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

**April 2021**

**Executive Summary**

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.

**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 2021 – based on a snapshot date of 31 March 2020 – and every 12 months thereafter. This is the fourth 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 on average 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 Gap Report is set out below.

Key Notes:

* The calculations are based on an 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 in to the category of "full pay relevant employee" for the purpose of the reporting requirements.
* In the following tables it should be noted that the County Council has its most balanced distribution of men and women in the upper middle and upper quartiles of posts (64.9% are female including the Chief Executive) whilst 72.4% 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 2020 – Table 7.12 Gender Pay Gap (%) all Employee Jobs United Kingdom 2020 with previous figure below) |
| 12.4% (as at 31 March 2020)12.7% (as at 31 March 2019)13% (as at 31 March 2018)13.6% (as at 31 March 2017) | 14.6%16.2%18.4%18.1% |

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 12.4% more as a mean hourly rate of pay than female employees (as at 31 March 2020).

This indicates a slight narrowing of the mean gender pay gap by about 0.3% over the year.

**Median Gender Pay Gap**

|  |  |
| --- | --- |
| Median Gender Pay Gap | National Average(Office of National Statistics Annual Survey of Hours and Earnings 2020 – Table 7.12 Gender Pay Gap (%) all Employee Jobs United Kingdom 2020 with previous figures below)  |
| 15.3% (as at 31 March 2020)16.6% (as at 31 March 2019)19.5% (as at 31 March 2018)20.3% (as at 31 March 2017) | 15.5%17.3%26.8%23% |

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 15.3% more as a median hourly rate of pay than female employees (as at 31 March 2020).

This indicates a narrowing of the median gender pay gap by 1.3% over the year.

**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 2020)0% (as at 31 March 2019)0% (as at 31 March 2018)0% (as at 31 March 2017)  |  0% (as at 31 Mach 2020)0% (as at 31 March 2019)0% (as at 31 March 2018)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 schemes 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 Male and Female Employees in Each Quartile of the Council's Pay Structure**

**(Quartile Breakdown as at 31 March 2020)**

|  |  |  |  |
| --- | --- | --- | --- |
| Quartile |  Female |  Male |  Total |
| 1 |  86.2% |  13.8% |  100% |
| 2  |  73.8% |  26.2% |  100% |
| 3  |  64.9% |  35.1%  |  100% |
| 4 |  64.9% |  35.1%  |  100% |
| Grand Total |  72.4% |  27.6% |  100% |

**(Quartile Breakdown as at 31 March 2019)**

|  |  |  |  |
| --- | --- | --- | --- |
|  Quartile |  Female |  Male |  Total |
|  1 |  85.5% |  14.5% |  100% |
|  2  |  73% |  27% |  100% |
|  3  |  66.6% |  33.4% |  100% |
|  4 |  64.8% |  35.2% |  100% |
|  Grand Total |  72.5% |  27.5% |  100% |

**(Quartile Breakdown as at 31 March 2018)**

|  |  |  |  |
| --- | --- | --- | --- |
|  Quartile |  Female |  Male |  Total |
|  1 |  85.4% |  14.6%  |  100% |
|  2 |  73% |  27% |  100% |
|  3 |  66.8% |  33.2% |  100% |
|  4 |  64.2% |  35.8% |  100% |
|  Grand Total |  72.3% |  27.7% |  100% |

**(Quartile Breakdown as at 31 March 2017)**

|  |  |  |  |
| --- | --- | --- | --- |
| Quartile | Female | Male | Total |
| 1 | 86% | 14% | 100% |
| 2 | 72.1% | 27.9% | 100% |
| 3 | 66.7% | 33.3% | 100% |
| 4 | 64% | 36% | 100% |
| Grand Total | 72.2% | 27.8% | 100% |

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 will be 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.

**Employment Equality Indicators for December 2019 and December 2020**

|  |  |  |
| --- | --- | --- |
| Indicator | % in December 2019 | % in December 2020 |
|  Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce | 2.9% | 5.5% |
| Disabled employees in the LCC workforce | 1.8% | 2.3% |
| Women in the LCC workforce | 74% | 73.9% |
| Asian, Black, Mixed and Other Ethnic Minority employees in senior LCC posts | 2.8% |  4.3% |
| Disabled employees in senior LCC posts | 1.6% | 4.9% |
| Women in senior LCC posts | 61.3% | 64% |

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 2.6% in Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce over the last year and of 1.5% in the percentage amongst senior postholders between 2019 and 2020. There is a lower percentage (1.2% 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 0.5% and the percentage in senior posts rising by 3.3% over the year. The percentage of disabled people in senior posts is more than double their percentage in the workforce overall.

64% of senior posts are held by women, an increase of nearly 3% from the previous year. Consequently the gap between women in the workforce overall (73.9%) and women in senior posts has narrowed to around 10%. The County Council has a female Chief Executive and the Corporate Management Team as a whole 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 2019 |  3.7% |  26% |  66.9% |  4.4% |
| Employees in the Workforce 31 December 2020 |  3.4% |  26.5% |  65.5% |  4.6% |
| Employees in Senior Posts 31 December 2019 |  0 |  13.7% |  85.3% |  1% |
| Employees in Senior Posts 31 December 2020 |  0 |  15% |  82.6% |  2.4% |

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 25-39. The percentage aged 40-64 has fallen by over 1%. In terms of senior posts the vast majority of postholders are aged 40-64, although that percentage has fallen this year with rises in both those aged 25-39 and those aged 65 and over.

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.

Elsewhere in this document figures will be provided including staff from BTLS but as this section deals with the Lancashire County Council corporate measures, the figures above only include Lancashire County Council Directorate based employees. From April 2021 the functions currently carried out by BTLS will be carried out by the County Council so these employees will be included in the Corporate Measures information after April 2021.

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.

**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.

This document also includes information on employees based with BTLS which is a strategic partner with the County Council and provides payroll and ICT services to us. These Services will return fully to the County Council from 1 April 2021.

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 2020.

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 school based staff.

Information is included on the protected characteristics of volunteers where it is known to our Lancashire Volunteering Partnership. Information in this report refers only to those volunteers used to support our Services.

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.

Following the last County Council Elections a system of monthly Cabinet meetings was introduced. 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 Information and Commissioning Start Well 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. Over recent months these discussions 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**

The population of Lancashire in the 2011 Census was 1,171,339 people and in the mid-year population estimates 2019 (published in June 2020) was 1,219,799, a rise of 9,746 people from the previous year.

The mid-year population estimates 2019 also indicated that 49.4% of Lancashire's population is male and 50.6% are female, a very slight change from 2018. Life expectancy for males is 78.5 years and for females is 82.2 years, a slight reduction in male life expectancy from the previous year whilst the life expectancy of females is unchanged. The most recent ethnicity population figure for Lancashire is from the 2011 Census with 7.7% of the population being from Asian, Black, Mixed and Other Ethnic Minority communities. In Lancashire there were 8,330 new National Insurance Number registrations from non-UK residents in 2019/20, a 32.7% increase from the previous year, with India being the leading country of applicants with 1,340 applicants which is 16.1% of all applicants during the year. The closest information in terms of disability from the 2011 Census related to whether a person's health or disability limited their normal day to day activities a little (10.2%), a lot (9.8%) or not at all (79.9%) of the population. The 2011 Census also identified that 24% of Lancashire's population were aged 0-19, 58% were aged 20-64 and 18% were aged 65+. 69% of people in Lancashire completing the 2011 Census identified as Christian, 19% as having no religion, around 6% as Muslim and there were smaller percentages for Buddhist, Hindu, Jewish, Sikh and other religions. At this time authoritative information on the sexual orientation or transgender status of Lancashire residents by numbers or percentages is not available but both are represented amongst the county's residents.

Inevitably the composition of Lancashire's population by protected characteristics varies amongst the districts within the county and there have also been changes since the Census information was provided. The 2021 Census is taking place at the time of this document's production.

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 4 May 2017 and 84 County Councillors were elected. There are currently 83 County Councillors and the equalities profile of County Councillors as at 31 December 2020 is as follows:

**Table of the Gender Profile of Lancashire County Councillors**

|  |  |  |
| --- | --- | --- |
| Gender | Number of County Councillors | Percentage |
| Male | 58 | 69% |
| Female | 25 | 31% |
| Total | 83 | 100% |

**Table of the Ethnicity Profile of Lancashire County Councillors**

|  |  |  |
| --- | --- | --- |
| Ethnicity | Number of County Councillors | Percentage |
| Asian British Indian | 1 | 1.2% |
| Asian British Pakistani | 3 | 3.6% |
| Kashmiri | 1 | 1.2% |
| Other | 2  |  2.4% |
| White British | 75 | 90.4% |
| White Irish | 1 | 1.2% |
| Total | 83 | 100% |

**Table of the Age Profile of Lancashire County Councillors**

|  |  |  |
| --- | --- | --- |
| Age Group | Number of County Councillors | Percentage of County Councillors |
|  Aged 18 to 64 years |  46 |  55% |
|  Aged 65 and over |  37 |  45% |
|  Total |  83 |  100% |

Also, whilst not specifically about age, there are 48 County Councillors (57%) who are employed, 1 is self-employed (1%), 4 are unemployed (5%), 1 is a student (1%) and 29 County Councillors are retired (35%).

**Disability Profile of County Councillors**

|  |  |  |
| --- | --- | --- |
| Disability Status | Number of County Councillors | Percentage of County Councillors |
| County Councillors who have disclosed they have a Disability | 4 | 4.8% |
| County Councillors who do not disclose that they have a Disability | 79 | 94% |
| Total | 83 | 100% |

A full Lancashire County Council Election is scheduled for 6 May 2021.

**Summary**

Predominantly, County Councillors identify as being White British and it appears the ethnic minorities population is slightly under represented amongst Elected Members than in the Lancashire population as a whole (approximately 6% of County Councillors are from ethnic minority backgrounds). Women are under-represented amongst County Councillors compared to the Lancashire population. People of retirement age are over represented amongst County Councillors and disabled people are likely to be under represented, although the 2011 Census question about long term health or disability status does not exactly match the disability question used for County Councillors' information.

**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**

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 2020 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 2019 is shown in brackets below where available.

The number of posts where people were hired has reduced by about a third in 2020 – down from 2,447 to 1,880 – and the number of applicants fell by about 3,000 (or around 10%) in 2020.

