

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

Executive Summary - Interim Report

March 2023



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Executive Summary and Interim Report

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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.

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

Due to difficulties associated with the introduction of a new HR recording system, a fuller report will be available in due course. 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. Information on leavers will also be included when available.

Key Headlines for 2022

- The Mean Gender Pay Gap has narrowed by over 0.3%
- The Median Gender Pay Gap has increased by 2%
- 73% of all our Employees are women
- There has been a rise of 0.6% in Asian, Black, Mixed and Other Ethnic Minority employees in our workforce
- There has been a 1% increase of Asian, Black, Mixed and Other Ethnic Minority in senior management posts

- Disabled employees have increased by 0.8% and there has been a rise in senior management postholders with a disability of 2%
- Two thirds of all our employees are aged between 40 and 64. Over 80% of senior postholders are also within this age group
- Sexual Orientation for both workforce and senior management is broadly in line with the 2021 Census
- There is still around 20% unknown data for some categories within the workforce information

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 2023 – based on a snapshot date of 31 March 2022 – and every 12 months thereafter. This is the sixth year that the Council has been required to publish its gender pay gap report and inclusion in the Equality Information document will continue to be one of the methods used by the Council to fulfil this requirement.

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

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

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

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

Key Notes:

- The calculations are based on employee "headcount" as at the snapshot date as opposed to full time equivalent numbers.
- A wider definition of who counts as an employee is used for the purpose of the report, taken from the Equality Act 2010. This means that casual workers, who do not generally feature in other reports that the Council produces, are included in the numbers.

- A relevant employee is defined as someone employed by the Council on the snapshot date.
- A full-pay relevant employee is defined as someone employed by the Council on the snapshot date who is paid their full basic pay during the relevant pay period. This means that an employee who is on leave and is being paid on a reduced or nil rate of pay during the relevant pay period will not fall into the category of a "full-pay relevant employee" for the purpose of the reporting requirements.
- In the following tables it should be noted that the Council has its most balanced distribution of men and women in the upper quartiles of posts (64.7% are female including the Chief Executive) whilst 72.2% 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 2022 – Table 1.12 Gender Pay Gap (%) For All Employee Jobs United Kingdom 2022)
11.5% (as at 31 March 2022)	13.9%
11.8% (as at 31 March 2021)	
12.4% (as at 31 March 2020)	
12.7% (as at 31 March 2019)	
13.0% (as at 31 March 2018)	

13.6% (as at 31 March 2017)	
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This is the difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

This figure indicates that male employees of the Council are paid 11.5% more as a mean hourly rate of pay than female employees (as at 31 March 2022).

Median Gender Pay Gap

Median Gender Pay Gap	National Average (Office of National Statistics Annual Survey of Hours and Earnings 2022 – Table 1.12 Gender Pay Gap (%) For All Employee Jobs United Kingdom 2022)
17.4% (as at 31 March 2022)	14.9%
15.3% (as at 31 March 2021)	
15.3% (as at 31 March 2020)	
16.6% (as at 31 March 2019)	
19.6% (as at 31 March 2018)	
20.3% (as at 31 March 2017)	

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

This figure indicates that male employees of the Council are paid 17.4% more as a median hourly rate of pay than female employees (as at 31 March 2022).

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 2022)	0% (as at 31 March 2022)
0% (as at 31 March 2021)	0% (as at 31 March 2021)
0% (as at 31 March 2020)	0% (as at 31 March 2020)
0% (as at 31 March 2019)	0% (as at 31 March 2019)
0% (as at 31 March 2018)	0% (as at 31 March 2018)

0% (as at 31 March 2017)	0% (as at 31 March 2017)
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This is the difference between the mean (and median) bonus pay paid to male relevant employees and that to female relevant employees.

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

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

(Quartile Breakdown as at 31 March 2022)

Quartile	Female	Male	Total
1	84.8%	15.2%	100.00%
2	73.0%	27.0%	100.00%
3	66.3%	33.7%	100.00%
4	64.7%	35.3%	100.00%
Grand Total	72.2%	27.8%	100.00%

(Quartile Breakdown as at 31 March 2021)

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

(Quartile Breakdown as at 31 March 2020)

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

(Quartile Breakdown as at 31 March 2019)

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

(Quartile Breakdown as at 31 March 2018)

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

(Quartile Breakdown as at 31 March 2017)

Quartile	Female	Male	Total
1	86.05%	13.95%	100.00%
2	72.1%	27.9%	100.00%
3	66.7%	33.3%	100.00%
4	64.0%	36.0%	100.00%
Grand Total	72.2%	27.8%	100.00%

