APPENDIX A

**City of Lincoln Council’s Equality Journal**

**April 2022 to March 2023**



**Table of contents**

[**Forward** 2](#_Toc150154432)

[**1.** **Introduction** 3](#_Toc150154433)

[**2.** **Our Equality Objectives** 5](#_Toc150154434)

[**3. Equality and diversity focused activities progressed within 2022/23** 6](#_Toc150154435)

[**3.1 - Our services are more accessible and do not discriminate on any unjustifiable grounds** 6](#_Toc150154436)

[**3.2 - Local communities and stakeholders are empowered to influence the way our services are provided to them** 9](#_Toc150154437)

[**3.3 – Equality and Diversity is at the heart of decision making at all levels within the council** 12](#_Toc150154438)

[**3.4 – Our workforce at all levels reflects the makeup of the local community** 14](#_Toc150154439)

[**3.5 – Equalities, Social Inclusion and Community Cohesion have all improved within our communities** 15](#_Toc150154440)

[**4.** **Demographic of Lincoln** 19](#_Toc150154441)

[**5.** **Our workforce over time** 23](#_Toc150154442)

[**6.** **Ways of contacting us** 28](#_Toc150154443)

[**7.** **Alternative formats** 29](#_Toc150154444)

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# **Forward**

Welcome to the City of Lincoln Council’s 2022-23 Equality Journal.

The Equality Journal is produced on an annual basis and demonstrates how the council has continued to meet its five equality objectives through the progression of a range of equality focused activities during the previous year.

The Journal also provides information on the latest demographics of the city using the Census 2021 data, together with information on the makeup of the council’s workforce provided by the Human Resources team.

The Journal has been produced on behalf of the council’s Equality and Diversity Advisory Panel. The panel is an informal advisory working group formed of councillors and officers overseeing all aspects of equality and diversity at the council.

During the year we saw a range of equality & diversity activities delivered across the council. The delivery of these activities would not have been possible without the continued dedication and efforts made by our staff and councillors.

As we move forward it is important that we continue to provide equal opportunity and foster good relations between our residents – this will be vital as we continue to navigate the ongoing cost of living challenges.



Councillor Joshua Wells

Chair of Equality and Diversity Advisory Panel

# **Introduction**

The Equality Journal provides an update on the activities City of Lincoln Council has undertaken towards meeting its equality objectives between 1st April 2022 and 31st March 2023, and provides in one place up to date equality information. It is in effect the council’s equality and diversity annual report.

In addition, the Equality Journal also includes information on City of Lincoln Council’s workforce demographics and Lincoln’s resident demographics, both of which are used to inform decision making.

Each activity undertaken during the year helps to demonstrate the council’s ongoing commitment towards meeting the requirements of the Equality Act 2010 and the Public Sector Equality Duty.

**Equality Act (2010) and Public Sector Equality Duty**

As a reminder there are three aims outlined in the Equality Act (2010) and the Public Sector Equality Duty. These are to:

* Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
* Advance equality of opportunity between people who share a protected characteristic and those who do not
* Foster good relations between people who share a protected characteristic and those who do not

The nine protected characteristics are:

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

# **Our Equality Objectives**

The council’s current equality objectives were adopted in 2020 in line with the council’s refreshed strategic plan, Vision 2025. These objectives will remain in place for four years through to 2024.

These objectives are:

* Our services are more accessible and do not discriminate on any unjustifiable grounds
* Local communities and stakeholders are empowered to influence the way our services are provided to them
* Equality and Diversity is at the heart of decision making at all levels within the council
* Our workforce at all levels reflects the make-up of the local community
* Equalities, Social Inclusion and Community Cohesion have all improved within our communities

The continued close alignment of the council’s equality objectives with its strategic priorities as set out within Vision 2025 provide solid foundations for ensuring equality and diversity are embedded in the work of the council.

Service responsibilities

*Customer Services Team* – Continues to lead on providing customer facing support and guidance to Lincoln’s residents, ensuring their individual needs are fully considered and respected at all times.

*Policy & Transformation Team* – Continues to retain responsibility for monitoring the Equality Action Plan, providing overall equality information for the council in this annual Journal and providing guidance on completing Equality Impact Assessments.

*Human Resources* *Team* - Continues to manage staff training in respect of equality and diversity, provide information relating to the council’s workforce and provide employment advice around equality and diversity (e.g. recruitment).

*Legal Team* - Continues to provide legal advice, together with guidance on completing Equality Impact Assessments and general equality guidance.

Support for members continues to be provided by the Democratic Services Team.

# **3. Equality and diversity focused activities progressed within 2022/23**

Included within the following pages are the main activities progressed between April 2022 and March 2023 towards meeting each of the council’s equality objectives. This includes those key actions drawn from the council’s 2022/23 Equality Action Plan alongside a range of other equality and diversity actions progressed across service areas during the year.

