

# Equality Journal

## April 2021 to March 2022



CITY OF  
*Lincoln*  
COUNCIL

Together, let's deliver  
Lincoln's ambitious future



# Table of contents

Forward.....	3
1. Introduction.....	4
2. Our Equality Objectives .....	5
2.1 - Our services are more accessible and do not discriminate on any unjustifiable grounds .....	6
2.2 - Local communities and stakeholders are empowered to influence the way our services are provided to them.....	7
2.3 – Equality and Diversity is at the heart of decision making at all levels within the Council.....	10
2.4 – Our workforce at all levels reflects the makeup of the local community .....	12
2.5 – Equalities, Social Inclusion and Community Cohesion have all improved within our communities.....	13
3. Demographic of Lincoln .....	15
4. Our workforce over time.....	20
5. Ways of contacting us.....	26
Alternative languages .....	27

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# Forward

Welcome to the 2021-22 City of Lincoln Council Equality Journal. The purpose of the Equality Journal is to demonstrate how we have continued to meet our equality objectives through the delivery of a range of actions during the year 2021/22. The Journal also provides information on the makeup of the city, together with the makeup of the Council's workforce.

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 equality and diversity at the Council and monitoring the progress against the Council's Equality Objectives.

During the year we saw a range of actions completed across the council, and we are extremely proud of what the Council achieved during a time of ongoing uncertainty as a result of the pandemic. The completion of these actions would not have been possible without the dedication and efforts made by our staff and councillors.

Looking ahead it is important that we continue to provide equal opportunity and foster good relations between our residents, which will be more important than ever before as we continue to navigate the ongoing impacts of the pandemic and increases in the cost of living.



Councillor Naomi Tweddle - Chair of Equality and Diversity Advisory Panel

# 1. Introduction

The purpose of the Equality Journal is to provide an update on the activities City of Lincoln Council has undertaken towards meeting the Council's Equality Objectives between 1st April 2021 and 31st March 2022, and to provide 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.

## **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

## 2. 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

The 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.

Internally the Corporate Policy Unit continues to retain responsibility for monitoring the Equality Action Plan and providing overall equality information for the Council in this annual Journal.

Human Resources continue 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 advice continues to be provided by the Legal team, together with guidance on completing Equality Impact Assessments and general equality guidance.

Support and training for members continues to be provided by Democratic Services.

### Equality Objectives Action Plan for 2021-22

An underpinning Equality Objectives Action Plan for 2021-22 set out specific actions identified by service areas and demonstrates progress against the five overarching objectives.

The plan uses a traffic light system to indicate where we are in terms of achieving progress against specific actions and who is responsible.

At the end of the year **15** out of the **21** actions from the 2021/22 action plan had been completed. The remaining six actions within the plan were not progressed within the year. This was either due to resource pressures, or it not being possible to progress the actions due to other influencing factors. However, all actions not progressed within the 2021/22 have been carried forward into the 2022/23 action plan and will be progressed during 2022/23.

The following pages list the main activities progressed between April 2021 and March 2022, which go towards meeting each of the Council's Equality Objectives. This includes those key actions completed within the 2021/22 action plan alongside a range of others progressed across the Council.

Please note, the activities below have been placed under the most relevant City of Lincoln Council Equality Objective. However, in many cases the activities also feed into and support more than one objective.

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

### **Key actions progressed between April 21 and March 22:**

- Completed the Boultham Park Lake capital works, which included specific works targeted at protected characteristics including older people and people with learning disabilities
- Completed the redevelopment of De Wint Court residential facility
- Completed annual review of alternative languages and supporting text for Council publications to ensure this included the most frequently spoken languages in the city

### **Case Study**

#### **- De Wint Court Redevelopment**

The redevelopment of De Wint Court plays a vital part in the Council's commitment to providing quality homes at affordable rents to meet the diverse housing need within the city.

Jointly funded between City of Lincoln Council, Homes England and Lincolnshire County Council, the facility provides care provision, non-resident management & support staff, a wellbeing suite, changing places facility, restaurant, and salon.

De Wint Court has been designed in such a way that allows it to respond to an individual's changing care needs with on-site care support.

It aims to enhance quality of life and give people the provision to stay within their local communities and access services close to home.



A total of 70 apartments (50 one bed and 20 two bed) have been provided at the extra care facility, which opened on 22<sup>nd</sup> March 2022.

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

### **Key actions progressed between April 21 and March 22:**

- Delivered regular consultation with members of the Lincoln Citizens' Panel and wider Lincoln residents on a range of topics
- Completed a review of the Council's Consultation Strategy, which includes specific consideration of protected characteristics
- Continued to offer translation and interpretation services to our customers helping to ensure our services remain accessible for all
- Continued to provide Lincoln Community Lottery as a fund-raising tool to more than 80 local good causes serving Lincoln residents

### **Case Studies**

- **Regular consultation with Lincoln Citizens' Panel and wider Lincoln residents on a range of topics**

The Lincoln Citizens' Panel is formed of a mix of residents from across all areas of the city and from a range of different backgrounds. There are currently 773 members on the panel.

