



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

Interim Report

March 2024



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

The findings of this information will enable the County Council to have a mechanism to explore the baseline data and comparisons where available, to the UK 2021 Census through the subsequent action plans and will inform and highlight areas to improve upon within the workforce. In doing this the organisation can start to look more closely at where there are gaps or underrepresentation within the workforce and address areas to move towards becoming a more inclusive employer for Lancashire. The County Council currently has an employee workforce of 12885 which the following data is based upon. Due to the recent implementation of a new HR recording system, applicant monitoring information isn't available currently.

Key Headlines for 2023

- The Mean Gender Pay Gap has decreased by 0.1%
- The Median Gender Pay Gap has increased by 0.1%
- 73% of all our Employees are women with an increase of 3% in senior posts
- There has been a rise of 1.3% in Asian, Black, Mixed and Other Ethnic Minority employees in our workforce

- There has been a 0.1% increase of Asian, Black, Mixed and Other Ethnic Minority employees in senior management posts
- Disabled employees have increased by 0.2% and there has been a rise in senior management postholders with a disability of 0.4%
- 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 continues to be 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 2024 – based on a snapshot date of 31 March 2023 – and every 12 months thereafter. This is the seventh year that the council has been required to publish its gender pay gap report and inclusion in the Equality Information document will continue to be one of the methods used by the Council to fulfil this requirement.

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

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

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

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

Key Notes:

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

- A relevant employee is defined as someone employed by the Council on the snapshot date.
- A full-pay relevant employee is defined as someone employed by the Council on the snapshot date who is paid their full basic pay during the relevant pay period. This means that an employee who is on leave and is being paid on a reduced or nil rate of pay during the relevant pay period will not fall into the category of a "full-pay relevant employee" for the purpose of the reporting requirements.
- In the following tables it should be noted that the Council has its most balanced distribution of men and women in the upper middle (65.7%) and upper quartiles of posts (66.8% are female including the Chief Executive) whilst 72.8% 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 2023)
11.4% (as at 31 March 2023)	13.2%
11.5% (as at 31 March 2022)	
11.8% (as at 31 March 2021)	
12.4% (as at 31 March 2020)	
12.7% (as at 31 March 2019)	
13.0% (as at 31 March 2018)	
13.6% (as at 31 March 2017)	

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

This figure indicates that male employees of the Council are paid 11.4% more as a mean hourly rate of pay than female employees (as at 31 March 2023).

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 2023)
17.5% (as at 31 March 2023)	14.3%
17.4% (as at 31 March 2022)	
15.3% (as at 31 March 2021)	
15.3% (as at 31 March 2020)	
16.6% (as at 31 March 2019)	
19.6% (as at 31 March 2018)	
20.3% (as at 31 March 2017)	

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

This figure indicates that male employees of the Council are paid 17.5% more as a median hourly rate of pay than female employees (as at 31 March 2023).

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 2023)	0% (as at 31 March 2023)
0% (as at 31 March 2022)	0% (as at 31 March 2022)
0% (as at 31 March 2021)	0% (as at 31 March 2021)
0% (as at 31 March 2020)	0% (as at 31 March 2020)
0% (as at 31 March 2019)	0% (as at 31 March 2019)
0% (as at 31 March 2018)	0% (as at 31 March 2018)
0% (as at 31 March 2017)	0% (as at 31 March 2017)

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

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

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

(Quartile Breakdown as at 31 March 2023)

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

(Quartile Breakdown as at 31 March 2022)

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

(Quartile Breakdown as at 31 March 2021)

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

(Quartile Breakdown as at 31 March 2020)

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

(Quartile Breakdown as at 31 March 2019)

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

(Quartile Breakdown as at 31 March 2018)

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

(Quartile Breakdown as at 31 March 2017)

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

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

Actions to Close the Gap

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

Lancashire's Population – a snapshot

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

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

Elected Members/County Councillors

The County Council's Election took place on 6th May 2021 and 84 County Councillors were elected. As of January 2024, the following applies:

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

Councillor Profile 2023-24

Gender as at 09.01.24		
Female	29	34.5%
Male	55	65.5%
Prefer not to say	0	
	84	100%

Disability as at 09.01.24		
Yes	7	8.3%
No	70	83.3%
Prefer not to say	2	2.4%
Undisclosed	5	6.0%
	84	100%

Ethnicity as at 09.01.24		
Asian or Asian British (Any other Asian background)	1	1.2%
Asian or Asian British (Indian)	1	1.2%
Asian or Asian British (Pakistani)	6	7.1%
White (Any other White background)	1	1.2%
White (English, Welsh, Scottish, Northern Irish or British)	71	84.5%
Other	1	1.2%
Undisclosed	3	3.6%
	84	100%

Age Profile as at 09.01.24		
18 years – 25 years	0	0%
26 years - 35 years	4	4.8%
36 years - 45 years	8	9.5%
46 years - 55 years	15	17.9%
56 years - 65 years	26	31%
66 years - 75 years	21	25%
76 years - 85 years	10	11.9%
	84	100%

Religious Beliefs as at 09.01.24		
Buddhist	0	0%
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	15	17.9%
Hindu	0	0%
Jewish	0	0%
Muslim	1	1.2%
Sikh	0	0%
Any other Religious beliefs	0	0%
Any other spiritual belief	0	0%
No religion or belief	4	4.8%
Prefer not to say	0	0%
Not specified	64	76.2%
	84	100%

Sexual Orientation		
Bisexual	0	0%
Gay or Lesbian	3	3.6%
Heterosexual/Straight	15	17.9%
Other	1	1.2%
Prefer not to say	0	0%
Not disclosed	65	77.4%
	84	100%

Data collection now includes Sexual Orientation and Religion or Belief.

