22.7%)	11.0% (7.2%)
51-60 years	5,570 (7,464)	17.8% (22.3%)	622 (345)	19.0% (18.4%)	11.17% (4.6%)
61+	1,014 (924)	2.9% (2.8%)	126 (68)	3.9% (3.6%)	12.4% (7.4%)
Prefer Not to Say	481 (394)	1.4% (1.2%)	30 (16)	0.9% (0.9%)	6.2% (4.1%)
Grand Total	35,298 (33,536)	-	3,264 (1,880)	-	-

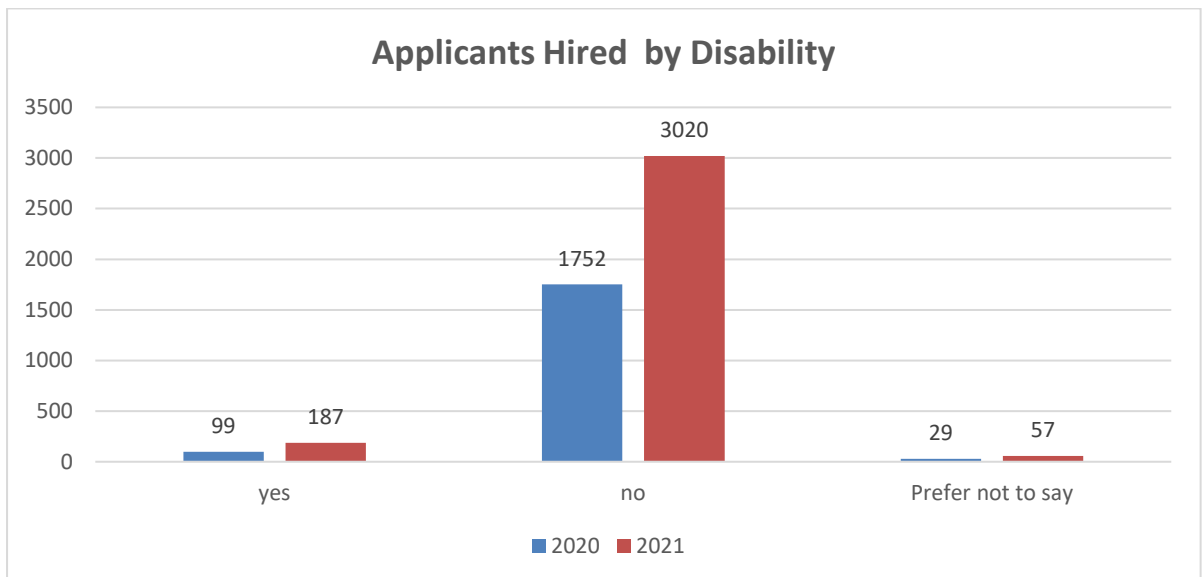
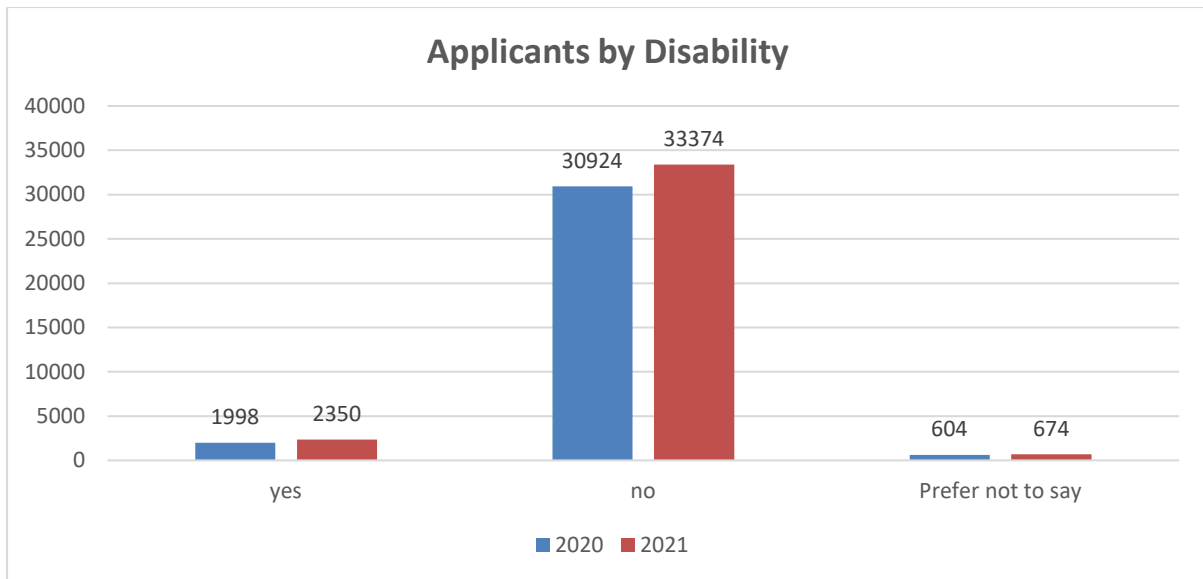




Although slightly different age ranges are used for the applicant monitoring profile for applicants and those who are successful, the same dominance of the 40-64 years age group in the workforce is not reflected to the same extent amongst applicants or those who are successful/hired. The largest group in terms of applicants are those aged 30 and under who make up just under 40% of applicants and almost 30% of those hired, but the percentage of members of this group who are successful is slightly lower than that for other age groups.

Applicants by Disability

Applicants who Consider they Have a Disability or are Deaf people	Number of Applicants	Percentage of Applicants	Number of Applicants who are Successful from this Group	Percentage of All Applicants who are Successful	Percentage of Applicants from each Group who are Successful
No	33,374 (30,924)	91.4% (92.2%)	3,020 (1,752)	92.5% (93.2%)	9.0% (5.7%)
Yes	2,350 (1,998)	6.6% (6%)	187 (99)	5.7% (5.3%)	7.9% 5%
Prefer Not To Say/Blank	674 (604)	1.9% (1.8%)	57 (29)	1.75% (1.5%)	8.5% (4.8%)
Grand Total	35,298 (33,536)	-	3,264 (1,880)	-	-



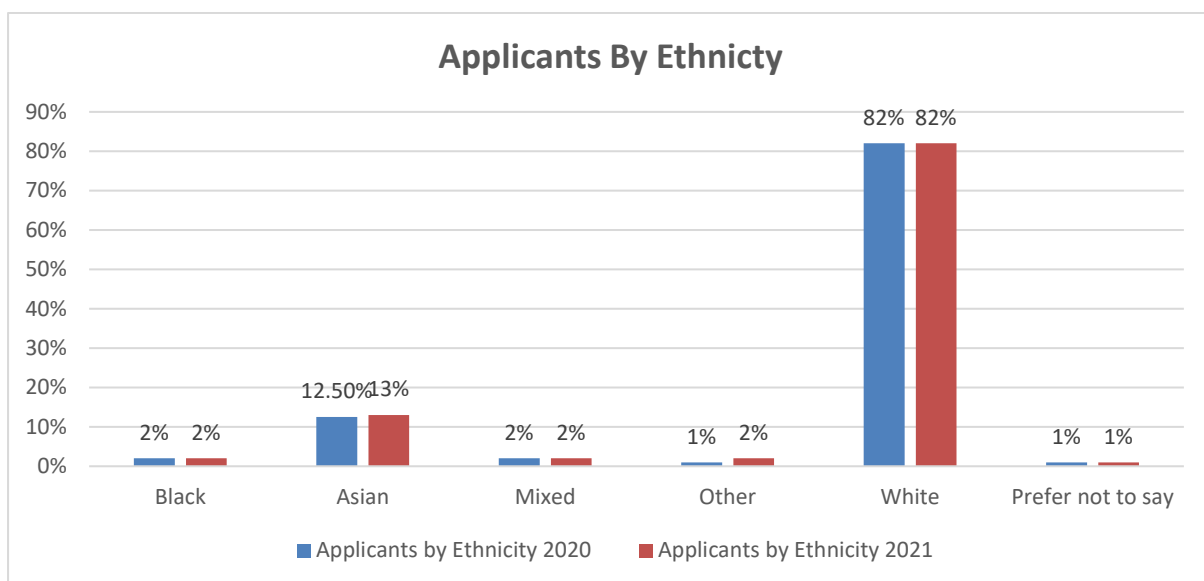
6.6% of applicants for County Council posts have a disability which is slightly higher than in 2020, and 5.7% of successful applicants have a disability which has risen from 2020. This is significantly above the representation of disabled people in the County Council workforce which is 3.8%.

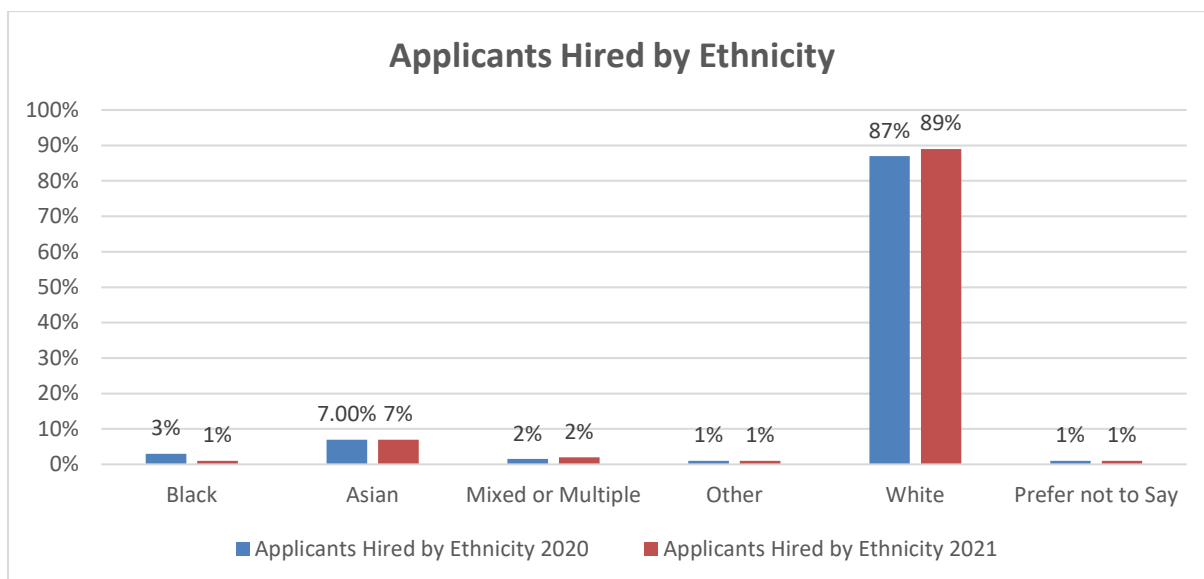
Applicants by Ethnicity

Ethnicity	Number of Applicants	Percentage of Applicants	Number of Successful Applicants	Percentage of All Successful Applicants	Percentage of Applicants from each Ethnicity who are Successful
Any Other	138	0.4%	7	0.2%	5.1%

	(152)	(0.5%)	(2)	(0.1%)	(1.3%)
Arab	102 (66)	0.3% (0.2%)	6 (0)	0.2% (0%)	5.9% (0%)
Asian or Asian British: Any Other Asian Background	249 (239)	0.7% (0.7%)	14 (5)	0.4% (0.3%)	5.6% (2.1%)
Asian or Asian British: Bangladeshi	335 (299)	0.7% (0.9%)	24 (12)	0.73% (0.6%)	7.2% (4%)
Asian or Asian British: Indian	1,842 (1,765)	5.2% (5.3%)	74 (57)	2.3% (3%)	4% (3.2%)
Asian or Asian British: Pakistani	2,061 (1,819)	5.8% (5.4%)	112 (63)	3.4% (3.4%)	5.4% (3.5%)
Black or Black British: African	618 (524)	1.8% (1.6%)	34 (38)	1% (2%)	5.5% (7.3%)
Black or Black British: Any Other Black Background	54 (91)	0.2 (0.3%)	4 (5)	0.1% (0.3%)	7.4% (5.5%)
Black or Black British: Caribbean	84 (113)	0.2% (0.3%)	5 (9)	0.2% (0.5%)	6% (8%)
Chinese	91 (71)	0.3% (0.2%)	5 (4)	0.2% (0.2%)	5.5% (5.6%)
Mixed Other	214 (242)	0.6% (0.7%)	24 (11)	0.7% (0.6%)	11.2% (4.5%)
Mixed White & Asian	132 (130)	0.4% (0.4%)	10 (8)	0.3% (0.4%)	7.6% (6.2%)
Mixed White & Black African	78 (81)	0.2% (0.2%)	7 (0)	0.2% (0%)	9% (0%)
Mixed White & Black Caribbean	139 (146)	0.6% (0.4%)	14 (9)	0.4% (0.5%)	10.1% (6.2%)

