

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

Report
March 2025

Title Equality Information for Lancashire County Council including Gender Pay Gap Report 2024	
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Version	Date	Section/Reference	Amendment

Contents Overview

What is the purpose of this report?

The Public Sector Equality Duty (PSED) is designed to ensure that public authorities in Great Britain (England, Scotland, and Wales) consider how their policies, programs, and services impact people with different protected characteristics. The report will show information on how the public authority is meeting the general equality duty:

This includes details on how the authority is eliminating discrimination, advancing equality of opportunity, and fostering good relations.

What will be in the report?

The report will show an analysis of data for the full organisational workforce profile, senior posts and leavers by the main protected characteristics. The information also includes the Gender Pay Gap Report and shows information on how the authority has engaged with people who have different protected characteristics to understand their needs and experience of equality diversity and inclusion. The report will also include additional sections relevant to the PSED general aims.

Key Headlines

- The Mean Gender Pay Gap has decreased by 0.9%
- The Median Gender Pay Gap has decreased by 3.9%
- 73% of all our Employees are women with an increase of 3% now 67% are in senior posts
- There has been a rise of 1.4% in Asian, Black, Mixed and Other Ethnic Minority employees in our workforce
- There has been a 1.0% decrease of Asian, Black, Mixed and Other Ethnic Minority employees in senior management posts
- Disabled employees have increased by 0.1% and there has been a decrease in senior management postholders with a disability of 1.6%
- 62% of all our employees are aged between 40 and 64. Over 80% of senior postholders are also within this age group
- Sexual Orientation for both workforce and senior management continues to be broadly in line with the 2021 Census
- There is still around 15% of unknown data for some categories within the workforce information however this has reduced by 5% overall since last year. Sexual Orientation, Religion and Belief data are still less robust than the other four protected characteristics.

Action Planning & Next Steps

At the end of the report there is a short section of recommendations which are compatible with the Equality Strategy including the 2024-2028 Equality Objectives, current Peoples Strategy, and the Council Plan 2025-2030

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

Interim Report

March 2025

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 workforce information will also include findings from the 2021 Census where practicable, for comparison purposes. The information will include staff whose data is blank or unknown and prefer not to say where available. In some data provided it will not add up to 100% due to rounding of numbers or omitted blank or unknown responses. The County Council does not collect data for pregnancy and maternity, gender identity and does not report on marriage or civil partnership status.

The findings of this information will enable the County Council to have a mechanism to explore the baseline data and comparisons where available, to the UK 2021 Census through the subsequent action plans and will inform and highlight areas to improve upon within the workforce. In doing this the organisation can start to look more closely at where there are gaps or underrepresentation within the workforce and address areas to move towards becoming a more inclusive employer for Lancashire. The County Council currently has an employee workforce of 13464 which the following data is based upon. Due to the recent implementation of a new HR recording system, applicant monitoring information isn't available currently.

Key Headlines for 2024

- The Mean Gender Pay Gap has decreased by 0.9%
- The Median Gender Pay Gap has decreased by 3.9%
- 73% of all our Employees are women with an increase of 3% now 67% are in senior posts
- There has been a rise of 1.4% in Asian, Black, Mixed and Other Ethnic Minority employees in our workforce
- There has been a 1.0% decrease of Asian, Black, Mixed and Other Ethnic Minority employees in senior management posts
- Disabled employees have increased by 0.1% and there has been a decrease in senior management postholders with a disability of 1.6%
- 62% of all our employees are aged between 40 and 64. Over 80% of senior postholders are also within this age group
- Sexual Orientation for both workforce and senior management continues to be broadly in line with the 2021 Census
- There is still around 15% of unknown data for some categories within the workforce information however this has reduced by 5% overall since last year. Sexual Orientation, Religion and Belief data are still less robust than the other four protected characteristics.

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 2025 – based on a snapshot date of 31 March 2024 – and every 12 months thereafter. This is the eighth 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 at the time of the snapshot date the Council has its most balanced distribution of men and women in the upper middle (65.8%) and upper quartiles of posts (66.8% are female including the Chief Executive) whilst 73.0% 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 2023 – Table 1.12 Gender Pay Gap (%) For All Employee Jobs United Kingdom 2024)
10.5% (as at 31 March 2024)	13.2%
11.4% (as at 31 March 2023)	

11.5% (as at 31 March 2022)
 11.8% (as at 31 March 2021)
 12.4% (as at 31 March 2020)
 12.7% (as at 31 March 2019)
 13.0% (as at 31 March 2018)
 13.6% (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 10.5% more as a mean hourly rate of pay than female employees (as at 31 March 2024).

Median Gender Pay Gap

Median Gender Pay Gap	National Average (Office of National Statistics Annual Survey of Hours and Earnings 2023 – Table 1.12 Gender Pay Gap (%) For All Employee Jobs United Kingdom 2024)
13.6% (as at 31 March 2024)	14.2%
17.5% (as at 31 March 2023)	
17.4% (as at 31 March 2022)	
15.3% (as at 31 March 2021)	
15.3% (as at 31 March 2020)	
16.6% (as at 31 March 2019)	
19.6% (as at 31 March 2018)	
20.3% (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 13.6% more as a median hourly rate of pay than female employees (as at 31 March 2024).

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 2024)	0% (as at 31 March 2024)
0% (as at 31 March 2023)	0% (as at 31 March 2023)
0% (as at 31 March 2022)	0% (as at 31 March 2022)
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 2024)

Quartile	Female	Male	Total
1	85.5%	14.5%	100.00%
2	74.0%	26.0%	100.00%
3	65.8%	34.2%	100.00%
4	66.8%	33.2%	100.00%
Grand Total	73.0%	27.0%	100.00%

(Quartile Breakdown as at 31 March 2023)

Quartile	Female	Male	Total
1	86.3%	13.7%	100.00%
2	72.4%	27.6%	100.00%
3	65.7%	34.3%	100.00%
4	66.8%	33.2%	100.00%
Grand Total	72.8%	27.2%	100.00%

(Quartile Breakdown as at 31 March 2022)

Quartile	Female	Male	Total
1	84.8%	15.2%	100.00%
2	73.0%	27.0%	100.00%
3	66.3%	33.7%	100.00%

4	64.7%	35.3%	100.00%
Grand Total	72.2%	27.8%	100.00%

(Quartile Breakdown as at 31 March 2021)

Quartile	Female	Male	Total
1	85.9%	14.1%	100.00%
2	73.2%	26.8%	100.00%
3	65.8%	34.2%	100.00%
4	65.9%	34.1%	100.00%
Grand Total	72.7%	27.3%	100.00%

(Quartile Breakdown as at 31 March 2020)

Quartile	Female	Male	Total
1	86.1%	13.9%	100.00%
2	73.8%	26.2%	100.00%
3	64.9%	35.1%	100.00%
4	64.9%	35.1%	100.00%
Grand Total	72.4%	27.6%	100.00%

(Quartile Breakdown as at 31 March 2019)

Quartile	Female	Male	Total
1	85.5%	14.5%	100.00%
2	73.0%	27.0%	100.00%
3	66.6%	33.4%	100.00%
4	64.8%	35.2%	100.00%
Grand Total	72.5%	27.5%	100.00%

(Quartile Breakdown as at 31 March 2018)

Quartile	Female	Male	Total
1	85.4%	14.6%	100.00%
2	73.0%	27.0%	100.00%
3	66.8%	33.2%	100.00%
4	64.2%	35.8%	100.00%
Grand Total	72.35%	27.65%	100.00%

(Quartile Breakdown as at 31 March 2017)

Quartile	Female	Male	Total
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1	86.05%	13.95%	100.00%
2	72.1%	27.9%	100.00%
3	66.7%	33.3%	100.00%
4	64.0%	36.0%	100.00%
Grand Total	72.2%	27.8%	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's Population – a snapshot

Information from the 2021 Census in relation to the protected characteristics has started to be added. 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. The next County Council elections will take place on the 1st May 2025.