**It is important to note that the activities below have been placed under the most relevant City of Lincoln Council equality objective. However, in most cases each activity also feeds into and support more than one objective.**

## **3.1 - Our services are more accessible and do not discriminate on any unjustifiable grounds**

**Key actions progressed between April 22 and March 23:**

* Reviewed which languages are included as alternative languages in council publications using service user and translation / interpretation data
* Launched a customer survey on ‘Your experience of contacting the council’ to ensure the needs of the council’s service users have continued to be met
* Under the UK Shared Prosperity Fund (UKSPF) the first round of funding for projects has now been agreed, which includes a range of projects focused on community support, with the aim of positively impacting upon equality and access to services and support. Additionally, there is now an overarching Equality Impact Assessment in place for the program.
* Launched a new Housing Repairs reporting system for council tenants to ensure the service is as easy to access as possible
* Opened a new play area at Whitton’s Park providing a new facility for the local community
* Launched the Home Energy Upgrade Scheme with a specific focus on at risk residents (for example those with health issues or living in fuel poverty)
* Started work on a new woodland area in the city which will provide a number of opportunities for volunteering and skills development
* Continued to ensure the council’s website meets accessibility legislation

**Case Study**

**Launched a new Housing Repairs reporting system for council tenants to ensure the service is as easy to access as possible**

In May 2022 City of Lincoln Council, in collaboration with other local authorities, launched a new digital service to make it more convenient for tenants to report their housing repair needs.

The Housing Repairs reporting tool has been funded through the Local Digital Fund of the Department for Levelling Up, Housing and Communities.

City of Lincoln Council received £350,000 for the project and is the first council in the UK to implement the service, which will also be available for other local authorities to use.

The system enables tenants to book non-emergency repairs on the web rather than telephoning the council, making the service accessible 24 hours a day.

This new service has provided a better experience for residents and has also helped to free up phone lines for residents who still need help though non-digital channels.

Residents who are not able to book their non-emergency repairs online can still contact customer services via telephone to make an appointment with the repairs team.

**Launched the Home Energy Upgrade Scheme with a specific focus on at risk residents (for example, those with health issues or living in fuel poverty)**

Following receiving Government funding, in 2022 the council launched the Home Energy Upgrade Scheme to help residents improve the warmth and efficiency of their homes.

The amount of funding available to households can be up to £25,000, however most properties receive upgrades up to the value of £10,000.

The type of the property dictates the improvements householders can receive which may include insulation, solar panels, air source heat pumps and high heat retention electric storage heaters.

With energy bills at an all-time high, the council is providing this scheme to help residents save money whilst keeping warm.

City of Lincoln Council is working with energy experts YES Energy Solutions to help residents qualify for the scheme. **To qualify, residents must have a household income of £30,000 or less, or receive means tested benefits.**

At the time of writing this Journal, energy efficiency measures had been installed in 87 properties and a further 23 installations are currently taking place as a result of this scheme. The team continues to carry out property assessments and subsequently this figure changes daily.

Efficiency measures include:

* External wall, internal wall and room in roof insulation
* Efficient electric heating
* Solar photovoltaic panels
* Loft insulation and ventilation.

Further information on the scheme is available on the council’s website - <https://www.lincoln.gov.uk/environmental-issues/green-sustainable-living-1/9>

**Commenced work on a new woodland area in the city which will provide a number of opportunities for volunteering and skills development.**

In February 2023 the council commenced work on the creation of Hope Wood on council-owned land, which sits between Simon’s Hill allotments and the River Witham.

Working with partners and advisors, Lincolnshire Wildlife Trust and the Woodland Trust, the aim has been to take a field previously let for grazing and enhance the existing biodiversity through thoughtful planting of thousands of trees and shrubs.

The first phase of the project has seen the Woodland Trust supply the city council with 1,500 trees and 500 shrubs for planting at the site. Further planting will take place each winter over the next two years.

Although the focus is on creating a wild space to encourage biodiversity, it is also a vital part of the scheme to make areas of the site accessible, so pathways will be cut traversing the site. Upon completion of the works, the area will be accessible for not just the many volunteers who will work on it, but also casual visitors. Although the site is relatively prone to winter flooding, there will be raised paths around the site, so visitors will still be able to look through and across the site to see the site develop and the wildlife active within it.

**Continued to ensure the council’s website meets accessibility legislation**

The Web Content Accessibility Guidelines (WCAG) 2.1 is a legal requirement, which all public sector websites and applications must meet. The guidelines focus on how a disabled person accesses or benefits from a document, website, system or application, with the aim of ensuring those with a disability can access what they require in a similar amount of time and effort as someone without a disability.

Throughout 2022 the council’s Web/Digital Officer provided essential training and updates to staff. This included delivering workshops with content editors, providing 1 to 1 training for staff requesting web pages or updates, wrote articles on The Hub for all staff to read focused on website accessibility and presented regular updates on accessibility to the Creating Value Processes group. The Web/Digital Officer also wrote the Accessibility statement for the website and has ensured the council continued to meet the Web Content Accessibility Guidelines throughout the year. This helped to keep the council’s website averaging over 95% for accessibility on the Silktide Dashboard, which is our software for measuring the website accessibility and content.

In February 2023 the website was audited for its accessibility by the Government Digital Service (part of the Cabinet office). The review was a success, with only a limited number of non-urgent issues being identified. These issues have since been corrected or logged with our supplier.