Prefer Not To Say	395 (347)	1% (1%)	27 (13)	0.8% (0.7%)	6.8% (3.7%)
White: Any Other White Background	1,220 (1,128)	3.5% (3.4%)	62 (49)	2% (2.6%)	5% (4.3%)
White: White British English	26,308 (25,180)	74.5% (75.1%)	2,707 (1,527)	83% (81.2%)	10.3% (6.1%)
White Irish	160 (147)	0.4% (0.4%)	17 (4)	0.5% (0.2%)	10.6% (2.7%)
White British Other	507 (509)	1.5% (1.5%)	62 (36)	1.9% (1.9%)	12.2% (7.1%)
White British Welsh	187 (162)	0.5% (0.5%)	21 (11)	0.6% (0.6%)	11.2% (6.8%)
White British Scottish	364 (322)	1% (1%)	33 (17)	1% (0.9%)	9% (5.3%)
White Gypsy or Irish Traveller	20 (3)	0.2% (0.1%)	0 (0)	0% (0%)	0% (0%)
Grand Total	35,298 (33,536)	-	3,264 (1,880)	-	-

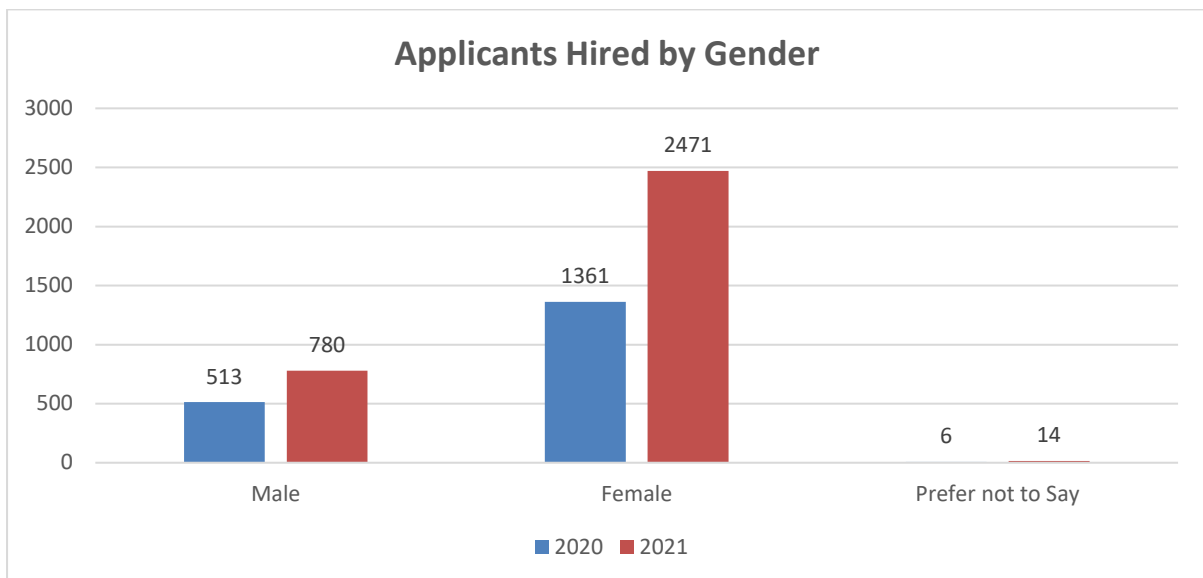
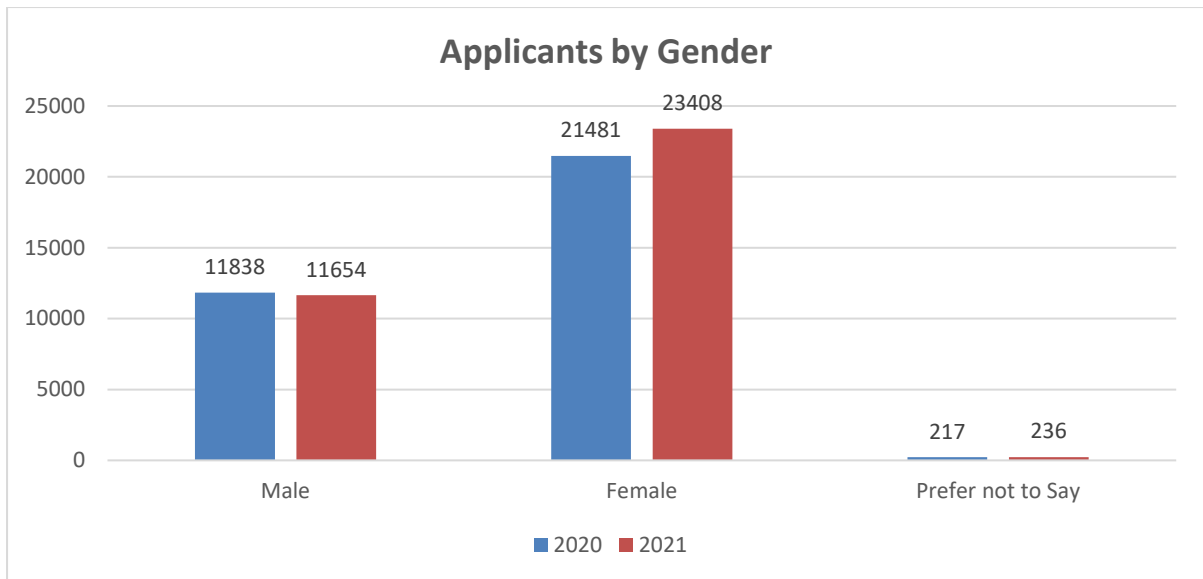




Just under three quarters of applicants for County Council posts come from the White British/English category, with just over 80% of successful applicants being from this category. The County Council does attract applicants from a wide range of ethnicities and has a diverse range of successful applicants. It appears that if the various ethnic minority applicants' figures are combined, these would account for around 19% of all applicants and around 11% of successful applicants which is considerably higher than their representation in the workforce. That is a positive sign.

Applicants by Sex/Gender

Sex/Gender	Number of Applicants	Percentage of Applicants	Number of Successful Applicants	Percentage of All Applicants who were Successful	Percentage of Applicants from each Gender who were Successful
Female	23,408 (21,481)	66.3% (64.1%)	2,470 (1,361)	75.7% (72.4%)	10.5% (6.3%)
Male	11,654 (11,838)	33% (35.3%)	780 (513)	23.9% (27.3%)	6.7% (4.3%)
Prefer Not To Say/Blank	236 (217)	0.7% (0.6%)	14 (6)	0.4% (0.3%)	5.9% (2.8%)
Grand Total	35,298 (33,536)	-	3,264 (1,880)	-	-



The percentage of male applicants is higher than their representation in the County Council workforce whilst the percentage of those hired is also slightly higher than male representation in the workforce. The percentages of women applicants are lower than in the workforce as a whole and the percentage for those hired is also slightly lower than the percentage of women in the workforce. There is a small percentage of people who "prefer not to say" amongst applicants and those hired.

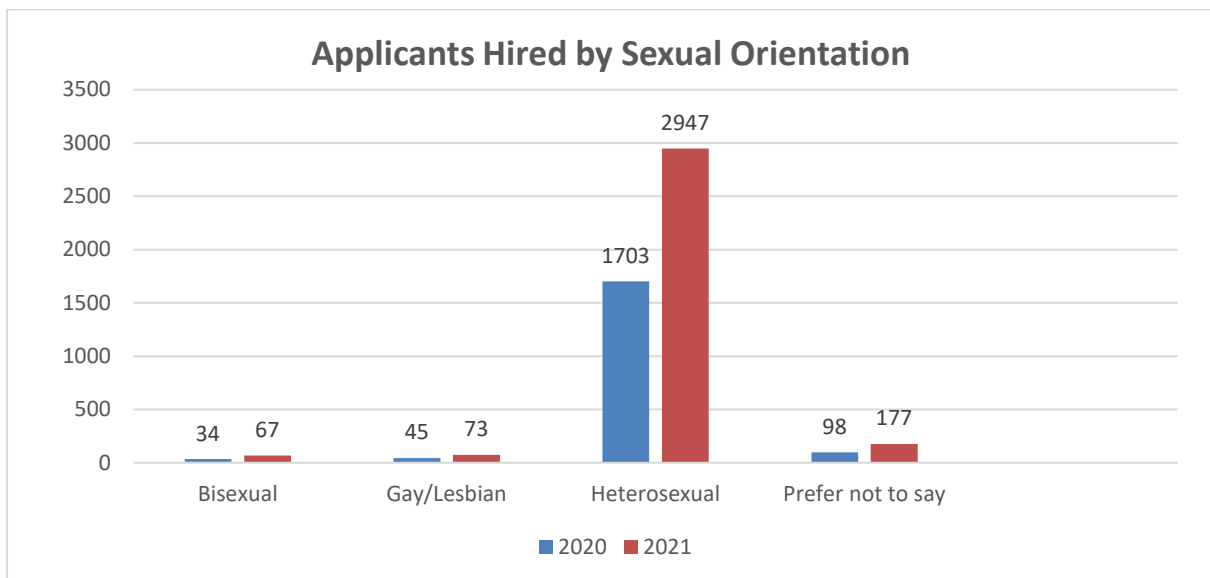
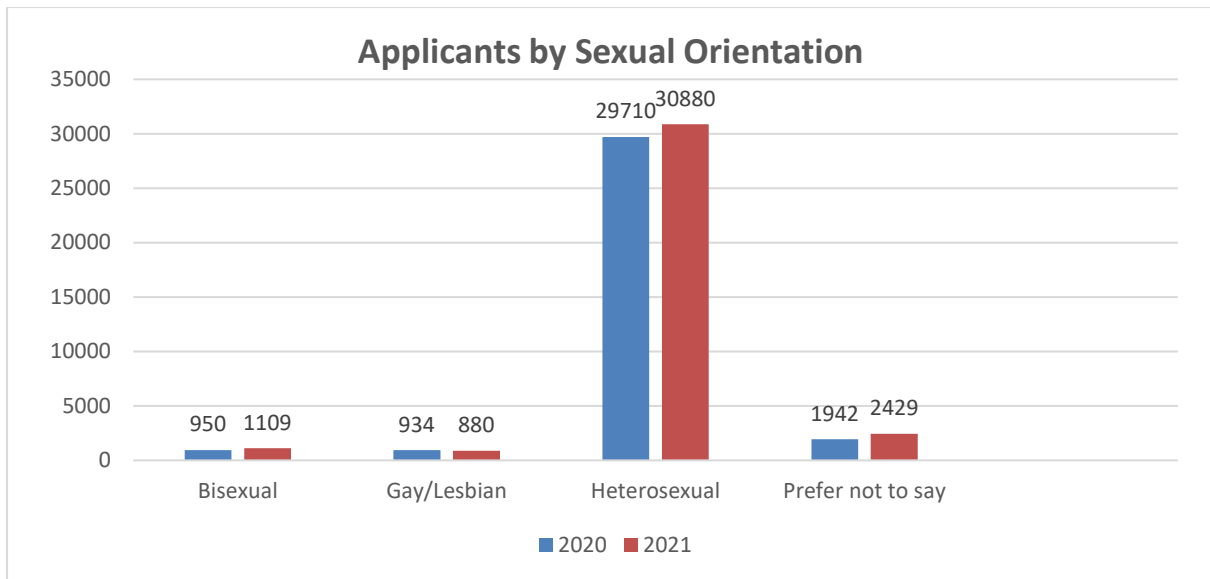
Applicants by Religion or Belief

Religion or Belief	Number of Applicants	Percentage of Applicants	Number of Successful Applicants	Percentage of All Successful Applicants	Percentage of Applicants from each Religion or Belief who are Successful
Baha'i	0 2	0 <0.1%	0 0	0 (0)	0 (0)
Buddhist	131 (118)	0.4% (0.4%)	10 (9)	0.3% (0.5%)	7.6% (7.6%)
Christian	13,825 (13,552)	39.1% (40.4%)	1,461 (866)	44.8% (46.1%)	10.6% (6.4%)
Hindu	496 (408)	1.4% (1.2%)	11 (15)	0.3% (0.8%)	2.2% (3.7%)
Jewish	34 (39)	0.1% (<0.1%)	2 (4)	<0.1% (0.2%)	5.9% (10.3%)
Muslim	3,649 (3,360)	10% (10%)	201 (111)	6.2% (5.9%)	5.5% (3.3%)
None	14,255 (13,662)	40.4% (40.7%)	1,356 (748)	41.5% (39.8%)	9.5% (5.5%)
Other Religious Belief	311 (297)	0.9% (0.9%)	33 (16)	1% (0.9%)	10.6% (5.4%)
Other Spiritual Belief	635 (536)	1.8% (1.6%)	43 (32)	1.3% (1.7%)	6.8% (6%)
Prefer Not To Say	1,881 (1,490)	5.3% (4.4%)	143 (78)	4.4% (4.1%)	7.6% (5.2%)
Sikh	81 (72)	0.2% (0.2%)	4 (1)	0.1% (0.1%)	4.9% (1.4%)
Grand Total	35,298 (33,536)	-	3,264 (1,880)	-	-

The religion or belief information from applicants seems significantly more complete than the information available for employees. Around 40% of applicants and of those successful/hired identified as Christian or "None" respectively. The next highest group are Muslims who make up over 10% of applicants and just over 6% of those who are successful/hired. However, the religions with the lowest success rate from their group of being hired are still Muslim, Hindu and Sikh applicants, whose success rate falls some way below the other religions or beliefs.

