

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
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%
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(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

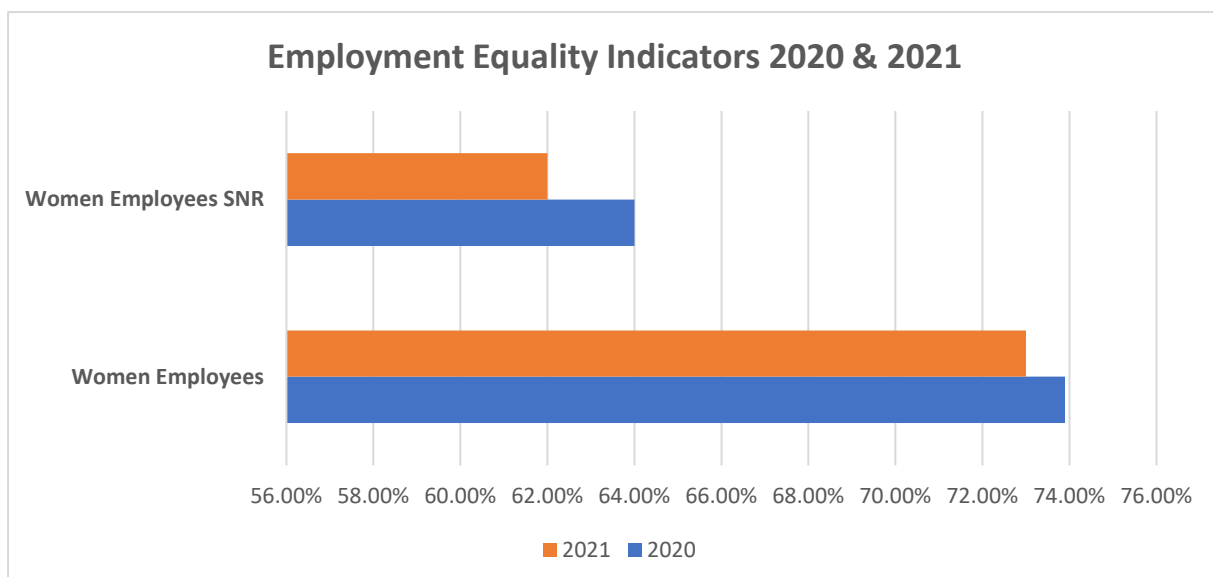
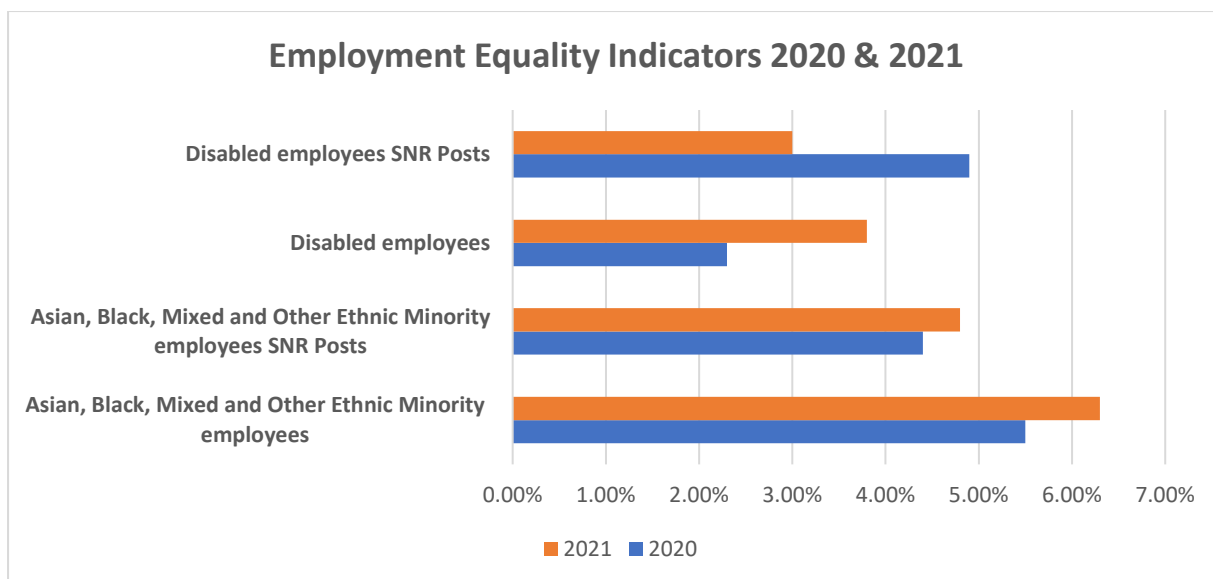
The Council is working towards closing its gender pay gap. An action plan has been developed and progress against this is being monitored.

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,

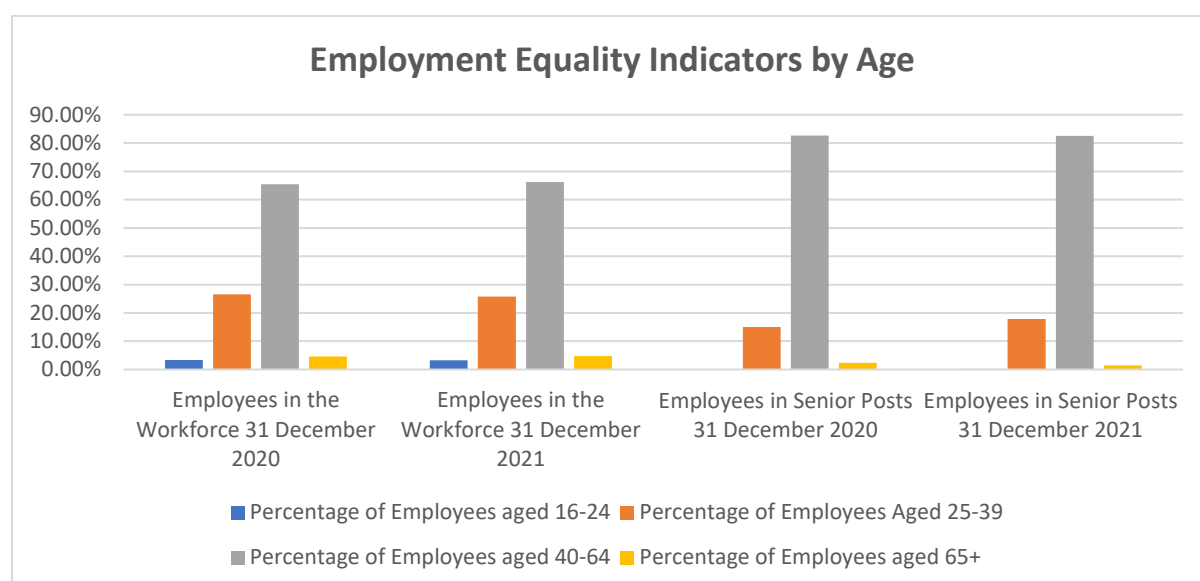
There has been a rise of 0.8% in Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce over the last year and of 0.5% in the percentage amongst senior postholders between 2020 and 2021. There is a lower percentage (1.5% difference) of ethnic minority employees in senior posts than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