## **3.2 - Local communities and stakeholders are empowered to influence the way our services are provided to them**

**Key actions progressed between April 22 and March 23:**

* Delivered regular consultation with members of the Lincoln Citizens’ Panel and wider Lincoln residents on a range of topics enabling residents to have their say on the services provided to them
* Continued to provide Lincoln Community Lottery as a fund-raising tool to more than 80 local good causes serving Lincoln residents
* Continued to offer translation and interpretation services to our customers helping to ensure our services remain accessible for all (statistics for the year are provided below)

**Translation and interpretation**

The council’s policy is to provide translation or interpretation when it is required for an individual or for targeted engagement, rather than large scale which provides little value. Requests made are carefully monitored - details of which are provided in the table below.

Table of requests for interpretation – April 2022 to March 2023

| **Language** | **Number of Interpretations** |
| --- | --- |
| Bulgarian | 75 |
| Russian | 70 |
| Polish | 54 |
| Bengali | 42 |
| Portuguese | 33 |
| Lithuanian | 27 |
| Slovak | 20 |
| Turkish | 18 |
| Romanian | 17 |
| Ukrainian | 12 |
| Arabic | 9 |
| Latvian | 8 |
| Kurdish | 5 |
| French | 3 |
| Albanian | 2 |
| Czech | 2 |
| Farsi | 2 |
| Spanish | 2 |
| Hungarian | 1 |
| Thai | 1 |
| Greek | 1 |
| **TOTAL** | **404** |

Whilst there were no requests for translation between April 2022 and March 2023, our customer facing service areas, specifically Customer Services and the Housing Service, continued to actively raise awareness of the translation service available to our customers should these be required.

Community Initiatives

The Neighbourhood Team has supported the creation and development of an organisation called Lincoln Embracing All Nations to support our culturally diverse communities based in the city. The group is supported by GYROS, an organisation from Great Yarmouth. Each month a team of specialist advisors hold a surgery in the city offering support to members of our community who need immigration advice.

Translation and interpretation services continue to be made available for this service to ensure the advice available reaches as many people as possible.

Further information on the work of Lincoln Embracing All Nations and GYROS is provided in section 3.5 of this report – Equalities, Social Inclusion and Community Cohesion have all improved within our communities.

Looking ahead, promotion of the interpretation and translation services available will continue to take place.

**Case Studies**

**Delivered regular consultation with members of the Lincoln Citizens’ Panel and wider Lincoln residents on a wide range of topics enabling visitors to have their say on the services provided to them.**

During 2022/23 the council delivered a number of consultations to ensure Lincoln’s residents could have their say on the services provided to them. The consultations were sent to members of the Lincoln Citizens’ Panel. In addition, most of these consultations were also open to all residents, not just those on the panel. The topics covered through these consultations during the year included:

| **Survey** | **Topics included** | **Survey distributed** | **Communicated to Lincoln Citizens' Panel Y/N** | **Open to all residents Y/N** |
| --- | --- | --- | --- | --- |
| Lincoln City Centre worker car parking survey  | * Car parks used
* Preferred mode of transport
* Parking permits
 | May-22 | Y | Y |
| Lincoln Student Car Parking survey | * Car parks used
* Preferred mode of transport
* Parking permits
 | May-22 | Y | Y |
| Lincoln Citizens' Panel July 2022  | * Travelling into Lincoln City Centre
* Council Services
* Public Open Spaces/Grounds Maintenance
 | Jul-22 | Y | N |
| Community Engagement - UK Shared Prosperity Fund survey | * Employment
* Income
* Your area
* Services
* Your home
* Your council
 | Jul-22 | Y | Y |
| Have your say on the allocation of Lincoln Lottery Community Fund 2022 | * Good cause areas where residents would like to see the 2022 community fund awarded towards
 | Oct-22 | Y | Y |
| Lincoln Citizens' Panel November 2022  | * Food Health & Safety
* Revenues Service
* Waste Management
* City Centre Bus Station
* Cost of Living Support
 | Nov-22 | Y | N |
| City of Lincoln Council's Budget Proposals 2023/24 | * Vision 2025
* Budget Allocation
* Delivering Savings
* Council Tax and Rents
 | Jan-23 | Y | Y |

**Continued to provide Lincoln Community Lottery as a fund-raising tool to more than 80 local good causes serving Lincoln residents.**

Launched in 2018, Lincoln Community Lottery has continued to be an effective tool to help raise additional funds for good causes located in and around the City of Lincoln, with the lottery raising over £182k for local good causes so far.

There is no cost to a good cause to join and benefit from the lottery. All causes are provided with their own lottery webpage, promotional material and an online fundraising dashboard.

To ensure the lottery remains fair for all, good causes must meet set criteria to be accepted as a lottery supported cause. Good causes can sign up to Lincoln Community Lottery by visiting - [www.lincolnlottery.co.uk/good-causes](http://www.lincolnlottery.co.uk/good-causes).

For every £1 ticket sold, 50 pence goes directly to the supporters chosen cause, with a further 10 pence contributing to the Lincoln Lottery Community Fund. All players to the lottery must be at least 18 years of age and located in Great Britain.