Applicants by Sexual Orientation

Sexual Orientation	Number of Applicants	Percentage of Applicants	Number of Successful Applicants	Percentage of All Successful Applicants	Percentage of Successful Applicants from each Sexual Orientation
Bisexual	1,109 (950)	3.1% (2.8%)	67 (34)	2% (1.8%)	6% (3.6%)
Gay/Lesbian	880 (934)	2.5% (2.8%)	73 (45)	2.2% (2.4%)	8.3% (4.8%)
Heterosexual / Straight	30,880 (29,710)	87.5% (88.6%)	2,947 (1,703)	90.3% (90.6%)	9.5% (5.7%)
Prefer Not To Say	2,429 (1,942)	6.9% (5.6%)	177 (98)	5.4% (5.2%)	5.4% (4.4%)
Grand Total	35,298 (33,536)	-	3,264 (1,880)	-	-



The number and percentage of applicants who are Bisexual has increased, however Gay/Lesbian has decreased between the 2020 and 2021 information. The number and percentage of successful/hired applicants who are Bisexual or Gay/Lesbian has increased, which is very encouraging. The success rate of Bisexual applicants has increased however continues to be lower than for other categories included in the sexual orientation information. Heterosexual hired applicants continue to be the highest percentage in all categories at 90%.

Employee Data - Background

Information is robust for the age and sex/gender protected characteristics, but there are several Unknown or Blank entries for ethnicity, disability, religion or belief and sexual orientation. The level of Blank or Unknown responses continues to reduce between 2020 and 2021. There is no compulsion on employees to enter this information, though they are encouraged to do so. The figures quoted where

information is less comprehensive should be the lowest possible numbers/percentages for those protected characteristics groups but may be higher.

Protected Characteristics in the Workforce

Traditionally the County Council has reported on its workforce profile in terms of race/ethnicity, sex/gender and disability and more recently have also included information relating to age, religion or belief and sexual orientation of employees. When the original specification for the Oracle HR system was developed, consultation with the Lesbian, Gay, Bisexual and Transgender Employee Network informed the decision that data on employees who were transgender would not be included in the monitoring suite as there was a risk – with the anticipated relatively low numbers of employees – that individuals might inadvertently be identifiable. This remains the Council's position. Although the County Council doesn't monitor, we provide support to transgender employees and those who are transitioning and their managers or colleagues.

In 2021 the County Council became one of the 18 pilot authorities for Social Care Workforce Racial Equality Standards. Its 9 metrics include applicants, workforce, senior posts and leavers monitoring by ethnicity. Our first SCWRES action plan will be published shortly and available on our website. The SCWRES only applies to social care posts in the adult, education and children's services directorates, therefore information will be slightly different than that published within this document.

In some areas, the figures provided may not always fully reconcile – this is because some employees have more than one post which does impact on the individual headcount figures and rounding of percentages has also been used. However, the overall trends and indicators of the figures are sound.

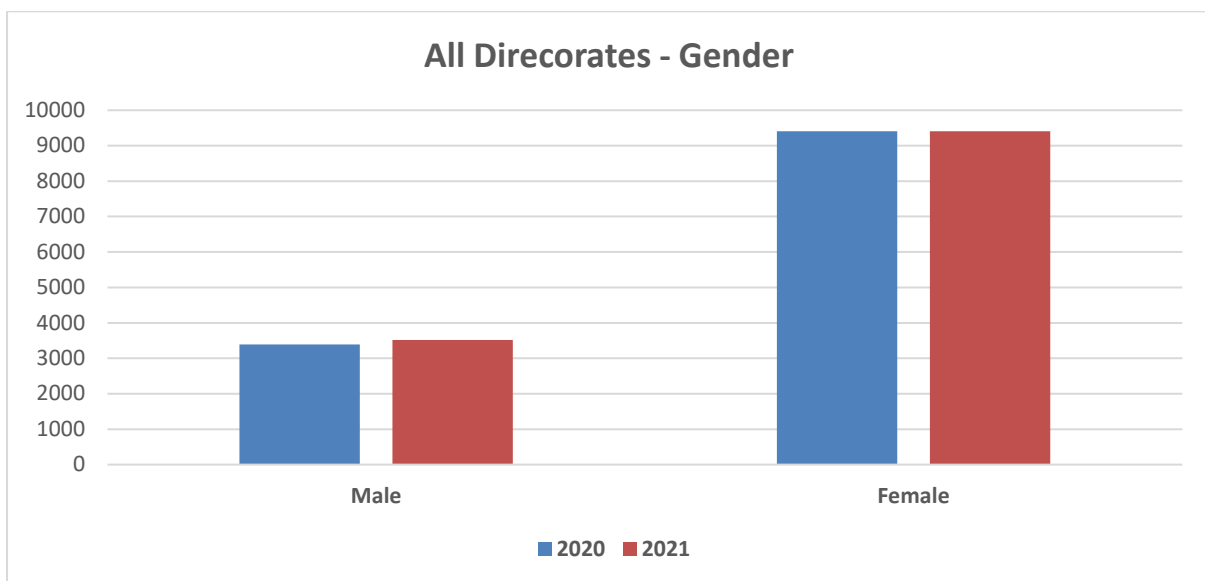
Sex/Gender

Like many local authorities, the County Council continues to employ significantly more women than men – although there is some variation in the gender profile amongst Directorates as the table below shows. Figures for December 2020 are shown in brackets.

The figures are for the position on 31 December 2021.

Directorate	Number of Female Employees	Percentage of Employees who are Female	Number of Male Employees	Percentage of Employees who are Male
Adult Services & Health and Wellbeing	2,695 (2,713)	80.1% (79.9%)	669 (682)	19.9% (20.1%)

Chief Executive & Director of Resources	2,821 (2,552)	77.4% (83.4%)	823 (510)	22.6% (16.6%)
Education & Children's Services	2,763 (2,644)	81.4% (81.6%)	633 (598)	18.6% (18.4%)
Growth, Environment, & Transport	1,126 (1,047)	44.6% (43.2%)	1,396 (1,374)	55.4% (56.8%)
Grand Total	9,406 (9,085)	73% (72.8%)	3,521 (3,390)	27% (27.2%)



The percentage of women in the County Council workforce has increased slightly for the County Council sex/gender profile. Over 70% of employees are women.

In Education & Children's Services and Adult Services & Health and Wellbeing Directorates show over 80% of employees are female. The Chief Executive & Director of Resources female employees have fallen below 80%. Growth, Enterprise and Transport is continuing to be quite even in female & male employees.

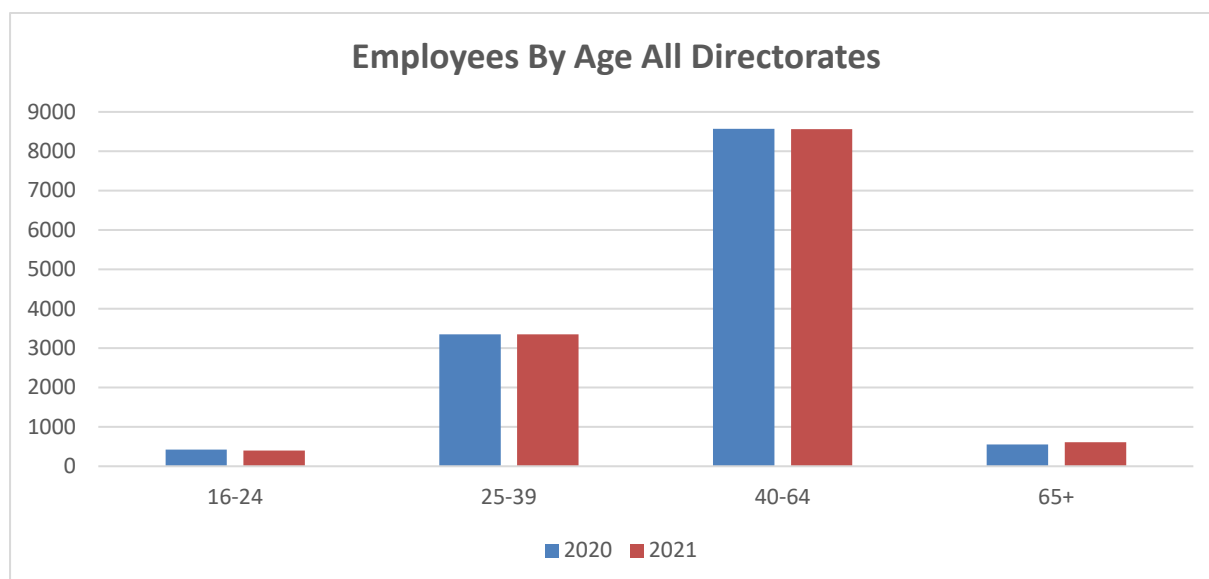
Age

The age profile of the County Council's workforce has seen significant changes over recent years. Changes in legislation such as the abolition of the default retirement age of 65 and gradual increases to state pension age are possible explanations for an increase in older employees. This is alongside comparatively low levels of recruitment, the increase to 18 of the age where young people can leave full-time

education or equivalent and potentially greater job mobility amongst employees under 25, affecting younger employees in the workforce.

The age profile for the County Council as of 31 December 2021, is shown in the table below, with figures for 2020 shown in brackets.

Directorate	Number in age band 16-24	% in age band 16-24	Number in age band 25-39	% in age band 25-39	Number in age band 40-64	% in age band 40-64	Age Band 65+	% aged 65+
Adult Services & Health & Wellbeing	116 (144)	3.4% (4.2%)	858 (887)	25.5% (26.1%)	2,279 (2,271)	67.7% (66.9%)	111 (93)	3.3% (2.7%)
Chief Executive & Director of Resources	80 (61)	2.2% (2.1%)	938 (788)	26% (25.7%)	2,482 (2,101)	68% (68.6%)	144 (112)	3.9% (3.7%)
Education & Children's Services	133 (114)	3.9% (5.5%)	1096 (1,073)	32.3% (33.1%)	2017 (1998)	62% (61.6%)	60 (57)	1.8% (1.8%)
Growth, Environment, & Transport	74 (89)	2.9% (3.7%)	456 (467)	18% (19.3%)	1697 (1,572)	67.3% (64.9%)	295 (293)	11.7% (12.1%)
Grand Total	403 (426)	3.2% (3.4%)	3348 (3,320)	25.8% (26.6%)	8,566 (8,173)	65.2% (65.5%)	610 (556)	4.7% (4.5%)



In all Directorates there are still over 60% of employees being within the 40-64 age group. There are slight variations between different directorates, but all are consistent with age changes in percentage levels.