Equality Information

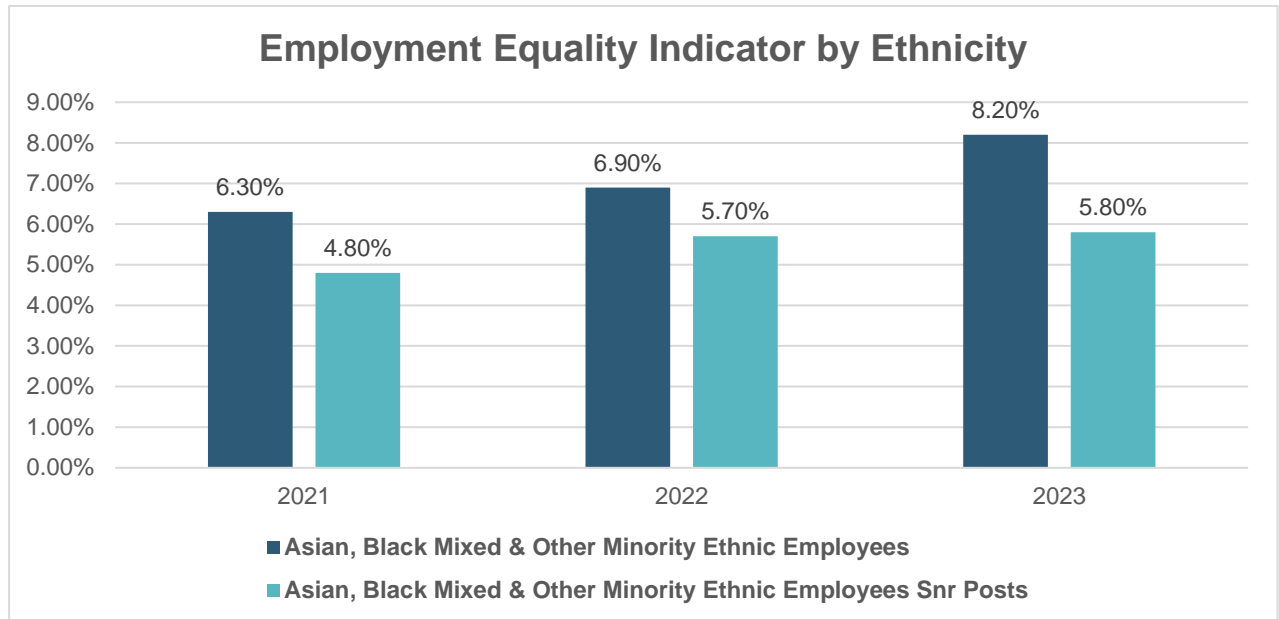
The County Council have traditionally used a series of employment performance measures/indicators in terms of equality with a "watching brief" kept on the information. The green shaded figures highlight where there has been an increase in the workforce and the red highlights a decrease. The senior posts 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 2021 to December 2023

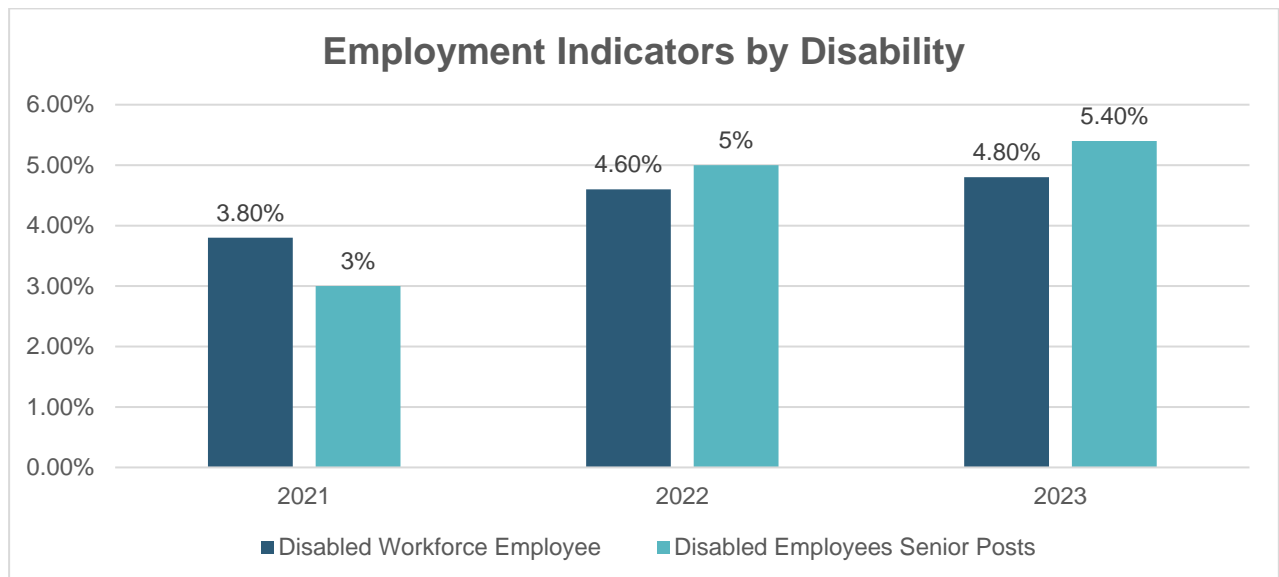
Indicator	% December 2021	% December 2022	% December 2023	Census Data 2021 Lancashire 12 (Where applicable)
Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce	6.3% (+0.8%)	6.9% (+0.6%)	8.2% (+1.3)	11% (-2.8)
Asian, Black, Mixed and Other Ethnic Minority employees in senior LCC posts	4.8% (+0.5%)	5.7% (+0.9%)	5.8% (+0.1)	
Disabled employees in the LCC workforce	3.8% (+1.5)	4.6% (+0.8%)	4.8% (+0.2%)	
Disabled employees in senior LCC posts	3% (-1.9%)	5% (+2%)	5.4% (+0.4%)	N/A
Women in the LCC workforce	73% (-0.9)	73%	73%	50.9% (+22.1%)
Women in senior LCC posts	62% (-2.0%)	61% (-1%)	64% (+3%)	

Employment Indicators Ethnicity



There has been a significant rise of 1.3% in Asian, Black, Mixed and Other Ethnic Minority employees in the LCC workforce over the last year and of 0.1% in the percentage amongst senior postholders. There is a lower percentage 2.4% difference of ethnic minority employees in senior posts than in the workforce overall. However, as the groups start to rise, this identifies that the organisation is moving closer to Lancashire demographic profile although the gap is widening between representation in the workforce and senior management posts.

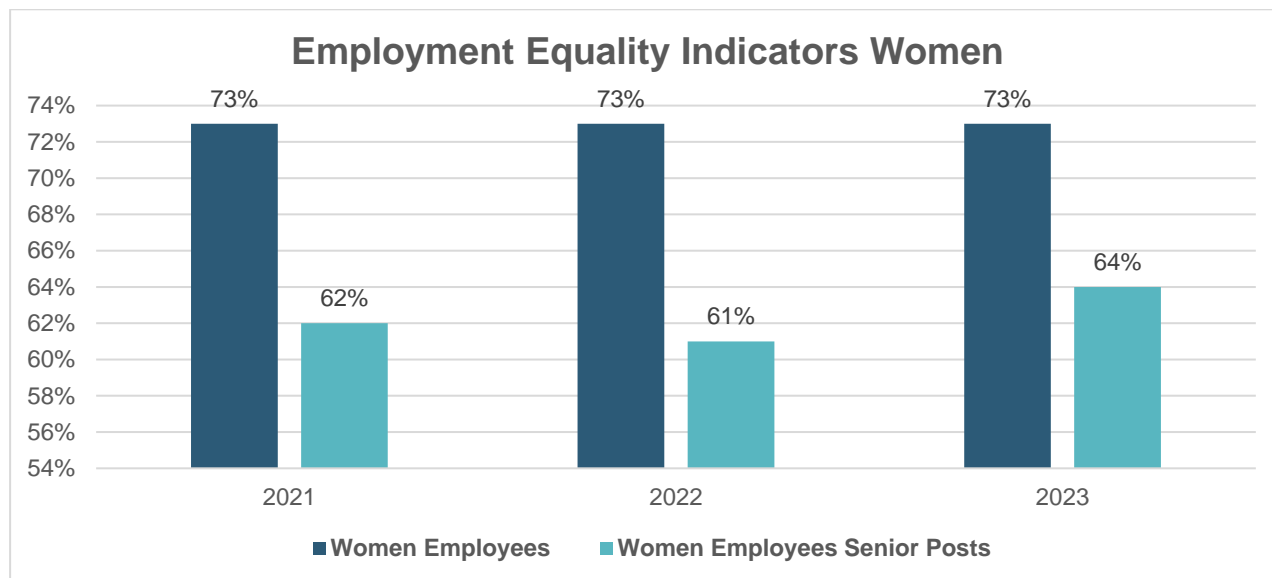
Employment Indicators Disability



The percentage of disabled employees in the workforce has risen by 0.2% and the percentage in senior posts has increased by 0.4%. The percentage of disabled