**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 |  13,880  (14,517) | 41.4% (39.6%) | 545(705) | 29%(28.9%) | 3.9%(4.7%) |
| 31-40 years | 4,959(8,999) | 14.8%(24.6%) | 479(656) | 25.4%(26.8%) | 9.6%(7.3%) |
| 41-50 years | 5,915(6,393) | 17.6%(17.5%) | 427(548) | 22.7%(22.4%) | 7.2%(8.6%) |
| 51-60 years | 7,464(5,237) | 22.3%(14.3%) | 345(427) | 18.4%(17.4%) | 4.6%(8.2%) |
| 61+ | 924(957) | 2.8%(2.6%) | 68(82) | 3.6%(3.4%) | 7.4%(8.6%) |
| Prefer Not To Say | 394(531) | 1.2%(1.5%) | 16(29) | 0.9%(1.2%) | 4.1%(5.5%) |
| Grand Total | 33,536(36,634) | - | 1,880(2,447) | - | - |

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 over 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  | 30,934(33,469) | 92.2%(91.4%) | 1,752(2,292) | 93.2%(93.7%) | 5.7%(6.6%) |
| Prefer Not To Say/Blank | 604(693) | 1.8%(1.9%) | 29(40) | 1.5%(1.6%) | 4.8%(5.8%) |
| Yes | 1,998(2,472) | 6%(6.7%) | 99(115) | 5.3%(4.7%) | 5%(4.7%) |
| Grand Total |  33,536(36,634) | - | 1,880(2,447) | - | - |

6% of applicants for County Council posts have a disability which is lower than in 2019, and 5.3% of successful applicants have a disability which has risen from 2019. This is significantly above the representation of disabled people in the County Council workforce which is 2.3%.

**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 | 152(166) | 0.5%(0.4%) | 2(9) | 0.1%(0.4%) | 1.3% (5.4%) |
| Arab | 66(103) | 0.2%(0.3%) | 0(8) | 0%(0.3%) | 0% (7.8%) |
| Asian or Asian British: Any Other Asian Background | 239(170) | 0.7%(0.5%) | 5(8) | 0.3%(0.3%) | 2.1%(4.7%) |
| Asian or Asian British: Bangladeshi | 299(365) | 0.9%(1%) | 12(14) | 0.6%(0.6%) | 4%(3.8%) |
| Asian or Asian British: Indian | 1,765(1,695) | 5.3%(4.6%) | 57(63) | 3%(2.6%) | 3.2%(3.7%) |
| Asian or Asian British: Pakistani | 1,819(2,292) | 5.4%(6.3%) | 63(73) | 3.4%(3%) | 3,5%(3.2%) |
| Black or Black British: African | 524(398) | 1.6%(1.1%) | 38(28) | 2%(1.1%) | 7.3%(7%) |
| Black or Black British: Any Other Black Background | 91(40) | 0.3%(0.1%) | 5(4) | 0.3%(0.2%) | 5.5%(10%) |
| Black or Black British: Caribbean | 113 (122) | 0.3%(0.3%) | 9(6) | 0.5%(0.2%) | 8%(4.9%) |
| Chinese  | 71(53) | 0.2%(0.1%) | 4(4) | 0.2%(0.2%) | 5.6%(7.5%) |
| Mixed Other  | 242(194) | 0.7%(0.5%) | 11(9) | 0.6%(0.4%) | 4.5%(4.6%) |
| Mixed White & Asian | 130(115) | 0.4%(0.3%) | 8(7) | 0.4%(0.3%) | 6.2%(6.1%) |
| Mixed White & Black African | 81(81) | 0.2%(0.2%) | 0(4) | 0%(0.2%) | 0%(4.9%) |
| Mixed White & Black Caribbean | 146(179) | 0.4%(0.5%) | 9(12) | 0.5%(0.5%) | 6.2%(6.7%) |
| Prefer Not To Say | 347(347) | 1%(1%) | 13(20) | 0.7%(0.8%) | 3.7%(5.8%) |
| White: Any Other White Background | 1,128 (1,085) | 3.4%(3%) | 49(68) | 2.6%(2.8%) | 4.3%(6.3%) |
| White: White British English | 25,180(27,915) | 75.1%(76.2%) | 1,527(2,012) | 81.2%(82.2%) | 6.1%(7.2%) |
| White Irish | 147(159) | 0.4%(0.4%) | 4(13) | 0.2%(0.5%) | 2.7%(8.2%) |
| White British Other | 509(636) | 1.5%(1.7%) | 36(37)  | 1.9%(1.5%) | 7.1%(5.8%) |
| White British Welsh | 162(156) | 0.5%(0.4%) | 11(12) | 0.6%(0.5%) | 6.8%(7.7%) |
| White British Scottish | 322(358) | 1%(1%) | 17(36) | 0.9%(1.5%) | 5.3%(10.1%) |
| White Gypsy or Irish Traveller | 3(5) | <0.1%(<0.1%) | 0(0) | 0%(0%) | 0%(0%) |
| Grand Total | 33,536(36,634) | - | 1,880(2,447) | - | - |

Over three quarters of applicants for County Council posts come from the White British/English category and over 80% of successful applicants are from this category. It is clear that 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 17% of all applicants and around 12% 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 | 21,481 (24,837) | 64.1% (67.8%) | 1,361(1,815) | 72.4% (74.2%) | 6.3%(7.3%) |
| Male | 11,838(11,633) | 35.3%(31.8%) | 513(620) | 27.3%(25.3%) | 4.3%(5.3%) |
| Prefer Not To Say/Blank  | 217(164) | 0.6%(0.4%) | 6(12) | 0.3%(0.5%) | 2.8%(7.3%) |
| Grand Total | 33,536(36,634) | - | 1,880(2,447) | - | - |

The percentage of male applicants is higher than their representation in the County Council workforce as a whole whilst the percentage of those hired is also slightly higher than male representation in the workforce. The percentages of women applicants is 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 | 2(1) | <0.1%(<0.1%) | 0(0) | 0(0) | 0(0) |
| Buddhist | 118(133) | 0.4%(0.4%) | 9(10) | 0.5%(0.4%) | 7.6%(7.5%) |
| Christian | 13,552(14,549) | 40.4%(39.7%) | 866(1,121) | 46.1%(45.8%) | 6.4%(7.7%) |
| Hindu | 408(284) | 1.2%(0.8%) | 15(10) | 0.8%(0.4%) | 3.7%(3.5%) |
| Jewish | 39(16) | 0.1%(<0.1%) | 4(0) | 0.2%(0%) |  10.3% (0%) |
| Muslim | 3,360(3,920) | 10%(10.7%) | 111(144) | 5.9%(5.9%) | 3.3%(3.7%) |
| None  | 13,662(15,061) | 40.7%(41.1%) | 748(993) | 39.8%(40.6%) | 5.5%(6.6%) |
| Other Religious Belief | 297(426) | 0.9%(1.2%) | 16(29) | 0.9%(1.2%) | 5.4%(6.8%) |
| Other Spiritual Belief | 536(555) | 1.6%(1.5%) | 32(33) | 1.7%(1.3%) | 6%(5.9%) |
| Prefer Not To Say | 1,490(1,603) | 4.4%(4.4%) | 78(105) | 4.1%(4.3%) | 5.2%(6.5%) |
| Sikh | 72(86) | 0.2%(0.2%) | 1(2) | 0.1%(0.1%) | 1.4%(2.3%) |
| Grand Total | 33,536(36,634) | - | 1,880(2,447) | - | - |

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 almost 6% of those who are successful/hired. However, the religions with the lowest success rate from their group of being hired are 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 | 950(692) | 2.8%(1.9%) | 34(31) | 1.8%(1.3%) | 3.6%(4.5%) |
| Gay/Lesbian | 934(751) | 2.8%(2%) | 45(42) | 2.4%(1.7%) | 4.8%(5.6%) |
| Heterosexual/Straight | 29,710(31,494) | 88.6%(86%) | 1,703(2,119) | 90.6%(86.6%) | 5.7%(6.7%) |
| Prefer Not To Say | 1,942(2,239) | 5.6%(6.1%) | 98(150) | 5.2%(6.1%) | 4.4%(6.7%) |
| Grand Total | 33,536(36,129) | - | 1,880(2,447) | - | - |

The number and percentage of applicants who are Bisexual or Gay/Lesbian has increased between the 2019 and 2020 information, as has the number and percentage of successful/hired applicants who are Bisexual or Gay/Lesbian. This is very encouraging. The success rate of Bisexual applicants is, however, lower than for other categories included in the sexual orientation information.

**Employee Data - Background**

Information is robust for the age and sex/gender protected characteristics, but there are a number of Unknown or Blank entries for ethnicity, disability, religion or belief and sexual orientation. The level of Blank or Unknown responses has reduced considerably between 2019 and 2020 after a data issue has been resolved. 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 seen as the lowest possible numbers/percentages for those protected characteristics groups but may be higher.

**Corporate Measures**

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.

**Employment Equality Indicators for December 2019 and December 2020**

|  |  |  |
| --- | --- | --- |
| Indicator | % in December 2019 | % in December 2020 |
| Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce | 2.9% | 5.5% |
| Disabled employees in the LCC workforce | 1.8% | 2.3% |
| Women in the LCC workforce | 74% | 73.9% |
| Asian, Black, Mixed and Other Ethnic Minority employees in senior LCC posts | 2.8% | 4.3% |
| Disabled employees in senior LCC posts | 1.6% | 4.9% |
| Women in senior LCC posts | 61.3% | 64% |

The information for senior posts 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. New NJC Pay Scales were adopted from April 2019, which confirm the use of Grade 11 and Above as our definition of a senior postholder.

There has been a rise of 2.6% in the percentage of Asian, Black, Mixed and Other Ethnic Minority employees in the County Council workforce between 20119 and 2020 which may be due to some extent to the resolving of a data issue mentioned elsewhere, and of 1.5% in the percentage of those employees in senior posts. The percentage of ethnic minority employees in senior posts is lower than that for their representation in the workforce as a whole, a gap of 1.2%.

The percentage of disabled employees in the workforce has risen by 0.5%, again possibly partly because of the data issue being resolved, and in senior posts has risen by 3.3% between 2019 and 2020. The percentage of disabled employees in senior posts is more than double that of their representation in the workforce overall.

64% of senior posts are held by women, which has risen by around 3% in the last year. 73.9% of the workforce are female, so the gap between women in the workforce overall and women in senior posts has narrowed to around 10%. The County Council has a female Chief Executive and the Corporate Management Team as a whole is comprised of 4 males and 4 females.

Elsewhere in this document figures will be provided including staff from BTLS but as this section deals with the Lancashire County Council corporate measures, the figures above only include Lancashire County Council Directorate based employees. The functions of BTLS will be transferred back to the County Council from 1 April 2021 so this is the final Report where these will be separated.

**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 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 2019 are shown in brackets.

The figures are for the position on 31 December 2020.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 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 |  2,713(2,893) | 79.9%(78%) | 682(815) | 20.1%(22%) |
| Chief Executive & Director of Resources | 2,552(2,777) | 83.4%(82.8%) | 510(575) | 16.6%(17.2%) |
| Education & Children's Services | 2,644(2,735) | 81.6%(81.2%) | 598(634) | 18.4%(18.8%) |
| Growth, Environment, & Transport  | 1,047(884) | 43.2%(41.6%) | 1,374(1,241) | 56.8%(58.4%) |
| Total Lancashire County Council | 8,956(9,289) | 73.9%(74%) | 3,164(3,265) | 26.1%(26%) |
| BTLS | 129(127) | 36.3%(36.4%) | 226 (222) | 63.7%(63.6%) |
| Grand Total – including BTLS | 9,085(9,416) | 72.8%(73%) | 3,390(3,487) | 27.2%(27%) |

The percentage of women in the County Council workforce has fallen slightly for the County Council sex/gender profile and when BTLS employees are also included. For both totals, over 70% of employees are women.

