

SUBJECT: EQUALITY JOURNAL APRIL 2021 TO MARCH 2022

DIRECTORATE: CHIEF EXECUTIVE AND TOWN CLERK

REPORT AUTHOR: GRAHAM ROSE – SENIOR STRATEGIC POLICY OFFICER

1. Purpose of Report

- 1.1 To present the Equality Journal 2021/22 to Council for information.

2. Executive Summary

- 2.1 The Equality Journal 2021/22 is a record of the key corporate equality actions progressed between April 2021 and March 2022 towards meeting City of Lincoln Council's five Strategic Equality Objectives.

3. Main body of the report

- 3.1 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.
- 3.2 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 on an annual basis.
- 3.3 The Equality Journal at Appendix A reviews the equality actions progressed during the past year and is in effect the council's Equality and Diversity Annual Report. The Journal also 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 during the past year. The Equality Journal also includes the latest City of Lincoln Council workforce demographics using data provided by the Council's Human Resources team, together with the latest demographics for the City of Lincoln collated from the Office for National Statistics.

4. Strategic Priorities

- 4.1 Consideration of equality and diversity is an integral part of the council's strategic plan, Vision 2025, particularly the priority 'Let's reduce all kinds of inequality'. During 2021/22 the council continued to support equality and diversity across all Vision 2025 priorities, whilst also continued to demonstrate its commitment to meeting the requirements of the Equality Act 2010, together with the Public Sector Equality Duty. Moving forward, we will ensure the council continues to adapt to the changing needs of our residents and staff from different backgrounds.

5. Organisational Impacts

5.1 Finance

There are no direct financial implications arising from this report.

5.2 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.

5.3 Equality, Diversity & 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

This Journal provides information on the activities undertaken by the City of Lincoln Council towards meeting the requirements of the Equality Act 2010, the Public Sector Equality Duty, and our five Strategic Equality Objectives.

6. Risk Implications

6.1 (i) Options Explored – N/A

6.2 (ii) Key risks associated with the preferred approach – N/A

7. Recommendation

7.1 That Council notes the contents of the Equality Journal April 2021 to March 2022 included at Appendix A, in advance of the Journal being published on the council's website.

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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