

SUBJECT: EQUALITY JOURNAL APRIL 2023 TO MARCH 2024

DIRECTORATE: CHIEF EXECUTIVE & TOWN CLERK

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1. Purpose of Report

- 1.1 To present the Equality Journal April 2023 to March 2024 to Council for information.

2. Executive Summary

- 2.1 The Equality Journal April 2023 to March 2024 is a record of the key equality and diversity focused activity progressed by the City of Lincoln Council between April 2023 and March 2024 towards meeting the Council's equality objectives.

3. Background

- 3.1 Adopted in early 2020 in line with the Council's strategic plan, Vision 2025, were the Council's refreshed equality objectives.
- 3.2 The Council's equality objectives are underpinned by an equality action plan. The actions set out in the plan serve to demonstrate how the Council is meeting its equality objectives on an annual basis.

A range of other equality and diversity focused activity is also progressed 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 activity is reported annually through an Equality Journal.

4. Equality Journal April 2023 to March 2024

- 4.1 The Equality Journal April 2023 to March 2024 at Appendix A details the activity City of Lincoln Council progressed during the year 2023/24 towards meeting its equality objectives and to comply with the requirements of the Equality Act 2010 and the Public Sector Equality Duty.
- 4.2 The Equality Journal April 2023 to March 2024 also includes the latest City of Lincoln Council workforce demographic data using data provided by the Council's Human Resources team, and also includes the latest demographic data for the City of Lincoln collated from the census 2021.

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 2023/24 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.
- 5.2 As the Council develops plans for Vision 2030, the equality objectives will also be reviewed.

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

- 6.4 The Equality Journal details action and progress against the Council's identified equality objectives and demonstrates compliance with the requirements of the Equality Act 2010 and the Public Sector Equality Duty.

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 2023 to March 2024 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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