In Education & Children's Services and Chief Executive & Director of Resources Directorates over 80% of employees are female and almost 80% of staff in Adult Services & Health and Wellbeing are female (all shown in blue above). Growth, Enterprise and Transport Directorate and BTLS which is our strategic partner for a range of services such as Payroll and ICT support are the only areas where men form the majority of the workforce, and these are shown in orange.

**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 at 31 December 2020, is shown in the table below, with figures for 2019 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 | 144(132) | 4.2%(3.6%) | 887(928) | 26.1%(25%) | 2,271(2,450) | 66.9%(66.1%) | 93(198) | 2.7%(5.3%) |
| Chief Executive & Director of Resources | 61(83) | 2.1%(2.5%) | 788(829) | 25.7%(24.8%) | 2,101(2,322) | 68.6%(69.3%) | 112(118) | 3.7%(3.5%) |
| Education & Children's Services | 114(142) | 3.5.%(4.2%) | 1,073(1,107) | 33.1%(32.9%) | 1,998(2,075) | 61.6%(61.6%) | 57(45) | 1.8%(1.3%) |
| Growth, Environment, & Transport  | 89(107) | 3.7%(5%) | 467(402) | 19.3%(18.9%) | 1,572(1,429) | 64.9%(67.2%) | 293(187) | 12.1%(8.8%) |
| Total Lancashire County Council | 408(464) | 3.4%(3.7%) | 3,215(3,266) | 26.5%(26%) | 7,942(8,276) | 65.5%(66.9%) | 555(548) | 4.6%(4.4%) |
| BTLS | 18(16) | 5.1%(4.6%) | 105(114) | 29.6%(32.7%) | 231(218) | 65.1%(62.5%) | 1(1) | 0.3%(0.3%) |
| Grand Total – including BTLS | 426(480) | 3.4%(3.7%) | 3.320(3,380) | 26.6%(26.2%) | 8,173(8,494) | 65.5%(65.8%) | 556(549) | 4.5%(4.3%) |

In all Directorates and BTLS over 60% of employees are in the 40-64 age group. There are variations between different Services with the ones which are below the corporate age profile shaded in orange and those above it shown in blue,

**Ethnicity**

The ethnicity information for 31 December 2020 is set in the tables below with the 2019 figures shown in brackets.

In the first table showing the numbers of employees of different ethnicities in each Directorate, percentages have not been added due to the relatively small numbers concerned. The numbers in this table will show changes in the profile.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Directorate | Any Other Ethnicity | Any Other Asian or Asian British  | Arab | Asian or Asian British Bangladeshi | Asian or Asian British Indian | Asian or Asian British Pakistani | Black or Black British African | Black or Black British Caribbean |
| Adult Service & Health & Wellbeing | 17(12) |  15(9) | 2(0) | 6(4) | 56(31) | 60(28) | 31(2) | 7(4) |
| Chief Executive & Director of Resources | 13(6) | 9(6) | 1(0) | 4(1) | 70(46) | 33(14) | 2(2) | 6(2) |
| Education & Children's Services | 4(6) | 9(6) | 4(0) | 6(4) | 24(16) | 78(49) | 14(2) | 5(3) |
| Growth, Environment & Transport  | 4(1) | 5(3) | 0(0) | 2(0) | 43(19) | 23(4) | 2(1) | 4(3) |
| BTLS | 1(1) | 1(1) | 0(0) | 2(1) | 10(9) | 5(0) | 0(0) | 1(1) |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Directorate | Black or Black British Other | Chinese | Mixed White & Black African | Mixed White & Asian | Mixed White & Black Caribbean | Mixed Other | Prefer Not To Say | Unknown |
| Adult Services & Health & Wellbeing | 9(4) | 3(1) | 2(0) | 6(2) | 6(4) | 10(5) | 6(0) | 147(171) |
| Chief Executive & Director of Resources | 1(1) | 1(1) | 2(1) | 4(1) | 5(1) | 1(2) | 10(0) | 92(87) |
| Education & Children's Services |  2  (2) | 3(3) | 3(2) | 6(2) | 10(8) | 10(3) | 5(0) | 180(213) |
| Growth, Environment & Transport  | 2(2) | 2(1) | 1(0) | 4(0) | 1(0) | 5(3) | 6(0) | 131(120) |
| BTLS | 0(0) | 3(2) | 0(0) | 1(1) | 2(0) | 1(1) | 3(0) | 19(21) |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Directorate | White British English | White British Other | White British Scottish | White British Welsh | White Gypsy or Irish Traveller | White Irish | White Other | Blank or No Response |
| Adult Services & Health & Wellbeing | 754(70) | 1,476(1,554) | 12(1) | 11(0) | 1(0) | 14(13) | 30(9) | 714(1,784) |
| Chief Executive & Director of Resources | 668(34) | 1,273(1,430) | 6(0) | 4(1) | 0(0) | 8(2) | 45(5) | 804(1,710) |
| Education & Children's Services | 687(69) | 1,455(1,412) | 12(2) | 2(0) | 0(0) | 15(10) | 29(17) | 678(1,545) |
| Growth, Environment & Transport  | 476(20) | 1,116(994) | 3(0) | 4(1) | 0(0) | 10(8) | 13(4) | 564(941) |
| BTLS | 88(25) | 162(170) | 1(0) | 0(0) | 0(0) | 0(0) | 1(1) | 121(114) |

The above information is summarised on a corporate basis below which also includes total and percentage figures. The figures for 2019 appear in brackets.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Ethnicity | Number of LCC Employees  | Percentage of LCC Employees | Number of Employees including with BTLS | Percentage of Employees including with BTLS |
| Any Other | 38 (20) | 0.3%(0.2%) | 39(21) | 0.3%(0.2%) |
| Any Other Asian or Asian British  | 38(24) | 0.3%(0.2%) | 39(25) | 0.3%(0.2%) |
| Arab | 7(0) | <0.1%(0) | 7(0) | <0.1%(0) |
| Asian or Asian British Bangladeshi | 18(9) | 0.1%(0.1%) | 20(10) | 0.2%(0.1%) |
| Asian or Asian British Indian | 193(112) | 1.6%(0.9%) | 203(121) | 1.6%(0.9%) |
| Asian or Asian British Pakistani | 194(95) | 1.6%(0.8%) | 199(95) | 1.6%(0.8%) |
| Black or Black British African | 49(7) | 0.4%(0.1%) | 49(7) | 0.4%(0.1% |
| Black or Black British Caribbean | 22(12) | 0.2%(0.1%) | 23(13) | 0.2%(0.1%) |
| Black or Black British Other | 15(9) | 0.1%(0.1%) | 15(9) | 0.1%(0.1%) |
| Chinese | 9(6) | <0.1%(<0.1%) | 12(8) | 0.1%(<0.1%) |
| Mixed White & Black African | 8(3) | <0.1%(<0.1%) | 8(3) | <0.1%(<0.1% |
| Mixed White & Asian | 20(5) | 0.2%(<0.1%) | 21(6) | 0.2%(<0.1%) |
| Mixed White & Black Caribbean | 22(13) | 0.2%(0.1%) | 24(14) | 0.2%(0.1%) |
| Mixed Other | 26(12) | 0.2%(0.1%) | 27(14) | 0.2%(0.1%) |
| Prefer Not To Say | 27(0) | 0.2%(0%) | 30(0) | 0.2%(0%) |
| Unknown | 550(591) | 4.5%(4.7%) | 569(612) | 4.6%(4.7% |
| White British English | 2,585(193) | 21.3%(1.5%) | 2,673(218) | 1.7%(21%) |
| White British Other | 5,320(5,390) | 43.9%(42.9%) | 5,4825,560 | 43.9%43.1% |
| White British Scottish | 33(3) | 0.3%(<0.1%) | 34(3) | 0.3%(<0.1%) |
| White British Welsh | 21(2) | 0.2%(<0.1%) | 21(2) | 0.2%(<0.1%) |
| White Gypsy or Irish Traveller | 1(0) | <0.1%(0%) | 1(0) | <0.1%(0%) |
| White Irish | 47(33) | 0.4%(0.3%) | 47(33) | 0.4%(0.3%) |
|  White Other | 117(35) | 1%(0.3%) | 121(36) | 1.1%(0.3%) |
| Blank or No Response | 2,760(5,980) |  22.8%(47.6%) | 2,811(6,094) | 22.5%(47.2%) |

The table shows how the representation of different ethnicities within the County Council has changed between 2019 and 2020. However, although the number of Unknown or Blank/No Responses has reduced significantly 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 | 230(106) | 6.7%(2.9%) | 2,298(1,647) | 67.7%(44.4%) | 867(1,955) | 25.6%(52.7%) |
| Chief Executive & Director of Resources | 152(83) | 5%(2.5%) | 2,004(1,472) | 65.4%(43.9%) | 906(1,797) | 29.6%(53.6%) |
| Education & Children's Services | 179 (101) | 5.5%(3%) | 2,200(1,510) | 67.8%(44.8%) | 863(1,758) | 26.6%(52.2%) |
| Growth, Environment & Transport  | 98(37) | 4%(1.7%) | 1,622(1,027) | 67%(48.3%) | 701(1,061) | 29%(50%) |
| Lancashire County Council Total | 659(327) | 5.5%(2.6%) | 8,124(5,656) | 67%(45.1%) | 3,337(6,571) | 27.5%(52.3%) |
| BTLS | 27(18) | 7.6%(5.2%) | 255(196) | 71.8%(56.2%) | 73(135) | 20.6%(38.6%) |
| Totals including BTLS | 686(345) | 5.5%(2.7%) | 8,379(5,852) | 67.2%(45.3%) | 3,410(6,706) | 27.3%(52%) |

Both the number and percentage of employees from ethnic minority backgrounds has risen between 2019 and 2020, in part due to the resolving of some technical issues about the information recording system.