On an annual basis the Lincoln Lottery Community Fund is allocated to local causes to undertake activities which benefit the residents of the city through an application and selection process. Residents of the city have the opportunity to influence the good cause areas they would like the fund to be allocated to ahead of an application and selection process taking place open to causes working in these areas. For the period August 2021 to August 2022 a total of £10,000 was raised in the community fund, and in December 2022 the following allocations were made –

***Acts Trust****-* Awarded £4,000 to purchase food to help meet the current unprecedented demand being placed on Lincoln’s food banks. The food banks which have benefited from the food purchases include Lincoln Community Larder, Lincoln Foodbank and Lincoln Community Grocery with the purchases taking place during the first term of 2023 (January to April 2023).

***GoGro CIC****-* Awarded £3,500 to deliver interactive cooking sessions for customers of food banks throughout the City of Lincoln. The sessions are being delivered at the food banks or as close as is possible through community hubs / venues. The sessions concentrate on the creation of healthy, nutritional meals for the family using ingredients commonly received from food banks, particularly those “hard to use” ingredients such as turnips and parsnips, whilst at the same time concentrate on the power consumption required to create the meals focusing on the economic use of microwave ovens and slow cookers.

***Old Wood Organic CIC****-* Awarded £2,500 to deliver green woodworking courses where participants will learn traditional rural crafts and develop new skills, whilst learning the importance of caring for our green spaces. The courses cover axe skills and basic wood turning and are aimed at both complete beginners and those who enjoy the practice of green woodworking. The project aims to be welcoming and accessible for our diverse local community, providing opportunities for people living in Lincoln city and the surrounding villages.

## **3.3 – Equality and Diversity is at the heart of decision making at all levels within the council**

**Key actions progressed between April 22 and March 23:**

* Equality and Diversity Advisory Panel met on two occasions to consider and comment on equality issues (October 2022 and March 2023).
* The 2021/22 Equality Journal was produced providing an insight into the equality and diversity activity progressed during the previous year
* All committee reports requiring decisions included a paragraph on the impact on equality and also a detailed equality analysis if appropriate
* Ongoing commitment to equalities in the council’s strategic plan, Vision 2025, with continued commitment to reducing all kinds of inequality
* Provided a wide range of cost of living support and produced a comprehensive guide of support available to residents
* Increased staff, member and external equality & diversity communications, promoting related topics and events to help improve decision making and awareness raising

**Case Studies**

**Equality and Diversity Advisory Panel met on two occasions during the year to consider and comment on equality issues.**

The council’s Equality and Diversity Advisory Panel is an internal working group formed of elected members and council officers. During 2022/23 the panel met on two occasions. The topics discussed within the meetings during the year included:

* Applicants for City of Lincoln Council job vacancies
* Census 2021 update
* Equality Journal 2021/22
* Update on the Equality Action Plan 2022/23
* Gender Pay Gap

**Provided a wide range of cost of living support and produced a comprehensive guide of support available to residents**

The current cost of living challenges are having a significant impact on many of our residents and businesses, and helping to mitigate these impacts remains a key focus for the council when making decisions regarding service delivery.

During the past year the council and its partners have continued to provide a wide range of cost of living support to the residents of the city. This has included administering a range of additional support payments to residents to help with increased energy bills, together with working closely with partners to deliver local initiatives to help residents to keep warm and ensure they have sufficient food to feed their families.

This support was particularly vital over the winter months. To help raise awareness of the support available, during the year the council produced several editions of a useful cost of living support guide. The guide provides details of the latest support currently available for residents, with a specific focus on the areas of -

- benefits

- energy saving

- finance

- food

- housing

- well-being & emotional support.

The guide can be found on the cost of living section of the council’s website, which also includes a comprehensive list of the wide range of support available for residents during this challenging time. Hard copies of the guide have also been shared with our key partners for further distribution to Lincoln’s residents, and also placed within the council’s community and leisure centres. Included within are details on how to obtain the guide in different formats such as in a different language, large print and braille.

**Increased staff, member and external equality & diversity communications, promoting related topics and events to help improve decision making and awareness raising**

The council has continued to promote the topic of Equality & Diversity internally and externally throughout 2022/23.

Some of this promotion has included -

* Encouraging staff, residents and businesses to Stand with Ukraine
* Celebrating the launch of the Homes For Ukraine Scheme
* Sharing information on food appeals across the city and wider Lincolnshire to encourage residents and businesses to make donations where they can
* Raising awareness of and celebrating International Women's Day. This content included promoting a video asking our Chief Executive, Councillors and other female members of staff "What makes them proud". This video was shared both internally and externally
* Celebrating Eid, Ramadan and Easter

## **3.4 – Our workforce at all levels reflects the makeup of the local community**

**Key actions progressed between April 22 and March 23:**

* Continued to monitor the make-up of our workforce
* Gender Pay Gap 2022 considered by the Equality & Diversity Advisory Panel and published on the council’s website
* Retained accreditation to the Carers Charter Quality Award
* Retained accreditation as a Mindful Employer and Disability Confident Employer
* Continued to deliver manager briefings and training sessions, which included Equality & Diversity topics
* Reviewed recruitment data by protected characteristic
* Continued to offer a range of health & wellbeing support to our workforce

**Case Study**

**Gender Pay Gap 2022 considered by the Equality & Diversity Advisory Panel and published on the council’s website**

The gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

In March 2023 the Gender Pay Gap 2022 for the City of Lincoln Council was published on the council’s website. This related to the period 2021/22.