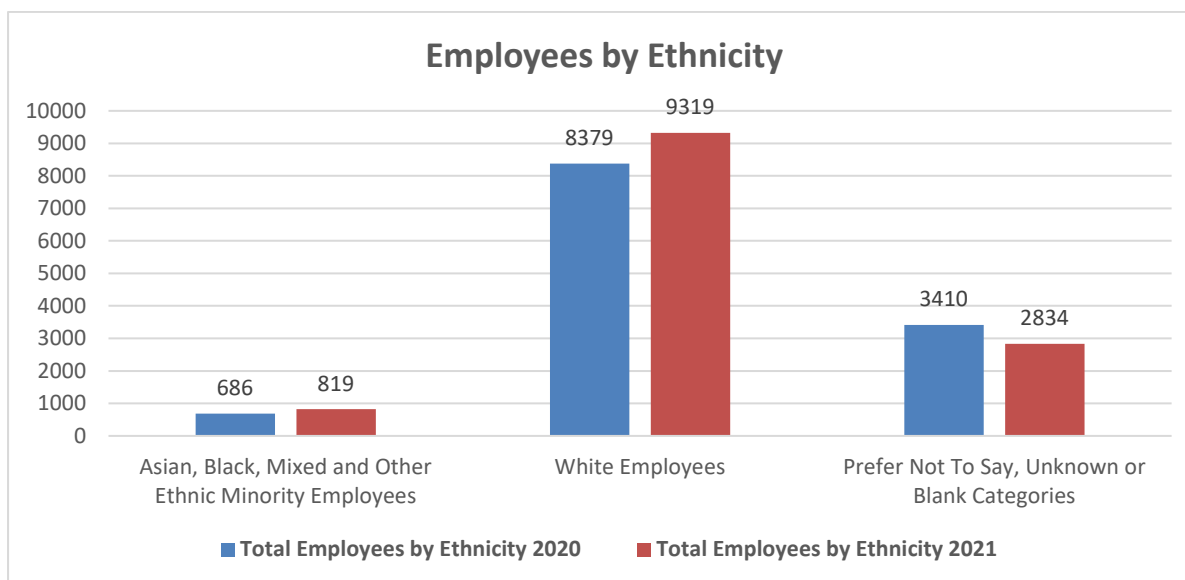
Ethnicity

The ethnicity information for 31 December 2021 is set in the table below with the 2020 figures shown in brackets. The following chart shows all employees by ethnicity, followed by the individual directorate information. This table shows the figures by merged categories of Black, Asian, Mixed, Other, White and unknown. This representation is due to low numbers in many of the ethnicities and individuals within directorates, who may be identifiable, so by incorporating the figures in this way, the comparisons are also clearer to see between White and BAME employees.

The information is summarised on a corporate basis below which also includes total and percentage figures.

Ethnicity	Number of LCC Employees	Percentage of LCC Employees
Any Other	45 (38)	0.3% (0.3%)
Any Other Asian or Asian British	49 (28)	0.4% (0.3%)
Arab	8 (7)	<0.1% (<0.1%)
Asian or Asian British Bangladeshi	28 (18)	0.2% (0.1%)
Asian or Asian British Indian	234 (193)	1.8% (1.6%)
Asian or Asian British Pakistani	238 (194)	1.8% (1.6%)
Black or Black British African	57 (49)	0.4% (0.4%)
Black or Black British, Caribbean	29 (22)	0.2% (0.2%)
Black or Black British Other	17 (15)	0.1% (0.1%)
Chinese	13 (9)	0.1% (<0.1%)
Mixed, White & Black African	8 (8)	<0.1% (<0.1%)
Mixed White & Asian	25 (20)	0.2% (<0.2%)
Mixed White & Black Caribbean	31 (22)	0.2% (0.2%)
Mixed Other	26 (12)	0.2% (0.1%)
Prefer Not To Say	62 (27)	0.5% (0.2%)
Unknown	512 (550)	3.6% (4.5%)
White British English	4,121 (2,585)	32% (21.3%)
White British Other	4,862 (5,320)	38% (43.9%)
White British Scottish	59 (33)	0.6% (0.3%)
White British Welsh	32 (21)	0.3% (0.2%)
White Gypsy or Irish Traveller	2	0.1%

	(1)	(<0.1%)
White Irish	57 (47)	0.4% (0.4%)
White Other	141 (117)	1% (1%)
Blank or No Response	2,260 (2,760)	18% (22.8%)



The table shows how the representation of different ethnicities within the County Council has changed between 2020 and 2021. However, although the number of Unknown or Blank/No Responses has significantly reduced it still has a detrimental effect on the completeness of this information as these now account for about a quarter of employees.

The final table in this section summarises the information into the numbers and percentages of White employees; combined categories of Asian, Black, Mixed and Other Ethnic Minority employees; and those combined Prefer Not to Say/Unknown/Blank/No Response employees within Directorates – which is how the material has previously been presented.

Directorate	Number of Asian, Black, Mixed and Other Ethnic Minority Employees	% of Asian, Black, Mixed and Other Ethnic Minority Employees	Number of White Employees	% of White Employees	Number of Employees in the Prefer Not To Say, Unknown or Blank Categories	% of Employees in Prefer Not To Say, Unknown or Blank Categories
Adult Services & Health & Wellbeing	238 (230)	8% (6.7%)	2,194 (2,298)	71% (67.7%)	678 (867)	21% (25.6%)
Chief Executive &	213 (152)	5.8% (5%)	2,607 (2,004)	71.5% (65.4%)	824 (906)	22.61% (29.6%)

Director of Resources						
Education & Children's Services	189 (179)	8% (5.5%)	1,697 (2,200)	71% (67.8)	494 (863)	21% (26.6%)
Growth, Environment & Transport	124 (98)	5% (4%)	1,803 (1,622)	72% (67%)	595 (701)	24% (29%)
Total Lancashire County Council	819 (686)	6% (5.5%)	9,319 (8,379)	72% (67.2%)	2,834 (3,410)	22% (27.3%)

Both the number and percentage of employees from ethnic minority backgrounds has risen between 2020 and 2021, in part due to the resolving of some technical issues about the information recording system.

Adult Services & Health and Wellbeing and Education and Children's Services both have higher percentages of Asian, Black, Mixed and Other Ethnic Minority employees than the corporate figure. Chief Executive and Director of Resources is close to the corporate percentage whilst Growth, Environment & Transport have a lower figure than the corporate figure.

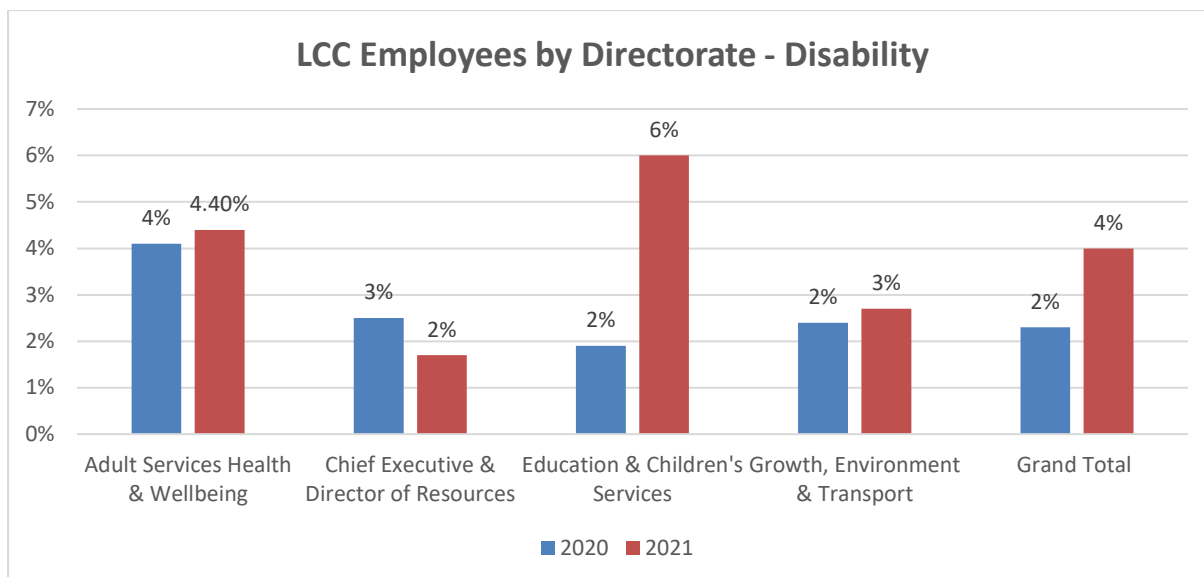
Disability

The County Council use wording which asks, "do you consider yourself to have a disability or to be a Deaf person?" So, a person's own perception and classification of themselves is the trigger for responding positively to this question. No further information is requested as after consultation with the Disabled Workers Forum employee network it was decided that if questions were asked about a person's specific disability/impairment this could prove detrimental to employees disclosing that they considered themselves to have a disability.

The table below shows the distribution of disabled employees within the LCC workforce by Directorate as of 31 December 2021, with figures for December 2020 shown in brackets.

Directorate	Number of Disabled Staff	% of Disabled Staff	Number of Staff who don't have a Disability	% of Non-Disabled Staff	Number of Staff who Prefer Not to Say	% of Staff who Prefer Not to Say	Number of Blank Responses	% of Blank Responses
Adult Services & Health & Wellbeing	149 (135)	4.4% (4.1%)	2,600 (2,514)	77.3% (74%)	49 32	1.5% (0.9%)	566 (714)	17% (21%)
Chief Executive & Director of Resources	90 (52)	2.5% (1.7%)	2,812 (2,190)	77.2% (71.5%)	42 (16)	1.2% (0.5%)	700 (804)	19.2% (26.3%)
Education & Children's Services	188 (28)	6% (0.9%)	2,630 (2,391)	77.4% (73.8%)	54 (145)	2% (4.5%)	524 (678)	15.4% (20.9%)

Growth, Environment & Transport	68 (59)	2.7% (2.4%)	1,965 (1,784)	78% (73.7%)	19 (14)	0.7% (0.6%)	470 (584)	19% (23.3%)
Grand Total	495 (291)	4% (2.3%)	10,008 (9,161)	77% (73.4%)	164 212	1.3% (1.7%)	2,260 (2,811)	17.5% (22.5%)



The percentage of disabled people employed by the County Council, has nearly doubled since 2020. Education and Children's Services Directorates have the highest number and percentage of employees. The representation of disabled people in Directorates is often influenced by the nature of posts and the tasks/duties they involve which may explain some of the differences in figures. It is encouraging to note that more employees are disclosing having a disability. This is also reflected in the number of blank responses being reduced since 2020.

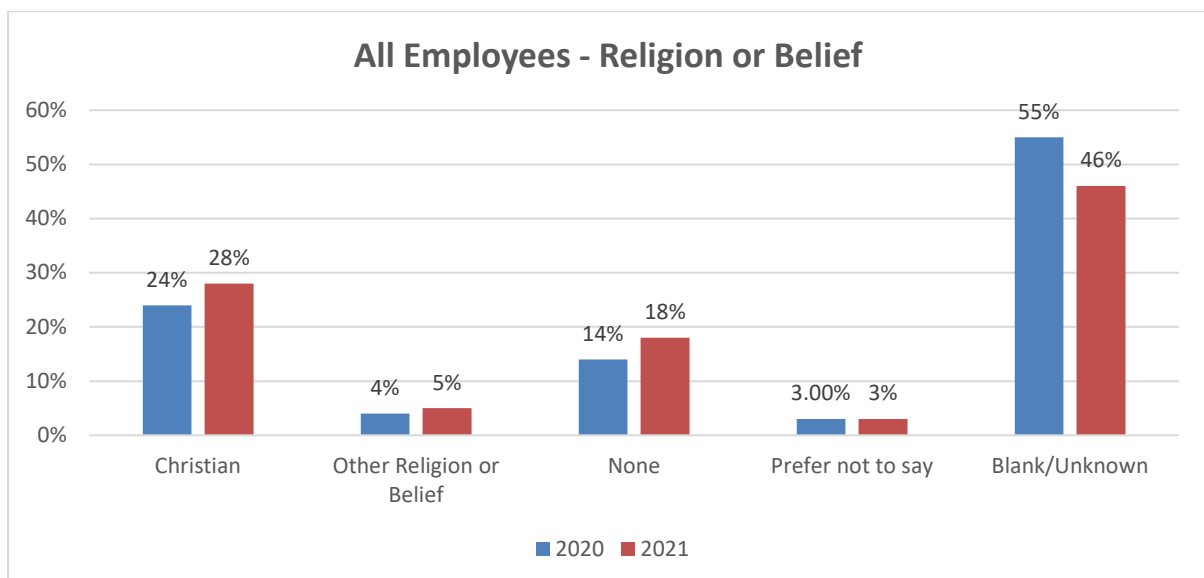
From feedback from employees there remains a reluctance from some people to disclose a disability because of how they feel colleagues and managers may react – although the impact of Covid-19 may have led some people to disclose conditions or disabilities where the impact of the pandemic meant adjustments had to be made. It is still expected that the County Council has far more disabled and Deaf employees than is recorded on the Oracle HR system.

Religion or Belief

Information for Religion or Belief is presented below. It relates to the position as at 31 December 2021 with figures for December 2020 given in brackets. The chart that follows, non-Christian religions will be collated together due to small numbers is shown separately for comparisons.

