

SUBJECT: EQUALITY JOURNAL APRIL 2022 TO MARCH 2023

DIRECTORATE: CHIEF EXECUTIVE & TOWN CLERK

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1. Purpose of Report

- 1.1 To present the Equality Journal for 2022/23 to Council for information.

2. Executive Summary

- 2.1 The Equality Journal 2022/23 is a record of the key equality actions delivered between April 2022 and March 2023 towards meeting City of Lincoln Council's strategic equality objectives.

3. Background

- 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 council's equality objectives are underpinned by an 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. A range of other equality and diversity focused actions are also delivered each year within service areas across the Council and support those actions included within the formal plan.
- 3.3 Overall progress on the delivery of equality focused actions is reported annually through an Equality Journal.

4. Equality Journal 2022/23

- 4.1 The Equality Journal 2022/23 at Appendix A reviews the equality actions delivered during the past year and is in effect the Council's Equality and Diversity Annual Report.

The Journal details the activity that City of Lincoln Council has undertaken to meet its equality objectives and to comply with the requirements of the Equality Act 2010 and the Public Sector Equality Duty.

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.

5. Strategic Priorities

- 5.1 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 2022/23 the Council continued to support equality and diversity across all Vision 2025 priorities. Moving forward, the Council will continue to adapt to the changing needs of our residents and staff based on the latest data available and through engagement and feedback.

6. Organisational Impacts

6.1 Finance (including whole life costs where applicable)

There are no direct financial implications arising from this report.

6.2 Legal Implications including Procurement Rules

The information and activities included in the supporting appendix 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

The Equality Journal provides information on the key equality and diversity activities delivered by the City of Lincoln Council over the past year towards meeting the requirements of the Equality Act 2010 and the Public Sector Equality Duty.

Although outside of the time period for the Equality Journal that this report covers, it should be noted that in Quarter 1 of 2023/24, Equality Impact Assessment training was delivered across directorates. This training was delivered to refresh knowledge on equality and diversity considerations for projects, reports, recommendations and decision making.

7. Risk Implications

- 7.1 (i) **Options Explored – N/A**

- 7.2 (ii) **Key Risks Associated with the Preferred Approach – N/A**

8. Recommendation

8.1 That Council notes the contents of the Equality Journal April 2022 to March 2023 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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