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

Actions to Close the Gap

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

Equality Information

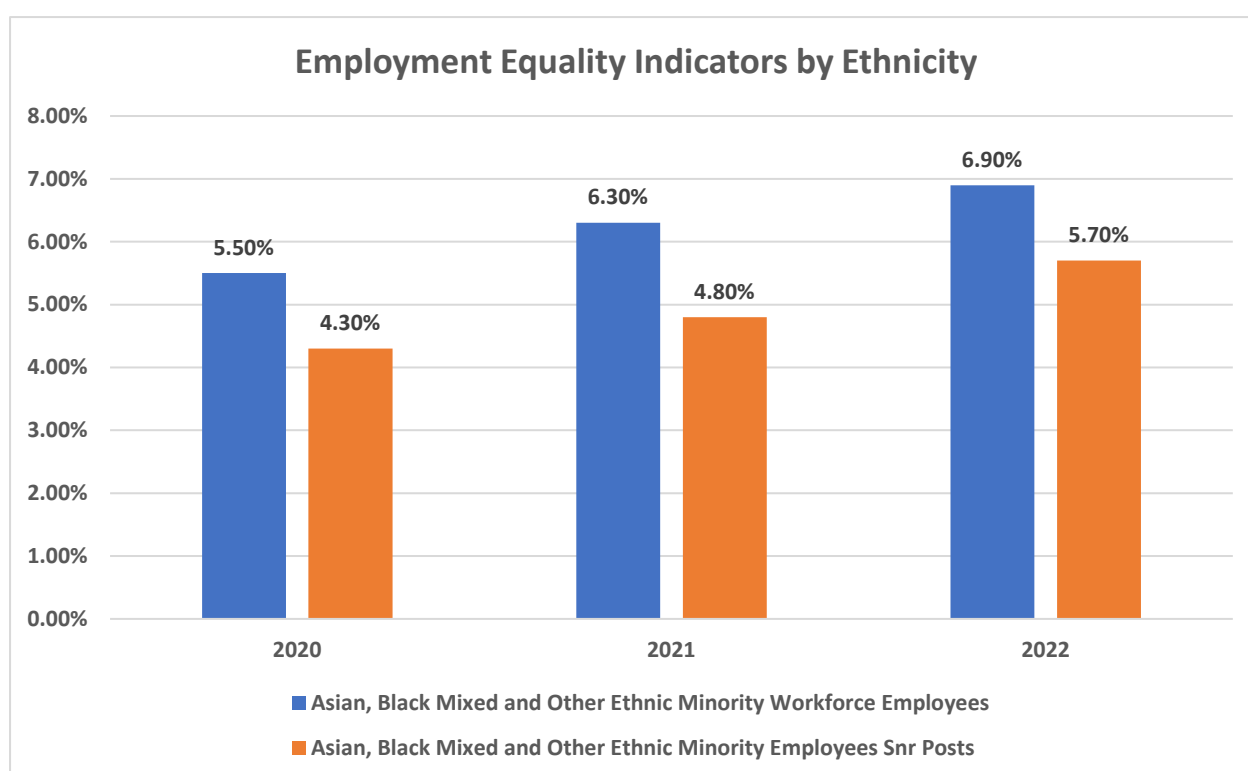
The County Council have traditionally used a series of employment performance measures/indicators in terms of equality with a "watching brief" kept on the information. The green shaded figures highlight where there has been an increase in the workforce and the red highlights a decrease. The senior posts information can be quite volatile as there are a relatively small number of employees particularly in the ethnicity and disability categories so an individual joining or leaving the County Council can have a significant impact on the figures. Grade 11 and above is the definition used for senior postholders.

Employment Equality Indicators for December 2020 to December 2022

Indicator	% December 2020	% December 2021	% December 2022	Census Data 2021 Lancashire 12 (Where applicable)
Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce	5.5%	6.3% (+0.8%)	6.9% (+0.6%)	11% (-4.1%)
Asian, Black, Mixed and Other Ethnic Minority employees in senior LCC posts	4.3%	4.8% (+0.5%)	5.7% (+0.9%)	N/A
Disabled employees in the LCC workforce	2.3%	3.8% (+1.5)	4.6% (+0.8%)	
Disabled employees in senior LCC posts	4.9%	3% (-1.9%)	5% (2%)	N/A
Women in the LCC workforce	73.9%	73%	73%	50.9%