Religion or Belief	Number of LCC Employees	Percentage of LCC Employees
Buddhist	25 (20)	0.2% (0.2%)

Christian	3,644 (2,957)	28% (24%)
Hindu	34 (26)	0.3% (0.1%)
Jewish	8 (4)	<0.1% (<0.1%)
Muslim	395 (316)	3% (2.5%)
None	2,299 (176)	18% (14%)
Other Religious Belief	89 (83)	0.7% (0.6%)
Other Spiritual Belief	72 50	0.6% 0.4%
Sikh	10 (7)	0.1% (<0.1%)
Prefer Not to Say	417 343	3.2% 2.7%
Blanks	5,934 6,904	46% 55.2%



Information in relation to religion or belief remains low and it is difficult to draw any conclusions from the figures available. Blank or Unknown responses have reduced since 2020 but the differences within the religions do not show many major changes, albeit most of the groups have increased in percentage or stayed the same as previous year. Employees who identify as Christian or have no religion, are still the highest in numbers and percentages within the group.

Sexual Orientation

The profile of all employees by sexual orientation across Lancashire Council as of 31 December 2021, is set out in the table below, with figures for December 2020 given in brackets. As with several previous protected characteristics, the table below will only profile all employees not broken down by directorate. This is due to numbers being small in some groups and may identify individuals within those directorates.

Sexual Orientation	Number of LCC Employees	Percentage of LCC Employees
Bisexual	94 (55)	0.7% (0.4%)
Gay & Lesbian	135 (111)	1% (0.9%)
Heterosexual /Straight	6,331 (5,039)	49% (40.4%)
Prefer Not to Say	4,107 (4,459)	32% (35.7%)
Blank	2,260 (2,811)	17.5% (22.5%)

There is a clear increase in meaningful information about employees' sexual orientation with numbers and percentages increasing of Bisexual and Gay and Lesbian employees. Whether this is because colleagues are more confident in providing this information or whether this is because of the work done to resolve some data collection difficulties is unclear. Whatever the reason, it is positive that the numbers and percentages for Bisexual and Gay and Lesbian employees are increasing.

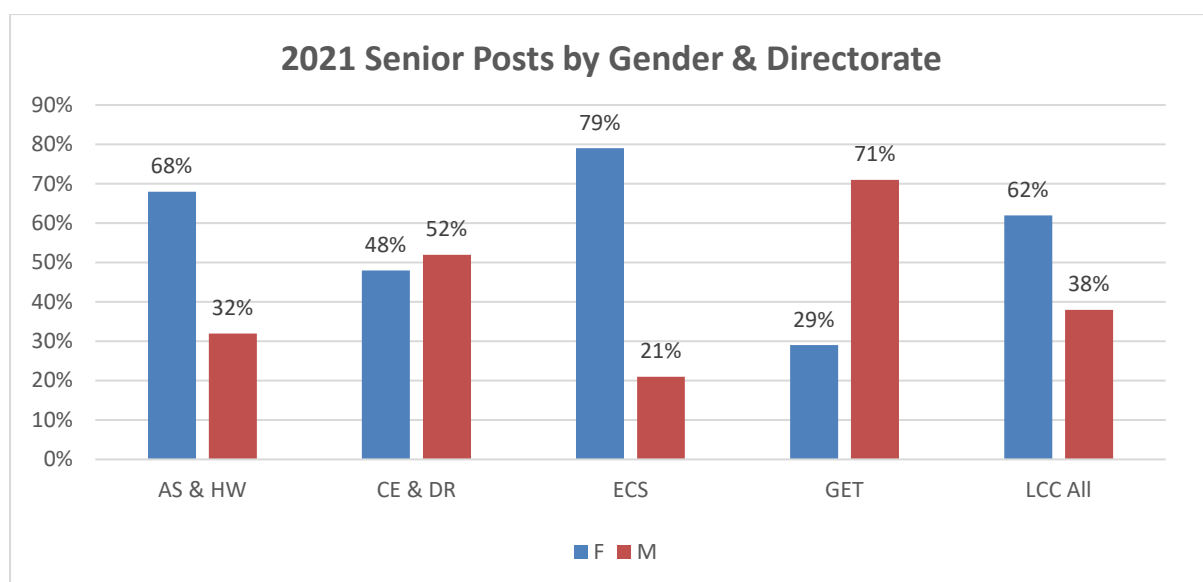
Senior Posts

Performance measures to assess the representation of women, ethnic minority employees and disabled employees in senior posts have been reviewed for several years. Grade 11 and above is now used as the definition of a senior post.

The overall position on 31 December 2021 was reported in the "Corporate Measures" section but information for Directorates is given in the tables below. These show the Gender of Employees, Age groups of Employees, Disabled Employees by specific Directorates in Senior Officer Posts. Ethnicity, Religion and Belief and Sexual Orientation for Senior Officer posts, will be shown by all employees at those levels, due to reasons previously stated within the report. Figures for 2021 are shown in brackets.

Sex/Gender of Postholders in Senior Posts as of 31 December 2021

Directorate	Number of Female Employees in senior posts	Percentage of Female Employees in senior posts	Number of Male Employees in senior posts	Percentage of Male Employees in senior posts	Total employees in senior posts
Adult Services & Health & Wellbeing	69 (139)	68% (70.2%)	32 (59)	32% (29.8%)	101 (198)
Chief Executive & Director of Resources	73 (110)	48% (61.8%)	78 (68)	52% (38.2%)	151 (178)
Education & Children's Services	230 (255)	79% (78.9%)	60 (68)	21% (21.1%)	290 (323)
Growth, Environment & Transport	30 (34)	29% (24.1%)	74 (107)	71% (75.9%)	104 (141)
Lancashire County Council Total	402 (565)	62% (60.8%)	244 (364)	38% (39.2%)	646 (929)



62% of senior post holders are women. This figure has increased slightly from 2020. There is a notable difference in the profile of women in senior posts in Growth, Environment & Transport (29%) in contrast to Education and Children's Services, where 79% of senior postholders are women and Adult Services & Health & Wellbeing although has dropped slightly since 2020, is still nearly 70% (68%). This is probably reflective of the nature of roles/professions in those services.

Ethnicity of Senior Postholders as of 31 December 2021

This table shows the position as of 31st December 2021, when the respective Asian, Black, Mixed and Other Ethnic Minority categories, White categories and Prefer Not to Say, Unknown and Blank categories are combined within directorates. The second chart will show the combined groups for all employees in Senior Posts for 2021. Figures for Asian, Black, Mixed and Other Ethnic Minority Employees in 2020 are shown in brackets below.

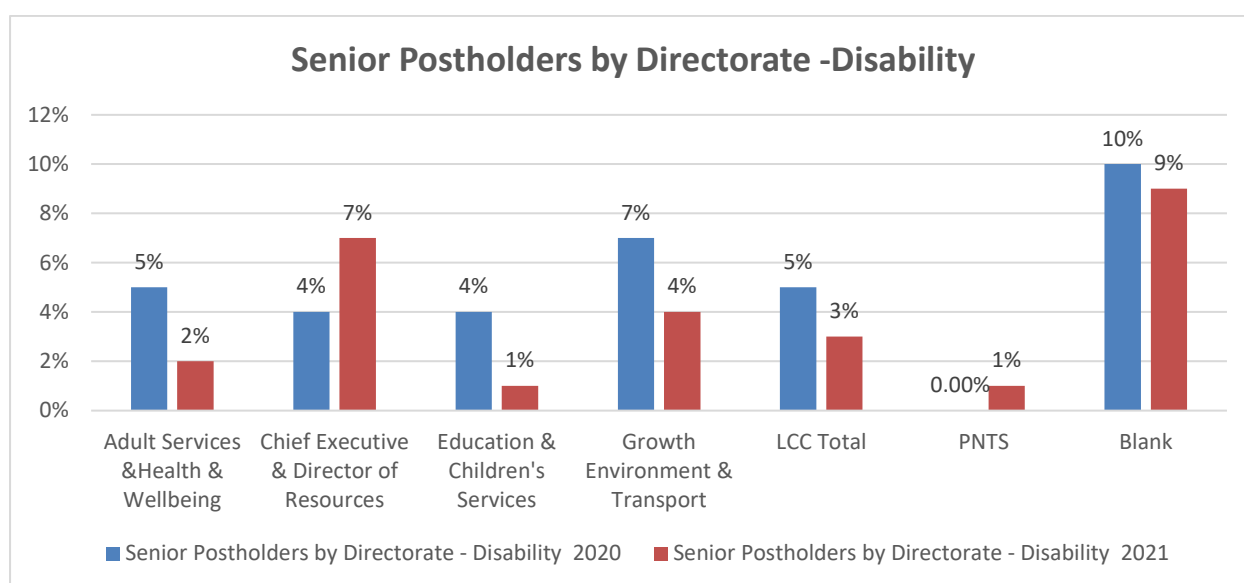
Directorate	Number of Asian, Black, Mixed and Other Ethnic Minority Staff in Senior Posts	% of Asian, Black, Mixed and Other Ethnic Minority Staff in Senior Posts	Number of White Staff in Senior Posts	% of White Staff in Senior Posts	Number of Staff who Prefer Not to Say, Unknown and Blank in Senior Posts	% of Staff who Prefer Not to Say, Unknown or Blank in Senior Posts	Total in Senior Posts
Adult Services & Health & Wellbeing	4 (7)	4% (3.5%)	93 (176)	92% (88.8%)	4 (15)	4% (7.5%)	101 (198)
Chief Executive & Director of Resources	8 (11)	5.3% (6.1%)	128 (150)	85% (84.3%)	15 (17)	10% (9.5%)	151 (178)
Education & Children's Services	15 (11)	5.2% (3.4%)	206 (222)	71% (68.7%)	69 (90)	24% (27.9%)	290 (323)
Growth, Environment, & Transport	4 (7)	3.8% (5.1%)	98 (129)	95% (91.5%)	2 (5)	2% (3.5%)	104 (141)
Lancashire County Council Grand Total	31 (42)	4.8% (4.5%)	525 (746)	81.3% (80.3%)	90 (141)	14.2% (15.2%)	646 (929)

The table shows that Chief Executive and Director of Resources and Education and Children's Services, all have percentages of ethnic minority employees which are higher than the County Council corporate percentage. Adult Services & Health and Wellbeing and Education and Growth, Environment & Transport are slightly lower. The overall percentage of senior postholders who are from ethnic minority backgrounds is slightly lower than their representation in the workforce. Numbers of Senior post holders has reduced by 283 employees; however, the percentages have hardly changed for BAME and white staff. The unknown information has reduced from 2020 to 2021.

Disability Profile by Directorate of Senior Postholders as of 31 December 2021

The following table shows Senior Postholders by Directorate for Disability. The second chart shows the comparisons of information for having a disability, prefer not to say and the blanks, with the non-disability data excluded to highlight the smaller significant changes within the directorates.

Directorate	Number of Disabled Staff in Senior Posts	% of Disabled Staff in Senior Posts	Number of Staff in Senior Posts Without a Disability	% of Staff in Senior Posts Without a Disability	Staff in Senior Posts who Prefer Not To Say	% of Staff in Senior Posts who Prefer Not To Say	Blank responses	% of Blank Responses	Total
Adult Services & Health & Wellbeing	2 (10)	2% (5.1%)	96 (178)	65% (89.9%)	1 0	1% 0	2 (10)	2% (5.1%)	101 (198)
Chief Executive & Director of Resources	11 (8)	7% (4.5%)	99 (157)	95% (88.2%)	3 (1)	2% (0.6%)	10 (12)	7% (6.7%)	151 (178)
Education & Children's Services	4 (13)	1% (4.1%)	236 (249)	81% (77.1%)	45 (2)	16% (0.6%)	5 (59)	2% (18.2%)	290 (323)
Growth, Environment & Transport	4 (10)	4% (7.1%)	99 (127)	95% (90.1%)	0 0	0 0	1 (4)	1% (2.8%)	104 141
Lancashire County Council Total	21 (46)	3% (5%)	558 (787)	87% (84.7%)	9 (4)	1% (0.4%)	58 (92)	9% (9.9%)	646 (929)



Information for disabled people in senior posts shows a decrease in both their number and percentage, it has slipped down by 2% from last year's where the representation of disabled people in senior posts is higher than in the workforce overall. The Blank returns for Education and Children's Directorate has seen the highest decrease from 18.2 % of blank responses to only 2%, which is the same percentage as Adult Services and Health & Wellbeing Directorate. It may be that employees in senior posts, feel more confident to disclose their disability. There appears to be a swop over from Growth, Environment and Transport being the highest by percentage (7%) last year to Chief Executive and Director of Resources Directorate now showing 7% from 4.5% in 2020. This may be due to BTLS now being incorporated into all LCC Senior Postholders.