As of January 2025, the following applies:

The tables below show the County Councillor Profile by selected demographics that are monitored.

Councillor Profile 2024-25

Gender		
Female	29	34.5%
Male	55	65.5%
Prefer not to say	0	0.0%
	84	100.0%

Ethnicity		
White British	72	85.7%
Asian or Asian British Pakistani	6	7.1%
Asian or Asian British Indian	1	1.2%
British Kashmiri	1	1.2%
Other	1	1.2%
Undisclosed	3	3.6%

84	100.0%
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Disability		
Yes	7	8.3%
No	71	84.5%
Prefer not to say	2	2.4%
Undisclosed	4	4.8%
	84	100.0%

Age Profile		
18yrs - 25yrs	0	0.0%
26yrs - 35yrs	4	4.8%
36yrs - 45yrs	8	9.5%
46yrs - 55yrs	13	15.5%
56yrs - 65yrs	26	30.9%
66yrs - 75yrs	20	23.8%
76yrs - 85yrs	13	15.5%
	84	100.0%

Religious Beliefs		
Any other religion	0	0%
Buddhist	0	0%
Christian	21	25.0%
Hindu	0	0%
Jewish	0	0%
Muslim	1	1.2%
Sikh	0	0%
No Religion	6	7.1%
Prefer not to Say	0	0%
Not responded	56	66.6%
	84	100.0%

Sexual Orientation		
Bisexual	0	0%
Gay or Lesbian	3	3.6%
Heterosexual (Straight)	22	26.2%
Other	1	1.2%
Prefer not to say	0	0%
Not responded	58	69.0%
	84	100.0%

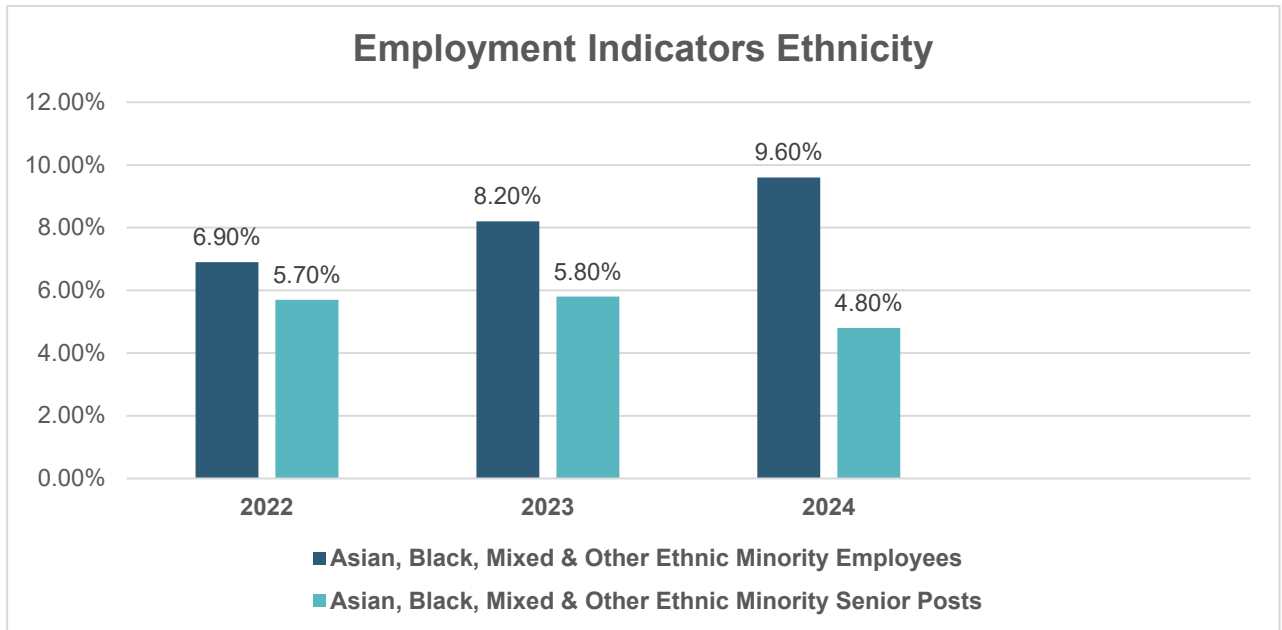
Equality Information

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. The green shaded figures highlight where there has been an increase in the workforce and the red highlights a decrease. 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.

Employment Equality Indicators for December 2022 to December 2024

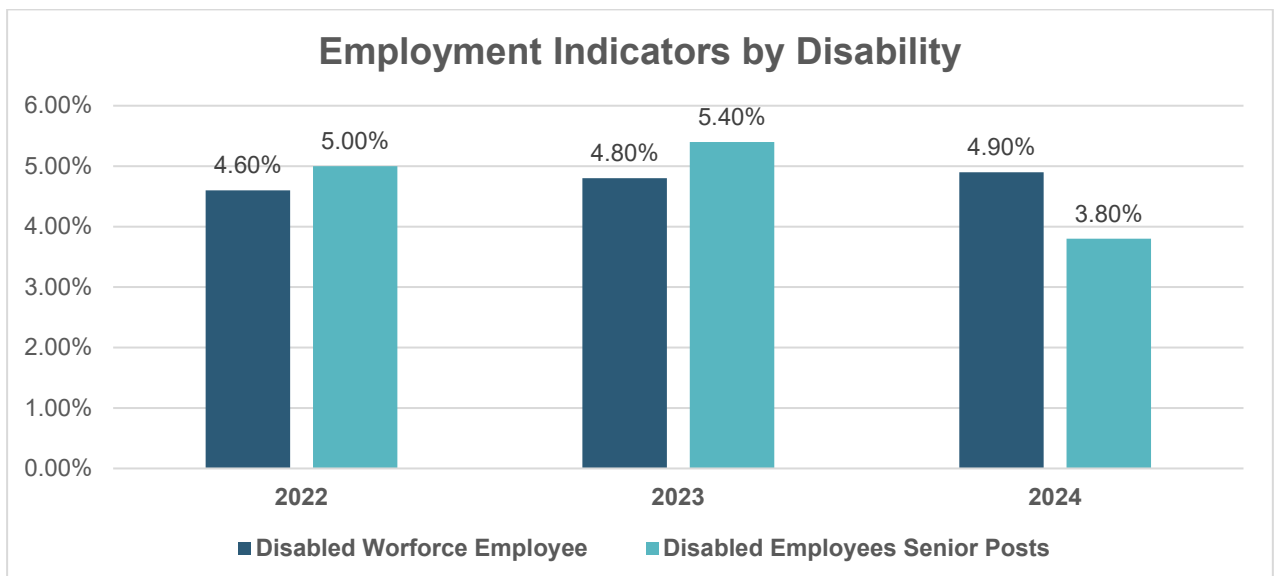
Indicator	% December 2022	% December 2023	% December 2024	Census Data 2021 Lancashire 12 (Where applicable)
Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce	6.9% (+0.6%)	8.2% (+1.3)	9.6% (+1.4)	11% (-1.4%)
Asian, Black, Mixed and Other Ethnic Minority employees in senior LCC posts	5.7% (+0.9%)	5.8% (+0.1)	4.8% (-1.0%)	
Disabled employees in the LCC workforce	4.6% (+0.8%)	4.8% (+0.2%)	4.9% (+0.1%)	
Disabled employees in senior LCC posts	5% (+2%)	5.4% (+0.4%)	3.8% (-1.6%)	N/A
Women in the LCC workforce	73%	73%	73%	50.9% (+22.1%)
Women in senior LCC posts	61% (-1%)	64% (+3%)	67% (+3%)	