The Council has continued to consult with the Lincoln Citizens' Panel throughout 2021/22 to gain feedback on services and proposals. In addition, most of these consultations were also open to all residents, not just those on the panel. The topics covered through these consultations included:

<b>Survey</b>	<b>Topics included</b>	<b>Month consulted</b>	<b>Lincoln Citizens' Panel</b>	<b>Open to all residents</b>
Climate Change Action in Lincoln	<ul style="list-style-type: none"> <li>• The impact of climate change in Lincoln</li> <li>• Development of a climate change action plan</li> </ul>	May 2021	Y	Y
Lincoln City Recovery Post Covid	<ul style="list-style-type: none"> <li>• City Centre Recovery</li> <li>• Cultural Events and Festivals</li> <li>• Working in Lincoln City Centre</li> <li>• Contacting the Council during lockdown and afterwards</li> <li>• Using technology to contact others</li> </ul>	June 2021	Y	Y
Public Open Spaces and Grounds Maintenance Survey	<ul style="list-style-type: none"> <li>• Feeling of safety in parks and open spaces</li> <li>• Parks and open spaces grounds maintenance</li> <li>• Street cleanliness</li> </ul>	June 2021	Y	Y
Lincoln Citizens' Panel Autumn Survey.	<ul style="list-style-type: none"> <li>• Food Health &amp; Safety</li> <li>• Travelling into Lincoln City Centre</li> <li>• Revenues Service</li> <li>• Waste Management</li> <li>• City Centre Bus Station</li> </ul>	November 2021	Y	N
Vision 2025 Interim Review and the Council's Budget Proposals for 2022/23 Consultation	<ul style="list-style-type: none"> <li>• Looking ahead – Vision 2025 Strategic Plan</li> <li>• Delivering savings</li> <li>• Budget allocation</li> <li>• Council tax and rents</li> </ul>	January 2022	Y	Y

Looking ahead, the Council will continue to consult with our residents on a regular basis to gain their views on service delivery and future proposals through both the Lincoln Citizens' Panel and consultations open to all residents.

The Council will also look to undertake a review of the panel to ensure this remains representative of the city. This will involve the recruitment of new panel members.



- **Translation and interpretation**

Our policy is generally not to translate or interpret unless required. However, we do monitor carefully where requests have been received - details of which are provided in the table below.

Table of requests for interpretation – April 2021 to March 2022

<b>Language</b>	<b>Number of times requested</b>
Russian	88
Bulgarian	38
Polish	38
Romanian	25
Greek	25
Slovak	19
Kurdish	19
Lithuanian	18
Turkish	10
Bengali	6
Portuguese	6
Arabic	4
Pashto	4
Latvian	3
Tamil	2
Mandarin	1
Swahili	1
Albanian	1
Spanish	1
Thai	1
<b>TOTAL</b>	<b>310</b>

Whilst there were no requests for translation between April 2021 and March 2022 through the Big Word service, 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.

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

In light of the new Census 2021 data expected to be released in autumn 2022 in relation to demography and migration, a further review will be undertaken to ensure the council's alternative languages documentation used in publications remains reflective of our customer base and needs.

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

### **Key actions progressed between April 21 and March 22:**

- Equality and Diversity Advisory Panel met on two occasions to consider and comment on equality issues (October 2021 and March 2022).
- Produced the 2020/21 Equality Journal
- Considered Equality and Diversity as part of the review of the Code of Corporate Governance
- Developed an Equality and Diversity resource section on the Council's new intranet, Hub.
- 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 our strategic plan Vision 2025 with continued commitment to reducing all kinds of inequality.
- Ongoing maintenance and development of the Council's website in line with accessibility legislation

### **Case Studies**

#### **Equality and Diversity Advisory Panel met on two occasions to consider and comment on equality issues (October 2021 and March 2022).**

The Council's Equality and Diversity Advisory Panel is an internal working group formed of elected members and Council officers. During 2021/22 the panel met on two occasions. The topics discussed in these meetings included:

#### **Wednesday 13<sup>th</sup> October 2021**

1. Equality Journal April 2020 to March 2021
2. Progress with the Equality & Diversity Action Plan
3. Corporate Consultation and Engagement Strategy 2021-2025
4. Supporting Elected Members To Undertake Their Role
5. Human Resources Update

#### **Tuesday 2<sup>nd</sup> March 2022**

1. Equality & Diversity Member Training
2. Equality & Diversity Member Survey
3. City of Lincoln Council Gender Pay Gap
4. Update on Equality and Diversity Action Plan

## Development of an Equality and Diversity resource section on the Council's new intranet, Hub.

As part of the development of the Council's new intranet, Hub, a new Equality and Diversity resource section has been designed and launched. This section is easily accessible by staff and is reviewed and updated on a regular basis. Included within this section is a wide range of Equality and Diversity resources aimed at ensuring Equality and Diversity is considered in everything we do. Resources include -

- A reminder of the Council's five Equality Objectives
- The current Equality Objectives Action Plan
- Equality, Diversity and Human Rights Policy
- Equality Tree of Responsibility
- Equality Analysis Toolkit
- Equality Monitoring Form
- Equality Journal
- A guide to undertaking Equality Analysis

*The council is committed to providing excellent and equal access to our services for all our customers and staff.*

### Equality Objectives

The council is required to set at least one equality objective every four years. In April 2020 the council set the following five objectives:

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 council
4. Our workforce at all levels reflects the make-up of the local community
5. Equalities, Social Inclusion and Community Cohesion have all improved within our communities



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

### Key actions progressed between April 21 and March 22:

- Continued to monitor the make-up of our workforce
- Gender Pay Gap 2021 considered by the Equality & Diversity Advisory Panel
- Retained accreditation as a Mindful Employer and Disability Confident Employer
- Retained accreditation to the Carers Charter Quality Award
- Continued to review and refresh the mandatory Equality and Diversity training for all employees
- Continued to deliver manager briefings and training sessions, which included Equality & Diversity topics.

### Case Study

#### **Retained accreditation as a Mindful Employer and Disability Confident Employer**

Under this accreditation the Council has demonstrated its ongoing commitment to employing disabled people, and that it has demonstrated it has met the required criteria regarding employment, retention, training, and career development of disabled employees.