Age Profile of Senior Postholders as of 31 December 2021

Information is provided on the age profile of employees in senior posts. The position on 31 December 2021 is set out in the table below with figures for 2020 shown in brackets.

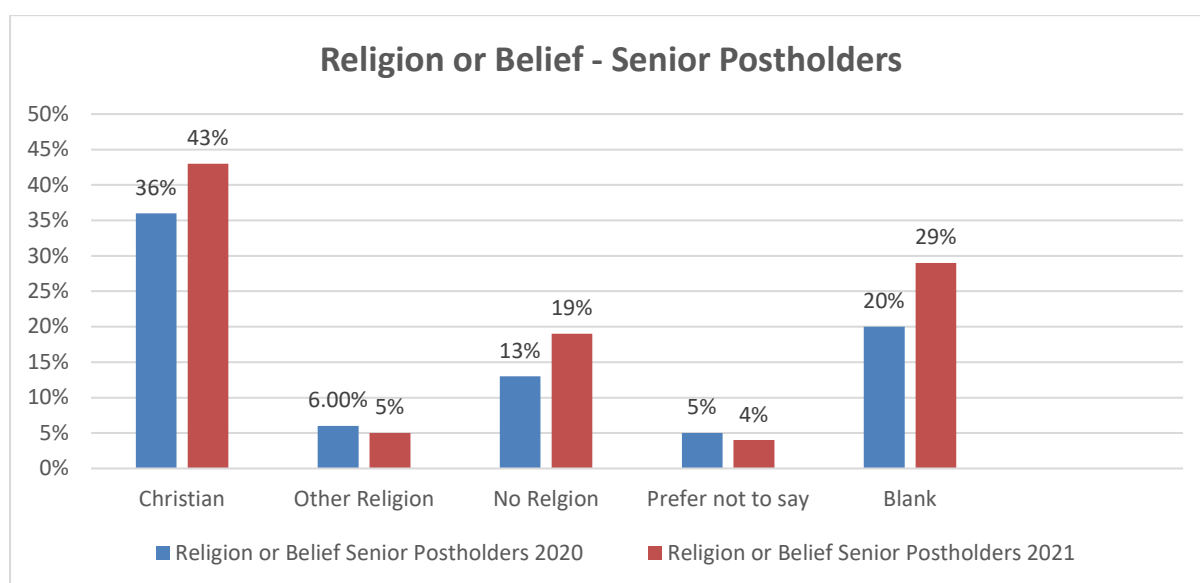
Directorate	Employee Aged 16-24 in senior Posts	%	Employee Aged 25-39 in Senior Posts	%	Employee Aged 40-64 in Senior Posts	%	Employee Aged 65+ in Senior Posts	%
Adult Services & Health & Wellbeing	0 (0)		15 (20)	15% (10%)	83 (171)	82% (86%)	3 (7)	3% (3.5%)
Chief Executive & Director of Resources	0 (0)		10 (27)	7% (15%)	141 (148)	9% (83%)	0 (3)	0 (2%)
Education & Children's Services	0 (0)		84 (71)	29% (22%)	201 (245)	69% (76%)	5 (7)	2% (2%)
Growth, Environment & Transport	1 (0)	1%	6 (8)	6% (6%)	95 (130)	91% (92%)	2 (3)	2% (2%)
Total All LCC Senior Postholders	1	0.15 %	115 (132)	18% (14%)	520 (777)	80% (84%)	10 (20)	2% (2%)

Perhaps not surprisingly, there is a far higher concentration of employees in senior posts in the 40-64 age band than in the workforce overall, as over 80% of senior postholders are in this age group. Over 90% of senior postholders in Growth, Environment and Transport Directorate are aged 40-64. Education and Children's Services at just over 75% of senior postholders in this age group are below the corporate figure. In 2021 there is now employees aged between 16 and 24 in senior posts.

Religion or Belief of Senior Postholders as of 31 December 2021

Previous year's Figures for December 2020 are shown in brackets.

Religion or Belief	Number in Senior Posts	Percentage in Senior Posts
Buddhist	2 (2)	0.3% (0.2%)
Christian	278 (335)	43% (36%)
Hindu	3 (3)	0.5% (0.3%)
Jewish	0 (0)	0 (0)
Muslim	(12) (12)	2% (1%)
None	124 (123)	19% (13%)
Other Religious Belief	4 (6)	1% (1%)
Other Spiritual Belief	2 (1)	0.5% (0.1%)
Sikh	3 (4)	0.5% (0.4%)
Prefer Not to Say	32 (39)	5% (4%)
Blanks & Unknown	58 (92)	29% (20%)
Total	646 (929)	

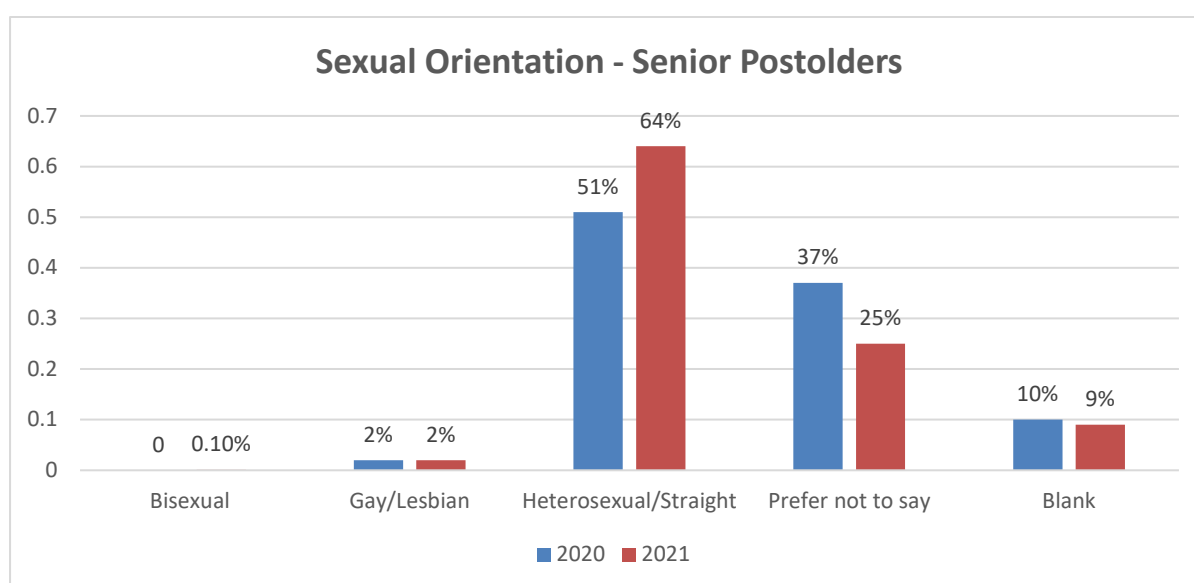


There is some level of diversity of religion or belief amongst senior postholders and enough meaningful information to add percentages to the table. Percentages for most religions are probably lower than in the Lancashire population. Where Directorates' percentages are higher or lower than the corporate percentage these have been indicated where reasonable numbers of staff are recorded.

Sexual Orientation of Senior Postholders as of 31 December 2021

Information for December 2020 is shown in brackets on the table. Due to small numbers within a directorate, the data will be presented by all Senior Postholders not by Directorate.

Sexual Orientation Senior Postholders	Number in Senior Posts	Percentage in Senior Posts
Bisexual	0 (1)	0 (0.1%)
Gay & Lesbian	13 (16)	2% (2%)
Heterosexual /Straight	413 (475)	64% (51%)
Prefer Not To Say	162 (345)	25% (37%)
Blank	58 (92)	9% (10%)
Total	646 (929)	



There is enough robust information to show that at least 2% of senior postholders identify as being Gay and Lesbian in the LCC Directorates which there has been no change since previous years albeit the numbers are lower. Bisexual senior postholders has reduced from the 2020. Prefer not to say and blanks have reduced since previous year, in line with corporate data trends. Heterosexual postholders has increased by 13% against 2020.

Gender Pay Gap Report

The Equality Act 2010 (Gender Pay Gap Information) Regulations came into effect in March 2017 and require organisations with 250 employees or more to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

All public sector employers are required to publish these calculations by 30 March 2022 – based on a snapshot date of 31 March 2021 – and every 12 months thereafter. This is the fifth year that the Council has been required to publish its gender pay gap report and inclusion in the Equality Information document will continue to be one of the methods used by the Council to fulfil this requirement.

Gender pay reporting is different to equal pay and a different requirement to carrying out an equal pay audit.

Equal pay relates to men and women receiving equal pay for equal work, and not meeting this requirement – paying people unequally because they are a man or a woman – is unlawful in the UK.

The gender pay gap shows the difference in the average pay between all men and women in the workforce – a positive pay gap is used to indicate that men earn more and a negative pay gap that women earn more on average – and does not necessarily mean that men and women in equivalent roles are not in receipt of equal pay.

The Council's gender pay report is set out below.

Key Notes:

- The calculations are based on employee "headcount" as at the snapshot date as opposed to full time equivalent numbers.
- A wider definition of who counts as an employee is used for the purpose of the report, taken from the Equality Act 2010. This means that casual workers, who do not generally feature in other reports that the Council produces, are included in the numbers.
- A relevant employee is defined as someone employed by the Council on the snapshot date.
- A full-pay relevant employee is defined as someone employed by the Council on the snapshot date who is paid their full basic pay during the relevant pay period. This means that an employee who is on leave and is being paid on a reduced or nil rate of

pay during the relevant pay period will not fall into the category of a "full-pay relevant employee" for the purpose of the reporting requirements.

- In the following tables it should be noted that the Council has its most balanced distribution of men and women in the upper middle and upper quartiles of posts (65.8% are female including the Chief Executive) whilst 72.7% of employees in the overall workforce are female. This differs slightly from the Corporate Measures information which is based purely on a headcount of employees and where the upper quartile and senior posts measures are different. Many of the female workforce profile are in cleaning, caring or catering roles which traditionally attract lower pay than the lowest paid roles in more male dominated work areas such as highways maintenance which is reflected in the lowest quartile information. Women are also over-represented in part time roles and may also make greater use of flexible working options available. These factors will affect the figures below.

Mean Gender Pay Gap

Mean Gender Pay Gap	National Average (Office of National Statistics Annual Survey of Hours and Earnings 2021 – Table 1.12 Gender Pay Gap (%) For All Employee Jobs United Kingdom 2021)
11.76% (as at 31 March 2021)	14.9%
12.44% (as at 31 March 2020)	
12.67% (as at 31 March 2019)	
13.03% (as at 31 March 2018)	
13.56% (as at 31 March 2017)	

This is the difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

This figure indicates that male employees of the Council are paid 11.76% more as a mean hourly rate of pay than female employees (as at 31 March 2021).

Median Gender Pay Gap

Median Gender Pay Gap	National Average (Office of National Statistics Annual Survey of Hours and Earnings 2021 – Table 1.12 Gender Pay Gap (%) For All Employee Jobs United Kingdom 2021)
15.33% (as at 31 March 2021)	15.4%
15.34% (as at 31 March 2020)	
16.57% (as at 31 March 2019)	

19.56% (as at 31 March 2018)	
20.28% (as at 31 March 2017)	

This is the difference between the median (actual midpoint) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

This figure indicates that male employees of the Council are paid 15.33% more as a median hourly rate of pay than female employees (as of 31 March 2021).

Mean and Median Gender Pay Gap for Bonus Pay

Mean Gender Pay Gap for Bonus Pay	Median Gender Pay Gap for Bonus Pay
0% (as at 31 March 2021)	0% (as at 31 March 2021)
0% (as at 31 March 2020)	0% (as at 31 March 2020)
0% (as at 31 March 2019)	0% (as at 31 March 2019)
0% (as at 31 March 2018)	0% (as at 31 March 2018)
0% (as at 31 March 2017)	0% (as at 31 March 2017)

This is the difference between the mean (and median) bonus pay paid to male relevant employees and that to female relevant employees.

The Council does not operate any performance related pay or bonus scheme and therefore has no bonus gender pay gap. This consequently negates the need to report on the proportions of male and female employees who were paid bonus pay.