Employment Equality Indicators Ethnicity



There has been a significant rise of 1.4% in Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce over the last year and a decrease of 1.0% amongst senior postholders. There is a lower percentage 4.8% difference of ethnic minority employees in senior posts than in the workforce overall. However, as the workforce percentage rises, this identifies that the organisation is moving closer to Lancashire demographic profile, although the gap is widening between representation in the workforce and senior management posts.

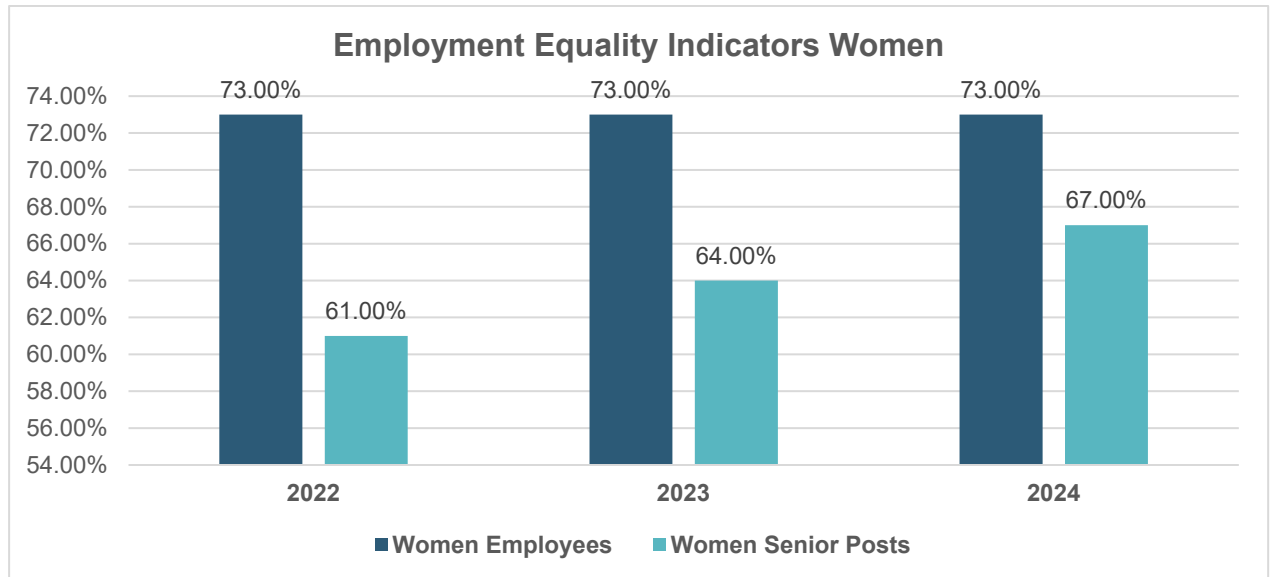
Employment Equality Indicators Disability



The percentage of disabled employees in the workforce has risen by 0.1% and the percentage in senior posts has decreased by 0.6%. Since 2022 the workforce has

slightly increased its disabled employees by 0.3% from 4.6% to 4.9% with senior posts decreasing.

Employment Equality Indicators Women



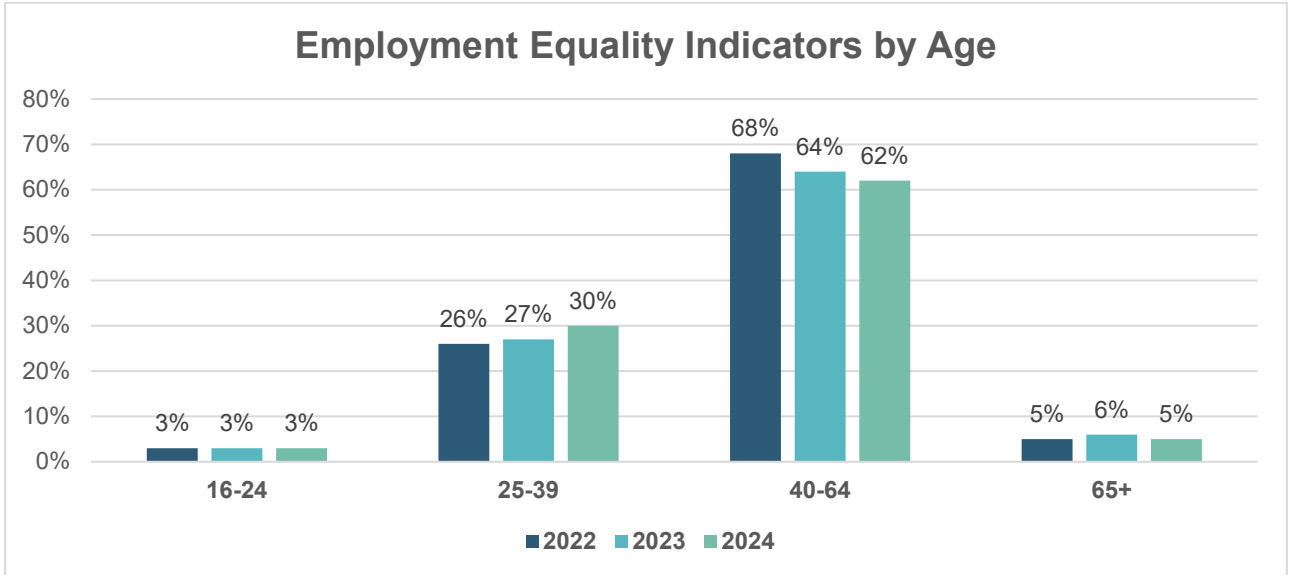
67% of senior posts are held by women, an increase of 3% from the previous year. Consequently, the gap between women in the workforce overall (73%) and women in senior posts show a difference in the past year of 6%.