As a reminder the Council is proud to display the Mindful and Disability Confident symbol because -

- the Council is committed to achieving an educational and working environment, which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, gender, gender reassignment, marriage & civil partnership, disability, pregnancy & maternity, religious or beliefs, age, and sexual orientation.
- the Council is proud to receive the Disability Confident Employer Symbol as we have adopted a proactive approach to employing disabled people and are trying to create a more diverse workforce.
- the symbol helps to make it clear to disabled people that we welcome applications from them and are positive about their abilities. It also shows existing employees that we value their contribution and will treat them fairly should they become disabled.

## **Retained accreditation to the Carers Charter Quality Award**

In December 2021 City of Lincoln Council was successfully re-assessed by Employers for Carers for the Carers Charter Quality Award.

The focus of the award is in ensuring that as an employer we are well placed to support and manage employees with (unpaid) caring responsibilities.



During the reassessment process, the feedback received was positive and particularly referenced that the policies and practices the Council had in place before the pandemic had been sufficiently robust to ensure that we were able to continue and adapt as an organisation to: -

- support unpaid carers in our workplace during lockdowns, restrictions and migrating to new ways of working (hybrid / agile)
- signpost and raise awareness to service users in our communities who have caring responsibilities of the various avenues of support they can access

Further information on the Carers Charter Quality Award can be found via the Every One website - <https://every-one.org.uk/what-we-do/carers-quality-award/>

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

### **Key actions progressed between April 21 and March 22:**

- Re-connected with members of the Sincil Bank community following the re-opening of the Portland Street Hub to the public
- Continued to underwrite the Bridge Church FiSH initiative to help those families who are 'just about managing' utilising ring-fenced funding carried forward from 2020/21
- Continued to provide support for refugees arriving in the city
- Kept under review the impact of the ongoing pandemic on vulnerable residents and initiated support as required
- Continued to support the development of the Black, Asian and Minority Ethnic (BAME) network
- Reached over 90 signees to the Lincoln Social Responsibility Charter demonstrating the commitment of Lincoln organisations to their employees and the local community

## **Case studies**

### **Kept under review the impact of the ongoing pandemic on vulnerable residents and initiated support as required**

Throughout 2021/22, the Revenues and Benefits service has closely monitored the ongoing impact of the pandemic on our vulnerable residents. To help mitigate these impacts, a number of initiatives were put in place during the year. These initiatives included:

- Prompt processing of Housing Benefit and Council Tax Support claims
- Assessment and payment of Test and Trace Support Payment applications
- Assessment and payment of a Winter Grant Scheme to specific cohorts
- Holistic welfare reform support through the Welfare Reform Support Team
- Benefits, money, and debt advice through the Welfare Team
- Proactive utilisation of Discretionary Housing Payments
- Proactive utilisation of Council Tax Hardship Fund
- Deferrals of Council Tax instalments due for appropriate cases where undue hardship to taxpayers may occur
- Support to businesses through administration of reliefs and support for business grants schemes

The Revenues and Benefits service and the wider Council will continue to monitor the ongoing impacts of the pandemic over the coming year.

### **Reached over 90 signees to the Lincoln Social Responsibility Charter**

Launched 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.

Organisations gaining accreditation agree to the following principles:

- Committed to treating staff fairly to ensure they have a reliable, skilled, and motivated workforce
- Committed to supporting local communities to enable local charities and community groups to deliver their services and help to make Lincoln a better place to live and work

In addition, all charter signees are committed to:

- Supporting employees to have a healthy work / life balance
- Enhancing the local economy through paying fair wages
- Supporting local charities and community groups to ensure they have the resources needed to succeed
- Developing the knowledge and skills of employees
- Continuing to make Lincoln a remarkable place to live & work

- Encouraging other / new organisations to embrace social responsibility
- Monitoring the progress we are making

In 2021/22, the number of local organisations accredited to the charter reached 95 signees, with each agreeing to and demonstrating that they meet the principles above.

All signees to the charter either have a base within the city boundary and/or have employees which live within the city boundary, which ensures the initiative remains local and benefits the city. Signees consist of a mix of small, medium, and large organisations from across a wide range of sectors. Work will continue over the year ahead to encourage further organisations to undertake socially responsible activities to benefit their employees and the local community, and gain accreditation to the charter.

### 3. Demographic of Lincoln

Provided below is the latest population demographic data for the City of Lincoln. The total population figure, population by gender, and population by age data for Lincoln has been drawn from the Census 2021 data released in June 2022. However, at the time of writing this Journal the new Census 2021 data in relation to religion, belief, disability, ethnicity, occupation, and population of Lincoln who can speak English well (by profession and ward) had not been published. In these cases, the latest data available is the Census 2011 data, which has been included as a reference point.

**For Census 2021 data it is important to note that all figures have been individually rounded to the nearest hundred by the Office for National Statistics (ONS). As a result, figures may not add exactly in all datasets due to this rounding. It is also important to note that figures may differ slightly in future releases because of the impact of removing rounding and applying further statistical processes.**

#### Census 2011 vs Census 2021 data

Total population			
Census 2011	Census 2021		
Population count	Population count	Difference between 2011 & 2021	Percentage change between 2011 & 2021
93,541	103,900	10,359	11.1%

Source: Census 2011 & 2021 Office for National Statistics

Population by gender						
Gender	Census 2011		Census 2021		Difference between 2011 & 2021	Percentage change between 2011 & 2021
	Count	Percentage of total 2011 population	Count	Percentage of total 2021 population		
Female	47,768	51.1%	52,400	50.5%	4,632	9.7%
Male	45,773	48.9%	51,400	49.6%	5,627	12.3%

