

REPORT UNDER RULE 2(vi) OF THE COUNCIL PROCEDURE RULES

COUNCIL

22 FEBRUARY 2022

SUBJECT:	EQUALITY JOURNAL APRIL 2020 TO MARCH 2021
DIRECTORATE:	CHIEF EXECUTIVE AND TOWN CLERK
REPORT AUTHOR:	GRAHAM ROSE – STRATEGIC SENIOR POLICY OFFICER

1. Purpose of Report

1.1 To present to Council the Equality Journal 2020/21 for information.

2. Executive Summary

2.1 The Equality Journal is a record of the key corporate equality actions progressed between April 2020 and March 2021 towards meeting City of Lincoln Council's five Strategic Equality Objectives.

3. Background

3.1 All councils are required to publish information annually to demonstrate compliance with the Public Sector Equality Duty. The information published must include information relating to people with protected characteristics who are employees and affected by the council's policies and practices.

4. Main body of the report

4.1 Adopted in early 2020 in line with the council's refreshed strategic plan, Vision 2025, were the council's revised equality objectives for the four-year period from April 2020.

4.2 The objectives are underpinned by the annual Equality Action Plan. The actions set out in the action plan serve to demonstrate how the council is meeting its equality objectives.

4.3 The Equality Journal at Appendix A is in effect the council's Equality and Diversity Annual Report, and acts as an evidence base for what the City of Lincoln Council has undertaken to meet our equality objectives and to comply with the Equality Act 2010 and the Public Sector Equality Duty. The Equality Journal also includes equality information on Lincoln and workforce demographics. The information provided helps us ensure we are taking into account the make-up of the local community in matters relating to equality and diversity, including the make-up of the council's workforce and when undertaking strategic and service planning.

5. Strategic Priorities

5.1 Let's reduce all kinds of inequality

Through continuing to demonstrate the City of Lincoln Council's ability to meet the requirements of the Equality Act 2010, together with the Public Sector Equality Duty, we will work to ensure the council continues to adapt to the changing needs of our residents from different backgrounds.

6. Organisational Impacts

6.1 Finance

There are no financial implications arising from this report.

6.2 Legal Implications including Procurement Rules

The information and activities stated in this report contribute to the implementation of and the monitoring of progress towards meeting the council's Strategic Equality Objectives and the requirements of the Equality Act 2010 and the Public Sector Equality Duty.

6.3 Equality, Diversity and Human Rights

The Public Sector Equality Duty means that the Council must consider all individuals when carrying out their day-to-day work, in shaping policy, delivering services and in relation to their own employees.

It requires that public bodies have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities

6.4 Human Resources

There are no direct Human Resource implications arising from this report.

6.5 Land, Property and Accommodation

There are no direct Land, Property and Accommodation implications arising from this report.

6.6 Significant Community Impact and / or Environmental Impact

There are no significant Community Impacts or Environmental Impacts arising from this report.

6.7 Corporate Health and Safety implications

There are no significant Corporate Health and Safety implications arising from this report.

7. Risk Implications

7.1 Options explored – N/A

7.2 Key risks associated with the preferred approach – N/A

8. Recommendation

8.1 Council notes the contents of the Equality Journal April 2020 to March 2021 included at Appendix A.

Is this a key decision? No

Do the exempt information categories apply? No

Does Rule 15 of the Scrutiny Procedure Rules (call-in and urgency) apply? No

How many appendices does the report contain? One

List of Background Papers: None

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