people in senior posts is slightly higher than in the workforce overall by 0.6%. Since 2021 the workforce has increased its disabled employees by 1% from 3.8% to 4.8% with senior posts increasing by 2.4%.

Employment Indicators Women



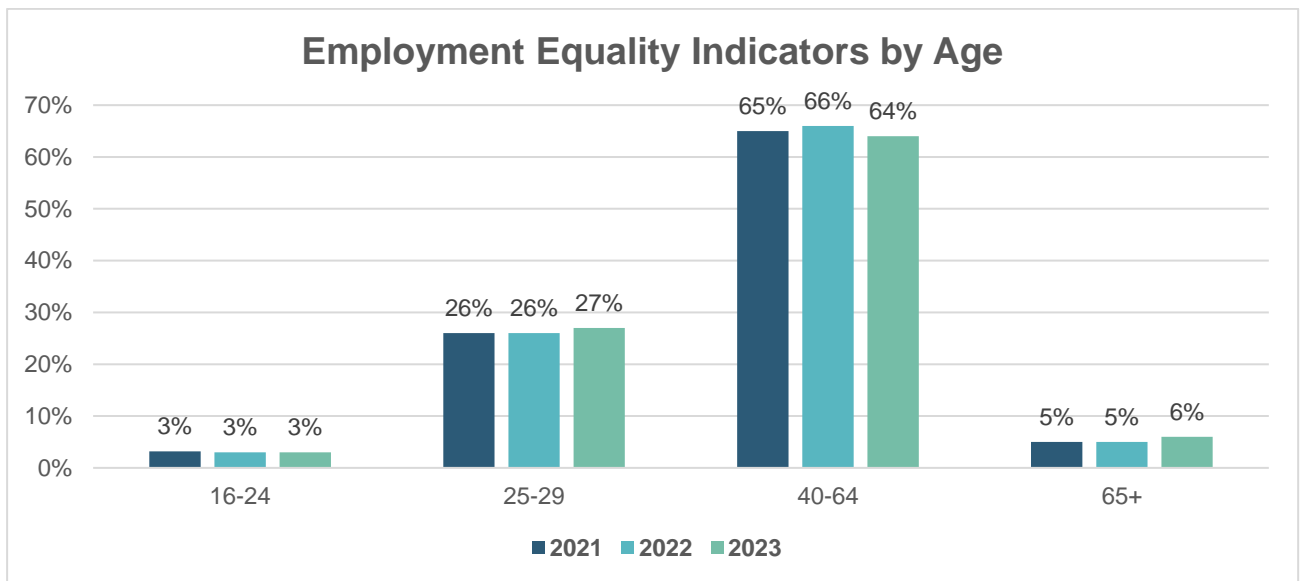
64% of senior posts are held by women, an increase of 3% from the previous year. Consequently, the gap between women in the workforce overall (73%) and women in senior posts show a difference in the past year of 9%. The County Council has a female Chief Executive, and the Executive Management Team comprises of 2 males and 4 females.

Employment Indicators Age

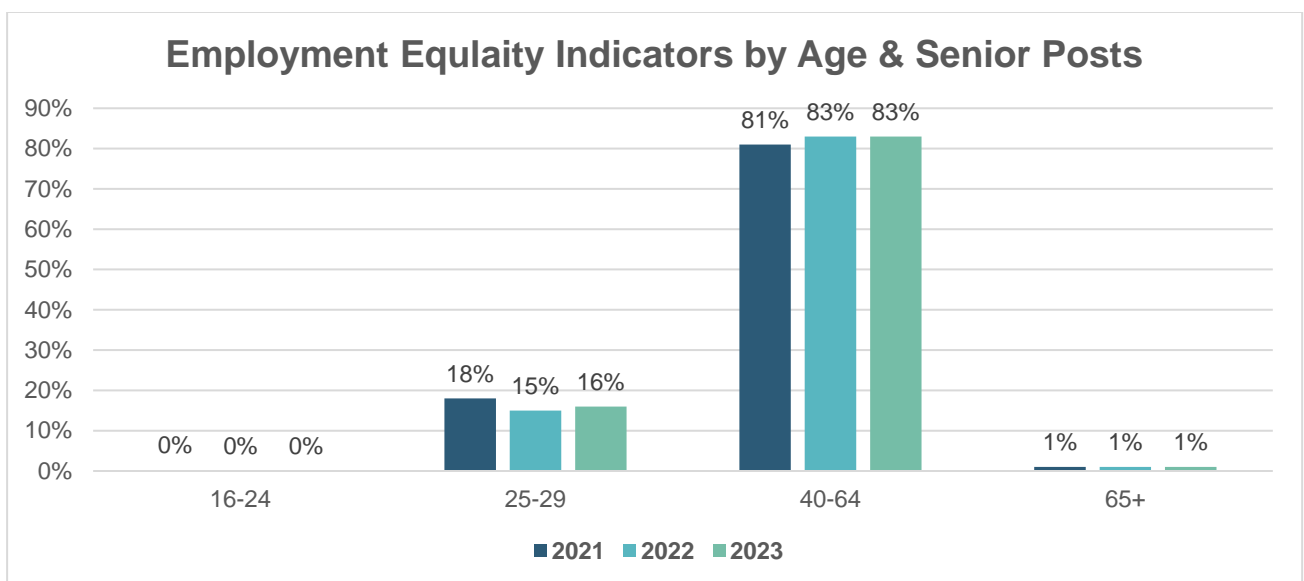
Whilst not part of the Corporate Measures process, comprehensive data for the County Council's age profile of employees is available. It is summarised below:

Employee Profile	Employees in the Workforce 31 December 2021	Employees in Senior Posts 31 December 2021	Employees in the Workforce 31 December 2022	Employees in Senior Posts 31 December 2022	Employees in the Workforce 31 December 2023	Employees in Senior Posts 31 December 2023
Percentage of Employees aged 16-24	3.2% (-0.2%)	0.15% (+0.15%)	3.1% (0.1%)	0	3.3% (+0.2%)	0
Percentage of Employees Aged 25-39	25.8% (0.7%)	17.8% (+2.8)	26% (+0.2%)	15.3% (-2.5%)	26.7% (+0.7%)	15.8% (+0.5%)

Percentage of Employees aged 40-64	66.2% (+0.7%)	80.5% (2.1%)	66% (-0.2%)	83.4% (2.9%)	64.3 (-1.7%)	82.7% (-0.7%)
Percentage of Employees aged 65+	4.7% (+0.1%)	1.5% (0.9%)	4.9% (+0.2%)	1.3% (-0.2%)	5.6% +0.7%	1.5% (+0.2%)



The workforce profile percentage for employees aged 16-24 hasn't changed in 3 years. There is a slight increase in those aged 65 and over. The percentage aged 25-39 has increased by 1% and a decrease for the 40-64 age group by 2%.