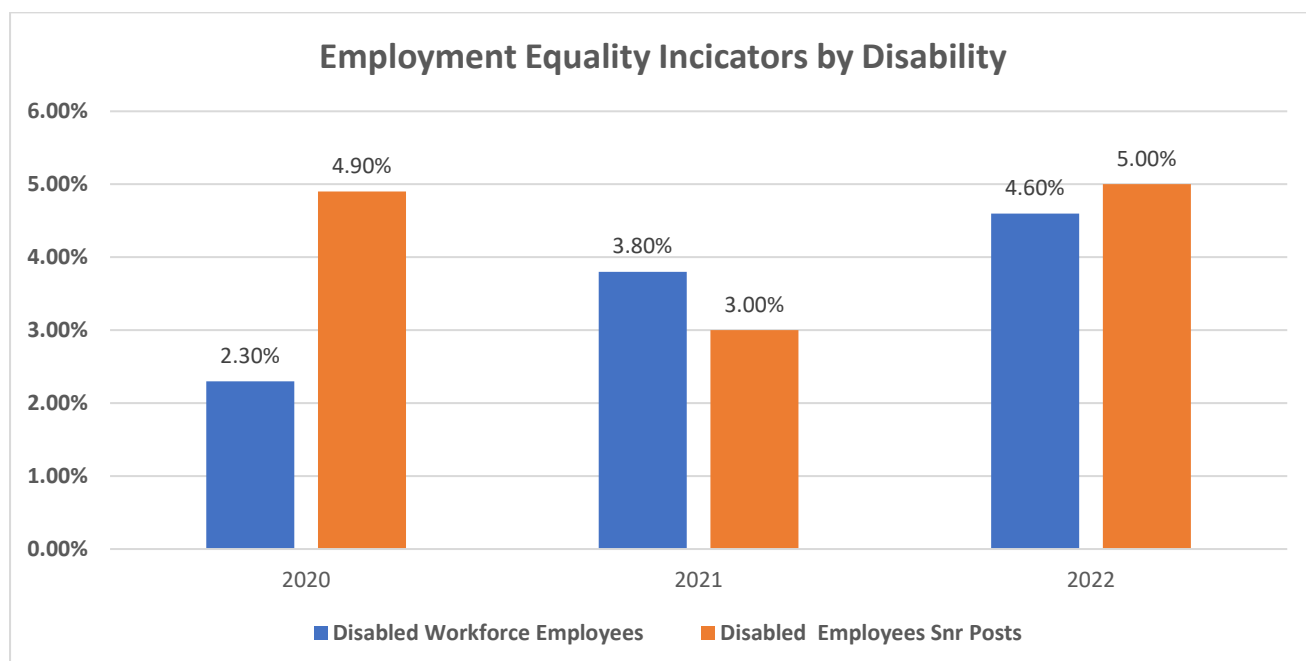
		(-0.9)		(+22.1%)
Women in senior LCC posts	64%	62% (-2.0%)	61% (-1%)	N/A

Employment Indicators Ethnicity



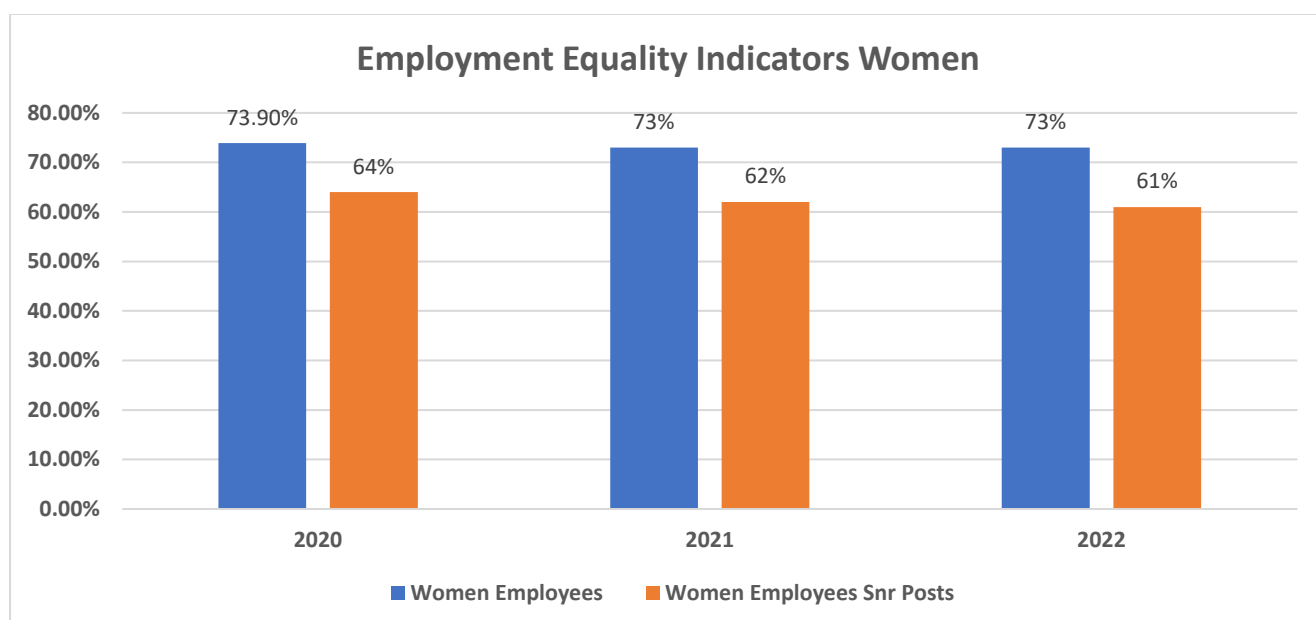
There has been a rise of 0.6% in Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce over the last year and of 0.9% in the percentage amongst senior postholders. There is a lower percentage 1.2% difference of ethnic minority employees in senior posts than in the workforce overall although the gap has narrowed by 0.3%.