The City of Lincoln Council gender pay gap headline figures as at 31st March 2022 were as follows:

* The mean gender pay gap is 1.3%
* The median gender pay gap is 1.9%
* The mean gender bonus gap is 0% (not applicable to the council as it does not have any bonus schemes)
* The median gender bonus gap is 0%
* The proportion of male employees receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%

The following table shows the council’s workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 60% of the employees in band A are females and 40% males. The percentage of male employees differs throughout the remaining bands, from 49% in band B, 51% in bands C and 46% in band D.

|  |
| --- |
| **Pay quartiles by gender** |
| **Band** | **Males** | **Females** | **Description** |
| A | 40% | 60% | Includes all employees whose standard hourly rate places them at or below the lower quartile. |
| B | 49% | 51% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median. |
| C | 51% | 49% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile. |
| D | 46% | 54% | Includes all employees whose standard hourly rate places them above the upper quartile. |

The council is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

The council has clear procedures for paying employees equally for the same or equivalent work, regardless of their sex. The council also has an action plan to attempt to reduce the gender pay gap.

Subsequently, the council is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

## **3.5 – Equalities, Social Inclusion and Community Cohesion have all improved within our communities**

**Key actions progressed between April 22 and March 23:**

* Continued to provide support for refugees arriving in the city
* Continued to support the development of the Black, Asian and Minority Ethnic (BAME) network
* Reached over 100 signees to the Lincoln Social Responsibility Charter demonstrating the commitment of Lincoln organisations to their employees and the local community
* Progressed Vision 2025 projects aimed at reducing inequalities in our city
* Supported the setup and launch of the Portland Street Community Gardening project
* Continued to offer support and integrate communities as part of the continued community cohesion and neighbourhood work within Sincil Bank

**Case studies**

**Continued to provide support for refugees arriving in the city.**

Throughout 2022/23 the council has supported both the Syrian and Afghan Refugee Resettlement schemes, together with been a key partner in the response to the Ukrainian war crisis.

As part of this response the council has provided housing advice to those arriving under the Ukrainian Family Scheme and has also been working closely with Lincolnshire County Council, the other Lincolnshire districts, and other key partners to implement the Homes for Ukraine Scheme.

Under this scheme officers have undertaken property safety and suitability checks where local people have offered to be sponsors for those fleeing the war in Ukraine. In addition the council has also administered the welcome guest payments and ongoing sponsor payments.

In Lincoln we have welcomed over 80 households into sponsor properties and continue to work to help the families settle into the community.

The council has recently been advised of the extension to the National Asylum Seeker Dispersal Scheme and is working closely with East Midlands Councils, the other Lincolnshire Districts and Serco, the accommodation provider, to establish how this will affect the city.

**Continued to support the development of the Black, Asian and Minority Ethnic (BAME) network**

The need to support our culturally diverse communities is demonstrated to the Neighbourhood Team on a daily basis. Subsequently during the past year the team has been instrumental in creating an organisation called Lincoln Embracing All Nations (LEAN) to provide advice and guidance to these communities.

LEAN was formally launched at an event on the 7th November 2022 with over 60 people attending. LEAN is supported by an organisation based in Great Yarmouth (GYROS) and has been holding monthly surgeries to support any residents with concerns over their immigration status.

A website has recently been launched to raise awareness of the work of the organisation, how residents can get involved and the support available, including debt, money, benefits, welfare, education and employment advice - <https://lincoln-lean.org.uk/>.

More recently GYROS has attracted £25k from Local Motion to continue the development of LEAN. This funding will be used to employ staff based in Lincoln.

GYROS continue to hold immigration surgeries. These surgeries ensure that residents in Lincoln have access to level two immigration advice.

Sixteen community connectors have been recruited to support our engagement with our culturally diverse communities based in the city.

**Reached over 100 signees to the Lincoln Social Responsibility Charter demonstrating the commitment of Lincoln organisations to their employees and the local community**

Launched by City of Lincoln Council in 2018, the Lincoln Social Responsibility Charter aims to give recognition to those organisations located in and around the City of Lincoln for going above and beyond to support their employees and the local community, and subsequently helping to provide our residents with a better quality of life.

In 2022/23 the number of local organisations accredited to the charter reached 105 signees, with each agreeing to and demonstrating that they meet the principles of the charter.

In addition to giving recognition to those organisations going above and beyond the statutory minimum, the charter also raises awareness of current opportunities in the city, which signees can support as part of their commitment to corporate social responsibility and the charter. Throughout the year a range of opportunities have been shared by the council with charter signees and it has been encouraging to see signees stepping up to support their employees and local communities during a challenging time. A range of these activities have been focused on mitigating the impacts of the rising cost of living. Some examples of these opportunities shared with and undertaken by charter signees include:

* Supporting local food banks, which have been placed under extreme pressure due to the rising cost of living. Support has been through donation of food, financial donations, setting up food banks collection points and providing staff volunteering time.
* Providing opportunities to help young persons into work, such as supporting the Special Education Needs and Disabilities education programme, providing work experience placements and attending careers events
* Donation of Christmas presents to the Mission Christmas campaign run by Lincs FM. The campaign provided new toys and gifts for children where their parents were facing hardship and were unable to afford them.