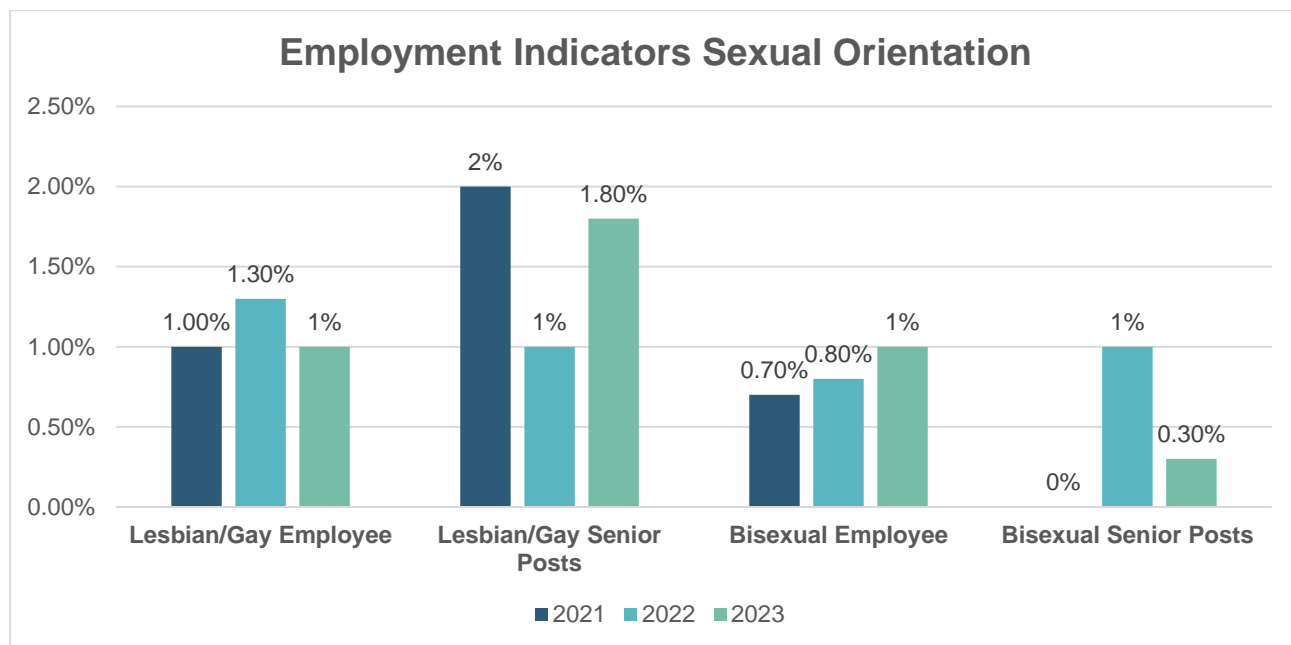


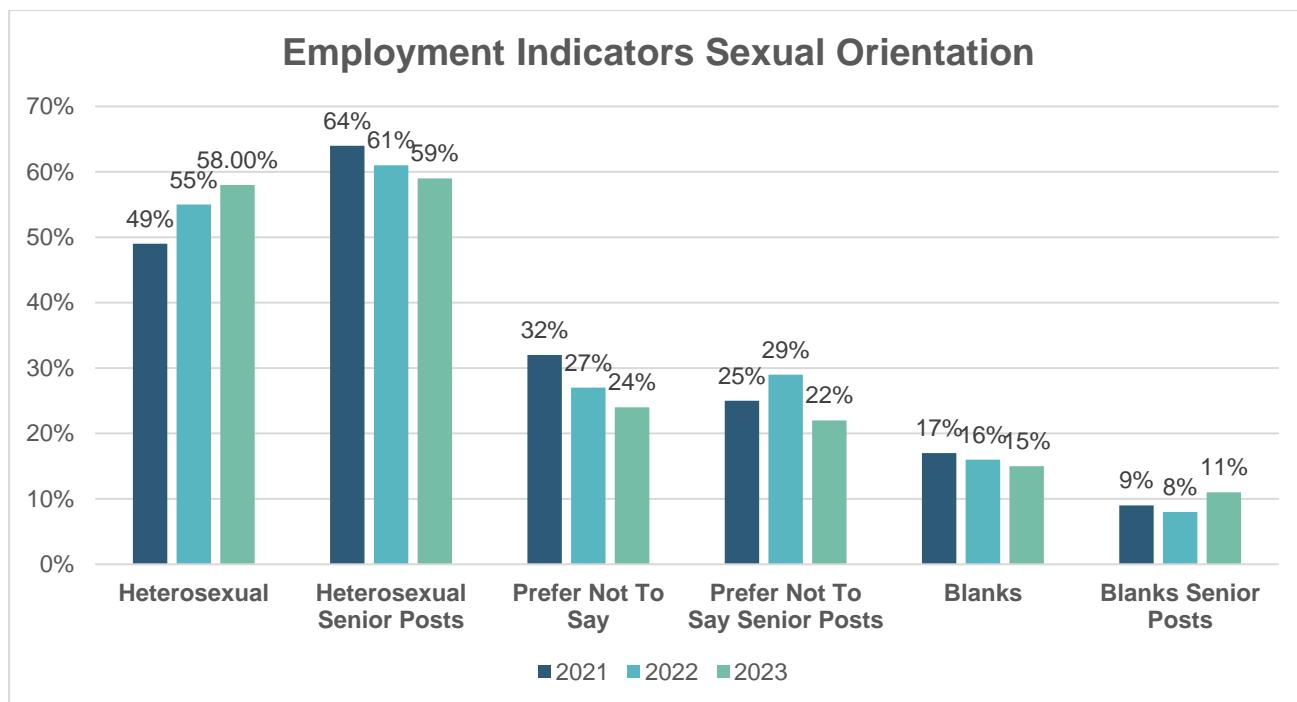
In terms of senior posts, the vast majority of postholders are aged 40-64, this group has increased by 2% since 2021. There is also a slight increase in aged 25-39 and the 65 and overs have stayed static since 2021.