Adult Services & Health and Wellbeing and BTLS both have higher percentages of Asian, Black, Mixed and Other Ethnic Minority employees than the corporate figure and are shaded in blue. Education and Children's Services and Chief Executive and Director of Resources are close to the corporate percentage whilst Growth, Environment & Transport have a lower figure (shaded in orange) 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 at 31 December 2020, with figures for December 2019 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 |  135 (75)  |  4.1% (2.1%) |  2,514 (1,849) |  74% (49.8%) |  32 0  |  0.9% (0%) |  714 (1,784) |  21% (48.1%) |
| Chief Executive & Director of Resources |  52 (34) |  1.7% (1%) |  2,190 (1,608) |  71.5% (48%) |  16 (0) |  0.5% (0%) |  804 (1,710) |  26.3% (51%) |
| Education & Children'sServices |  28 (86) |  0.9% (2.5%) |  2,391 (1,738) |  73.8% (51.6%) |  145 (0) |  4.5% (0%) |  678 (1,545) |  20.9% (45.9%) |
| Growth, Environment & Transport |  59 (27) |  2.4% (1.3%) |  1,784 (1,157) |  73.7% (54.4%) |  14 (0) |  0.6% (0%) |  584 (941) |  23.3% (44.3%) |
| Lancashire County Council |  274 (222) |  2.3% (1.8%) |  8,879 (6,352) |  73.3% (50.6%) |  207 0 |  1.7% (0%) |  2,760 (5,980) |  22.7% (47.6%) |
| BTLS |  17 (12) |  4.8% (3.4%) |  282 (223) |  79.4% (63.9%) |  5 (0) |  1.4% (0%) |  51 114 |  14.% (32.7%) |
| Grand Total – including BTLS |  291 (234) |  2.3% (1.8%) |  9,161 (6,575) |  73.4% (51%) |  212 0 |  1.7% (0%) |  2,811 (6,094) |  22.5% (47.2%) |

The percentage of disabled people employed by the County Council, has risen slightly both when BTLS are included and when they are not included, it is 2.3% for both. Adult Services & Health and Wellbeing, (shown in blue) and BTLS are above the corporate figure whilst Chief Executives and Director of Resources and Education and Children's Services Directorates are below the corporate figure and shown in orange. Growth, Environment and Transport are slightly above the corporate percentage. 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.

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 2020 with figures for December 2019 given in brackets. To allow comparisons with senior post and leavers data percentages are included although the incomplete nature of the figures may limit their usefulness.

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Directorate | Buddhist | Christian | Hindu | Jewish | Muslim | None  | Other ReligiousBelief | Other SpiritualBelief | Prefer Not To Say | Sikh | Unknown or Blank |
| Adult Services & Health & Wellbeing | 6 0.2%(30.1%) | 80723.8%(2887.8%) | 70.2%(30.1%) | 2<0.1%(1<0.1%) | 942.8%(270.7%) | 49814.6%(962.6%) | 250.7%(100.3%) | 180.5%(30.1%) | 972.9%(451.2%) | 00%(00%) | 1,94154.2%(3,23287.2%) |
| Chief Executive & Director of Resources  | 40.1%(00%) | 69422.7%(2487.4%) | 110.4%(60.2%) | 00%(00%) | 682.2%(210.6%) | 39012.7%(772.3%) | 130.4%(50.1%) | 90.4%(00%) | 872.8% (280.8%) | 40.1%(30.1%) |  1,782 58.2%(2,96488.4%) |
| Education & Children's Services | 70.2%(40.1%) | 96829.9%(52915.7%) | 30.1%(20.1%) | 20.1%(00%) | 952.9%(501.5%) | 51515.9%(1664.9%) |  35 1.1%(220.6%) | 140.4%(30.1%) | 1143.5%(842.5%) | 1<0.1%(20.1%) | 1,48845.9%(2,50774.4%) |
| Growth, Environment &Transport  | 3<0.1%(1<0.1%) | 43718.1%(1175.5%) | 30.1%(00%) | 00%(00%) | 502.2%(60.3%) | 30212.5%(432%) | 100.4%(20.1%) | 80.3%(00%) | 381.6%(120.6%) | 2<0.1%(00%) | 1,56864.8%(1,94491.5%) |
| Total Lancashire County Council | 200.2%(80.1%) | 2,90624%(1,1829.4%) | 240.2%(110.1%) | 4<0.1%(1<0.1%) | 3072.5%(1040.8%) | 170514%(3823%) | 830.7%(390.3%) | 490.4%(6<0.1%) | 3362.8%(1691.3%) | 7<0.1%(5<0.1%) | 6,67955.1%(10,64785%) |
| BTLS | 00%(00%) | 5114.4%(236.6%) | 20.6%(10.3%) | 00%(00%) | 92.5%(20.6%) | 6016.9%(123.4%) | 00%(00%) | 10.3%(00%) | 72%(20.6%) | 00%(00%) | 22563.4%(30988.5%) |
| Grand Total including BTLS | 200.2%(80.1%) | 2,95723.7%(1,2059.3%) | 260.1%(120.1%) | 4<0.1%(1<0.1%) | 3162.5%(1060.8%) | 176514%(3943.1%) | 830.6%(390.3%) | 50<0.4%(6<0.1%) | 3432.7%%(1711.3%) | 7<0.1%(5<0.1%) | 6,90455.3.%(10,95684.9%) |

Information in relation to religion or belief remains low and it is difficult to draw any conclusions from the figures available. Education and Children's Services Directorate have a lower percentage of employees where this information is Blank or Unknown than the corporate average whilst BTLS and Growth, Environment and Transport Directorate have a higher percentage of Blank or Unknown responses but the differences are less striking this year than previously.

**Sexual Orientation**

The profile of employees by sexual orientation across Directorates as at 31 December 2020 is set out in the table below, with figures for December 2019 given in brackets.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Directorate | Number of BisexualEmployees | Number of Gay & LesbianEmployees | Heterosexual/Straight | Prefer Not To Say | Blank |
| Adult Services & Health & Wellbeing | 230.7%(60.2%) | 411.2%(170.5%) | 1,38640.8%(40510.9%) | 1,23136.3%(1,49640.3%) | 71421%(1,78448.1) |
| Chief Executive & Director of Resources  | 140.5%(40.1%) | 160.5%(80.2%) | 1,18039.5%(35410.5%) | 1,04834.2%(1,27638%) | 80426.3%(1,71051%) |
| Education & Children's Services | 130.4%(40.1%) | 401.2%(140.4%) | 1,55748%(75422.4%) | 95429.4%(1,05231.2%) | 67820.9%(1,54545.9%) |
| Growth, Environment & Transport  | 50.2%(00%) | 120.5%(30.1%) | 79732.9%(1738.1%) | 1,04343.1%(1,00847.4%) | 56423.3%(1,94144.3%) |
| Lancashire County Council Total | 550.5%(140.1%) | 1090.9%(420.3%) | 4,92040.6%(1,68613.4%) | 4,27635.3%(4,83238.5%) | 2,76022.8%(5,98047.6%) |
| BTLS |  0 0%(00%) | 20.6%(10.3%) | 11933.5%(3510%) | 18351.5%(19957%) | 5114.4%(11432.6) |
| Total including BTLS | 550.4%(140.1%) | 1110.9%(430.3%) | 5,03940.4%(1,72113.3%) | 4,45935.7%(5,03139%) | 2,81122.5%(6,09447.2%) |

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. There is also some similarity in the percentages of representation across Directorates.

**Senior Posts**

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

The overall position on 31 December 2020 was reported in the "Corporate Measures" section but information for Directorates is given in the table below, which shows Women employees, Ethnic Minority employees and Disabled Employees in Directorate Senior Officer Posts. Figures for 2019 are shown in brackets.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  Directorate | Numbers in Senior Posts | Asian, Black, Mixed & Other Ethnic Minority Employees in Senior Posts | Disabled Employees in Senior Posts | Female Employees in Senior Posts |
| Adult Services & Health & Wellbeing  | 198(92) | 73.5%(33.7) | 105.1%(11.1%) | 13970.2% (6469.6%) |
| Chief Executive & Director of Resources | 178113 | 116.1%(43.5%) | 84.5%(43.5%) | 11061.8%(7061.9%) |
| Education & Children's Services | 323(211) | 113.4%(52.4%) | 134.1%(20.9%) | 25578.9%(15573.5%) |
| Growth, Environment & Transport  | 14180 | 75.1%(22.5%) | 107.1%(11.3%) | 3424.1(1518..8) |
| Lancashire County Council Totals | 840(496) | 364.3%(142.8%) | 414.9%(81.6%) | 53864%(30461.3%) |
| BTLS | 8941 | 66.7%(24.9%) | 55.6%(24.9%) | 2730.3%(1434.1%) |
| Totals including BTLS | 929(537) | 424.5%(163%) | 465%(101.9)) | 56560.8%(31859.2%) |

In the table above, Directorates where the percentage of employees is considerably above the corporate level are shaded blue and where they are noticeably below that level are indicated in orange.

Going forward, the information will be presented for each of the protected characteristics in the same way as elsewhere in the Report so baseline versions for sex/gender, ethnicity and disability follow. Figures are not included for 2019.

**Sex/Gender of Postholders in Senior Posts as at 31 December 2020**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 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 |  139  |  70.2% |  59 |  29.8% |  198 |
| Chief Executive & Director of Resources |  110 |  61.8% |  68 |  38.2% |  178 |
| Education & Children's Services |  255 |  78.9% |  68 |  21.1% |  323 |
| Growth, Environment & Transport |  34 |  24.1% |  107 |  75.9% |  141 |
| Lancashire County Council |  538 |  64% |  302  |  36% |  840 |
| BTLS |  27 |  30.3% |  67 |  69.7% |  89 |
| Grand Total |  565 |  60.8% |  364 |  39.2% |  929 |

If BTLS figures are discounted, 64% of the County Council's senior postholders are female employees whilst even with BTLS over 60% of senior posthollders are women. This figure has increased from 2019. There is a notable difference in the profile of women in senior posts in Growth, Environment & Transport (24.1%) in contrast to Adult Services & Health and Wellbeing (70.2%) and Education and Children's Services where 78.9% of senior postholders are women. This is probably reflective of the nature of roles/professions in those services. BTLS also have a lower profile of female employees.