Whilst the council has continued to lead on and administer this successful initiative, over the past year the council has itself also continued to undertake a range of socially responsible activities above the statutory minimum to support its employees and the local community. Some of these activities include:

| ***Benefitting our employees*** | ***Benefitting the local community*** |
| --- | --- |
| Employers for carers charter signatory | Continued to host a food bank collection points for staff to donate to and regularly encouraged residents and businesses to support local food banks |
| Dying to Work Charter signatory | Undertaken local recruitment into vacant positions where possible |
| Foster Friendly Employer signatory | Hosted work experience placements |
| Continued to deliver an employee benefits scheme | Continued to provide successful apprenticeship schemes both at City Hall and Hamilton House |
| Continued to offer a wide range of health and wellbeing initiatives and support to employees | Used services of local businesses / local products |
| Paid the real Living Wage rate as a base |  |

**Progressed Vision 2025 projects aimed at reducing inequalities in our city**

Projects under the Vision 2025 priority ‘Let’s reduce all kinds of inequality’ have continued to be progressed and remain on target.

Two sub groups established to support the delivery of the ‘Lets reduce all kinds of inequality’ agenda have continued to meet regularly - the Cost of Living Sub Group and the Health and Wellbeing Sub Group.

One element of the Health and Wellbeing Sub Group is to develop a health and wellbeing strategy. This strategy has been agreed and a plan for Lincoln has now been drafted with a range of key measures to tackle health inequality.

The Cost of Living Sub Group has provided a range of support and guidance for businesses and residents to help mitigate the impacts of the current cost of living challenges. The council website has also continued to be regularly updated to reflect the support available by the council and partners. Funds such as Household Support Fund 4, Council Tax Support Fund, Council Tax Exceptional Hardship Fund and the Discretionary Housing Payment allocation fund are continuing for 2023-24.

The council is continuing to engage with residents to promote support available and build communities to mutually support each other – linking into wellbeing hubs and warm spaces. The council is also engaging with the community in “let’s talk money” week and planning for winter 2023-24.

# **Demographic of Lincoln**

Provided below is the latest population demographic data for the City of Lincoln, which has been drawn from the Census 2021. This data includes population by:

* Gender
* Age
* Religion
* Ethnicity
* Disability
* Proficiency in English

Where possible the Census 2021 data has been presented alongside the Census 2011 data to provide an insight into how each demographic has change over the 10 year period.

|  |
| --- |
| **Total population** |
| **Census 2011** | **Census 2021** |
| **Count** | **Count** |
| 93,541 | 103,813 |

Source: Census 2011 & 2021 Office for National Statistics

|  |
| --- |
| **Population by gender** |
|  | **Census 2011** | **Census 2021** |
| **Gender** | **Count** | **Percentage** | **Count** | **Percentage** |
| **Female** | 47,768 | 51.1% | 52,410 | 50.5% |
| **Male** | 45,773 | 48.9% | 51,403 | 49.5% |

Source: Census 2011 & 2021 Office for National Statistics

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Population by age group** |  |  |
|   | **Census 2011** | **Census 2021** |
| **Age Group** | **Count** | **Percentage** | **Count** | **Percentage** |
| Age 0-4 | 5,514 | 5.9% | 5,119 | 4.9% |
| Aged 5-9 | 4,303 | 4.6% | 5,394 | 5.2% |
| Aged 10-14 | 4,548 | 4.9% | 5,272 | 5.1% |
| Aged 15-19 | 7,706 | 8.2% | 8,835 | 8.5% |
| Aged 20-24 | 11,198 | 12.0% | 13,598 | 13.1% |
| Aged 25-29 | 7,915 | 8.5% | 7,943 | 7.7% |
| Aged 30-34 | 6,363 | 6.8% | 7,663 | 7.4% |
| Aged 35-39 | 5,582 | 6.0% | 6,530 | 6.3% |
| Aged 40-44 | 5,901 | 6.3% | 5,833 | 5.6% |
| Aged 45-49 | 6,181 | 6.6% | 5,612 | 5.4% |
| Aged 50-54 | 5,384 | 5.8% | 5,969 | 5.7% |
| Aged 55-59 | 4,746 | 5.1% | 6,019 | 5.8% |
| Aged 60-64 | 4,874 | 5.2% | 5,021 | 4.8% |
| Aged 65-69 | 3,709 | 4.0% | 4,120 | 4.0% |
| Aged 70-74 | 3,004 | 3.2% | 4,001 | 3.9% |
| Aged 75-79 | 2,472 | 2.6% | 2,807 | 2.7% |
| Aged 80-84 | 2,075 | 2.2% | 2,029 | 2.0% |
| Aged 85+ | 2,066 | 2.2% | 2,048 | 2.0% |

