

EQUALITY AND DIVERSITY – CITY OF LINCOLN COUNCIL COMPLIANCE WITH PUBLIC SECTOR EQUALITY DUTY

The Equality Act 2010 is the main legislation in respect of equality and diversity, complemented by the Human Rights Act 1998 providing legislation protecting human rights. The Act makes it unlawful to discriminate against people on the following grounds (protected characteristics):

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Section 149 of the Act imposes a general equality duty, Public Sector Equality Duty (PSED), on public bodies. Public authorities and those who exercise public functions must have 'due regard' to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Under the PSED public authorities must set one or more equality objectives. The equality objectives set by City of Lincoln Council for the four year period 2020-2024 are:

1. Our services are accessible and do not discriminate on any unjustifiable grounds.
2. Local communities, partners and stakeholders are empowered to influence the way our services are provided to them.
3. Equality and diversity is at the heart of decision making at all levels within the city council.
4. Our workforce at all levels reflects the makeup of the local community.
5. Equalities, Social Inclusion and Community Cohesion have all improved within our communities.

These objectives are underpinned by an action plan which brings together actions identified in individual service plans. The action plan is monitored by the Equality and Diversity Advisory Panel.

Public authorities must also publish 'equality information' and this is provided in the annual City of Lincoln Equality Journal (published in September), together with a summary of key achievements during the year.