Source: Census 2011 & 2021 Office for National Statistics

Population by age group						
Age Group	Census 2011		Census 2021		Difference between 2011 & 2021	Percentage change between 2011 & 2021
	Count	Percentage of total 2011 population	Count	Percentage of total 2021 population		
Age 0-4	5,514	5.9%	5,100	4.9%	-414	-7.5%
Aged 5-9	4,303	4.6%	5,400	5.2%	1,097	25.5%
Aged 10-14	4,548	4.9%	5,300	5.1%	752	16.5%
Aged 15-19	7,706	8.2%	8,800	8.5%	1,094	14.2%
Aged 20-24	11,198	12.0%	13,600	13.1%	2,402	21.5%
Aged 25-29	7,915	8.5%	7,900	7.6%	-15	-0.2%
Aged 30-34	6,363	6.8%	7,700	7.4%	1,337	21.0%
Aged 35-39	5,582	6.0%	6,500	6.3%	918	16.4%
Aged 40-44	5,901	6.3%	5,800	5.6%	-101	-1.7%
Aged 45-49	6,181	6.6%	5,600	5.4%	-581	-9.4%
Aged 50-54	5,384	5.8%	6,000	5.8%	616	11.4%
Aged 55-59	4,746	5.1%	6,000	5.8%	1,254	26.4%
Aged 60-64	4,874	5.2%	5,000	4.8%	126	2.6%
Aged 65-69	3,709	4.0%	4,100	4.0%	391	10.5%
Aged 70-74	3,004	3.2%	4,000	3.9%	996	33.2%
Aged 75-79	2,472	2.6%	2,800	2.7%	328	13.3%
Aged 80-84	2,075	2.2%	2,000	1.9%	-75	-3.6%
Aged 85-89	1,335	1.4%	1,300	1.3%	-35	-2.6%
Aged 90+	731	0.8%	800	0.8%	69	9.4%

Source: Census 2011 & 2021 Office for National Statistics

Census 2021 data shows the largest change in population was in the age group 70-74, which saw a percentage increase of 33.2% in population between 2011 and 2021. The age groups 5-9 (25.5%), 20-24 (21.5%), 30-34 (21%) and 55-59 (26.4%) have also seen relatively large increases. In comparison, the age group 45-49 saw the largest decrease in population by 9.4% during this period. The age groups 0-4 (-7.5%), 25-29 (-0.2%), 40-44 (-1.7%), 80-84 (-3.6%) and 85-89 (-2.6%) have also seen decreases in population over the ten year period.



## **Census 2011 data**

<b>Population by religion or belief</b>	
<b>Religion / Belief</b>	<b>Number</b>
Buddhist	303
Christian	54,265
Hindu	335
Muslim	902
Jewish	63
Sikh	73

Source: Census 2011 Office for National Statistics

<b>Population with a disability</b>		
<b>Disability</b>	<b>Number</b>	<b>Percentage</b>
Day-to-day activities limited a lot	8,012	8.6%
Day-to-day activities limited a little	9,254	9.9%
Day-to-day activities not limited	76,275	81.5%

Source: Census 2011 Office for National Statistics

<b>Population by ethnicity</b>		
<b>Ethnicity</b>	<b>Number</b>	<b>Percentage</b>
White British (England, Northern Ireland, Scotland, Wales)	83,653	89.4%
White Irish	719	0.8%
White Gypsy or Irish Traveller	80	0.1%
White: Other White	4,927	5.3%
Mixed/multiple ethnic group: White and Black Caribbean	367	0.4%
Mixed/multiple ethnic group: White and Black African	189	0.2%
Mixed/multiple ethnic group: White and Asian	372	0.4%
Mixed/multiple ethnic group: Other Mixed	302	0.3%
Asian/Asian British: Indian	522	0.6%
Asian/Asian British: Pakistani	139	0.1%
Asian/Asian British: Bangladeshi	139	0.1%
Asian/Asian British: Chinese	452	0.5%
Asian/Asian British: Other Asian	542	0.6%
Black/African/Caribbean/Black British: African	504	0.5%
Black/African/Caribbean/Black British: Caribbean	165	0.2%
Black/African/Caribbean/Black British: Other Black	109	0.1%
Other ethnic group: Arab	175	0.2%
Other ethnic group: Any other ethnic group	185	0.2%

Source: Census 2011 Office for National Statistics

<b>Population of Lincoln that can speak English well by profession</b>				
<b>Occupation</b>	<b>Main language is English</b>	<b>Main language is not English</b>	<b>Main language is not English: Can speak English well or very well</b>	<b>Main language is not English: Cannot speak English or cannot speak English well</b>
1. Managers, directors and senior officials	4,523	162	138	24
2. Professional occupations	7,731	460	430	30
3. Associate professional and technical occupations	6,197	214	193	21
4. Administrative and secretarial occupations	7,305	175	149	26
5. Skilled trades occupations	7,380	393	269	124
6. Caring, leisure and other service occupations	6,910	334	295	39
7. Sales and customer service occupations	9,350	187	162	25
8. Process, plant and machine operatives	5,949	1,182	801	381
9. Elementary (entry level/basic skills) occupations	12,331	1,200	764	436

Source: Census 2011 Office for National Statistics

<b>Population of Lincoln that can speak English well by ward</b>				
<b>Area</b>	<b>Main language is English</b>	<b>Main language is not English</b>	<b>Main language is not English: Can speak English well or very well</b>	<b>Main language is not English: Cannot speak English or cannot speak English well</b>
Lincoln	<b>67,676</b>	<b>4,307</b>	<b>3,201</b>	<b>1,106</b>
Abbey	7,582	1,192	868	324
Birchwood	5,911	259	198	61
Boultham	5,567	283	199	84
Bracebridge / Witham	5,530	119	86	33
Carholme	10,904	667	556	111
Castle	5,761	188	151	37
Glebe	4,843	366	259	107
Hartsholme	5,092	105	90	15
Minster	5,388	137	109	28
Moorland	5,355	144	100	44
Park	5,743	847	585	262