Employment Indicators Age

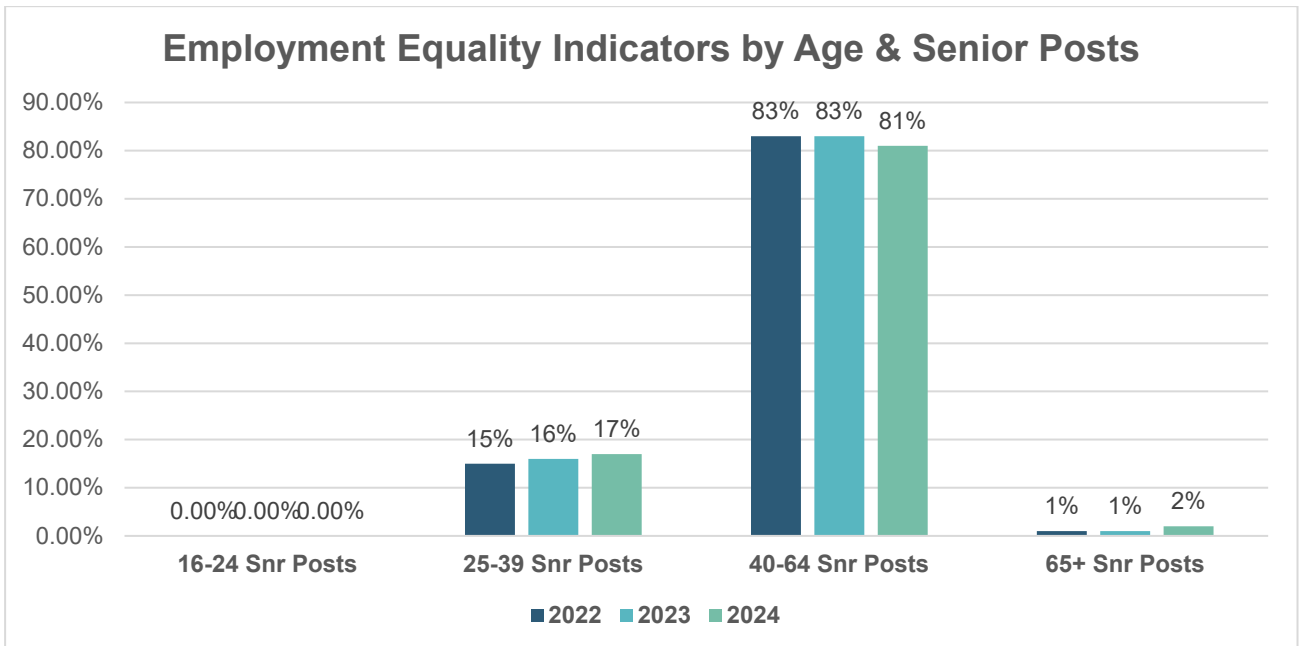
Whilst not part of the Corporate Measures process, comprehensive data for the County Council's age profile of employees is available. It is summarised below:

Employee Profile	Employees in the Workforce 31 December 2022	Employees in Senior Posts 31 December 2022	Employees in the Workforce 31 December 2023	Employees in Senior Posts 31 December 2023	Employees in the Workforce 31 December 2024	Employees in Senior Posts 31 December 2024
Percentage of Employees aged 16-24	3.1% (0.1%)	0	3.3% (+0.2%)	0	3.2% (-0.1%)	0
Percentage of Employees Aged 25-39	26% (+0.2%)	15.3% (-2.5%)	26.7% (+0.7%)	15.8% (+0.5%)	29.6% (+2.9%)	17.1% (+1.3%)
Percentage of Employees aged 40-64	66% (-0.2%)	83.4% (2.9%)	64.3% (-1.7%)	82.7% (-0.7%)	62.3% (-2%)	81.3% (-1.4%)

Percentage of Employees aged 65+	4.9% (+0.2%)	1.3% (-0.2%)	5.6% +0.7%	1.5% (+0.2%)	4.9% (-0.7%)	1.6% (+0.1%)
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The workforce profile percentage for employees aged 16-24 hasn't changed in 3 years. There is a slight decrease in those aged 65 and over by 1% and is now the same as 2022. The percentage aged 25-39 has increased by 3% and a decrease for the 40-64 age group by 2%.