Proportion of Males and Female Employees in Each Quartile of the Council's Pay Structure

(Quartile Breakdown as at 31 March 2021)

Quartile	Female	Male	Total
1	85.903%	14.097%	100.00%
2	73.159%	26.841%	100.00%
3	65.828%	34.172%	100.00%
4	65.87%	34.13%	100.00%
Grand Total	72.69%	27.31%	100.00%

(Quartile Breakdown as at 31 March 2020)

Quartile	Female	Male	Total
1	86.148%	13.852%	100.00%
2	73.8%	26.2%	100.00%

3	64.907%	35.093%	100.00%
4	64.886%	35.114%	100.00%
Grand Total	72.435%	27.565%	100.00%

(Quartile Breakdown as at 31 March 2019)

Quartile	Female	Male	Total
1	85.540%	14.460%	100.00%
2	73.024%	26.976%	100.00%
3	66.568%	33.432%	100.00%
4	64.801%	35.199%	100.00%
Grand Total	72.483%	27.517%	100.00%

(Quartile Breakdown as at 31 March 2018)

Quartile	Female	Male	Total
1	85.422%	14.578%	100.00%
2	72.951%	27.049%	100.00%
3	66.849%	33.151%	100.00%
4	64.173%	35.827%	100.00%
Grand Total	72.349%	27.651%	100.00%

(Quartile Breakdown as at 31 March 2017)

Quartile	Female	Male	Total
1	86.05%	13.95%	100.00%
2	72.134%	27.866%	100.00%
3	66.723%	33.277%	100.00%
4	63.966%	36.034%	100.00%
Grand Total	72.218%	27.782%	100.00%

This is the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

Actions to Close the Gap

The Council is working towards closing its gender pay gap. An action plan has been developed and progress against this is being monitored.

Lancashire County Council Leavers 2021

Key Headlines

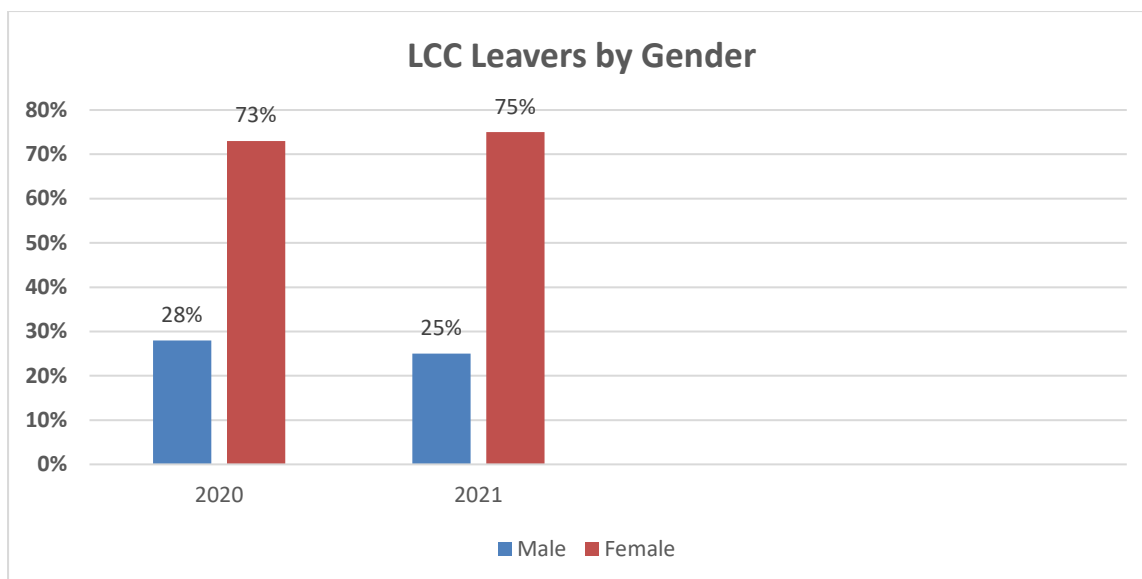
- Three quarters of leavers in 2021 were women
- The percentage of leavers under 25 is double their representation within the overall workforce
- The number and percentage of disabled employees leaving our workforce has doubled from the previous year
- The percentage and numbers of gay and lesbian leavers has doubled between 2020 and 2021

Information about the protected characteristics for employees who left our employment during 2021 is available for age, disability, sex/gender, ethnicity, sexual orientation and religion or belief although not on a Directorate basis. This will help to provide a comprehensive suite of Leavers data which compliments the workforce profile information shown earlier.

The tables below show the totals of those who left County Council employment between 1 January and 31 December 2021 with information for 2020 shown in brackets.

Sex/Gender Profile of Leavers – 2021

Leavers by Gender	Number of Leavers	Percentage of Leavers
Male Leavers	387 (368)	25% (27.6%)
Female Leavers	1140 (967)	75% (73.4%)
Total	1527 (1335)	

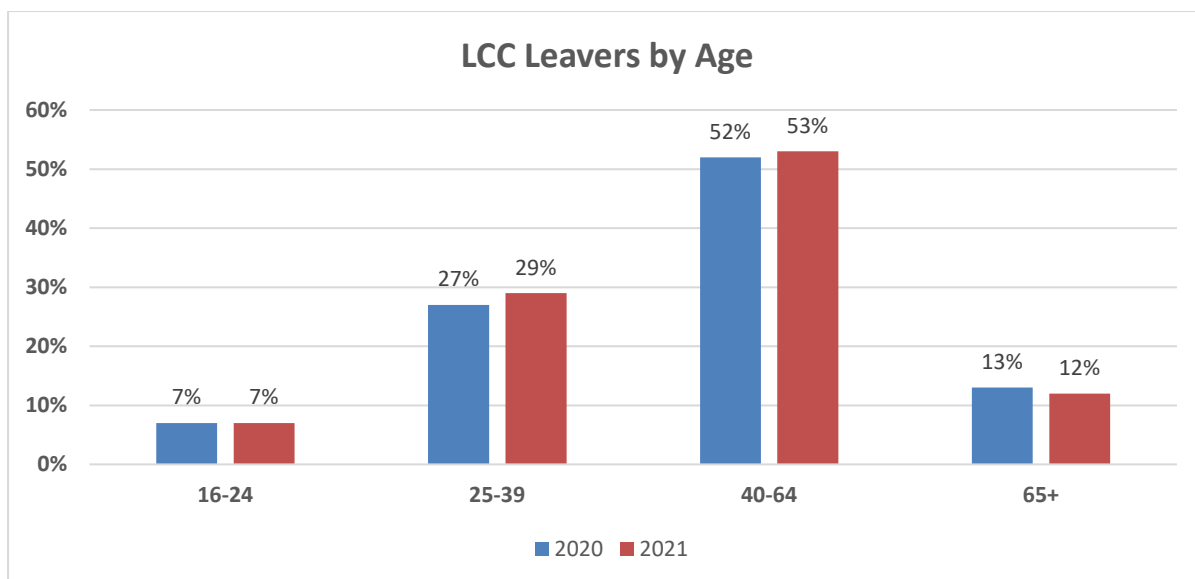


Female leavers have slightly increased, and males are showing a slight decrease. Within the workforce overall, the figures show males at 27% and females at 73% for 2021, which shows males are underrepresented for leavers and females over representative.

Age Profile of Leavers – 2021

Figures for 2020 are shown in brackets.

Age Band	Number of Leavers by Age	Percentage of Leavers by Age
16-24	101 (95)	7% (7%)
25-39	444 (362)	29% (27%)
40-64	806 (700)	53% (52%)
65+	176 (178)	12% (13%)
Total	1527 (1335)	



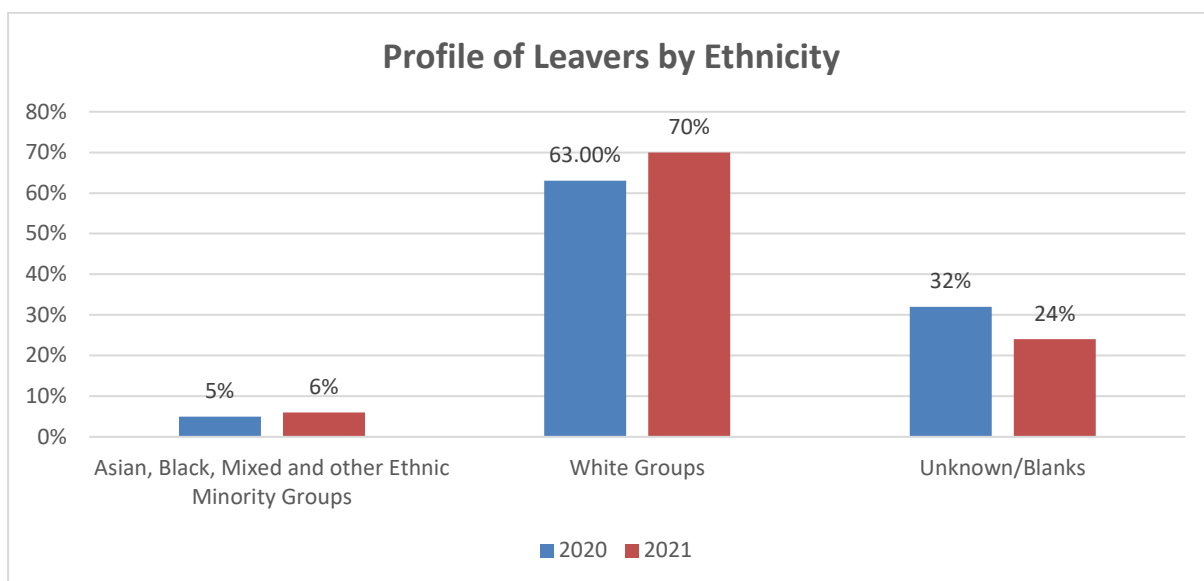
Although there are some variations between age ranges, employees leaving are continuing to be in higher proportions, in all age ranges except the 40-64 age group than their workforce profile. The percentage however of each group has hardly changed from the previous year. It would be expected that employees aged 65+ might form a greater proportion of leavers than their representation in the workforce overall as this could reflect retirement. The level of leavers in the 16-24 and 25-39 age groups might reflect greater job mobility amongst these age groups. The 16-24 age range leavers are double that of the workforce profile which is currently 3%.

Ethnicity Profile of Leavers – 2021

Information for 2020 are shown in brackets on the table below. The Asian, Black, Mixed and other Ethnic Leavers have been collated as one group for the chart further on, as has all White groups, due to small numbers for several of the specific groups listed below.

Ethnicity	Number of LCC Leavers	Percentage of LCC Leavers
Any other	8 (1)	0.6%
Any other Asian or Asian British Background	2 (7)	1%
Arab	1 (1)	<0.1%
Asian or Asian British Bangladeshi	7 (6)	<0.1%
Asian or Asian British Indian	17 (17)	1%
Asian or Asian British Pakistani	26 (16)	1.70%

Black or Black British African	11 (8)	0.72%
Black or Black British Caribbean	5 (1)	0.33%
Black or Black British Other	2 (1)	0.13%
Chinese	1 (1)	0.06%
Mixed African	0 (2)	0
Mixed Asian	1 (5)	<0.1%
Mixed Caribbean	5 (5)	0.33%
Mixed Other	3 (1)	0.18%
Prefer not to say	5 (3)	0.33%
Unknown & Blanks	375 (420)	25%
White British English	579 (347)	38%
White British Other	449 (367)	29%
White British Scot	5 (5)	0.33%
White British Welsh	6 (2)	0.39%
White Irish	4 (7)	0%
White Other	15 (13)	1%



Fewer "Unknown" or Blank responses means that the figures for 2021 are becoming more robust, and the percentage of Leavers who are from ethnic minority backgrounds are broadly in line with their representation in the workforce profile.

Largest group of leavers continues to be white, which is again in line with the representation in the workforce profile.

Disability Profile of Leavers – 2021

Information is presented is by all LCC leavers, the leavers for 2020 figures and percentages, appear in brackets on the table below.

Leavers By Disability	Number of Disabled Leavers	% of Disabled Leavers	Number of Leavers who don't have a Disability	% of Non-Disabled Leavers	Number of Leavers who Prefer Not to Say	% of Leavers who Prefer Not to Say	Number of Blank Responses	% of Blank Responses
Total	58 (24)	4% (2%)	1126 (931)	73% (70%)	14 (15)	1% (1%)	329 365	22% 27%

Overall, the percentage of disabled people leaving the County Council is 4% which has doubled from 2020, which is about the same as their representation in the workforce. In terms of numbers, the figure for disabled employees, who have left County Council employment in 2021 has doubled since 2020.