Source: Census 2011 Office for National Statistics

<b>NiNo (National Insurance) registrations to adult overseas nationals entering Lincoln between 2013/14 &amp; 2021/22</b>	
<b>Financial Year</b>	<b>Number of NiNo (as of March each year)</b>
2013/14	1,002
2014/15	1,164
2015/16	1,514
2016/17	1,592
2017/18	1,409
2018/19	1,091
2019/20	1,327
2020/21	470

Source: LG Inform / Department for Work and Pensions

Due to an underlying data issue, the 2021/22 National Insurance number allocations to adult overseas nationals entering the UK data was not available at the time of writing this Journal. The Department for Work and Pensions is currently looking into the issue and the latest data will be reviewed upon release.

As a result of the above, the latest data available is subsequently 2020/21. During this year there was a significant decrease in the number of National Insurance registrations to overseas nationals entering Lincoln. This decrease could also be seen throughout the UK. It is difficult to determine whether this decrease is as a result of Brexit, the COVID-19 pandemic, or a combination of both. Future data releases will continue to be monitored to help understand the reasons for this decrease.

## 4. Our workforce over time

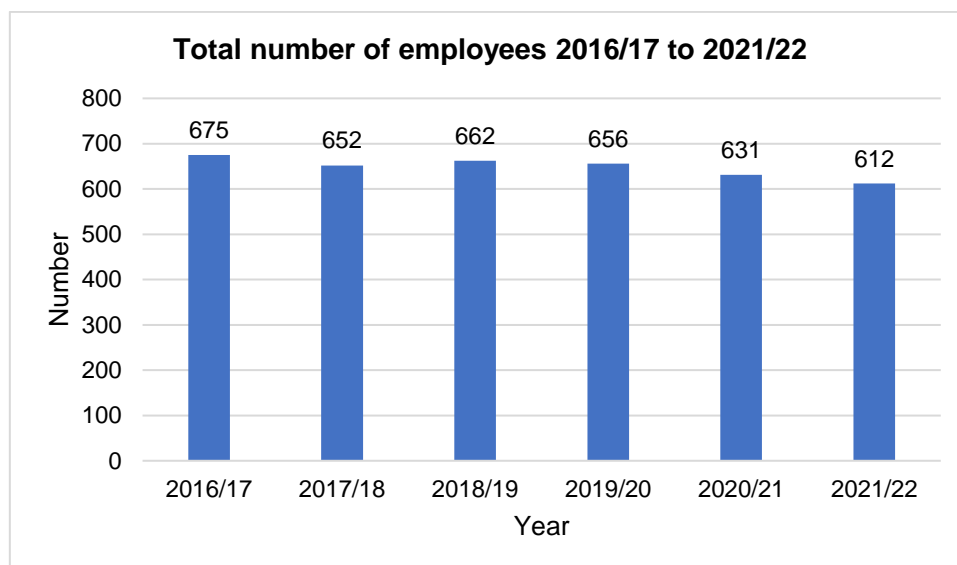
The section below shows how the Council’s workforce demographics have changed over time.

In some cases, comparable data is not available for the full period 2016/17 to 2021/22, 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.

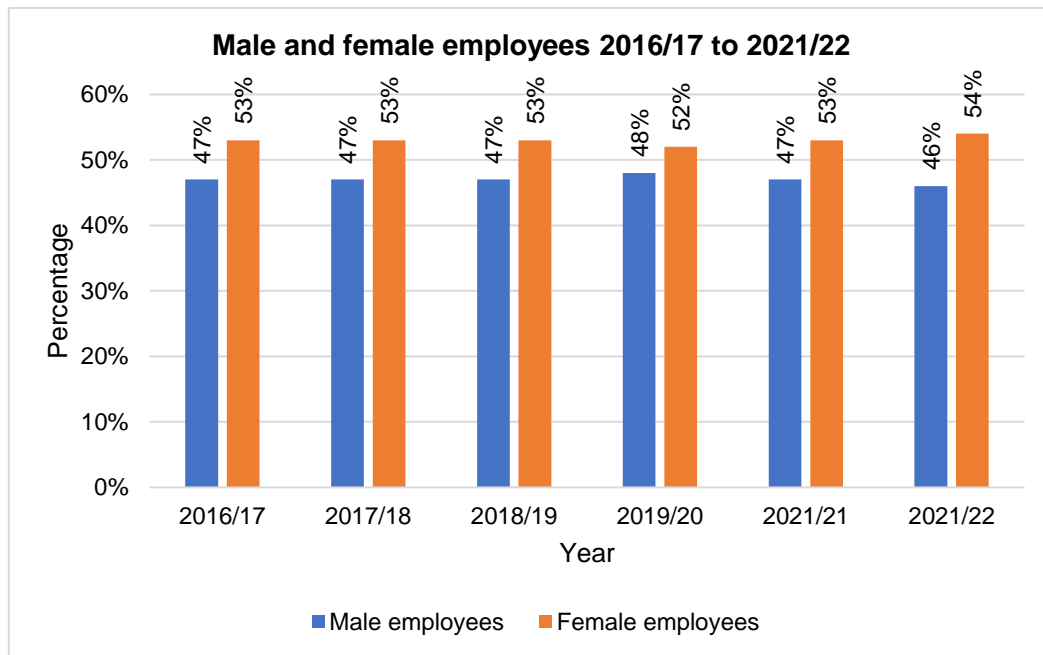
A comparison against how representative the Council’s workforce is against the latest Census 2021 population data has also been provided focusing on Gender. As above, it is important to note that limited Census 2021 data was published by the Office of National Statistics at the time of writing this Equality Journal. All Census 2021 data is expected to be published by summer 2023.