Employment Indicators Sexual Orientation

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

Employee Profile	Employees in the Workforce 31 December 2021	Employees in Senior Posts 31 December 2021	Employees in the Workforce 31 December 2022	Employees in Senior Posts 31 December 2022	Employees in the Workforce 31 December 2023	Employees in Senior Posts 31 December 2023
Lesbian/Gay	1%	2%	1.3% (+0.3%)	1% (-1%)	1% (-0.3%)	1.8% (+0.8%)
Bisexual	0.7%	0%	0.8% (+0.1%)	1% (+1%)	1% (+0.3%)	0.3% (-0.7%)
Heterosexual	49%	64%	55% (+6%)	61% (-3%)	58% (+3%)	59% (-2%)
Prefer not to say	32%	25%	27% (-5%)	29% (-4%)	24% (-3%)	22% (-7%)
Blank	17%	9%	16% (-1%)	8% (-1%)	15% (-1%)	11% (+3%)





Collecting data for sexual orientation continues to be problematic as there is still nearly 40% of employees not identifying their sexual orientation by either leaving this protected characteristic blank or prefer not to say. Where the data has been collected there has been a decrease in lesbian and gay employees by 0.3% and a rise in lesbian and gay senior posts by 0.8% in 2023. For bisexual employees there has been an increase of 0.3% and a decrease in senior posts of 0.7%. The employee workforce representation for lesbian, gay and bisexual employees is broadly in line with the 2021 Census. Heterosexual senior posts are slightly higher than the workforce by 1% although they have decreased since 2021 by 5%.

Employment Indicators Religion or Belief

Indicator	2021	2022	2023
Buddhist	0.2%	0.2%	0.1% (-0.1%)
Buddhist Senior Posts	0.3%	0.1% (-2%)	0 (-0.1%)
Christian	28%	31.5% (+3.5%)	33.2% (+1.7)
Christian Senior Posts	43%	42% (-1%)	41% (-1%)

Hindu	0.3%	0.3%	0.4% (+0.1%)
Hindu Senior Posts	0.5%	0.4% (-0.1%)	0.4%
Jewish	<0.1	<0.1	<0.1
Jewish Senior Posts	0	0	0
Muslim	3%	3.6% (+0.6%)	4.1% (+0.5%)
Muslim Senior Posts	2%	2%	2.4% (+0.4%)
None	18%	21.3% (+3.3%)	22.6% (+1.3%)
Non-Senior Posts	19%	20% (+1%)	19.6% (-0.4%)
Other Religious Belief	0.7%	0.7%	0.6% (-0.1%)
Other Religious Belief Senior posts	1%	0.6% (-0.4%)	0.6%
Other Spiritual Belief	0.6%	0.8% (+0.2%)	0.7% (-0.1%)
Other Spiritual Belief Senior Posts	0.5%	0.5%	0.4% (-1%)
Prefer Not to Say	3.2%	3.6% (+0.4%)	3.8% (+0.2%)
Prefer Not to Say Senior Posts	5%	5%	4.7% (-0.3%)
Sikh	0.1%	0.1%	<0.1%

			(-0.1%)
Sikh Senior Posts	0.5%	0.4%	0.4%
		(-0.1%)	
Blanks	46%	37.9%	34.2%
		(-8.1%)	(-3.7%)
Blanks Senior Posts	29%	30%	30.4%
		(+1%)	(+0.4%)

There has been a slight increase in employees leaving indicator blank but for both overall workforce and senior posts it is still above 30% of unknown data.

33.2% of employees identify as Christian, followed by 22.6% of employees not having a religion or belief which is in line with the 2021 census data for Lancashire. Muslim employees have increased by 0.5% which is the second largest religion after Christian within the workforce. Buddhist, Hindu, Jewish, Other Religious Belief have shown slight changes which is also the same with the senior posts in religion or belief as highlighted in the table above.

Lancashire County Council Leavers 2023 - Key Headlines

- Three quarters of leavers in 2023 were women
- The highest percentage of leavers in 2023 was the 25-39 age group, which is 5% higher than their representation within the overall workforce
- The percentage of disabled employees leaving the workforce has increased by 1%
- The percentage of Asian, Black, Mixed and Other Ethnic Minority leavers has increased by 2.4% since last year. This shows a slightly higher figure than the overall workforce by 0.2% for leavers
- The percentage of gay, bisexual, and lesbian leavers is 1% higher than the overall workforce
- There is a 13.7% turnover within overall workforce compared to 11.5% in 2021 which shows an increase of 2.2%

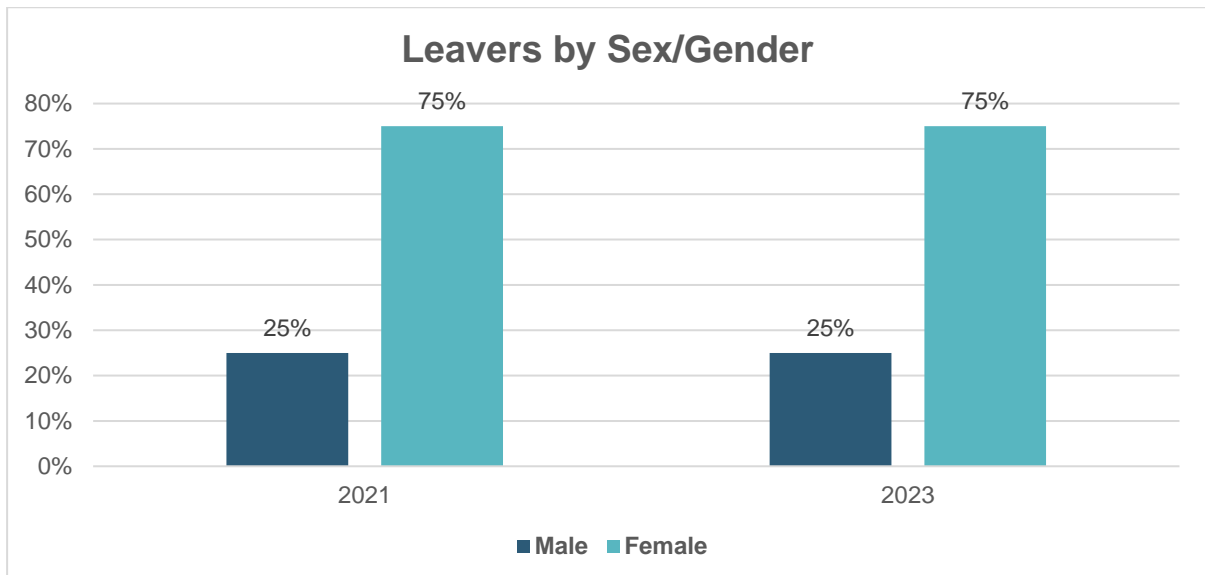
Information about the protected characteristics for employees who left our employment during 2023 is available for age, disability, sex/gender, ethnicity, sexual orientation and religion or belief although not on a Directorate basis. This will help to provide a comprehensive suite of Leavers data which complements 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 2023 with

previous information for 2021 shown in brackets. Due to a changeover of the internal data collection system, information for leavers in 2022 was unavailable, so comparisons are over a two-year period. The colour coding within the table denotes significant differences, red for negative and green for positive. Other tables use a bold text to highlight smaller changes.