**Ethnicity of Senior Postholders as at 31 December 2020**

The first table shows information for senior postholders from individual ethnic groups whilst the second combines figures for Black, Asian and other Minority Ethnic senior postholders, White postholders and postholders where the information is Prefer Not To Say, Unknown or Blank.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Ethnicity | Adult Services Health & Wellbeing | Chief Executive & Director of Resources | Education & Children's Services | Growth, Environment & Transport | LancashireCounty Council Total | BTLS | Grand Total |
| Any Other Asian or Asian British |  0 |  2 1.1% |  1 0.3%  |  0 |  3 0.4% |  0 |  3 0.3% |
| Asian or Asian British Indian |  4 2% |  7 2.9% |  2 0.6% |  4 2.8% |  17 2.1% |  3 3.4% |  20 2.2% |
| Asian or Asian British Pakistani |  2 1% |  1 0.6% |  3 0.9% |  0 |  6 0.7%  |  0 |  6 0.6% |
| Black or Black British African |  1 0.5% |  0 |  0 |  0 |  1 0.1% |  0 |  1 0.1% |
| Black or Black British Caribbean |  0 |  1 0.6% |  0 |  1 0.7% |  2 0.2% |  0 |  2 0.2%  |
| Chinese |  0 |  0 |  1 0.3% |  1 0.7% |  2 0.2% |  1 1.1% |  3 0.3% |
| Mixed White & Black African |  0 |  0 |  1 0.3% |  0 |  1 0.1% |  0  |  1 0.1% |
| Mixed White & Asian |  0 |  0 |  1 0.3%  |  0 |  1 0.1% |  1 1.1% |  2 0.2% |
| Mixed White & Black Caribbean |  0 |  0 |  1 0.3% |  0 |  1 0.1% |  1 1.1% |  2 0.2% |
| Mixed Other |  0 |  0 |  1 0.3% |  1 0.7% |  2 0.2% |  0 |  2 0.2% |
| Prefer Not To Say |  0 |  1 0.6% |  1 0.3%  |  0 |  2 0.2% |  0 |  2 0.2% |
| Unknown |  5 2.5% |  4 2.2% |  30 9.3% |  1 0.7% |  40 4.8% |  7 7.9% |  47 5% |
| White British English |  24 12.1% |  18 10.1%  |  34 10.5% |  16 11.3% |  92 11.1% |  16 18% |  108 11.6% |
| White British Other |  147 74.2% |  130 73% |  177 54.8% |  111 78.7% |  565 67.2% |  52 58.4% |  617 66.4% |
| White British Scottish |  0 |  0 |  2 0.6% |  0 |  2 0.2% |  0 |  2 0.2% |
| White British Welsh |  0 |  0 |  0  |  1 0.7% |  1 0.1% |  0 |  1 0.1% |
| White Irish |  4 2% |  1 0.6% |  4 1.2% |  1 0.7% |  10 1.2% |  0 |  10 1.1% |
| White Other |  1 0.5% |  1 0.6% |  5 1.5% |  0 |  7 0.8% |  1 1.1% |  8 0.9% |
| Blank |  10 5% |  12 6.7% |  59 18.3% |  4 2.8% |  85 10.1% |  7 7.9% |  92 9.9% |
| Total |  198 |  178 |  323 |  141 |  840 |  89 |  929 |

The table below shows the position as at 31 December 2020 when the respective Asian, Black, Mixed and Other Ethnic Minority categories, White categories and Prefer Not To Say, Unknown and Blank categories are combined. Figures for Asian, Black, Mixed and Other Ethnic Minority Employees in 2019 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 |  7 (3) |  3.5% (3.7%) |  176 |  88.8% |  15 |  7.5% |  198 (92) |
| Chief Executive & Director of Resources |  11 (4) |  6.1% (3.5%) |  150  |  84.3% |  17 |  9.5% |  178 (113) |
| Education &Children's Services |  11 (5) |  3.4% (2.4%) |  222 |  68.7% |  90 |  27.9% |  323 (211) |
| Growth, Environment, & Transport  |  7 (2) |  5.1% (2.5%) |  129 |  91.5% |  5 |  3.5% |  141 (112) |
| LancashireCounty Council |  36 (14) |  4.3% (2.8%) |  677 |  80.6% |  127 |  15.1% |  840 (496) |
| BTLS |  6 (2) |  6.7% (4.9%) |  69 |  77.5% |  14 |  15.7% |  89 (44) |
| Grand Total |  42 (16)  |  4.5% (3%) |  746 |  80.3% |  141 |  15.2% |  929 (537) |

The table shows that Chief Executive and Director of Resources, Growth, Environment and Transport and BTLS all have percentages of ethnic minority employees which are higher than the County Council corporate percentage. Adult Services & Health and Wellbeing and Education and Children's Services are slightly lower. The overall percentage of senior postholders who are from ethnic minority backgrounds is slightly lower than their representation in the workforce as a whole.

**Disability Profile of Senior Postholders as at 31 December 2020**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 |  10 (1) |  5.1%(1.1%) |  178 |  89.9% |  0 |  0 |  10 |  5.1% |  198 (92)  |
| Chief Executive & Director of Resources |  8 (4) |  4.5%(3.5%) |  157 |  88.2% |  1 |  0.6% |  12 |  6.7% |  178 (113) |
| Education & Children's Services |  13 (2) |  4.1% (0.9%) |  249 |  77.1% |  2 |  0.6% |  59 |  18.2% |  323 (211) |
| Growth, Environment & Transport |  10 (1) |  7.1% (1.3%) |  127 |  90.1% |  0 |  0 |  4 |  2.8% |  141 (80) |
| LancashireCounty Council |  41 (8) |  4.9% (1.6%) |  711 |  84.6% |  3 |  0.4% |  85 |  10.1% |  840 (496) |
| BTLS |  5 (2)  |  5.6% (4.9%) |  76 |  85.4% |  1 |  1.1% |  7 |  7.9% |  89 (41) |
| Grand Total |  46 (10)  |  5% (1.9%) |  787 |  84.7% |  4 |  0.4% |  92 |  9.9% |  929 (537) |

Information for disabled people in senior posts shows a significant increase in both their number and percentage, it has re-established the position where the representation of disabled people in senior posts is higher than in the workforce overall. This may, in part, be explained by a low number of Blank returns for most Directorates and no Unknown returns at all. It may also be that employees in senior posts feel more confident to disclose their disability. Growth, Environment and Transport has the highest percentage and is shaded in blue along with BTLS which also has a percentage over the corporate figure. Whilst Education and Children's Services have the highest number of disabled employees, the percentage is lower than the corporate figure and shaded in orange.

**Age Profile of Senior Postholders as at 31 December 2020**

Information is provided on the age profile of employees in senior posts. The position at 31 December 2020 is set out in the table below with figures for 2019 shown in brackets. Currently no employees are aged between 16 and 24 in senior posts.

|  |  |  |  |
| --- | --- | --- | --- |
| Directorate | Employees Aged25-39 in Senior Posts | Employees Aged40-64 in Senior Posts | Employees Aged 65+ in Senior Posts |
| Adult Services & Health & Wellbeing | 2010%(1516.3%) | 17186.4%(7480.4%) | 73.5%(33.3%) |
| Chief Executive & Director of Resources | 2715.2%(1311.5%) | 14883.1%(10088.5%) | 31.7%(00%) |
| Education & Children's Services | 7122%(3717.5%) | 24575.8%(17281.5%) | 72.2%(21%) |
| Growth, Environment & Transport  | 85.7%(33.7%) | 13092.2%(7798.3%) | 32.1%(00%) |
| Lancashire County Council Total | 12615%(6813.7%) | 69482.6%(42385.3%) | 202.4%(51%) |
| BTLS | 66.7%(614.6%) | 8393.3%(3585.4%) | 00%(00%) |
| Total including BTLS | 13214.2%(7413.8%) | 77783.6%(45883.3%) | 202.2%(50.9%) |

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 and in BTLS 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.

**Religion or Belief of Senior Postholders as at 31 December 2020**

Figures for December 2019 are shown in brackets.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  Religion Or Belief |  Adult Services & Health & Wellbeing |  Chief Executive & Director of Resources | Education & Children's Services |  Growth, Environment & Transport |  All LCC |  BTLS |  LCC including BTLS |
|  Buddhist |  1 (0.5%)  (0) |  0 (0) |  0 (0) |  1  0.7% (1 1.3%) |  2  0.2% (1 0.2%) |  0 (0) |  2 0.2% (1 0.2%) |
|  Christian |  87 44.9% (53 57.6%) |  85 47.8% (65 57.5%) |  84 26% (46 21.8%) |  64  48.2% (41 51.3%) |  324 38.6% (205 41.3%) |  11 12.4% (6 14.6%) |  335  36.1% (211 39.3%) |
|  Hindu |  1 0.5% (1 1.1%) |  1  0.6% (0) |  0 (0) |  0 (0) |  2 0.2% (1 0.2%) |  1 1.1% (0) |  3  0.3% (1 0.2%) |
|  Jewish |  0 (0) |  0 (0) |  0 (0) |  0 (0) |  0 (0) |  0 (0) |  0 (0) |
|  Muslim |  4  2% (2 2.2%) |  3  1.7% (1 0.9%) |  3 0.9% (2 0.9%) |  2  1.4% (0) |  12 1.4% (5 1%) |  0 (0) |  12 1.3% (5 0.9%)  |
|  None |  33 16.6% (12 13%) |  17  9.6% (14 12.4%) |  38 11.8% (14 6.6%) |  28 19.9% (18 22.4%) |  116 13.6% (5811.7%) |  7 7.9% (1 2.4%) |  123 13.2% (59 11%) |
|  Other Religious Belief  |  3  1.5% (0) |  1  0.6% (1 0.9%) |  1 0.3% (0) |  1 0.7% (1 1.3%) |  6 0.7% (2 0.4%) |  0 (0)  |  6 0.6% (2 0.4%) |
|  Other Spiritual Belief  |  0 (0) |  0 (0) |  1 0.3% (0) |  0 (0) |  1  0.1% (0) |  0 (0) |  1 0.1% (0) |
|  Prefer Not To Say |  12  6% (5 5.4%) |  11 6.1% (10 8.8%) |  7 2.2% (3 1.4%) |  7 4.9% (4 5%) |  37 4.4% (22 4.4%) |  2 2.2% (1 2.4%) |  39 4.2% (23 4.3%) |
|  Sikh |  0 (0) |  2  1.1% (2 1.8%) |  0 (0) |  2 1.4% (0) |  4  0.5% (2 0.4%) |  0 (0) |  4 0.4% (2 0.4%) |
| Unknown |  47  23.7% (19 20.7%) |  46 25.8% (20 17.7%) |  130 40.3% (146 69.2%) |  28 19.9% (15 18.7%) |  251 29.9% (20040.3%) |  61 68.5% (3380.4%) |  312  38.6% (23343.4%) |
|  Blank\* |  10 5.1%  |  12 6.7%  |  59 18.3%  |  4 2.8%  |  85 10.1% |  7 7.9% |  92 9.9% |
|  Total |  198  (92) 100% |  178  (113) 100% |  323 (211) 100% |  141 (80) 100% |  840 (496) 100% |  89 (41) 100% |  929  (537) 100% |

\*Blank and Unknown were not separated in the 2020 document.