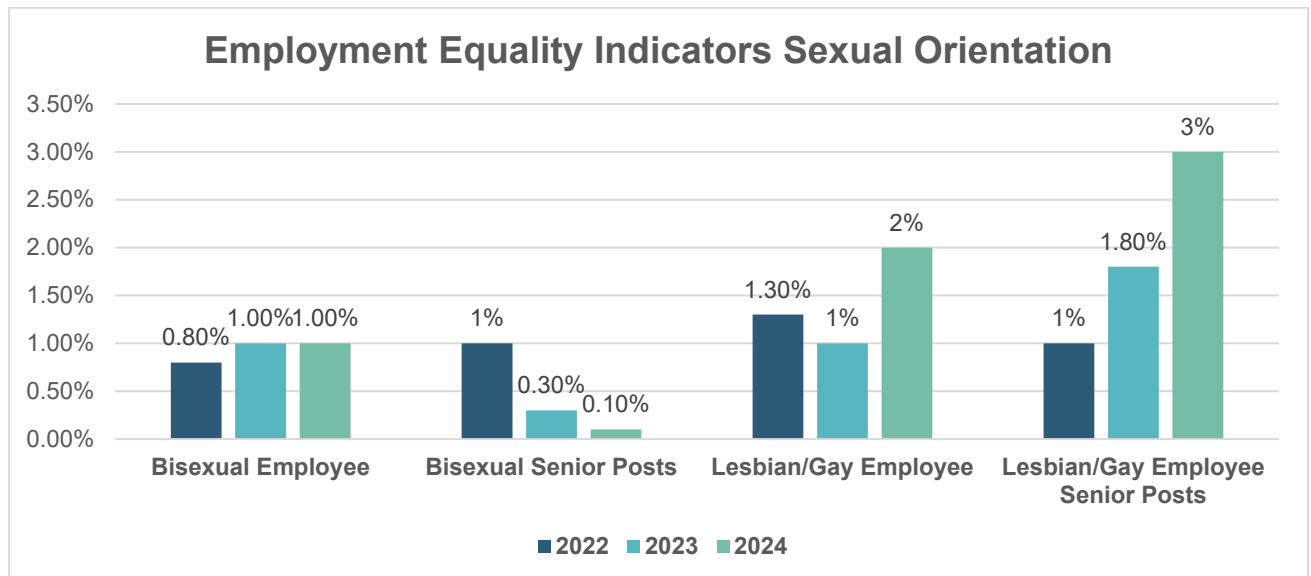


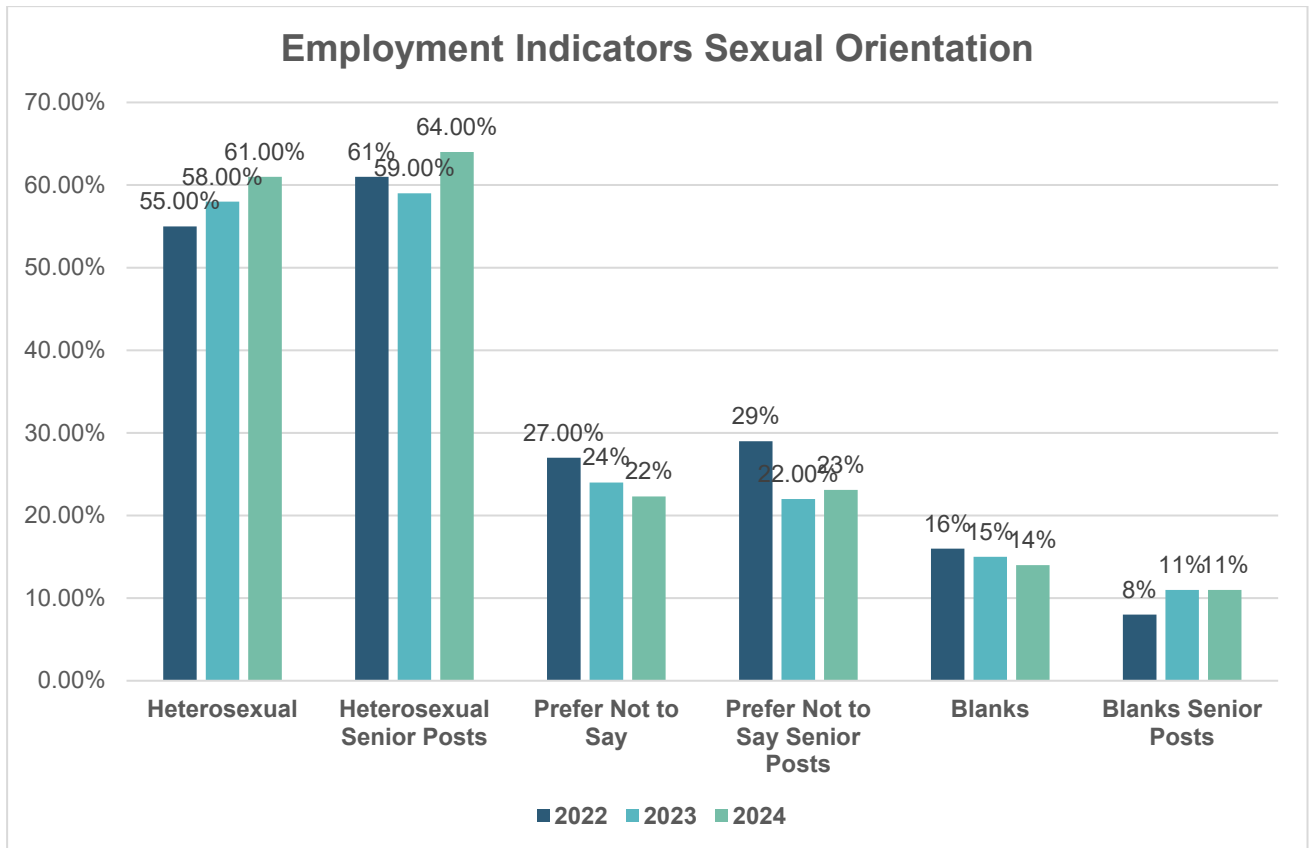
In terms of senior posts, the vast majority of postholders are aged 40-64, this group has decreased by 2% since 2022. There is also a slight increase in aged 25-39 by 1% and the 65 and overshows a slight increase of 1% also.

Employment Indicators Sexual Orientation

Over the past 3 years we have had more robust data for sexual orientation and religion or belief, so this year we have added the charts and tables below.

Employee Profile	Employees in the Workforce 31 December 2022	Employees in Senior Posts 31 December 2022	Employees in the Workforce 31 December 2023	Employees in Senior Posts 31 December 2023	Employees in the Workforce 31 December 2024	Employees in Senior Posts 31 December 2024
Lesbian/Gay	1.3% (+0.3%)	1% (-1%)	1% (-0.3%)	1.8% (+0.8%)	1.5% (+0.5%)	2.8% (+1.0%)
Bisexual	0.8% (+0.1%)	1% (+1%)	1% (+0.2%)	0.3% (-0.7%)	1.1% (+0.1%)	0.1% (-0.2%)
Heterosexual	55% (+6%)	61% (-3%)	58% (+3%)	59% (-2%)	60.6% (+1.6%)	63.6% (+4.6%)
Prefer not to say	27% (-5%)	29% (-4%)	24% (-3%)	22% (-7%)	22.3% (-0.7%)	23.1% (+0.8%)
Blank	16% (-1%)	8% (-1%)	15% (-1%)	11% (+3%)	14.4% (-0.6%)	10.5% (-0.5%)





Collecting data for sexual orientation continues to be problematic as there is still nearly 40% of employees not identifying their sexual orientation by either leaving this protected characteristic blank or prefer not to say. Where the data has been collected there has been a increase in lesbian and gay employees by 1.0% and a rise in lesbian and gay senior posts by 1.2% in 2024. For bisexual employees has stayed static at 1% and a decrease in senior posts of 0.2%. The employee workforce representation for lesbian, gay and bisexual employees is broadly in line with the 2021 Census. Heterosexual senior posts are higher than the workforce by 3%

Employment Indicators Religion or Belief

Employee Profile	2022	2023	2024
Buddhist	0.2%	0.1%	0.2%
		(-0.1%)	(+0.1%)
Buddhist Senior Posts	0.1%	0	0.1%
	(-2%)	(-0.1%)	(+0.1%)
Christian	31.5%	33.2%	34.2%
	(+3.5%)	(+1.7)	(+1.0%)

Christian Senior Posts	42% (-1%)	41% (-1%)	43.5% (+2.5%)
Hindu	0.3%	0.4% (+0.1%)	0.5% (+0.1%)
Hindu Senior Posts	0.4% (-0.1%)	0.4%	0.5% (+0.1%)
Jewish	<0.1%	<0.1%	<0.1%
Jewish Senior Posts	0	0	0
Muslim	3.6% (+0.6%)	4.1% (+0.5%)	4.6% (+0.5%)
Muslim Senior Posts	2%	2.4% (+0.4%)	2.2% (-0.2%)
None	21.3% (+3.3%)	22.6% (+1.3%)	24.1% (+1.5%)
None - Senior Posts	20% (+1%)	19.6% (-0.4%)	24.3% (+4.7%)
Other Religious Belief	0.7%	0.6% (-0.1%)	0.6%
Other Religious Belief Senior posts	0.6% (-0.4%)	0.6%	0.9% (+0.3%)
Other Spiritual Belief	0.8% (+0.2%)	0.7% (-0.1%)	0.8% (+0.1%)
Other Spiritual Belief Senior Posts	0.5%	0.4% (-1%)	0.4%
Prefer Not to Say	3.6% (+0.4%)	3.8% (+0.2%)	3.7% (-1%)
Prefer Not to Say Senior Posts	5%	4.7%	4.5%

			(-0.3%)	(-0.2%)
Sikh	0.1%	<0.1%		0.1%
			(-0.1%)	(+0.1%)
Sikh Senior Posts	0.4%	0.4%		0.4%
	(-0.1%)			
Blanks	37.9%	34.2%		30.9%
	(-8.1%)	(-3.7%)		(-3.3%)
Blanks Senior Posts	30%	30.4%		26.1%
	(+1%)	(+0.4%)		(-4.3%)

There has been a slight decrease in employees leaving this indicator blank but for both overall workforces average it is still between 25 - 30% showing unknown data.