Sex/Gender Profile of Leavers – 2023

Leavers by Gender	Number of Leavers	Percentage of Leavers
Male Leavers	445 (387)	25% (25%)
Female Leavers	1319 (1140)	75% (75%)
Total Leavers 2023	1764 (1527)	

The workforce sex/gender leaver profile has stayed the same since 2021. The is in line with comparable data for the workforce employee's information.

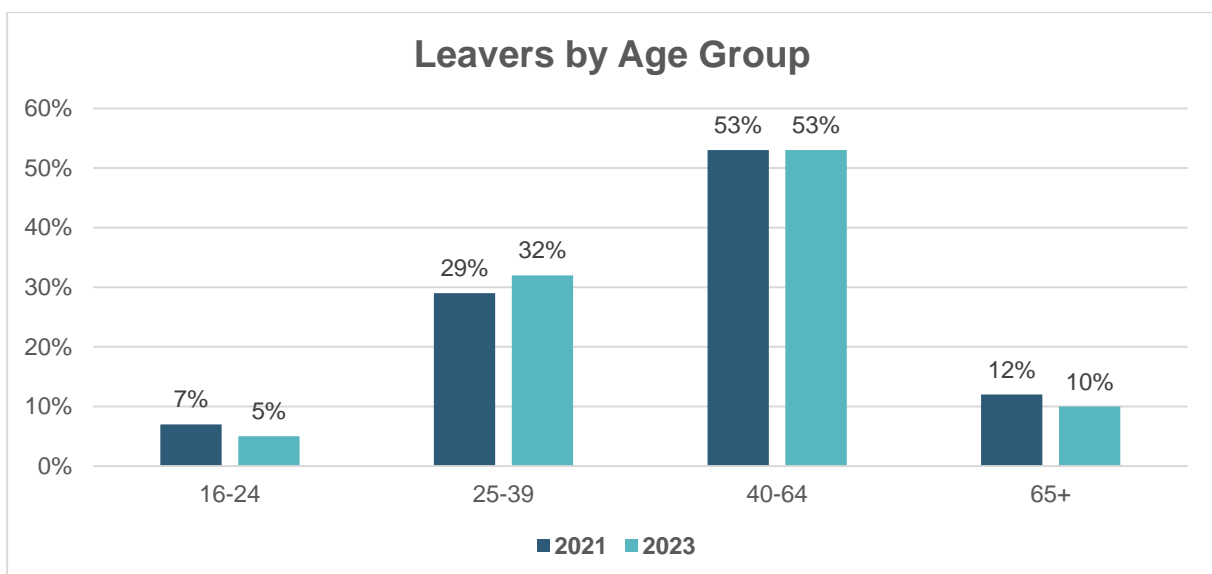


Age Profile of Leavers – 2023

Figures for 2021 are shown in brackets

Age Band	Number of Leavers by Age	Percentage of Leavers by Age
16-24	88 (101)	5% (7%)
25-39	561 (444)	32% (29%)
40-64	930 (806)	53% (53%)
65+	185 (176)	10% (12%)
Total	1764 (1527)	

In the 16-24 and 65+ age groups there has been a decrease in leavers. The 40-64 age group has stayed the same and the main change has been the 25-39 age group with the highest difference of 3% increase. Although there are some variations between age ranges, employees leaving are continuing to be in higher proportions, in all age ranges except the 40-64 age group which is less than their workforce profile. The percentage however of each group has hardly changed since 2021. 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.

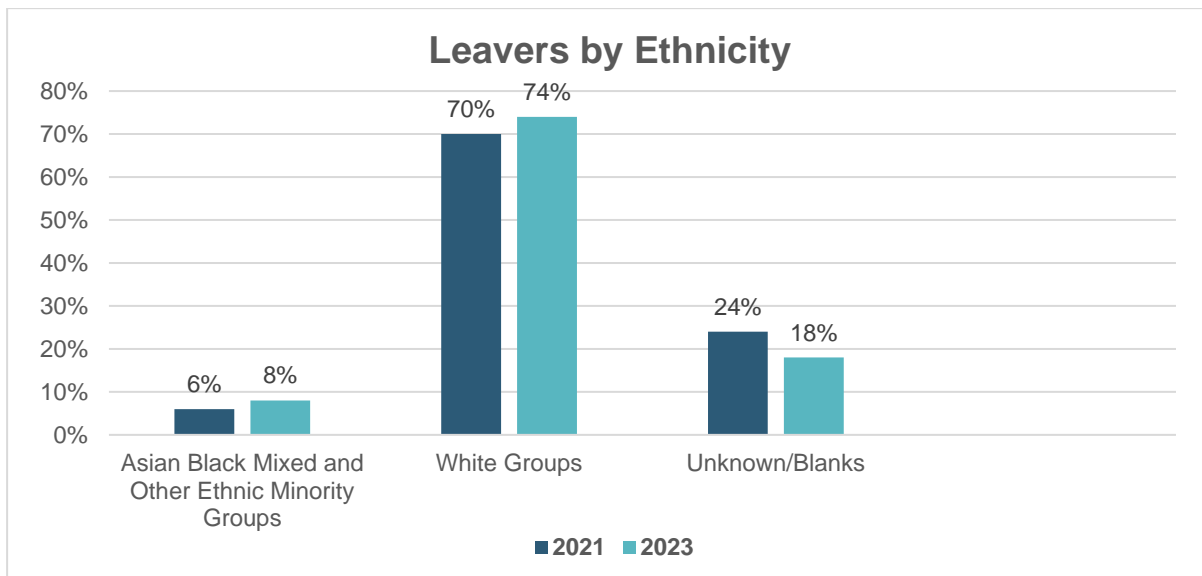


Ethnicity Profile of Leavers – 2023

Information for the 2021 previous data collection is shown in brackets on the table below. The Asian, Black, Mixed and other Ethnic Leavers have been collated as one group for the chart further on after the table, as has all White groups. This is due to small numbers for several of the specific groups listed below.