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 as set out in the 2011 Census. 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 at 31 December 2020**

Information for December 2019 is shown in brackets on the table.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  Sexual  Orientation | Adult Services & Health & Wellbeing | Chief Executive & Director of Resources | Education & Children's Services | Growth, Environment & Transport | All LCC |  BTLS |  LCC including BTLS |
|  Bisexual |  1 0.5% (0) |  0 (0) |  0 (0) |  0 (0) |  1 0.1% (0) |  0 (0) |  1 0.1% (0) |
|  Gay & Lesbian |  5  2.5% (3 3.3%) |  4  2.2% (1 0.9%)  |  6 1.9% (1 0.5%) |  1  0.7% (0) |  16 1.9% (5 1%) |  0 (0) |  16 1.7% (5 0.9%)  |
| Heterosexual /Straight |  125 63.1% (64 69.6%)  |  108 60.7% (84 74.3%) |  135 41.8% (61 28.9%) |  100 70.9% (60 75%) |  456  54.3% (269 54.2%) |  19 21.3% (6 14.6%) |  475 51.1% (275 51.2%)  |
|  Prefer Not To Say |  57 28.8% (13 14.1%) |  54 30.3% (19 16.8% |  135 41.8% (96 45.5%) |  36  25.5% (12 15%) |  282 33.6% (140 28.2%)  |  63 70.1% (28 68.3%) |  345 37.1% (168 31.3%) |
|  Blank   |  10  5.1% (12 13%) |  12  6.7% (9 8%) |  59 18.3% (53 25.1%) |  4  2.8% (8 10%) |  85 10.1% (82 16.5%) |  7 7.9% (7 17.1%) |  92 9.9% (89 16.7%) |
|  Total |  198 (92) 100% |  178 (113) 100% |  323  (211) 100% |  141  (80) 100% |  840  (496) 100% |  89 (41) 100% |  929  (537) 100% |

There is enough robust information to show that at least 1.9% of senior postholders identify as being Gay and Lesbian in the LCC Directorates (1.7% when BTLS are included), which has almost doubled from the 2019 percentage and is almost double the percentage of the workforce overall. Adult Services & Health & Wellbeing are clearly above the corporate level of Gay and Lesbian senior postholders with 2.5% of employees in senior posts.

**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 2021 – based on a snapshot date of 31 March 2020 – and every 12 months thereafter. This is the fourth year 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 is 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 on average 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 Gap Report is set out below.

**Key Notes:**

* The calculations are based on an 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 in to the category of "full pay relevant employee" for the purpose of the reporting requirements.
* In the following tables it should be noted that the County Council has its most balanced distribution of men and women in the upper middle and upper quartiles of posts (64.9% are female including the Chief Executive) whilst 72.4% 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 2020 – Table 7.12 Gender Pay Gap (%) all Employee Jobs United Kingdom 2020 with previous figures below) |
| 12.4% (as at 31 March 2020)12.7% (as at 31 March 2019) 13% (as at 31 March 2018)13.6% (as at 31 March 2017) | 14.6%16.2%18.4%18.1% |

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 12.4% more as a mean hourly rate of pay than female employees as at 31 March 2020.

This indicates a slight narrowing of the mean gender pay gap by about 0.3% over the year.

**Median Gender Pay Gap**

|  |  |
| --- | --- |
| Median Gender Pay Gap | National Average(Office of National Statistics Annual Survey of Hours and Earnings 2020 – Table 7.12 Gender Pay Gap (%) all Employee Jobs United Kingdom 2020 with previous figures below)  |
| 15.3% (as at 31 March 2020)16.6% (as at 31 March 2019)19.5% (as at 31 March 2018)20.3% (as at 31 March 2017) | 15.5%17.3%26.8%23% |

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 15.3% more as a median hourly rate of pay than female employees (as at 31 March 2020).

This indicates a narrowing of the median gender pay gap by about 1.3% over the year.

**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 2020)0% (as at 31 March 2019)0% (as at 31 March 2018)0% (as at 31 March 2017)  | 0% (as at 31 March 2020)0% (as at 31 March 2019)0% (as at 31 March 2018)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 schemes 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 Male and Female Employees in Each Quartile of the Council's Pay Structure**

**Quartile Breakdown as at 31 March 2020**

|  |  |  |  |
| --- | --- | --- | --- |
|  Quartile  |  Female |  Male |  Total |
|  1 |  86.2% |  13.8% |  100% |
|  2 |  73.8% |  26.2% |  100% |
|  3 |  64.9% |  35.1% |  100% |
|  4 |  64.9% |  35.1% |  100% |
|  Grand Total |  72.4% |  27.6% |  100% |

**Quartile Breakdown as at 31 March 2019**

|  |  |  |  |
| --- | --- | --- | --- |
|  Quartile |  Female |  Male |  Total |
|  1 |  85.5% |  14.5% |  100% |
|  2  |  73% |  27%  |  100% |
|  3 |  66.6% |  33.4% |  100%  |
|  4 |  64.8% |  35.2% |  100% |
|  Grand Total |  72.5% |  27.5% |  100% |

**(Quartile Breakdown as at 31 March 2018)**

|  |  |  |  |
| --- | --- | --- | --- |
|  Quartile |  Female |  Male |  Total |
|  1 |  85.4% |  14.6%  |  100% |
|  2 |  73% |  27% |  100% |
|  3 |  66.8% |  33.2% |  100% |
|  4 |  64.2% |  35.8% |  100% |
|  Grand Total |  72.3% |  27.7% |  100% |

**(Quartile Breakdown as at 31 March 2017)**

|  |  |  |  |
| --- | --- | --- | --- |
| Quartile | Female | Male | Total |
| 1 | 86% | 14% | 100% |
| 2 | 72.1% | 27.9% | 100% |
| 3 | 66.7% | 33.3% | 100% |
| 4 | 64% | 36% | 100% |
| Grand Total | 72.2% | 27.8% | 100% |

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 will be monitored.

**Equal Pay**

The County Council has concluded an extensive job evaluation exercise over 10 years ago and continues to apply that process. As required by other legislation, details of its Pay Policy are available elsewhere on the County Council's website

<http://www.lancashire.gov.uk/council/transparency/check-council-spending/annual-pay-policy-statement.aspx>

**Leavers**

Information about the protected characteristics for employees who left our employment during 2020 is available for age, disability, sex/gender, ethnicity, sexual orientation and religion or belief and 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 2020 with information for 2019 shown in brackets.

**Sex/Gender Profile of Leavers – 2020**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  Directorate |  Number of Male Leavers | Percentage of Leavers who  are Male |  Number of Female Leavers | Percentage of Leavers who are Female |
| Adult Services & Health & Wellbeing  |  88   (100) |  22.2% (24.6%) |  308  (307) |  77.8% (75.4%)  |
|  Chief Executive & Director of Resources |  59  (48) |  17.3% (15.5%) |  282  (261) |  82.7% (84.5%) |
|  Education & Children's Services |  64  (87) |  19.3% (20.6%) |  267 (335) |  80.7% (79.4%) |
|  Growth, Environment & Transport |  144  (79) |  58.8% (41.1%) |  101 (113) |  41.2% (58.9%) |
|  LCC |  355  (314) |  27% (23.6%) |  958 (1,016) |  73% (76.4%)  |
|  BTLS |  13  (26) |  59.1% (78.8%)  |  9 (7) |  40.9% (21.2%) |
| LCC including BTLS |  368 (340) |  27.6% (24.9%) |  967  (1,023) |  73.4% (75.1%) |

Women are slightly less represented amongst leavers than in the workforce overall – and consequently men are slightly over-represented amongst leavers . For all Directorates, however, the profile is broadly in line with the workforce profile, although women are slightly over-represented – and so men slightly under-represented - amongst Leavers in BTLS.

**Age Profile of Leavers – 2020**

Figures for 2019 are shown in brackets.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Age Band | Adult Services & Health & Wellbeing | Chief Executive & Director of Resources | Education & Children's Services  | Growth, Environment & Transport | LCC | BTLS | LCC with BTLS |
| 16-24 |  38  9.6% (48 11.8%) |  25  7.3% (14 4.5%) |  17 5.1% (28 6.6%) |  12  4.8% (22 11.5%) |  92 7% (112 8.4%) |  3  13.6% (5 15.2%)  |  95 7.1% (115 8.4%) |
| 25-39 |  122  30.8% (119 29.2%) |  98 28.7% (105 34%) |  102 30.8% (150 35.6%) |  32 13.1% (46 24%) |  354 27% (42031.6%) |  8 36.4% (721.2%) |  362 27.1% (42731.3%) |
| 40-64 |  190  48% (206 50.6%)  |  186 54.5% (164 53.1%) |  187  56.4% (222 52.6%) |  127 51.8% (83 43.2%) |  690 52.5% (67550.8%) |  10 45.4% (2060.6%) |  700 52.4% (695 51%) |
|  65+ |  46  11.6% (34 8.4%) |  32 9.4% (26 8.4%) |  25 7.6% (22 5.2%) |  74 30.2% (41 21.3%) |  177 13.5% (123 9.2%) |  1 4.6% (1 3%) |  178 13.3% (124 9.1%) |
|  Total |  396  (407) 100% |  341  (309) 100% |  331  (422) 100% |  245  (192) 100% |  1,313(1,330) 100% |  22  (33) 100% |  1,335 (1,363) 100% |

Although there is some variation between Directorates, employees leaving are in higher proportions in all age ranges except the 40-64 age group than their workforce profile. 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. Where a Directorate has a significantly different percentage from the corporate percentage this is shaded in orange where it is significantly lower or blue where it is significantly higher than the overall figures.

**Ethnicity Profile of Leavers – 2020**

Information was presented in this format in 2019 and those figures appear in brackets on the table below.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Directorate | Number of Asian, Black, Mixed and Other Ethnic Minority Leavers | Percentage of Leavers who are from Asian Black, Mixed and Other Ethnic Minority groups | Number of White Leavers | Percentage of Leavers who are White | Number of Leavers in the Prefer, Not To Say, Unknown or Blank categories | Percentage of Leavers in Prefer Not To Say, Unknown or Blank categories |
| Adult Services & Health & Wellbeing |  23  (6) |  5.8%  (1.5%)  |  262  (132) |  66.2% (32.4%) |  111  (269) |  28% (66.1%) |
| Chief Executive & Director of Resources |  19  (4) |  5.6% (1.3%) |  215  (87) |  63% (28.1%) |  107 (218) |  31.4% (70.6%) |
| Education & Children's Services |  20  (18) |  6% (4.3%) |  200 (138) |  60.5% (32.7%)  |  111 (266) |  33.5%  (63%) |
| Growth Environment & Transport |  6 (3) |  2.4% (1.6%) |  154 (63) |  62.9% (32.8%) |  85  (126) |  34.7%  (65.6%) |
| LCC |  68  (31) |  5.2% (2.3%) |  831 (420) |  63.3%  (31.6%) |  414 (879) |  31.5% (66.1%) |
| BTLS |  1 (1) |  4.5% (3%) |  12  (14) |  54.5%  (42.4%) |  9 (18) |  41% (54.6%)  |
| LCC with BTLS |  69 (32) |  5.1% (2.4%)  |  843  (434)  |  63.1% (31.8%) |  423 (897) |  31.8% (65.8%) |

Fewer "Unknown" or Blank responses means that the figures for 2020 are more robust, and the percentage of Leavers who are from ethnic minority backgrounds are broadly in line with their representation in the workforce profile.

Most Directorates have a similar percentage of ethnic minority employee leavers but Growth, Environment and Transport – shown in orange – have a noticeably lower number and percentage of leavers who are from these backgrounds.