34.2% of employees identify as Christian, followed by 24.1% of employees not having a religion or belief which is in line with the 2021 census data for Lancashire. Muslim employees have increased by 0.5% which is the second largest religion after Christian within the workforce. Buddhist, Hindu, Jewish, Other Religious Beliefs have shown slight changes which is also the same with the senior posts in religion or belief as highlighted in the table above.

Lancashire County Council Leavers 2024 - Key Headlines

- Three quarters of leavers in 2024 were women
- The highest percentage of leavers in 2024 was the 40-64 age group, which is 8% lower than their representation within the overall workforce
- The percentage of disabled employees leaving the workforce is stable, but the percentage has doubled for those leaving who prefer not to say in this PC
- The percentage of Asian, Black, Mixed and Other Ethnic Minority leavers has increased by 2.3% since last year. This shows a slightly higher figure than the overall workforce by 0.7% for leavers
- The percentage of gay, bisexual, and lesbian leavers is 0.2% which is lower than the overall workforce
- There is a 13.8% turnover within overall workforce compared to 13.7% in 2023 which shows an increase of 0.1%

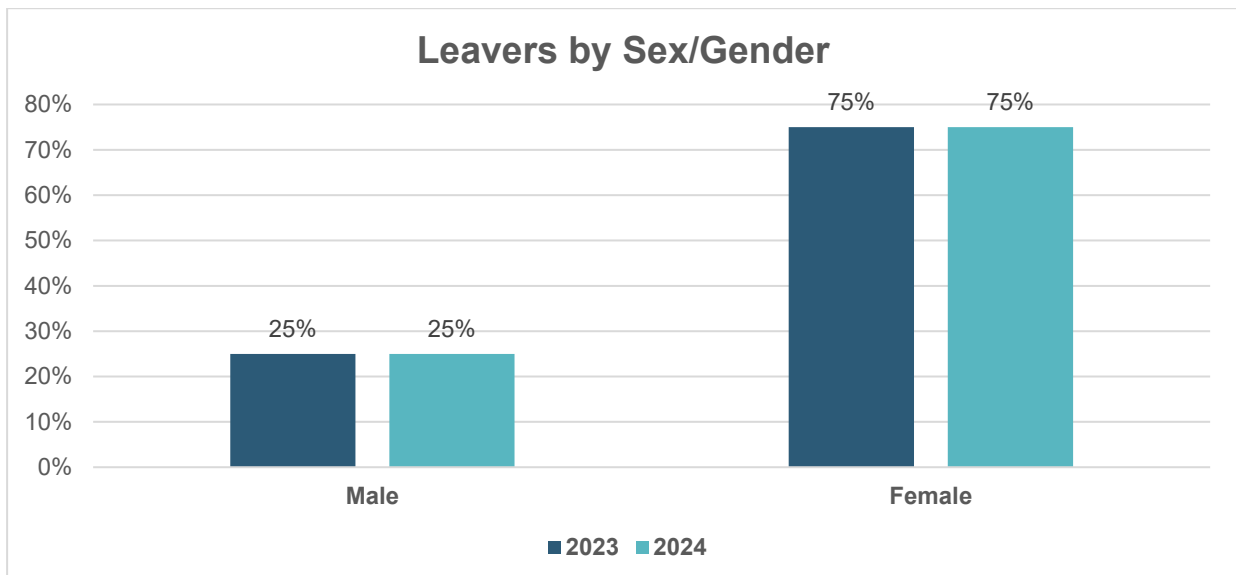
Information about the protected characteristics for employees who left our employment during 2024 is available for age, disability, sex/gender, ethnicity, sexual orientation and religion or belief. This will help to provide a comprehensive suite of

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 2024 with previous information for 2023 shown in brackets.

Sex/Gender Profile of Leavers – 2024 (Previous year 2023 figure in brackets)

Leavers by Gender	Number of Leavers	Percentage of Leavers
Male Leavers	463 (445)	25% (25%)
Female Leavers	1406 (1319)	75% (75%)
Total Leavers 2023	1869 (1764)	

The workforce sex/gender leaver profile has stayed the same since 2023. The is broadly in line with comparable data for the workforce employee's information.

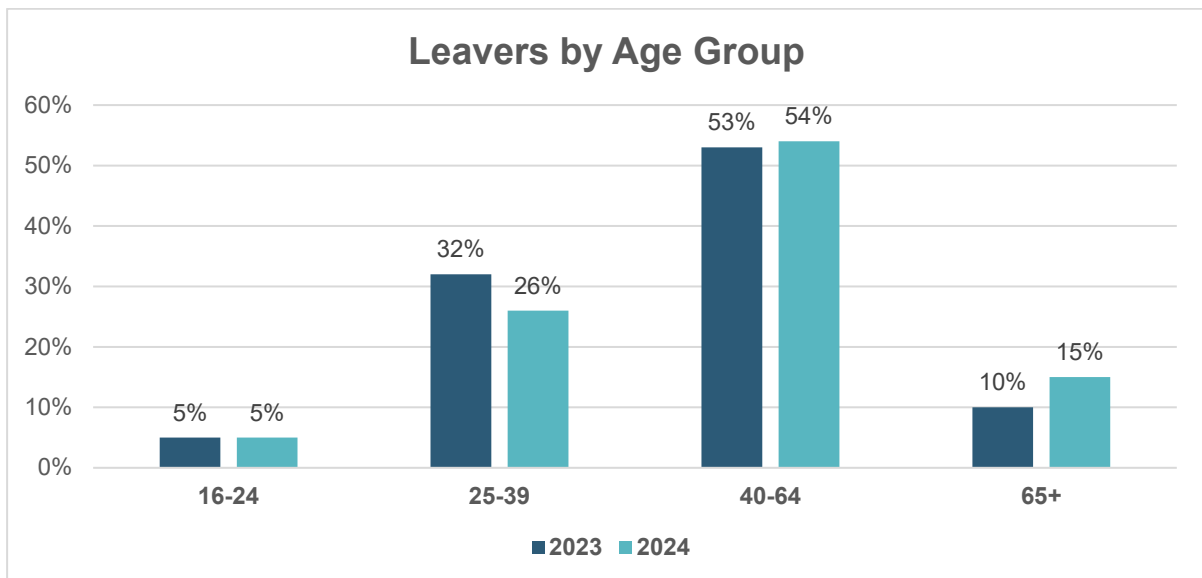


Age Profile of Leavers – 2024

(Figures for 2023 are shown in brackets)

Age Band	Number of Leavers by Age	Percentage of Leavers by Age
16-24	100 (88)	5% (5%)
25-39	486 (561)	26% (32%)
40-64	1010 (930)	54% (53%)
65+	273 (185)	15% (10%)
Total	1869 (1764)	

In the 16-24 has stayed stable and 65+ age group has increased by 5% in leavers. The 40-64 age group has increased by 1% and the main change has been the 25-39 age group with the highest difference of 6% decrease. 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 25-39 age groups has reduced which might reflect increased sustainability.



Ethnicity Profile of Leavers – 2024

Information for the 2023 previous data collection is 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 after the table, as has all White groups. This is due to

small numbers for several of the specific groups listed below. The table shows a combined percentage for all employees who are included in the Asian, Black, Mixed and other ethnicity categories and in addition White British categories combined to show a comparison against the workforce profile.