Ethnicity	Number of LCC Leavers	Percentage of LCC Leavers
Any other	6	0.4%
	(8)	(0.6%)
Any other Asian or Asian British Background	2	0.1%
	(2)	(1%)
Arab	4	0.2%
	(1)	(0.1%)
Asian or Asian British Bangladeshi	7	0.4%
	(7)	(0.1%)
Asian or Asian British Indian	40	2.3%
	(17)	(1%)
Asian or Asian British Pakistani	39	2.3%
	(26)	(1.7%)
Black or Black British African	20	1.2%
	(11)	(0.7%)
Black or Black British Caribbean	4	0.2%
	(5)	(0.3%)
Black or Black British Other	5	0.3%
	(2)	(0.1%)
Chinese	4	0.2%
	(1)	(0.1%)
Mixed African	0	0
	(0)	(0)

Mixed Asian	1	0.1%
	(1)	(0.1%)
Mixed Caribbean	4	0.2%
	(5)	(0.3%)
Mixed Other	8	0.5%
	(3)	(0.2%)
Prefer not to say	6	0.4%
	(5)	(0.3%)
Unknown & Blanks	326	18.4%
	(375)	(24%)
White British English	746	42.3%
	(579)	(38%)
White British Other	488	27.7%
	(449)	(29%)
White British Scottish	8	0.5%
	(5)	(0.3%)
White British Welsh	7	0.4%
	(6)	(0.4%)
White Irish	10	0.6%
	(4)	(0.1%)
White Other	27	1.5%
	(15)	(1%)



Fewer "Unknown" or Blank responses by 6% means that the figures for 2023 are becoming more robust, and the percentage of Leavers who are from ethnic minority backgrounds are broadly in line with their representation in the workforce profile. However, some of the groups are significantly higher for leavers than the workforce representation and may need further investigation into the reasons where known. This will also be explored through the Social Care Workforce Race Equality Standard (SC-WRES) metric, to identify any similarities or patterns that may arise within the workforce turnover in social care posts. Largest group of leavers continues to be white, which is again in line with the representation in the workforce profile.

Disability Profile of Leavers – 2023

Information on previous data for 2021 is shown in brackets on the table below for comparison.

Leavers By Disability	Number of Disabled Leavers	% of Disabled Leavers	Number of Leavers who don't have a Disability	% of Non-Disabled Leavers	Number of Leavers who Prefer Not to Say	% of Leavers who Prefer Not to Say	Number of Blank Responses	% of Blank Responses
Total	86	5%	1344	76%	35	2%	299	17%
	(58)	(4%)	(1126)	(73%)	(14)	(1%)	(329)	(22%)

Overall, the percentage of disabled people leaving the County Council is 5% which has increased by 1% since 2021. This is also reflective of their representation in the workforce. In terms of numbers, the figure for disabled employees, who have left

County Council employment in 2023 has increased by 67% since 2021. The level of Blank/Unknown responses does mean some caution should be applied to these figures. These figures have reduced which is following previous data patterns which shows that the information collected is becoming more robust.

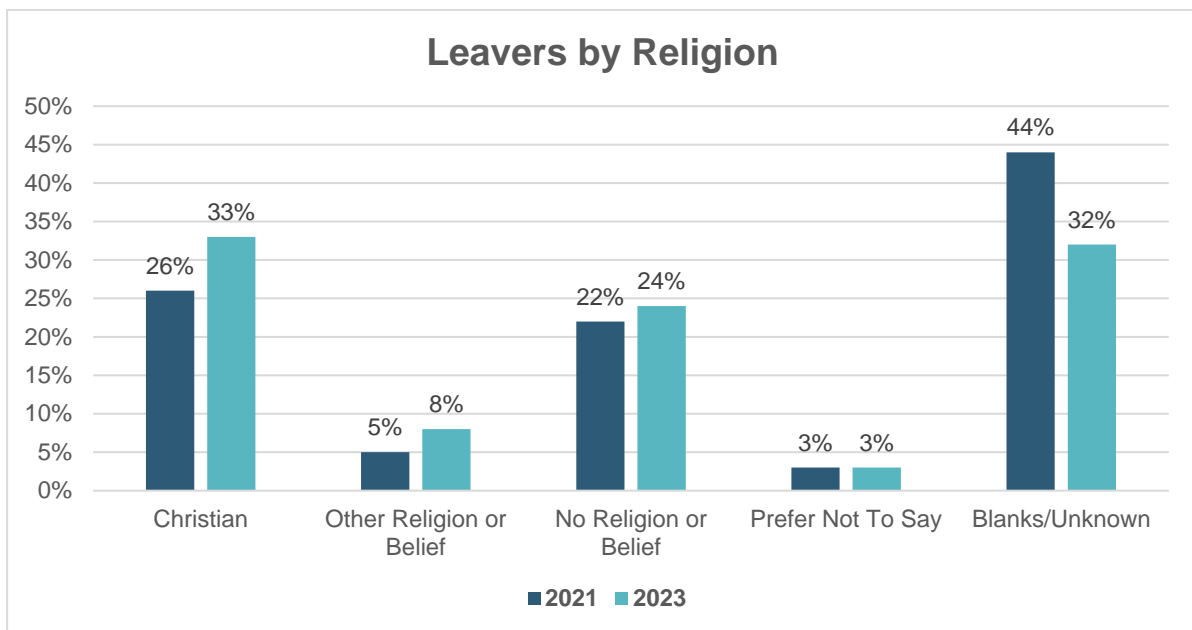
Religion or Belief of Leavers – 2023

The information for 2021 is shown in brackets below the 2023 data collection.

Religion or Belief	Number of Leavers by Religion or Belief	Percentage of Leavers by Religion or Belief
Buddhist	4 (4)	0.2% (0.3%)
Christian	587 (403)	33% (26%)
Hindu	11 (3)	0.6% (0.2%)
Jewish	1 (1)	<0.1% (<0.1%)
Muslim	79 (40)	4.5% (2.7%)
None	418 (338)	23.7% (22%)
Other Religious Belief	16 (8)	0.9% (0.5%)
Other Spiritual Belief	23 (15)	1.3% (1%)
Prefer Not to Say	56 (51)	3.2% (3%)
Sikh	4 (0)	0.2% (0)
Unknown	565	32%

	(335)	(22%)
Blank	0	0%
	(329)	(22%)
Total	1764	
	(1527)	

Although reduced from 2021, the level of unknown responses does make it difficult to gain a clear picture of the religion or belief of Leavers and draw any conclusions from it as this is nearly 32% of findings.



Sexual Orientation Profile of Leavers – 2023

Figures and percentages for 2021 are shown in brackets.

Sexual Orientation	Numbers of Leavers	Percentage of Leavers
Bisexual	22	1.2%
	(15)	(1%)
Gay & Lesbian	32	1.8%
	(28)	(2%)
Heterosexual /Straight	1069	61%
	(775)	(51%)

Prefer not to say	340 (380)	19.2% (25%)
Blank	301 (329)	17% (22%)
	1764 (1527)	

The level of Blank responses does mean some caution needs to be used when reviewing this information and drawing any views from it – although the level of these responses has reduced considerably by 5% this year. The number of employees providing information about their sexual orientation is still quite low so any number of leavers, particularly in the Bisexual and Gay and Lesbian categories, does impact the figures. The percentage of leavers in both the Bisexual and Gay and Lesbian categories is 1% higher than that of 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. 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 2022. Information for 1 January - 31 December 2023 is contained in the second part of the table.