Employment Indicators Disability



The percentage of disabled employees in the workforce has risen by 0.8% and the percentage in senior posts has increased by 2%. The percentage of disabled people in senior posts is slightly higher than in the workforce overall by 0.4%. Since 2020 the workforce has increased its disabled employees by 100% from 2.3% to 4.6%.

Employment Indicators Women



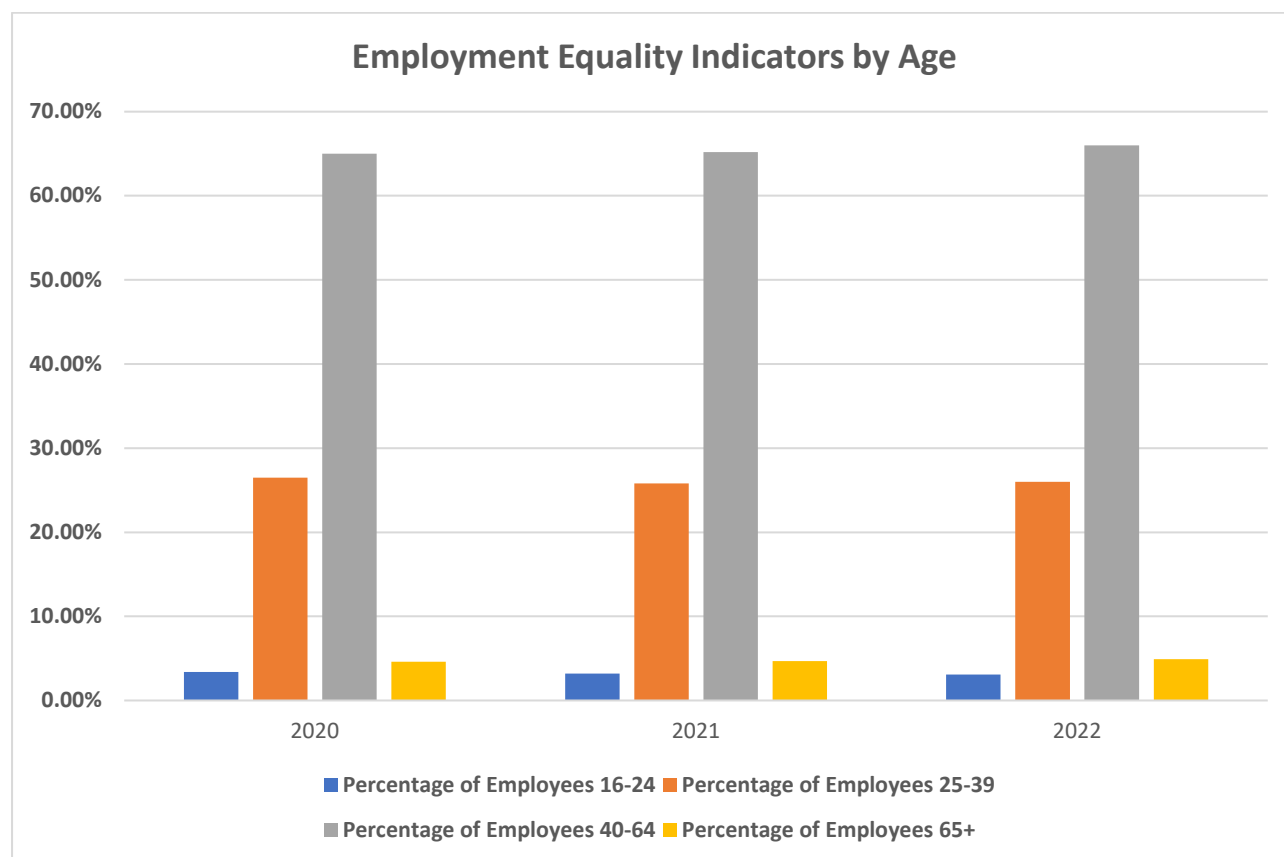
61% of senior posts are held by women, a decrease of 1% from the previous year. Consequently, the gap between women in the workforce overall (73%) and women in senior posts show a difference in the past year of 12%. The County Council has a

female Chief Executive, and the Executive Management Team comprises of 2 males and 4 females.