The level of Blank/Unknown responses does mean some caution should be applied to these figures. These figures have reduced which is following previous data patterns which shows that the information collected is becoming more robust

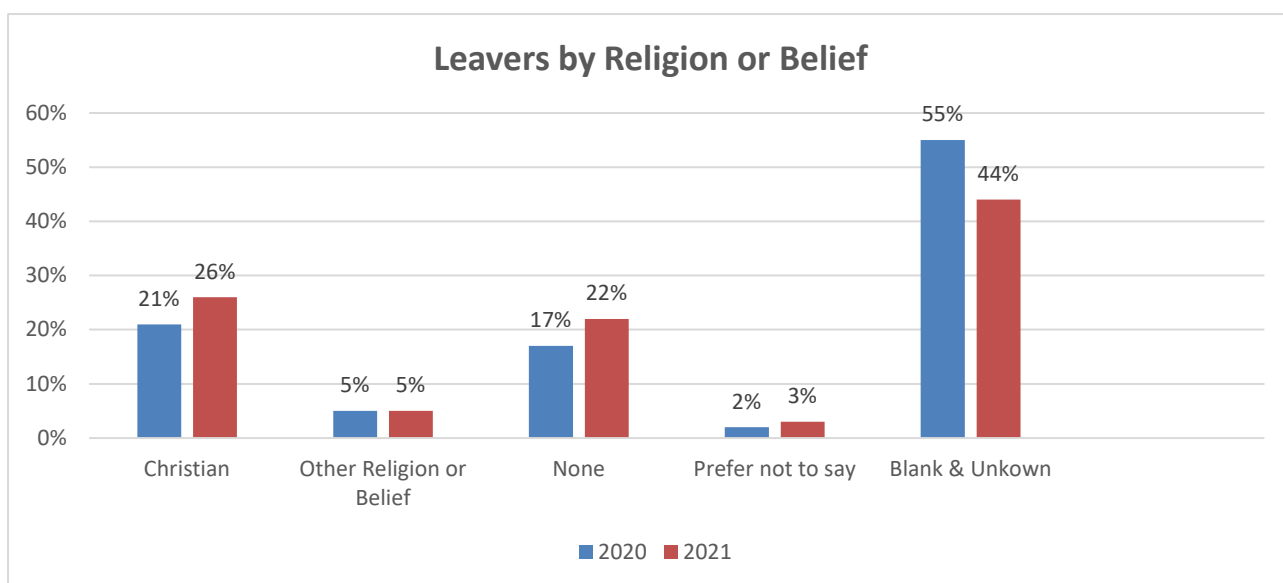
Religion or Belief of Leavers – 2021

The information for 2020 is shown in brackets below within the 2021 details.

Religion or Belief	Number of Leavers by Religion or Belief	Percentage of Leavers by Religion or Belief
Buddhist	4 (6)	0.3% (0.4%)
Christian	403 (280)	26% (21%)
Hindu	3 (0)	0.2% (0)
Jewish	1 (0)	<0.1% (0)

Muslim	40 (26)	2.7% (2.7%)
None	338 (232)	22% (17.4%)
Other Religious Belief	8 (7)	0.5% (0.5%)
Other Spiritual Belief	15 (8)	1% (0.6%)
Prefer Not To Say	51 (25)	3% (1.8%)
Sikh	0 (1)	0 (0.1%)
Unknown	335 (375)	22% (28.1%)
Blank	329 (365)	22% (27.3%)
Total	1527 (1335)	

Although reduced from 2020, the level of Unknown and Blank responses does make it difficult to gain a clear picture of the religion or belief of Leavers and draw any conclusions from it as this is nearly 44% of findings. Overall total of leavers shows that there is a 12% rise in leavers since 2020.



Sexual Orientation Profile of Leavers – 2021

Figures and percentages for 2020 are shown in brackets. The data for sexual orientation will be presented by all leavers not directorate.

Sexual Orientation	Numbers of Leavers	Percentage of Leavers
Bisexual	15 (9)	1% (0.7%)
Gay & Lesbian	28 (14)	2% (1%)
Heterosexual /Straight	775 (537)	51% (40.2%)
Prefer not to say	380 (410)	25% (30.7%)
Blank	329 (365)	22% (27.3)
	1527 (1335)	

The level of Blank responses does mean some caution needs to be used when reviewing this information and drawing any views from it – although the level of these responses has reduced considerably by nearly 5% this year. The number of employees providing information about their sexual orientation is still quite low so any number of leavers, particularly in the Bisexual and Gay and Lesbian categories, does impact the figures. The percentage of leavers in both the Bisexual and Gay and Lesbian categories is double that of their representation in the workforce overall.

Employment Related Equality

The management of complaints relating to discrimination brought by employees is included within the Grievance Procedure so is dealt with at Service level with no centralised information available. Human Resources (HR) centrally record complaints of harassment and recruitment and selection complaints brought by non-employees.

The first part of the table below shows outstanding complaints from previous year up to 31st December 2020.

Information for 1 January - 31 December 2021 is contained in the second part of the table.

Employee or Non-Employee	Type of Complaint (Recruitment & Selection or Harassment)	Protected Characteristic(s) the Complaint Related To (if appropriate)	Outcome of Case
Employee	B&H	Race and sex	Action taken under the Disciplinary Procedure in relation to the allegations that were upheld.
Employee	B&H	Race	Action taken under the Disciplinary Procedure in relation to the allegations that were upheld.
Employee	B&H	Race	Action taken under the Disciplinary Procedure in relation to the allegations that were upheld.
Employee	B&H	Various allegations relating to B&H; some are disability related	Disciplinary investigation not concluded as respondent resigned.
Employee	B&H	Various allegations that relate to B&H; some were disability related	Action taken under the Disciplinary Procedure in relation to the allegations that were upheld.

Table part 2 – Complaints registered from January to 31st December 2021

Employee or Non-Employee	Type of Complaint (Recruitment & Selection or Harassment)	Protected Characteristic(s) the Complaint Related To (if appropriate)	Outcome of Case
Employee	Harassment	Sex	Upheld. Action taken under the Disciplinary Procedure.
Employee	Harassment	Sex	Upheld. Action taken under the Disciplinary Procedure.
Employee	Harassment	Sex	Upheld. Action taken under the Disciplinary Procedure.
Employee	Harassment	Sex	Upheld. Action taken under the Disciplinary Procedure.
Employee	Harassment	Disability	Not upheld.
Employee	Harassment	Disability	Being investigated under the Grievance Policy and Procedure as part of a wider grievance.
Non-Employee	Recruitment & Selection	N/A	Awaiting outcome.

The Grievance and Harassment Procedures were revised during 2020 which means that issues of Bullying have been separated from complaints of Harassment.

Bullying allegations will be dealt with under Grievance arrangements whilst complaints of Harassment which relate to protected characteristics will continue to be dealt with under a separate, specific Procedure.

Staff Survey

The staff survey was completed in Autumn 2021. The table below shows the staff survey results by demographics. Within the survey, gender included a separate category for gender same at birth.

Protected Characteristics & Demographics	Percentage
Gender	
Female	60%
Male	29%
Gender Non-Conforming	0%
Other	0%
Prefer not to say	10%
Gender Identity Same as Birth	
Yes	93%
No	0%
Prefer not to Say	7%
Age	
Under 25	3%
25-39%	25%
40-49	23%
50-59	28%
60+	8%
Prefer not to Say	13%
Ethnic Background	
Asian	5%
Black	0%
Mixed	1%
White	91%
Other	1%
Prefer not to say	2%
Deaf or Disability	
Yes	8%
No	86%
Prefer not to say	6%
Sexual Orientation	
Bisexual	2%
Gay Man	1%
Lesbian/Gay Woman	1%
Heterosexual/Straight	82%
Other	1%
Prefer not to say	14%

Religion or Belief	
Buddhist	0%
Christian	48%
Hindu	1%
Jewish	0%
Muslim	3%
Sikh	0%
Any other Religious Belief	0%
Any other Spiritual Belief	2%
No religion or Belief	29%
Prefer not to say	16%

Other Employment Related Activities

- HR are consolidating previous equalities employment policies and guidance into one streamlined Equality Policy with supporting guidance, etc. This forms part of a larger review of policies which is ongoing.
- The County Council has three employee equality networks – the Forum of Asian Black and Ethnic Employees (FABE); Lesbian, Gay, Bisexual and Transgender (LGBTQAI+) Employee Network and Disabled Workers Forum. Currently Being considered for 2022, a new network for younger employees & working carers. The Networks provide support to staff, information via the intranet and consultation/advice services to the County Council. The Networks are involved with Corporate Management Team in work to promote Fairness and Inclusion within the County Council which may include developing other networks. The Executive Director of Education and Children's Services leads on this area and is CMT's Ambassador to work with the Networks.
- The Employee Support Team which was launched in April 2015 continues to be available to provide emotional and practical support to employees with work related or other issues which can include those associated with protected characteristics, e.g., employees who have acquired a disability or those dealing with concerns around pregnancy or maternity leave. During 2021 the Team has continued being involved in producing a series of health and wellbeing notices on Staff News often supporting employees around the impact of the Covid-19 pandemic on physical and mental health and wellbeing.
- The various teams who support Children Looked After, Care Leavers and disabled people with employment related support have adapted their services and support in response to the Covid-19 pandemic.
- The County Council is continuing to develop its work on Project SEARCH which aims to help disabled young people – particularly those with autism or learning disabilities – gain practical skills to assist in gaining employment. 2

individuals have been appointed on traineeships arising from their involvement on Project SEARCH.

- The County Council has adopted the Foundation Living Wage as an employer and in relation to its procurement contract requirements.
- The County Council have been accredited as a Level 2 Disability Confident employer under the DWP scheme.
- The Equality and Cohesion eLearning which all employees must undertake at least every 3 years, was updated and relaunched in August 2020. For employees in adult services directorate, an additional equality diversity and inclusion day is available as a facilitated group training session also available.
- The County Council has been selected as one of the 18 pilot local authorities for the Workforce Race Equality Standard (WRES) in social care and will produce its action plan shortly.

Learning and Development

In response to the Covid-19 pandemic many learning and development activities have continued to be delivered virtually. This has led to some increase of uptake for these activities.

Participation

Several participation activities including those with young people, visually impaired people and people with learning disabilities and autism have switched to being carried out over virtual platforms such as Zoom in response to Covid-19 requirements.

Other Services

The impact of the Covid-19 pandemic has meant that service delivery has been disrupted and unpredictable arising from requirements imposed at different times in 2020/21. An account of Service activities is not included in this year's Equality Information. Services have endeavoured to operate as accessibly and inclusively as possible throughout the last 2 years.

Service Complaints

The County Council's complaints handling process is co-ordinated by the Complaints and Appeals Team in Legal and Democratic Services. Processes relating to social care complaints are covered by specific statutory arrangements and timescales relating to dealing with both social care complaints about children's services and social care complaints about adult services. A third procedure deals with complaints about other County Council services.

Information is not available for the protected characteristics of complainants under the non-statutory process. However, the Team do assist with complaints relating to allegations of discrimination by Services or by those acting on behalf of Services. All such complaints are fully investigated and many resolved satisfactorily. Complaints can also result in changes being made or learning being taken forward into future actions/practice.

Domestic Abuse

The County Council again supported the "White Ribbon" campaign in November/December 2021 with several items included within Staff News and at those buildings which were open. Refuges and other Services have also been supported by the County Council during the Coronavirus pandemic.

What We Said We Would Do Last Year, What Happened and What Next

Some of the actions identified in last year's document are listed below with an update:

- Strengthen the data available by protected characteristics for the workforce and job applicants. This is continuing although significant progress has been made.
- Further analysis of leavers data to explore patterns, trend and reasons for leaving
- Further development of Project SEARCH. This is continuing.
- With the commitment of the Chief Executive and Corporate Management Team, the employee networks have been engaged in developing our commitment to fairness, inclusion and diversity. This has been consolidated over the last year with regular monthly meetings and other interventions to raise the profile of Fairness and Inclusion within the workforce.
- The County Council is one of 18 pilot authorities for the Workforce Race Equality Standard in social care which will involve working with other authorities and national partners leading up to its full implementation scheduled for April 2022.
- The County Council's HR recording system will be updated in Summer 2022 that will include the ability to complete additional protected characteristic data.

Conclusion

Thanks, should go to colleagues within the County Council who have provided contributions to this Equality Information. This document is inevitably not fully comprehensive or reflective of all the County Council does and content has been affected this year by continuing current pressures and as last, this year is more focussed on employment related information.

This information will be kept under review and updated as necessary.

For further information contact

AskEquality@lancashire.gov.uk

Compiled by:

Debs Bradshaw (Workforce Equalities Project Co-ordinator: Equality and Cohesion Team, Policy Commissioning and Children's Health Service)

Assisted by:

Jeanette Binns (Equality and Cohesion Manager: Equality Analysis and Equality Act Lead: Equality and Cohesion Team, Policy Commissioning and Children's Health Service)

March 2022