Outcome of Outstanding Complaint Cases from 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	Disability	Investigated under the Disciplinary Procedure. Some elements of the complaint were upheld; others not upheld. Management action has been taken.

January 2023 – December 2023

Employee or Non-Employee	Type of Complaint (Recruitment & Selection or Harassment)	Protected Characteristic(s) the Complaint Related To (if appropriate)	Outcome of Case
Employee	Harassment	Sexual orientation	Dealt with informally under the Harassment Policy and Procedure
Employee	Harassment	Disability	Raised as a formal complaint under the Harassment Policy and Procedure. Awaiting outcome

The Grievance and Harassment Procedures were revised during 2020 which means that issues of Bullying have been separated from complaints of Harassment. Bullying allegations will be dealt with under Grievance arrangements whilst complaints of Harassment which relate to protected characteristics will continue to be dealt with under a separate, specific Procedure.

Staff Survey

The staff survey was completed in Autumn 2023. Within the survey, gender included a separate category for gender same at birth which we don't include on our employee recording system.

The survey was sent out to all 12,884 staff, excluding teachers and teaching staff. The format used for the previous year of sending out two surveys continued, as opposed to just the online methodology. This again was to include those employees that don't regularly use a computer or device in their work and those that do. There were 5597 respondents which gave a 46% response rate and was slightly down compared to 2022 by 3%. The survey highlighted that most respondents feel that they are treated fairly at Lancashire County Council and a high percentage (89%) believe the council is a fair and inclusive employer. There was a very positive response regarding feeling part of the organisation and enjoying their jobs. The staff survey had also highlighted areas to focus on for 2024, which includes addressing the levels of employees facing harassment, bullying or abuse, the working environment, use of technology, change management and workforce retention and progression.

Support for Care Experience Young People

The Employment and Support Team sits within Lancashire County Council's Virtual School supporting vulnerable children and aligns with the statutory/guidance

supporting the vulnerable groups of care experienced, previously looked after children, Children with a Social Worker and soon to be included, kinship carers.

The Employment Support Team consists of 9.2fte officers covering Lancashire for Lancashire's young people in care or leaving care aged 12-25 years old. The team supports Personal Advisor's and Social Worker's in Children's Services with employability, training, or education advice.

The Employment and Support Team work directly with the care experienced young person in response to their needs, wishes and aspirations starting with an options session to careers advice each term to then supporting post 16 with EET options.

We have funding to remove barriers to help young people into employment or training. Employment Support Team are working with Personal Adviser teams to look at a variety of options they can offer such as e-learning, volunteering, mental health short courses, multiply (short maths courses) to try and start engagement. We support a number of our young people by;

- Employment opportunities funded so our young people receive a salary contribution to enable them to secure opportunities within the Local Authority and small businesses
- Support to achieve functional skills qualifications through access to individual tuition and learning resources
- Training courses such as CSCS construction cards, short industry e-learning, beauty courses
- Resources for specialist courses and training placements such as DBS checks, security licences, specialist health and safety clothing
- Transport – bus passes to help our young people get to work when on an Apprenticeship salary
- Laptops and equipment to complete applications, online learning and assignments at college. As the DfE laptops were provided in 2020 for those that needed them at the time, some of these are now having to be replaced or for those who only had access to them in school
- Payment of childcare for care leavers with children, until the Jobcentre will pay 85% of fees once in work and paid the first month themselves

In July 2023 the County Council Cabinet approved the Care Leavers Covenant.

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

Reasonable Adjustment Action Plan

Following two 'findings of fault' by the Local Government and Social Care Ombudsman, in September 2023 the County Council's Cabinet approved an action plan to improve the delivery of reasonable adjustments. This will advance equality for Deaf and disabled people who use County Council services or functions.

Other Employment Related Activities

- People Services are consolidating previous equalities employment policies and guidance into one streamlined Equality Policy with supporting guidance, etc. This forms part of a larger review of policies which is ongoing
- The County Council has three employee equality networks – the Forum of Asian, Black and Ethnic Employees (FABEE); Lesbian, Gay, Bisexual and Transgender (LGBTQAI+) Employee Network and Disabled Workers Forum Currently being considered for 2024, 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 which includes webinars and consultation/advice services to the County Council. The Networks are involved with the Executive Management Team in work to promote Diversity and Inclusion within the County Council which may include developing other networks
- The County Council provides an Employee Assistance Programme for members of staff and their families/households to provide a wide range of online or telephone support
- The County Council is continuing to develop its work on Project SEARCH which aims to help disabled young people – particularly those with autism or learning disabilities – gain practical skills to assist in gaining employment
- The County Council has adopted the Foundation Living Wage as an employer and in relation to its procurement contract requirements
- The County Council have been re-accredited as a Level 2 Disability Confident employer under the DWP scheme
- The Equality and Cohesion eLearning which all employees must undertake at least every 3 years, was updated, and relaunched in September 2023. This now includes modules on Hate Crime and the duty to consider reasonable adjustments. For employees in Adult Services Directorate, an additional equality diversity and inclusion day is available as a facilitated group training session.
- The County Council has continued to take part in the re-launched Social Care Workforce Race Equality Standard (SC-WRES) and will be producing its next action plan in Spring 2024
- The Equality Objectives will be revised and updated in the first half of 2024

Participation

Several participation activities including those with young people, visually impaired people and people with learning disabilities and autism and continue 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 and will be launched in 2024.

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 2023 with several items included within Staff News and at a range of County Council buildings. Domestic Abuse guidance for managers was updated in 2023 which included an eLearning module.

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

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

- Improve the data available by protected characteristics for the workforce and job applicants. This is continuing although significant progress has been made by encouraging employees to have confidence to complete their personal data and thus improving the data available by protected characteristics for the workforce and job applicants. By having more comprehensive information available this will enable a clearer picture and a stronger evidence base about the workforce of the County Council and its representation within Lancashire
- Further analysis of leavers data was explored to analyse patterns, trends, and reasons for leaving in 2024. This is an ongoing process and a priority for 2024
- There will be further development of Project SEARCH and it will continue to recruit to the internship programme. In 2023, 2 individuals were successful in being appointed on traineeships with the County Council. This had arisen from their involvement on Project SEARCH. 100% of all participants have found jobs after completing their internship. The project will continue into 2024
- 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. This year the LGBT Staff Network were nominated for Team of The Year in the County Council Staff Excellence Awards, which was an immense boost for the networks and showcased the important work that networks continue to do.
- Building upon the actions highlighted in the first SC-WRES action plan, this has led to improved areas of work with colleagues across the organisation at many levels. This has included new information being added to mandatory staff training modules on both Personal Safety and Equality & Cohesion, to raise awareness amongst all staff, of what to do if they experience, harassment, bullying or abuse or if it is reported to them as managers. Additional monitoring questions have been added to highlight protected characteristic information on the health and safety accident and incident reporting system.

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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