Ethnicity	Number of LCC Leavers	Percentage of LCC Leavers	Combined % where applicable
Any other	11 (6)	0.6% (0.4%)	
Any other Asian or Asian British Background	13 (2)	0.7% (0.1%)	
Arab	4 (4)	0.2% (0.2%)	
Asian or Asian British Bangladeshi	8 (7)	0.4% (0.4%)	
Asian or Asian British Indian	45 (40)	2.4% (2.3%)	
Asian or Asian British Pakistani	41 (39)	2.2% (2.3%)	
Black or Black British African	45 (20)	2.4% (1.2%)	
Black or Black British Caribbean	2 (4)	0.1% (0.2%)	
Black or Black British Other	7 (5)	0.4% (0.3%)	
Chinese	6 (4)	0.3% (0.2%)	
Mixed African	5 (0)	0.2% (0)	

Mixed Asian	4	0.2%	
	(1)	(0.1%)	
Mixed Caribbean	5	0.2%	
	(4)	(0.2%)	
Mixed Other	5	0.2%	Black Asian, Mixed, Minority Ethnicity Combined 10.3%
	(8)	(0.5%)	
Prefer not to say	9	0.4%	
	(6)	(0.4%)	
Unknown & Blanks	293	15.7%	
	(326)	(18.4%)	
White British English	703	37.6%	
	(746)	(42.3%)	
White British Other	584	31.2%	
	(488)	(27.7%)	
White British Scottish	7	0.4%	
	(8)	(0.5%)	
White British Welsh	4	0.2%	White British Combined 69.4%
	(7)	(0.4%)	
White Irish	16	0.8%	
	(10)	(0.6%)	
White Other	50	2.7%	
	(27)	(1.5%)	

Fewer "Unknown" or Blank responses by 2.7% means that the figures for 2024 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. However, some of the groups are significantly higher for leavers than the workforce representation, in particular Black or Black British African which has doubled and

may need further investigation into the reasons where known. This will also be explored through the Social Care Workforce Race Equality Standard (SC-WRES) metric, to identify any similarities or patterns that may arise within the workforce turnover in social care posts. Largest group of leavers continues to be white, which is again in line with the representation in the workforce profile.

Disability Profile of Leavers – 2024

Information on previous data for 2023 is shown in brackets on the table below for comparison.

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	100	5%	1700	91%	69	4%	0	0 %
	(86)	(5%)	(1344)	(76%)	(35)	(2%)	(299)	(17%)

Overall, the percentage of disabled people leaving the County Council is 5% which has not changed since 2023. This is also reflective of their representation in the workforce. The level of Blank/Unknown responses are now at 0% however the no disability has increased by 15%. The percentage of leavers who have identified as Prefer Not to Say has doubled which may suggest some further exploration is required. This is also higher than the representation of the workforce.

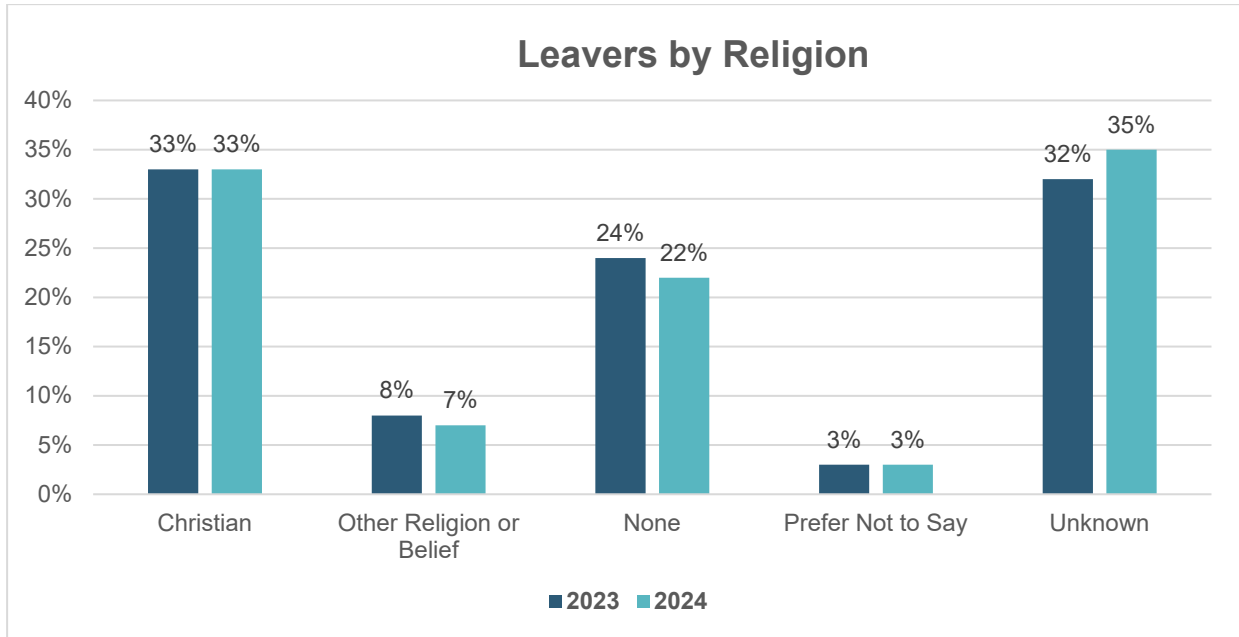
Religion or Belief of Leavers – 2024

The information for 2023 is shown in brackets below the 2024 data collection.

Religion or Belief	Number of Leavers by Religion or Belief	Percentage of Leavers by Religion or Belief
Buddhist	5 (4)	0.3% (0.2%)
Christian	612 (587)	32.7% (33%)
Hindu	11 (11)	0.6% (0.6%)

Jewish	1 (1)	<0.1% (<0.1%)
Muslim	81 (79)	4.3% (4.5%)
None	419 (418)	22.4% (23.7%)
Other Religious Belief	15 (16)	0.8% (0.9%)
Other Spiritual Belief	16 (23)	0.9% (1.3%)
Prefer Not to Say	59 (56)	3.2% (3.2%)
Sikh	2 (4)	0.1% (0.2)
Unknown	646 (565)	34.6% (32%)
Blank	0 (0)	0% (0%)
Total	1869 (1764)	

There are no significant changes in any religion however the level of unknowns has increased by 2.6% to nearly 35%. There are still around a third of employees not disclosing this PC therefore it is difficult to draw any significant conclusions from this data. Any changes in any of the religions were minor.



Sexual Orientation Profile of Leavers – 2024

Figures and percentages for 2023 are shown in brackets.

Sexual Orientation	Numbers of Leavers	Percentage of Leavers
Bisexual	36 (22)	1.9% (1.2%)
Gay & Lesbian	25 (32)	1.3% (1.8%)
Heterosexual /Straight	1071 (1069)	57.3 (61%)
Prefer not to say	326 (340)	17.4% (19.2%)
Blank	411 (301)	21.9% (17%)
	1869 (1764)	

The level of Blank responses does mean some caution needs to be used when reviewing this information and drawing any views from it and the level of these responses has increased by 4.9% 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 in line with their representation in the workforce overall.