### Total number of employees



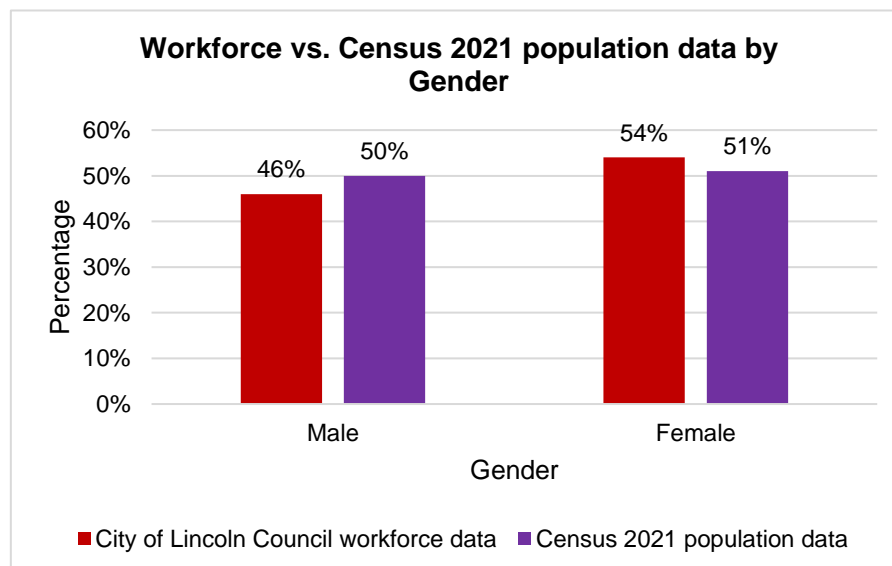
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>Total number of employees</b>	675	652	662	656	631	612

## Male and female employees



	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>Male employees</b>	47% (317)	47% (309)	47% (311)	48% (314)	47% (294)	46% (280)
<b>Female employees</b>	53% (358)	53% (343)	53% (351)	52% (342)	53% (337)	54% (332)

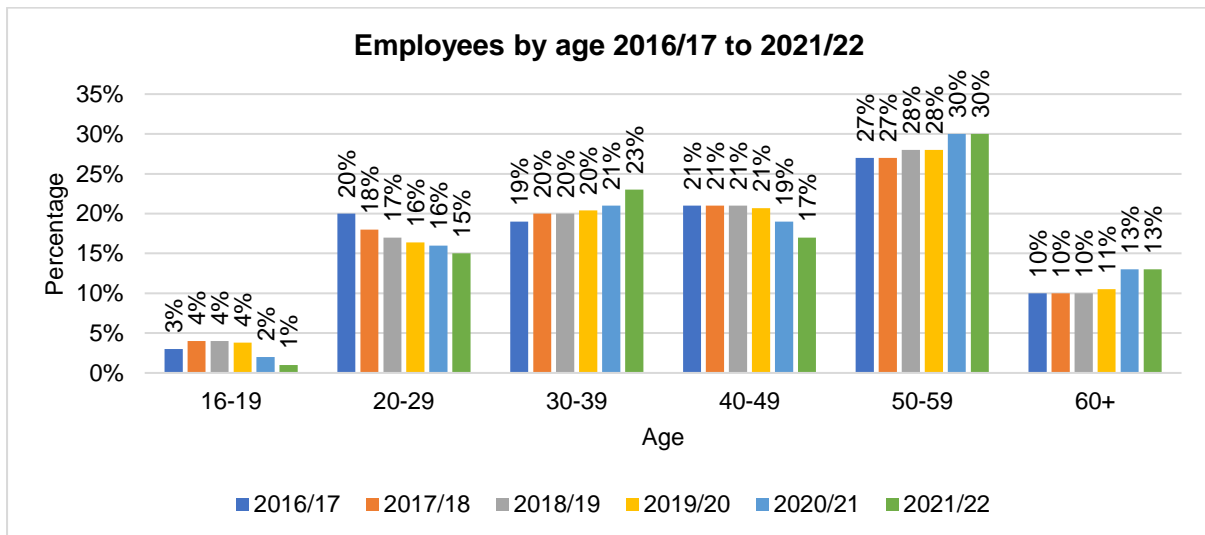
## City of Lincoln Council 2021/22 workforce data compared to Census 2021 population data by gender



The latest Census 2021 data for Lincoln shows males make up 50% of the population and females make up 51% of the population (following rounding). Council workforce data shows that males make up 46% of the City of Lincoln Council workforce and

females make up 54% of our workforce. This shows the City of Lincoln Council workforce is slightly under represented in terms of male employees when compared to Census 2021 population data and slightly over represented in terms of female employees. However, it is important to note that this comparison is against Census 2021 population data city wide and not solely against those in the city that are economically active.