Source: Census 2011 & 2021 Office for National Statistics

|  |
| --- |
| **Population by religion** |
|  | **Census 2011** | **Census 2021** |
| **Religion / Belief** | **Count** | **Percentage** | **Count** | **Percentage** |
| No religion  | 30,456 | 32.6% | 48,940 | 47.1% |
| Christian | 54,265 | 58.0% | 43,898 | 42.3% |
| Buddhist | 303 | 0.3% | 355 | 0.3% |
| Hindu | 335 | 0.4% | 456 | 0.4% |
| Jewish | 63 | 0.1% | 70 | 0.1% |
| Muslim | 902 | 1.0% | 1,896 | 1.8% |
| Sikh | 73 | 0.1% | 103 | 0.1% |
| Other religion | 478 | 0.5% | 793 | 0.8% |
| Not answered | 6,666 | 7.1% | 7,302 | 7.0% |

Source: Census 2011 & 2021 Office for National Statistics

| **Population with a disability** |
| --- |
|  | **Census 2011** | **Census 2021** |
| **Disability**  | **Count** | **Percentage** | **Count** | **Percentage** |
| Disabled under the Equality Act: Day-to-day activities limited a lot | 8,012 | 8.6% | 8,407 | 8.1% |
| Disabled under the Equality Act: Day-to-day activities limited a little | 9,254 | 9.9% | 12,916 | 12.4% |
| Not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited | - | - | 7,896 | 7.6% |
| Not disabled under the Equality Act: No long term physical or mental health conditions | 76,275 | 81.5% | 74,594 | 71.9% |

Source: Census 2011 & 2021 Office for National Statistics & NOMIS

| **Population by ethnicity** |
| --- |
|  | **Census 2011** | **Census 2021** |
| **Ethnicity** | **Count** | **Percentage**  | **Count** | **Percentage**  |
| White: English, Welsh, Scottish, Northern Irish or British | 83,653 | 89.4% | 85,891 | 82.7% |
| White: Irish | 719 | 0.8% | 652 | 0.6% |
| White: Gypsy or Irish Traveller | 80 | 0.1% | 145 | 0.1% |
| White: Roma | - | - | 159 | 0.2% |
| White: Other White | 4,927 | 5.3% | 8,818 | 8.5% |
| Mixed or Multiple ethnic groups: White and Black Caribbean | 367 | 0.4% | 470 | 0.5% |
| Mixed or Multiple ethnic groups: White and Black African | 189  | 0.2% | 373 | 0.4% |
| Mixed or Multiple ethnic groups: White and Asian | 372  | 0.4% | 657 | 0.6% |
| Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups | 302  | 0.3% | 568 | 0.5% |
| Asian, Asian British or Asian Welsh: Indian | 522  | 0.6% | 788 | 0.8% |
| Asian, Asian British or Asian Welsh: Pakistani | 139  | 0.1% | 302 | 0.3% |
| Asian, Asian British or Asian Welsh: Bangladeshi | 139  | 0.1% | 322 | 0.3% |
| Asian, Asian British or Asian Welsh: Chinese | 452  | 0.5% | 788 | 0.8% |
| Asian, Asian British or Asian Welsh: Other Asian | 542  | 0.6% | 1,147 | 1.1% |
| Black, Black British, Black Welsh, Caribbean or African: African | 504  | 0.5% | 1,094 | 1.1% |
| Black, Black British, Black Welsh, Caribbean or African: Caribbean | 165  | 0.2% | 236 | 0.2% |
| Black, Black British, Black Welsh, Caribbean or African: Other Black | 109  | 0.1% | 136 | 0.1% |
| Other ethnic group: Arab | 175  | 0.2% | 320 | 0.3% |
| Other ethnic group: Any other ethnic group | 185  | 0.2% | 948 | 0.9% |

Source: Census 2011 & 2021 Office for National Statistics

| **Population by sexual orientation (aged 16+)** |
| --- |
|  | **Census 2021** |
| **Sexual orientation** | **Count** | **Percentage** |
| Straight or Heterosexual | 73,780 | 84.7% |
| Gay or Lesbian | 1,880 | 2.2% |
| Bisexual | 2,974 | 3.4% |
| Pansexual | 441 | 0.5% |
| Asexual | 143 | 0.2% |
| Queer | 45 | 0.1% |
| All other sexual orientations | 40 | 0.0% |
| Not answered | 7,764 | 8.9% |

Source: Census 2021 Office for National Statistics

Please note, no comparable sexual orientation data is available from the Census 2011.

|  |
| --- |
| **Proficiency in English (residents aged 3 and over)** |
|  | **Main language is English**  | **Main language is not English** | **Does not apply** | **Main language is not English: Can speak English very well or well**  | **Main language is not English: Cannot speak English or cannot speak English well** |
| **Census 2011** | **Count** | 84,613 | 5,473  | - | 4,077 | 1,396  |
| **%** | 93.9% | 6.1% | - | 74.5% | 25.5% |
| **Census 2021** | **Count** | 90,922 | 9,841 | 3,051 | 7,741 | 2,100 |
| **%** | 87.6% | 9.5% | 2.9% | 78.7% | 21.3% |

Source: Census 2011 & Census 2021 Office for National Statistics and NOMIS

The following table shows the National Insurance registration data by year for the period 2013/14 to 2022/23. This data is obtained from LG Inform / Department for Work and Pensions.

|  |
| --- |
| **NiNo (National Insurance) registrations to adult overseas nationals entering Lincoln between 2013/14 & 2021/22** |
| **Financial Year** | **Number of NiNo (as of March each year)** |
| 2013/14 | 963 |
| 2014/15 | 1,135 |
| 2015/16 | 1,456 |
| 2016/17 | 1,553 |
| 2017/18 | 1,364 |
| 2018/19 | 1,066 |
| 2019/20 | 1,290 |
| 2020/21 | 452 |
| 2021/22 | 1,717 |
| 2022/23 | 2,733 |

Source: LG Inform / Department for Work and Pensions

# **Our workforce over time**

The section below shows how the council’s workforce demographics have changed over time. Data provided is as at 31st March 2023.