This information has been broken down into more detailed ethnicity information for Leavers and this is presented for the first time.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Ethnicity | Adult Services & Health & Wellbeing | Chief Executive & Director of Resources | Education & Children's Services | Growth, Environment & Transport | Lancashire County Council | BTLS | Total |
| Any Other |  1  0.3% |  0   |  0  |  0  |  1 0.1% |  0  |  1 0.1% |
| Any Other Asian or Asian British  |  3 0.8% |  2 0.6% |  2 0.6%  |  0 |  7 0.5% |  0 |  7 0.5% |
| Arab |  0 |  0 |  1 0.3% |  0 |  1 0.1% |  0 |  1 0.1% |
| Asian or Asian British Bangladeshi |  2 0.5%  |  2 0.6% |  2 0.6% |  0 |  6 0.5% |  0 |  6 0.4% |
| Asian or Asian British Indian |  2 0.5% |  11 3.2% |  2 0.6% |  1 0.4%  |  16 1.2% |  1 4.5% |  17 1.3% |
| Asian or Asian British Pakistani |  5 1.3% |  2 0.6% |  6 1.8% |  3 1.2% |  16 1.2% |  0 |  16 1.2% |
| Black or Black British African |  4 1% |  0 |  1 0.3%  |  0 |  5 0.3% |  0 |  5 0.3% |
| Black or Black British Caribbean |  0 |  0 |  1 0.3% |  0 |  1 0.1% |  0  |  1 0.1% |
| Black or Black British Other |  0 |  0 |  1 0.3% |  0 |  1 0.1% |  0 |  1 0.1% |
| Chinese |  0 |  0 |  1 0.3% |  0 |  1 0.1% |  0 |  1 0.1% |
| Mixed White & Black African |  1 0.3% |  0 |  1 0.3% |  0 |  2 0.2% |  0 |  2 0.1% |
| Mixed White & Asian |  3 0.8% |  0 |  1 0.3% |  1 0.4% |  5 0.3% |  0 |  5 0.3% |
| Mixed White & Black Caribbean |  2 0.5% |  2 0.6% |  0 |  1 0.4% |  5 0.3% |  0 |  5 0.3% |
| Mixed Other |  0 |  0 |  1 0.3% |  0 |  1 0.1% |  0 |  1 0.1% |
| Prefer Not To Say |  0 |  3 0.9% |  0  |  0 |  3 0.2% |  0 |  3 0.2% |
| Unknown |  18 4.5% |  5 1.5% |  19 5.7% |  11 4.5% |  53 4% |  2 9.1% |  55 4.1% |
| White British English |  118 29.8% |  109 32% |  71 21.5% |  46 18.8% |  344 26.2% |  3 13.6% |  347 26% |
| White British Other |  133 33.6% |  100 29.3% |  121 36.5% |  105 42.9% |  459 35% |  8 36.4% |  467 35% |
| White British Scottish |  1 0.3% |  1 0.3% |  2 0.6% |  1 0.4% |  5 0.3% |  0 |  5 0.3% |
| White British Welsh |  1 0.3% |  0 |  1 0.3% |  0 |  2 0.2% |  0 |  2 0.1% |
| White Gypsy or Irish Traveller |  1 0.3% |  0 |  0 |  0 |  1 0.1% |  0 |  1 0.1% |
| White Irish |  3 0.8% |  2 0.6% |  2 0.6% |  0 |  70.5% |  0 |  7 0.5% |
| White Other |  5 1.2% |  3 0.9% |  3 0.9% |  2 0.8% |  13 1% |  1 4.5% |  14 1% |
| Blank |  93 23.5% |  99 29% |  92 27.8% |  74 30.2% |  358 27.3% |  7 31.8% |  365 27.3% |
| Total |  396 |  341 |  331 |  245 |  1,313 |  22 |  1,335 |

In broad terms the proportions of Leavers from different ethnicities seem comparable to the groups' representations in Directorate workforces, although there appear to be a slightly higher proportion of Leavers of Asian or Asian British Indian backgrounds from the Chief Executive and Director of Resources Directorate than their representation in that Directorate's workforce so this entry is shaded in blue.

**Disability Profile of Leavers – 2020**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Directorate | Number and percentage of Disabled Leavers | Number and Percentage of non-disabled Leavers | Number and Percentage who Prefer Not To Say | Number and Percentage of Blank Responses |
| Adult Services & Health & Wellbeing |  7 1.8% (7 1.7%) |  294 74.2% (141 34.6%) |  2 0.5% |  93 22.5% (259 63.7%) |
| Chief Executive & Director of Resources |  9  2.6% (3 1%) |  225 66% (93 30.1%) |  8 2.4% |  99 29% (213 68.9%) |
| Education & Children's Services |  7  2.1% (11 2.6%) |  228 68.8% (163 38.6%)  |  4 1.2% |  92  27.8% (248 58.8%) |
| Growth Environment & Transport |  1 0.4% (3 1.6%) |  169 69.8% (72 37.5%) |  1 0.4% |  74 30.2% (117 60.9%) |
| LCC |  24  1.8% (24 1.8%) |  916 69.8% (469 35.3%) |  15 1.1% |  358 27.3% (837 62.9%) |
| BTLS |  0 (1 3%) |  15 68.2% (15 45.5%) |  0 |  7 31.8% (17 51.5%) |
| LCC with BTLS |  24  1.8% (25 1.8%) |  931 69.7% (484 35.5%) |  15 1.1% |  365 27.3% (854 62.7%) |

Overall the percentage of disabled people leaving the County Council is 1.8%, slightly less than their representation in the workforce. In numbers terms, the same number of disabled employees (24) left County Council employment in 2020 as in 2019.

The level of Blank/Unknown responses does mean some caution should be applied to these figures. The two noticeable Directorates in terms of disabled Leavers are Chief Executive & Director of Resources (shown in blue) which had a higher percentage of disabled leavers and Growth, Environment and Transport (shown in orange) where the percentage was considerably lower. For Chief Executive & Director of Resources and Education & Children's Services the percentage of disabled leavers is higher than their workforce representation whilst for Adult Services & Health and Wellbeing and Growth, Environment and Transport Directorates the percentage of Leavers is much lower than their workforce representation. There were no employees who have recorded a disability amongst leavers in BTLS.

**Religion or Belief of Leavers – 2020**

The information for 2019 is shown in brackets below the 2020 details.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  Religion  or Belief |  Adult Services  & Health & Wellbeing |  Chief Executive  & Director of Resources | Education & Children's Services |  Growth,Environment& Transport |  LCC |  BTLS |  LCC with BTLS |
|  Buddhist |  4 1% (0) |  2 0.6% (0) |  0  (0) |  0 (0) |  6 0.5% (0) |  0  (0) |  6  0.4% (0) |
|  Christian |  87 22% (16 3.9%) |  72  21.1% (18 5.8%) |  83 25.1% (41 9.7%) |  36 14.7% (6 3.1%) |  278 21.2% (81 6.1%) |  2 9% (2 6.1%) |  280 21% (83 6.1%) |
|  Hindu |  0 (0) |  0 (0) |  0 (1 0.2%) |  0  (0) |  0 (1<0.1%) |  0 (0) |  0 (1<0.1%) |
|  Jewish |  0 (0) |  0  (0) |  0 (0) |  0 (0) |  0 (0)  |  0  (0) |  0 (0) |
|  Muslim |  9 2.3% (0) |  11  3.2% (1 0.3%) |  10 3% (8 1.9%) |  5 2% (2 1%) |  35 2.6% (11 0.8%) |  1 4.5% (0) |  26 2.7% (11 0.8%) |
|  None |  77 19.4% (5 1.2%) |  65 19.1% (8 2.3%) |  55 16.6% (18 4.3%) |  30 12.2% (5 2.6%) |  227 17.3% (36 2.7%) |  5 22.7% (2 6.1%) |  232 17.4% (38 2.8%) |
|  Other Religious Belief  |  3 0.8% (0) |  2  0.6% (0) |  1 0.3% (1 0.2%) |  1 0.4% (2 1%) |  7 0.5% (3 0.2%) |  0 (0) |  7 0.5% (3 0.2%) |
|  Other Spiritual Belief |  4 1% (1 0.2%) |  2  0.6% (0) |  2 0.6% (0) |  0 (0) |  8 0.6% (1<0.1%) |  0 (1 3%) |  8 0.6% (2 0.1%) |
|  Prefer Not To Say |  7 1.8% (1 0.2% |  8  2.3% (1 0.3%) |  8 2.4% (4 0.9%) |  2 0.8% (0) |  25 1.9% (6 0.4%) |  0   (0) |  25 1.8% (6 0.4%) |
|  Sikh |  0 (0) |  0  (0) |  1 0.3% (1 0.2%) |  0 (0)  |  1 0.1% (1<0/1%) |  0  (0) |  1 0.1% (1<0.1%)  |
|  Unknown |  112 28.3% (125 30.7%) |  80  23.5% (68 22%)  |  79 23.9% (100 23.7%)  |  97  39.6% (60 31.2%) |  368  28% (35326.5%) |  7 31.8% (1133.3%)  |  375 28.1% (36426.7%) |
|  Blank |  93 23.5% (259  63.6%)  |  99  29% (213 68.9%) |  92 27.8% (248 58.8%) |  74 30.2% (117 60.9%) |  358 27.3% (83762.9%) |  7 31.8% (1751.5%) |  365 27.3% (85462.6%) |
| Total |  396 (407) 100% |  341 (309) 100% |  331  (422) 100% |  245 (192) 100% |  1,313 (1,330) 100% |  22 (33) 100% |  1,335(1,363) 100% |

Although reduced from 2019, 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. However, there were a significant number of Muslim employees (11) who left the Chief Executive and Director of Resources Directorate (3.2% of leavers) which is higher than their percentage in the Directorate workforce. Although 10 Muslim employees left Education and Children's Services, the percentage is similar to their representation in the workforce. Percentages in BTLS appear high but this is due to the small number of leavers there.