Employment Related Equality Complaints

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. People Services 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 2023. Information for 1 January - 31 December 2024 is contained in the second part of the table.

Outcome of Outstanding Complaint Cases from 2023

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	Disability	Complaint concluded. Complainant is no longer employed by the council.

January 2024 – December 2024

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	Disability	Dealt with under the Grievance Policy & Procedure as part of a wider grievance. Harassment element not upheld.
Employee	Harassment	Disability	Dealt with under the Grievance Policy & Procedure as part of a wider grievance. Harassment element not upheld.
Employee	Harassment	Disability	Dealt with under the Grievance Policy & Procedure as part of a

			wider grievance. Harassment element not upheld.
Employee	Harassment	Sex	Referred for investigation under the Disciplinary Procedure. Respondent resigned during the disciplinary investigation.

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. Our policies, training and communications have all been updated following the introduction of the Sexual Harassment Regulation in October 2023.

Staff Survey

The staff survey was completed in Autumn 2024. Within the survey, gender included a separate category for gender same at birth which we don't include on our employee recording system.

The survey was sent out to all staff, excluding teachers and teaching staff. The format used for the previous year of sending out two surveys continued, as opposed to just the online methodology. This again was to include those employees that don't regularly use a computer or device in their work and those that do. There was a 51% response which was 5% higher than 2024 responses. Bullying, harassment, and abuse of employees was identified as one of the top four priorities to focus on going forward.

Support for Care Experience Young People

[Care leavers local offer - Lancashire County Council](#)

Equality Strategy incorporating the Equality Objectives

The Equality Strategy 2024-2028 which incorporated the Equality Objectives were approved by County Council's Cabinet in July 2024. Further details will be found here:

<https://intranet.ad.lancscc.net/media/30854/corporate-equality-strategy-2024-2028.pdf>

The Reasonable Adjustment Action Plan has now been incorporated into the Equality Strategy

Other Employment Related Activities

- People Services 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 (FABEE); Lesbian, Gay, Bisexual and Transgender (LGBTQAI+) Employee Network and Disabled Workers Forum. How the existing networks contribute to the work of the County Council, is currently being refreshed.
The Networks provide support to staff, information via the intranet which includes webinars and consultation/advice services to the County Council. The Networks are involved with the Executive Management Team in work to promote Diversity and Inclusion within the County Council which may include developing other networks.
- The County Council provides an Employee Assistance Programme for members of staff and their families/households to provide a wide range of online or telephone support
- 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
- 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 re-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 in October 2024 to include the changes arising from the Prevention of Sexual Harassment Regulations. For employees in Adult Services Directorate, an additional equality diversity and inclusion day is available as a facilitated group training session.
- The County Council has continued to take part in the re-launched Social Care Workforce Race Equality Standard (SC-WRES) and will be producing its next action plan in Spring 2025
- The organisation is supporting the 'Boys Needs Bin's initiative and has placed suitable disposal units in male toilets.

Participation

Several participation activities including those with young people, visually impaired people and people with learning disabilities, autism continue to be carried out over virtual platforms or in face-to-face formats.

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.

Fostering Good Relations/Community Cohesion

The County Council is a prominent partner in the Lancashire Strategic Hate Crime and Cohesion Group which brings together representatives from Lancashire Constabulary, the County Council, District and Unitary Councils, Lancashire Probation Service, the CPS and VCFS sector. Cohesion and Hate Crime are amongst the priorities within the Community Safety Agreement which is overseen by the Lancashire Community Safety Partnership Board. A new 3-year Lancashire Hate Crime and Cohesion Strategy has been developed following a major consultation with key partners and community stakeholders and will be launched in 2024.

The County Council's cabinet approved in November 2024 the Lancashire Cohesion and Integration Strategy 2024-2028.

The County Council takes robust actions to meet its responsibilities under the Prevent Duty and other similar requirements. In October 2024 the Prevent Strategy was approved by cabinet and the Prevent Performance Framework will be implemented in 2025. It is important we continue to safeguard our vulnerable individuals from all types of radicalisations, especially as in recent years there have been several convictions for anti-terror related offences which involved residents of Lancashire.

Menopause support for employees

We have gained accreditation for being a menopause friendly place to work and won a nationally recognised award for the being the best trained workforce for menopause awareness. This was achieved by offering all our colleagues and managers a wide and varied package of support that includes: eLearning that showcases lived experience, in-person and on-line training to help colleagues manage the symptoms of menopause and monthly lunch and learn sessions that

focus on a different aspect of menopause and give an opportunity for peer support. We also hold webinars with specialist guest speakers and senior leaders to encourage a culture where colleagues feel empowered to ask for help if they're struggling. Next steps include a menopause policy to supplement the menopause guide which signposts to trusted resources and suggests potential reasonable adjustment, as well as developing the role of 'meno-pals' to enable another avenue of peer support if people choose not to talk to their manager

Domestic Abuse

A new domestic abuse support service has been launched for people in Lancashire who are currently experiencing or have experienced domestic abuse, including specialist support for children and young people.

The Domestic Abuse Support Service Lancashire (DASSL) is a partnership between a number of specialist domestic abuse services in Lancashire and is led by SafeNet. The service is open for referrals 24 hours a day, 365 days a year, with a dedicated referral helpline.

Lancashire County Council has commissioned the service to meet its statutory duty to provide support in safe accommodation and outreach services for victim-survivors of domestic abuse and their children.

The Domestic Abuse Support Service Lancashire (DASSL) partners are experienced in delivering trauma informed specialist support for victim-survivors of different ethnic backgrounds, LGBTQ+ communities, male victim-survivors and specific support for children and young people who experience or witness domestic abuse.

The new service is able to support victim-survivors with additional physical and sensory needs and those with multiple complex needs in flexible safe accommodation and through the community outreach service.

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:

- Improve the data available by protected characteristics for the workforce and job applicants. This is continuing although significant progress has been made by encouraging employees to have confidence to complete their personal data and thus improving the data available by protected characteristics for the workforce and job applicants. By having more comprehensive information available this will enable a clearer picture and a stronger evidence base about the workforce of the County Council and its representation within Lancashire
- Further analysis of leavers data was explored to analyse patterns, trends, and reasons for leaving in 2025. This is an ongoing process and a priority for 2025
- There will be further development of Project SEARCH and it will continue to recruit to the internship programme

- Building upon the actions highlighted in the first SC-WRES action plan, this has led to improved areas of work with colleagues across the organisation at many levels. This has included new information being added to mandatory staff training modules on both Personal Safety and Equality & Cohesion, to raise awareness amongst all staff, of what to do if they experience, harassment, bullying or abuse or if it is reported to them as managers. Additional monitoring questions have been added to highlight protected characteristic information on the health and safety accident and incident reporting system. Considering the findings from the staff survey, a higher profile has been given to exploring the levels of reported Abuse, Bullying and Harassment from members of the public, colleagues and managers.
- A new 'Leading Lancashire Framework' is being implemented which is supported by a series of training courses including 'Key Conversations and Policy Essentials which have Equality, Diversity and Inclusion references.

Conclusion

Thanks, should go to colleagues within the County Council who have provided contributions to this Equality Information.

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

For further information contact

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