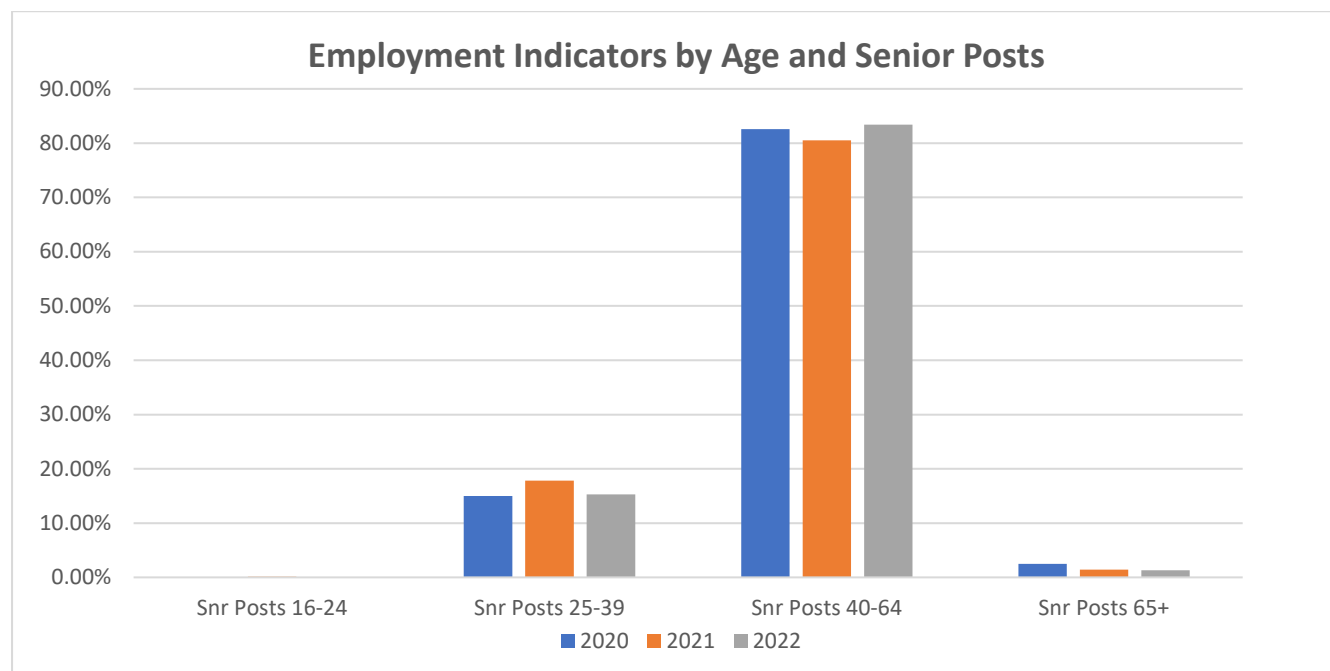
Employment Indicators Age

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

Employee Profile	Employees in the Workforce 31 December 2020	Employees in Senior Posts 31 December 2020	Employees in the Workforce 31 December 2021	Employees in Senior Posts 31 December 2021	Employees in the Workforce 31 December 2022	Employees in Senior Posts 31 December 2022
Percentage of Employees aged 16-24	3.4%	0	3.2% (-0.2%)	0.15% (+0.15%)	3.1% (0.1%)	0
Percentage of Employees Aged 25-39	26.5%	15%	25.8% (0.7%)	17.8% (+2.8)	26% (+0.2%)	15.3% (-2.5%)
Percentage of Employees aged 40-64	65.5%	82.6	66.2% (+0.7%)	80.5% (2.1%)	66% (0.2%)	83.4% (2.9%)
Percentage of Employees aged 65+	4.6%	2.4%	4.7% (+0.1%)	1.5% (0.9%)	4.9% (+0.2%)	1.3% (-0.2%)