In some cases comparable data is not available for the full period 2018/19 to 2022/23, and in these cases the most recent data has been provided.

It should be noted that the council’s policy to initially advertise vacancies internally (to provide existing staff with development opportunities) means the rate of change in employee demographics is necessarily slower than if all vacancies were offered externally.

A comparison of how the council’s workforce compares against the demographic of Lincoln using the latest Census 2021 data will be undertaken by the Human Resources team during 2023/24.

**Total number of employees**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| **Total number of employees** | 662 | 656 | 631 | 612 | 600 |

**Male and female employees**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|   | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| **Male employees** | 47% (311) | 48% (314) | 47% (294) | 46% (280) | 45% (269) |
| **Female employees** | 53% (351) | 52% (342) | 53% (337) | 54% (332) | 55% (331) |

**Employees by age**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Age** | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| **16-19** | 4% (26) | 4% (25) | 2% (11) | 1% (8) | 2% (10) |
| **20-29** | 17% (112) | 16% (108) | 16% (101) | 15% (91) | 16% (94) |
| **30-39** | 20% (134) | 20% (134) | 21% (134) | 23% (142) | 23% (138) |
| **40-49** | 21% (140) | 21% (136) | 19% (118) | 17% (107) | 17% (101) |
| **50-59** | 28% (184) | 28% (184) | 30% (187) | 30% (185) | 28% (170) |
| **60+** | 10% (66) | 11% (69) | 13% (80) | 13% (79) | 14% (87) |

The Human Resources team is currently reviewing the council’s recruitment policy and a variety of attraction strategies to support with skills shortages and to increase the number of applicants from a wider pool as possible.

**Employee by ethnicity**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| **White and/or British** | 86% (571) | 87% (571) | 85% (535) | 82% (499) | 83% (501) |
| **All other ethnic groups combined** | 3% (20) | 2% (15) | 3% (18) | 3% (19) | 3% (20) |
| **No data** | 11% (71) | 11% (70) | 12% (78) | 15% (94) | 13% (79) |

**Employees with a disability**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **2018/19** | **2019/20** | **2020/21** | **2021/21** | **2022/23** |
| **Employees with a disability** | 5% (30) | 5% (34) | 5% (32) | 4% (27) | 5% (31) |
| **Total number of employees** | 662 | 656 | 631 | 612 | 600 |

**Employees by religion**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| **Agnostic** | 2% (15) | 3% (17) | 3% (16) | 2% (14) | 2% (15) |
| **Atheist** | 4% (28) | 4% (29) | 5% (29) | 5% (32) | 6% (33) |
| **Christian** | 21% (139) | 22% (146) | 22% (140) | 23% (138) | 24% (141) |
| **Christian – Orthodox** | 0% (2) | 0% (1) | 0% (1) | 0% (1) | 0% (2) |
| **Christian – Protestant** | 2% (14) | 2% (14) | 3% (16) | 3% (16) | 2% (11) |
| **Christian – Roman Catholic** | 3% (20) | 3% (21) | 3% (21) | 3% (16) | 3% (16) |
| **Other** | 1% (7) | 1% (4) | 1% (6) | 1% (6) | 1% (9) |
| **Not stated** | 66% (437) | 65% (424) | 64% (402) | 64% (389) | 62% (373) |

**Employees by sexual orientation**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **2018/19** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| **Lesbian / Gay / Bi-sexual** | 2% (10) | 2% (11) | 2% (11) | 2% (12) | 3% (18) |
| **Heterosexual** | 50% (333) | 54% (354) | 54% (340) | 54% (332) | 57% (343) |
| **Not stated** | 2% (14) | 2% (14) | 2% (13) | 2% (12) | 2% (14) |
| **No data** | 46% (305) | 42% (277) | 41% (267) | 42% (256) | 38% (225) |

# **Ways of contacting us**

If you have any questions on the contents of this Equality Journal or want to know more about how the City of Lincoln Council is working to meet the aims of the Equality Act 2010 and the Public Sector Equality Duty, please contact:

**By Post**

Corporate Policy & Transformation Team

City of Lincoln Council

City Hall

Beaumont Fee

Lincoln

LN1 1DD

**By E-mail**

policy@lincoln.gov.uk

**By Telephone**

01522 881188

# **Alternative formats**

**The City of Lincoln Council is passionate about promoting equality and diversity. If you have difficulty in understanding anything in this document, please call us on 01522 881188, or email us at** customer.services@lincoln.gov.uk**, where we can call in an interpreter for you.**

**Bangla**

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**Lithuanian**

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**Romanian**

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**Russian**

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