**Sexual Orientation Profile of Leavers – 2020**

Figures for 2019 are shown in brackets.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Directorate |  Bisexual |  Gay & Lesbian  | Heterosexual /Straight |  Prefer Not To Say |  Blank  |  Total |
|  Adult Services & Health & Wellbeing |  2 0.5% (0) |  6 1.5% (0) |  173 43.7% (21 5.2%) |  122 30.8% (127 31.2%) |  93 23.5% (259 63.6%)  |  396 (407) 100% |
|  Chief Executive & Director of Resources |  2 0.6% (0) |  3 0.9% (2 0.6%) |  145 42.5% (23 7.5%) |  92  27% (71 23%) |  99 29% (213 68.9%) |  341  (309) 100% |
|  Education &  Children's Services |  3 0.9% (1 0.2%) |  5 1.5% (1 0.2%) |  145  43.8% (71 16.9%) |  86 26% (101 23.9%) |  92  27.8% (248 58.8%) |  331  (422) 100% |
|  Growth,Environment & Transport |  1 0.4% (0) |  0 (0) |  68 27.8% (15 7.8%) |  102 41.6% (60 31.3%) |  74 30.2% (117 60.9%) |  245  (192) 100% |
|  LCC |  8 0.6% (1 <0.1%) |  14 1.1% (3 0.2%) |  531 40.4% (130 9.8%) |  402 30.6% (359 27%) |  358 27.3% (837 62.9%) |  1,313  (1,330) 100% |
|  BTLS |  1 4.5% (1 3%) |  0  (0) |  6  27.3% (4 12.1%) |  8 36.4% (11 33.3%) |  7 31.8% (17 51.5%) |  22  (33) 100% |
|  LCC with BTLS |  9 0.7% (2 0.1%) |  14 1% (3 0.2%) |  537  40.2% (134 9.8%) |  410 30.7% (370 27.1%) |  365 27.3% (854 62.6%) |  1,335 (1,363) 100% |

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 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. It does appear that the percentage of Leavers in both the Bisexual and Gay and Lesbian categories is slightly higher than 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. HR centrally record complaints of harassment and bullying and recruitment and selection complaints brought by non-employees.

At 31 December 2019 no complaints were outstanding.

Information for 1 January - 31 December 2020 is contained in the table below.

|  |  |  |  |
| --- | --- | --- | --- |
| Employee or Non-Employee | Type of Complaint | Protected Characteristics Identified | Outcome of Complaint |
| Employee | Harassment & Bullying | Non Identified | Referred for investigation under Disciplinary Procedure |
| Employee | Harassment & Bullying | Race and Sex | Partly Upheld and these elements referred for investigation under Disciplinary Procedure |
| Employee | Harassment & Bullying | Race | Partly Upheld and these elements referred for investigation under Disciplinary Procedure  |
| Employee | Harassment & Bullying | Race | Partly Upheld and these elements referred for investigation under Disciplinary Procedure |
| Employee | Harassment & Bullying | Sex | Not Upheld |
| Employee | Harassment & Bullying | Disability | Referred for investigation under Disciplinary Procedure |
| Employee | Harassment & Bullying | Disability | Referred for investigation under Disciplinary Procedure |
| Non-Employee | Recruitment & Selection | Non Identified | Not Upheld |

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.

**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 Harassment and Bullying Policy has been reviewed and updated in 2020 as mentioned above, as part of this wider review.
* 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. 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 2020 the Team was also 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.
* 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 which it retained after its self-assessment in summer 2019.
* The Equality and Cohesion e.learning which all employees must undertake at least every 3 years, was updated and relaunched in August 2020.
* The County Council has been selected as one of the 18 pilot local authorities for the Workforce Race Equality Standard in social care.

**Learning and Development**

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

**Participation**

A number of 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. 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 12 months.

**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 provided below about the number of social care complaints where discrimination was a theme of the complaint.

|  |  |  |
| --- | --- | --- |
| Year | Number of Referrals | Any Upheld? |
| 2020/21 | 0 | No |
| 2019/20 | 1 | No |
| 2018/19 | 3 | No |
| 2017/18 | 4 | No |
| 2016/17 | 7 | No |

For adult social care complaints the Complaints and Appeals Team collect information about the service user groups and ethnicities of those making a complaint. This is given below.

The table below shows complaints by their service user groups received during 2020/21 which reflect disability and age protected characteristics. This is the first time information has been provided solely for the adult social care complaints process so previous years are not included.

|  |  |
| --- | --- |
| Service User Group | Percentage of Complaints Received |
| Learning Disability | 12% |
| Mental Health | 9.6% |
| Older People | 64.2% |
| Physical Disabilities | 13.5% |
| Sensory Impairment | 0.7% |
| Blank | 0 |
| Total | 100% |

The area recording the highest number of complaints is older people, but this is also likely to reflect service provision demand.

The following table shows the ethnicities of those making complaints under the adult social care complaints process in relation to the 2020/21 figures although previous figures may also include children's social care complaints.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Ethnicity | 2016/17 | 2017/18 | 2018/19 | 2019/20 | 2020/21 |
| Asian: Bangladeshi | 0.1% | 0.1% | 0 | 0 | 0 |
| Asian: Indian | 1.1% | 0.3% | 0.6% | 0.7% | 2.3% |
| Asian: Pakistani | 2.7% | 3.1% | 2.2% | 2.2% | 2.5% |
| Asian or Asian British | 0 | 0.1% | 0 | 0 | 0.3% |
| Asian: Other Background | 0.3% | 0.7% | 0.7% | 0.4% | 0.3% |
| Black: African | 0 | 0.1% | 0.1% | 0 | 0.3% |
| Black: Caribbean | 0.2% | 0.2% | 0.2% | 0.1% | 0.3% |
| Black: Other Background | 0 | 0.1% | 0.4% | 0.1% | 0.5% |
| Chinese | 0.1% | 0 | 0 | 0 | 0 |
| Mixed: White & Black African | 0 | 0 | 0.2% | 0.3% | 0 |
| Mixed: White & Asian | 0.3% | 0.7% | 1.5% | 1.4% | 1.8% |
| Mixed White & Black Caribbean | 0.2% | 0.2% | 0.4% | 0.4% | 0 |
| Mixed: Other Background | 0.3% | 1.2% | 1.1% | 1.4% | 0.5% |
| White: British | 90.9% | 89.4% | 89.3% | 78.1% | 90.7% |
| White: Irish | 0.4% | 0.7% | 0.1% | 0.1% | 0.5% |
| White: Other Background | 1.2% | 1.2% | 1.6% | 1.2% | 1.3% |
| Refused/Not Obtained | 2.2% | 2% | 1.4% | 2.5% | 0.5% |
| Blank | 0 | 0 | 0 | 10.2% | 0 |

The ethnicity information appears to be broadly in line with the population of Lancashire.

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 2020 with a number of 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.

**Volunteers**

The information below shows the protected characteristics profile of volunteers for County Council service volunteering opportunities available with the Lancashire Volunteer Partnership (LVP). LVP is a partnership between the County Council and Lancashire Constabulary. It shows numbers of volunteers for the sex/gender, disability, ethnicity, and age protected characteristics where known. There is some difference in totals recorded for the various protected characteristics but it is clear that over 4,700 people are volunteers with the County Council which has increased significantly over the last year (the 2019 totals are shown in brackets on the tables below) possibly partly due to the response to the Covid-19 pandemic.

**Age**

|  |  |  |
| --- | --- | --- |
|  Age Group | Number of Volunteers |  Percentage of Volunteers |
|  11- 20 years |  290 |  6%  |
|  21- 30 years  |  550 |  11.3%  |
|  31 - 40 years  |  845 |  17.3%  |
|  41- 50 years |  798 |  16.4% |
|  51 – 60 years |  1,028 |  21.1% |
|  61 – 70 years |  916 |  18.8% |
|  71 – 80 years |  391 |  8% |
|  81 – 90 years |  54 |  1.1%  |
|  Total |  4,872  (1,654) |  100% |

The table shows a diverse age range of volunteers and although the highest total are in the 51-60 age group, there are volunteers aged from 11 up to 90.

**Ethnicity**

|  |  |  |
| --- | --- | --- |
| Ethnicity/Nationality | Number of Volunteers | Percentage of Volunteers |
| African | 6 | 0.1% |
| Asian Bangladeshi | 17 | 0.3% |
| Asian Indian | 279 | 5.6% |
| Asian Other | 17 | 0.3% |
| Asian Pakistani | 183 | 3.7% |
| Black African | 5 | 0.1% |
| Black Caribbean | 3 | <0.1% |
| Black Other | 1 | <0.1% |
| Caribbean | 1 | <0.1% |
| Chinese | 5 | 0.1% |
| Irish | 17 | 0.3% |
| Mixed Other |  19  |  0.4% |
| Mixed White & Asian | 12 | 0.2% |
| Mixed White & Black African | 3 | <0.1% |
| Mixed White & Black Caribbean |  8 | 0.2% |
| Other | 38 | 0.8% |
| Polish | 11 | 0.2% |
| Prefer Not To Say | 114 | 2.3% |
| White British | 4,122 | 83% |
| White Irish | 24 | 0.5% |
| White Other | 78 | 1.6% |
| Total | 4,963(1,649) | 100% |

The ethnicities/nationalities of volunteers are given as they have been provided, which does demonstrate a significant level of diversity amongst them. There appears to be a far greater percentage of volunteers from ethnic minority backgrounds amongst volunteers than in the County Council workforce as a whole and the percentage appears higher than the 7.8% recorded in the 2011 Census.

**Sex/Gender**

|  |  |  |
| --- | --- | --- |
| Gender | Lancashire County Council volunteers | Percentage of Volunteers |
| Female | 3,248 | 65.3% |
| Male | 1,689 | 34% |
| Prefer Not To Say | 31 | 0.6% |
| Another | 3 | 0.1% |
| Total | 4,971 (1,615) | 100% |

There are greater numbers of female volunteers and they make up almost two-thirds of the current volunteer profile. Compared to the Census and Mid Year population estimates 2019, women are over-represented amongst those who volunteer with the County Council.

**Disability**

|  |  |  |
| --- | --- | --- |
| Do you consider yourself to have a Disability/be a Deaf person | Lancashire County Council Volunteers | Percentage of Volunteers |
| Yes | 508 | 10.7% |
| No  | 4,230 | 89.3% |
| Total | 4,738(1,649) |  |

The County Council has almost 11% of its volunteers who identify as having a disability – a greater representation than in its workforce, The number of disabled and Deaf people volunteering has risen since last year but the percentage is down from 23% of volunteers in 2019, which was above the 10% each for those who identified as having a condition or disability which limited their activities a little or a lot (combined at 20%) found in the 2011 Census. For some disabled volunteers volunteering may help them to gain skills to help them gain or regain employment which could assist in advancing equality of opportunity for this group. The 2020 disability profile of volunteers may be influenced by the impact of Covid-19 and possibly requirements to "shield" or people being clinically vulnerable – but may also be a result of more people volunteering who do not have a disability or are not Deaf people.

Volunteers come from a wide diversity of ages and ethnicities, almost two thirds of volunteers are women and it is pleasing to see that a number of disabled people and people from a wide range of ages and ethnicities volunteer – thus being able to demonstrate a level of participation in public life.

**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 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.
* Revised Equality Objectives for the County Council were approved in spring 2020;
* Corporate Management Team have introduced arrangements to strengthen the consideration of the equality implications of all proposals/papers.
* 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.

**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 current pressures so 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:

Jeanette Binns (Equality and Cohesion Manager: Equality Analysis and Equality Act Lead: Equality and Cohesion Team, Policy Information and Commissioning Start Well Service)

Assisted by:

Thomas Sweeney (CT/Prevent Officer, Policy Information and Commissioning Start Well Service)

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