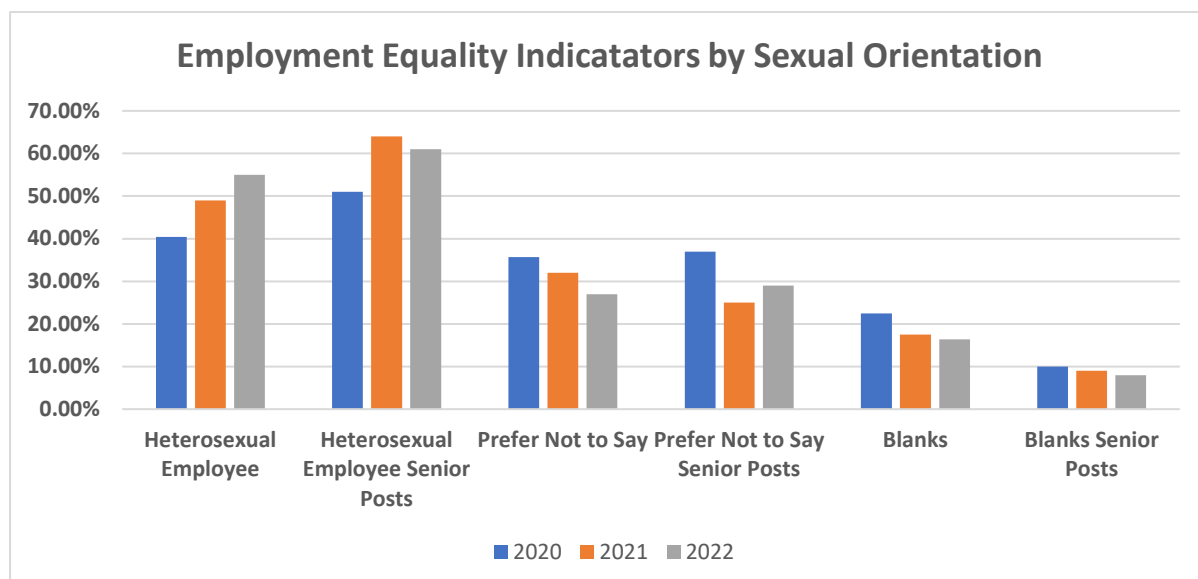
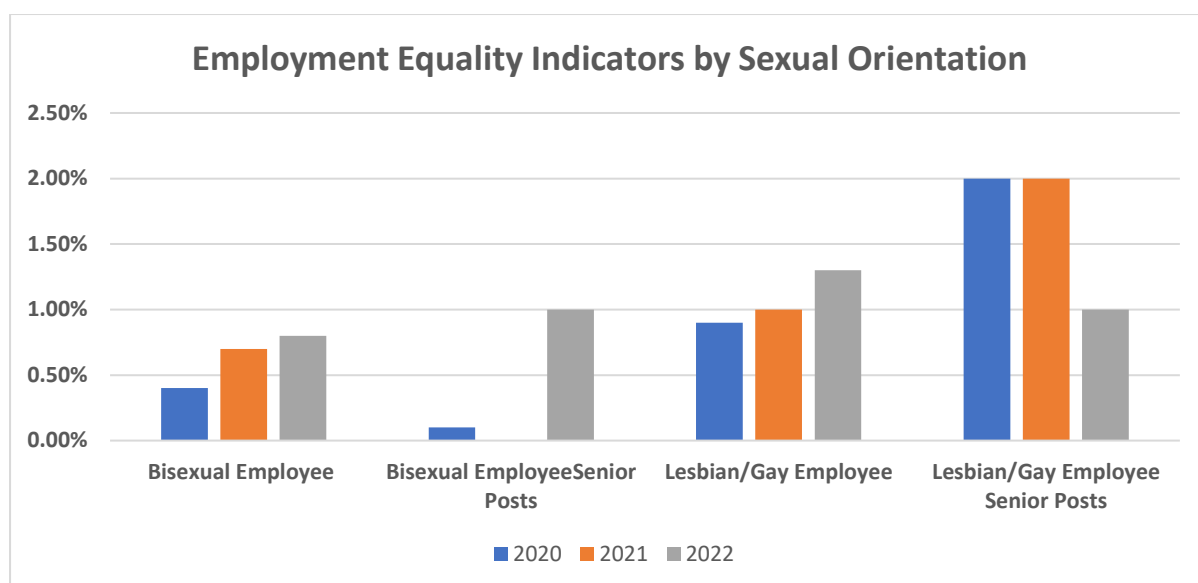
There has been a slight reduction in the workforce profile for employees aged 16-24 and a slight increase in those aged 65 and over. The percentage aged 25-39 has increased by 0.2% which was the decrease for the 40-64 age group



In terms of senior posts, the vast majority of postholders are aged 40-64, this group has increased by 3%. There is also a slight increase in aged 25-39 and a slight decrease in the 65 and overs.

Employment Indicators Sexual Orientation

Over the past 3 years we have had more robust data for sexual orientation and religion or belief, so this year we have added the tables below. Information contained in Census 2021 also allows us to use comparable data for the Lancashire population.



Collecting data for sexual orientation continues to be problematic as over 40% of employees either leave this protected characteristic blank or prefer not to say. Where the data has been collected there has been a rise in bisexual, lesbian and gay employees by 0.4% in 2022, although senior posts have decreased by 1% in gay

and lesbian, they have increased by 1% in bisexual. Heterosexual senior posts are proportionately higher than the workforce by 6% although they have decreased in 2021 by 3%.