### **Employees by age**

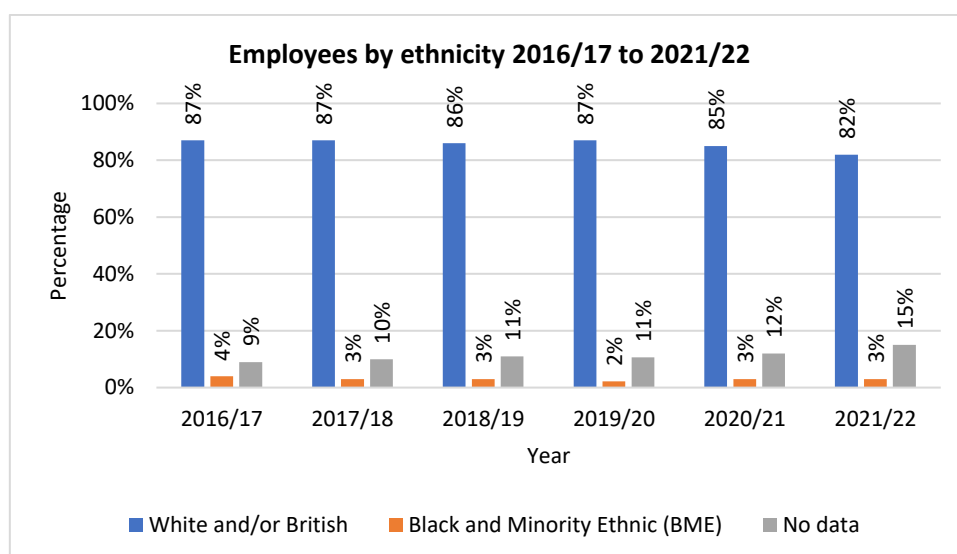


Age	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>16-19</b>	3% (22)	4% (23)	4% (26)	4% (25)	2% (11)	1% (8)
<b>20-29</b>	20% (132)	18% (117)	17% (112)	16% (108)	16% (101)	15% (91)
<b>30-39</b>	19% (131)	20% (132)	20% (134)	20% (134)	21% (134)	23% (142)
<b>40-49</b>	21% (143)	21% (140)	21% (140)	21% (136)	19% (118)	17% (107)
<b>50-59</b>	27% (179)	27% (177)	28% (184)	28% (184)	30% (187)	30% (185)
<b>60+</b>	10% (68)	10% (63)	10% (66)	11% (69)	13% (80)	13% (79)

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.

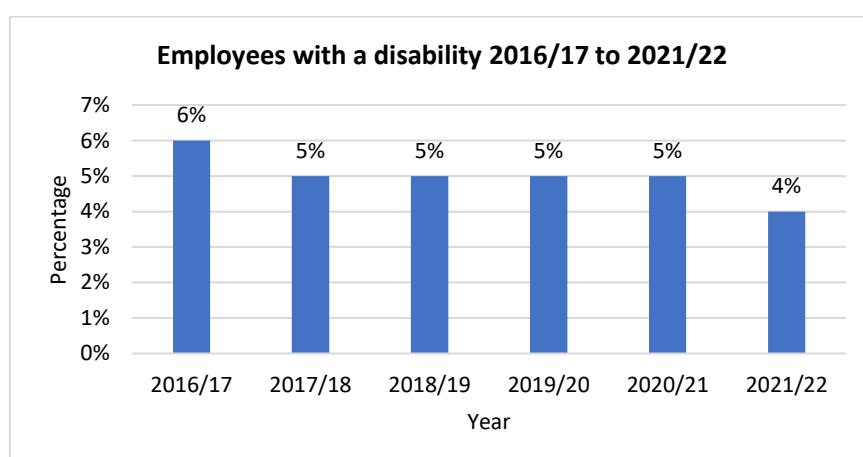
Unfortunately at the time of writing this report it has not been possible to directly compare workforce demographic data against Census 2021 data by age. This is due to the age breakdown split being different between the two datasets. However, it is expected we will be able to include this comparison within the next Equality Journal.

## Employee by ethnicity



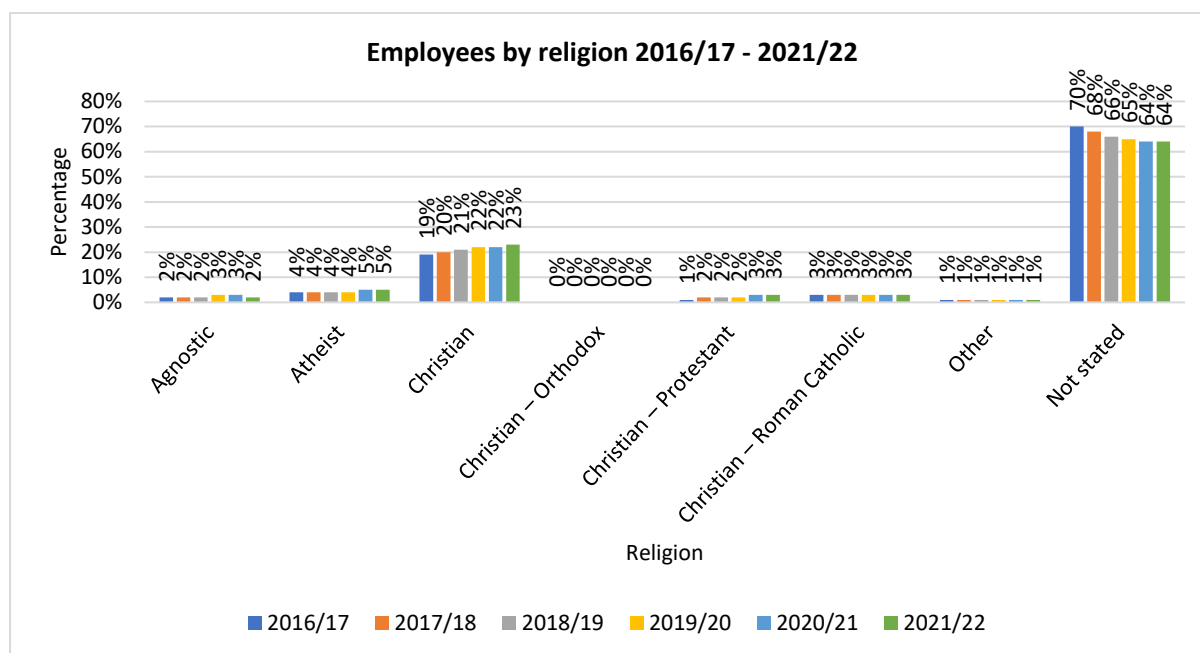
	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>White and/or British</b>	87% (587)	87% (565)	86% (571)	87% (571)	85% (535)	82% (499)
<b>Black and Minority Ethnic (BME)</b>	4% (28)	3% (20)	3% (20)	2% (15)	3% (18)	3% (19)
<b>No data</b>	9% (60)	10% (67)	11% (71)	11% (70)	12% (78)	15% (94)