Employment Indicators Religion or Belief

Indicator	2020	2021	2022
Buddhist	0.2%	0.2%	0.2%
Buddhist Senior Posts	0.2%	0.3%	0.1% (-2%)
Christian	24%	28%	31.5% (+3.5%)
Christian Senior Posts	36%	43%	42% (-1%)
Hindu	0.1%	0.3%	0.3%
Hindu Senior Posts	0.3%	0.5%	0.4% (-0.1%)
Jewish	<0.1	<0.1	<0.1
Jewish Senior Posts	0	0	0
Muslim	2.5%	3%	3.6% (+0.6%)
Muslim Senior Posts	1%	2%	2%
None	14%	18%	21.3% (+3.3%)
Non-Senior Posts	13%	19%	20% (+1%)
Other Religious Belief	0.6%	0.7%	0.7%
Other Religious Belief Senior posts	1%	1%	0.6% (-0.4%)

Other Spiritual Belief	0.4%	0.6%	0.8% (+0.2%)
Other Spiritual Belief Senior Posts	0.1%	0.5%	0.5%
Prefer Not to Say	2.7%	3.2%	3.6% (+0.4%)
Prefer Not to Say Senior Posts	4%	5%	5%
Sikh	<0.1%	0.1%	0.1%
Sikh Senior Posts	0.4%	0.5%	0.4% (-0.1%)
Blanks	55.2%	46%	15.4% (-30.6%)
Blanks Senior Posts	20%	29%	7% (-22%)

In 2020 55.2% of employees had left this indicator blank but in 2022 this was now reduced to 37.9% highlighting improvement of data collected for religion and belief.

31.5% of employees identify as Christian, followed by 21.3% of employees not having a religion or belief which is in line with the 2021 census data for Lancashire. Muslim employees have increased by 0.6% which is the second largest religion after Christian within the workforce. Buddhist, Hindu, Jewish, Other Religious Belief have stayed the same. There have been slight changes with the senior posts in religion or belief as highlighted in the table above.

Lancashire's Population – a snapshot

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

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

Elected Members/County Councillors

The County Council's Election took place on 6th May 2021 and 84 County Councillors were elected. As of February 2023, the following applies:

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

County Councillor profile by Gender

Gender		
Female	29	34.5%
Male	54	64.3%
Prefer not to say	1	1.2%
	84	100.0%

County Councillor profile by Ethnicity

Ethnicity		
White British	72	85.7%
Asian or Asian British Pakistani	6	7.1%
Asian or Asian British Indian	1	1.2%
British Kashmiri	1	1.2%
Other	1	1.2%
Undisclosed	3	3.6%
	84	100.0%

County Councillor profile by Disability

Disability		
Yes	6	7.1%
No	71	84.5%
Prefer not to say	2	2.4%
Undisclosed	5	6.0%
	84	100.0%

County Councillor profile by Age

Age Profile		
18yrs - 25yrs	0	0.0%
26yrs - 35yrs	4	4.8%
36yrs - 45yrs	9	10.7%
46yrs - 55yrs	16	19.0%
56yrs - 65yrs	26	31.0%
66yrs - 75yrs	21	25.0%
76yrs - 85yrs	8	9.5%
	84	100.0%

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

Employment Related Equality

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

The first part of the table below shows outstanding complaints from previous year up to 31st December 2021.

Information for 1 January - 31 December 2022 is contained in the second part of the table.

Outcome of Outstanding Cases from 2021

Employee or Non-Employee	Type of Complaint (Recruitment & Selection or Harassment)	Protected Characteristic(s) the Complaint Related To (if appropriate)	Outcome of Case
Employee	Harassment	Disability	Investigated under the Grievance Policy and Procedure as part of a wider grievance. Harassment element not upheld.
Non - Employee	R&S	N/A	Not Upheld

January 2022 – December 2022

Employee or Non-Employee	Type of Complaint (Recruitment & Selection or Harassment)	Protected Characteristic(s) the Complaint Related To (if appropriate)	Outcome of Case
Employee	Harassment	Sex & Age	Referred for investigation under the Disciplinary Procedure. Respondent resigned during the disciplinary investigation.

Employee	Harassment	Age, Pregnancy, Race and Religion	Investigated under the Grievance Policy and Procedure as part of a wider grievance. Harassment elements not upheld.
Employee	Harassment	Race	Not Upheld
Employee	Harassment	Sex	Referred for investigation under the Disciplinary Procedure. Respondent resigned during the disciplinary investigation.
Employee	Harassment	Race	Harassment complaint against a service user. Complaint investigated and all recommendations accepted.
Employee	Harassment	Disability	Referred for investigation under the Disciplinary Procedure. Awaiting outcome.
Employee	Harassment	Race	Investigated under the Grievance Policy and Procedure as part of a wider grievance. Harassment element 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.

Staff Survey

The staff survey was completed in Autumn 2022. The table below shows the staff survey results by demographics. Within the survey, gender included a separate category for gender same at birth. The survey was sent out to all 12,527 staff, excluding teachers and teaching staff. This year there were two surveys as opposed to just the online methodology. This was for those that don't regularly use a computer or device in their work and those that do.

There were 6,085 respondents which gave a 49% response rate. In 2021 it was 37%. The respondents of the staff survey showed an improvement of 12%.

Protected Characteristics & Demographics	Percentage
Gender	
Female	68%
Male	26%
Gender Non-Conforming	0%
Other	0%
Prefer not to say	6%
Gender Identity Same as Birth	
Yes	94%
No	0%
Prefer not to Say	6%
Age	
Under 25	3%
25-39%	27%
40-49	25%
50-59	28%
60+	8%
Prefer not to Say	9%
Ethnic Background	
Asian	4%
Black	1%
Mixed	1%
White	86%
Other	0%
Prefer not to say	8%
Deaf or Disability	
Yes	9%
No	85%
Prefer not to say	7%
Sexual Orientation	
Bisexual	2%
Gay Man	1%
Lesbian/Gay Woman	1%
Heterosexual/Straight	83%
Other	1%

Prefer not to say	12%
Religion or Belief	
Buddhist	0%
Christian	48%
Hindu	1%
Jewish	0%
Muslim	4%
Sikh	0%
Any other Religious Belief	0%
Any other Spiritual Belief	2%
No religion or Belief	31%
Prefer not to say	14%

Other Employment Related Activities

- HR are consolidating previous equalities employment policies and guidance into one streamlined Equality Policy with supporting guidance, etc. This forms part of a larger review of policies which is ongoing.
- The County Council has three employee equality networks – the Forum of Asian Black and Ethnic Employees (FABE); Lesbian, Gay, Bisexual and Transgender (LGBTQAI+) Employee Network and Disabled Workers Forum.
- Currently being considered for 2023, a new network for younger employees & working carers. There is also now a Christian employee support network.
- The Networks provide support to staff, information via the intranet and consultation/advice services to the County Council. The Networks are involved with the Executive Management Team in work to promote Diversity and Inclusion within the County Council which may include developing other networks.
- The County Council now provides an Employee Assistance Programme for members of staff and their families/households to provide a wide range of online or telephone support.
- The County Council is continuing to develop its work on Project SEARCH which aims to help disabled young people – particularly those with autism or learning disabilities – gain practical skills to assist in gaining employment. 2 individuals have been appointed on traineeships arising from their involvement on Project SEARCH.
- The County Council has adopted the Foundation Living Wage as an employer and in relation to its procurement contract requirements.
- The County Council have been re-accredited as a Level 2 Disability Confident employer under the DWP scheme.
- The Equality and Cohesion eLearning which all employees must undertake at least every 3 years, was updated, and relaunched in August 2020. For employees in Adult Services Directorate, an additional equality diversity and inclusion day is available as a facilitated group training session online.

- The County Council has been selected as one of the 18 pilot local authorities for the Workforce Race Equality Standard (WRES) in social care and produced its first action plan in June 2022
- During 2023 the Equality Objectives will be revised and updated. These will be ready for by Spring 2024
- We are working on adding a Hate Crime module into the Equality & Diversity eLearning package in response to the numbers off staff who have reported abuse, bullying or harassment from the public, service users, relatives, or customers from the last 2 staff surveys. This is also now included within the personal safety eLearning produced by our Health & Safety colleagues

Learning and Development

In response to the Covid-19 pandemic many learning, and development activities have continued to be delivered virtually. This has led to some increase of uptake for these activities. There has been an increase in face-to-face courses or hybrid courses over the past year.

Participation

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

Service Complaints

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

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

Fostering Good Relations/Community Cohesion

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

The County Council takes robust actions to meet its responsibilities under the Prevent Duty and other similar requirements. In March 2023 the annual Prevent Performance Framework was approved by Executive Management Team. It is important we continue to safeguard our vulnerable individuals from all types of radicalisations, especially as in recent years there have been several convictions for anti-terror related offences which involved residents of Lancashire.

Domestic Abuse

The County Council again supported the "White Ribbon" campaign in November/December 2022 with several items included within Staff News and at a range of County Council buildings.

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

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

- Strengthen the data available by protected characteristics for the workforce and job applicants. This is continuing although significant progress has been made.
- Further analysis of leavers data to explore patterns, trends, and reasons for leaving
- Further development of Project SEARCH. This is continuing.
- With the commitment of the Chief Executive and Executive 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 Diversity and Inclusion within the workforce.

Conclusion

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

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

For further information contact

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Compiled by:

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March 2023