## Employees with a disability



	2016/17	2017/18	2018/19	2019/20	2020/21	2021/21
<b>Employees with a disability</b>	6% (38)	5% (34)	5% (30)	5% (34)	5% (32)	4% (27)
<b>Total number of employees</b>	675	652	662	656	631	612

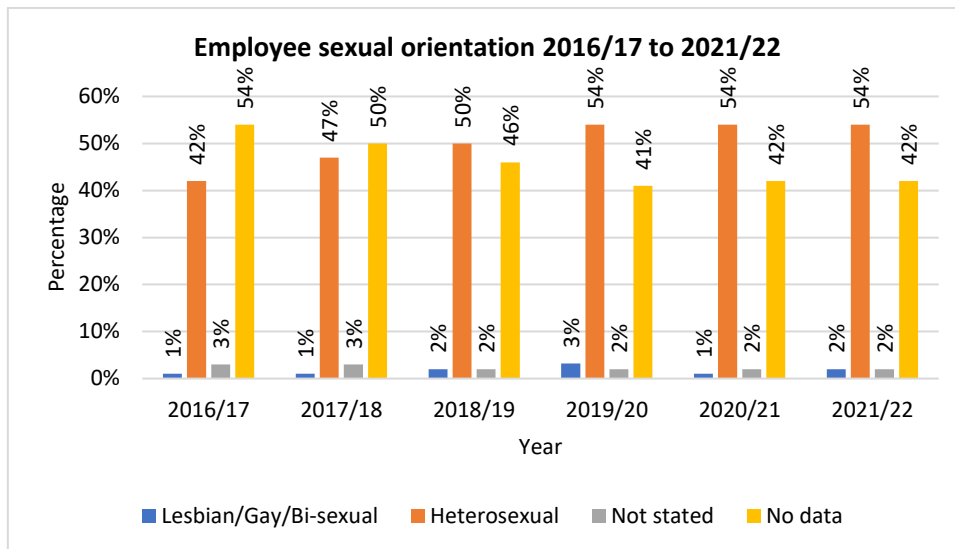
## Employees by religion



	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>Agnostic</b>	2% (12)	2% (13)	2% (15)	3% (17)	3% (16)	2% (14)
<b>Atheist</b>	4% (24)	4% (24)	4% (28)	4% (29)	5% (29)	5% (32)
<b>Christian</b>	19% (128)	20% (133)	21% (139)	22% (146)	22% (140)	23% (138)
<b>Christian - Orthodox</b>	0% (2)	0% (2)	0% (2)	0% (1)	0% (1)	0% (1)
<b>Christian - Protestant</b>	1% (10)	2% (13)	2% (14)	2% (14)	3% (16)	3% (16)
<b>Christian - Roman Catholic</b>	3% (22)	3% (20)	3% (20)	3% (21)	3% (21)	3% (16)
<b>Other</b>	1% (5)	1% (6)	1% (7)	1% (4)	1% (6)	1% (6)
<b>Not stated</b>	70% (472)	68% (441)	66% (437)	65% (424)	64% (402)	64% (389)



## Employees by sexual orientation



	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>Lesbian/Gay/Bi-sexual</b>	1% (8)	1% (7)	2% (10)	2% (11)	2% (11)	2% (12)
<b>Heterosexual</b>	42% (284)	47% (304)	50% (333)	54% (354)	54% (340)	54% (332)
<b>Not stated</b>	3% (19)	3% (18)	2% (14)	2% (14)	2% (13)	2% (12)
<b>No data</b>	54% (364)	50% (323)	46% (305)	42% (277)	41% (267)	42% (256)

## **5. 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 Equality Duty, please contact:

### **By Post**

Policy Unit  
City of Lincoln Council  
City Hall  
Beaumont Fee  
Lincoln  
LN1 1DD

### **By E-mail**

[policy@lincoln.gov.uk](mailto:policy@lincoln.gov.uk)

### **By Telephone**

01522 881188

# Alternative languages

**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](mailto:customer.services@lincoln.gov.uk), where we can call in an interpreter for you.**

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## **Chinese (Simplified, PRC)**

林肯市议会（the City of Lincoln Council）热衷于促进平等与多样性。如果您难以理解本文档中的任何内容，请致电 01522 881188 与我们联系，或发送电子邮件 [customer.services@lincoln.gov.uk](mailto:customer.services@lincoln.gov.uk)，我们可以为您提供翻译服务。

## **Lithuanian**

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## **Russian**

Городской совет г. Линкольн пропагандирует принципы равенства и культурного разнообразия. Если Вы не уверены, что можете прочитать и понять данный документ

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### **Slovak**

Rada mesta Lincoln sa oduševnene venuje propagácii rovnosti a diverzity. Ak máte problém s pochopením čohokoľvek v tomto dokumente, zavolajte nám na číslo 01522 881188, alebo nám pošlite e-mail na adresu [customer.services@lincoln.gov.uk](mailto:customer.services@lincoln.gov.uk), kde vám môžete zabezpečiť tlmočníka.

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