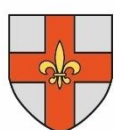


Equality Journal

April 2023 to March 2024



CITY OF
Lincoln
COUNCIL

Together, let's deliver
Lincoln's ambitious future



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Forward

Welcome to the City of Lincoln Council's Equality Journal covering the period 1st April 2023 to 31st March 2024.

The Equality Journal is produced each year on behalf of the council's Equality and Diversity Advisory Panel, which is an informal advisory working group formed of councillors and officers overseeing all aspects of equality and diversity at the council.

Each edition of the Equality Journal provides information on the key equality and diversity focused activities progressed by the council over the previous year towards meeting the council's five equality objectives and towards meeting the requirements of the Public Sector Equality Duty and the Equality Act 2010.

Additionally, the Journal also provides the latest demographic data for the city, mostly focusing on the census 2021 data, together with information on the makeup of the council's workforce provided by the Human Resources Team.

The past year has seen the council continue to provide equal opportunity and progress good relations between our residents, communities and partners within the city. Additionally, the council has continued to provide essential support to our staff, members, residents and businesses to navigate the ongoing cost of living challenges. It is essential this positive work continues moving forward.

I would like to thank staff and councillors for their continued dedication and efforts towards equality and diversity and I look forward to collectively continuing this work over the year ahead.

Councillor Emily Wood

Chair of Equality and Diversity Advisory Panel

1. Introduction

Detailed within this Equality Journal is information on the key activities City of Lincoln Council progressed between 1st April 2023 and 31st March 2024 towards meeting its equality objectives.

Each activity progressed also helps to demonstrate the council's ongoing commitment towards meeting the requirements of the Public Sector Equality Duty and the Equality Act 2010.

In addition to the key activities included within this Journal, there is also likely to be a range of other activities delivered by service areas focusing on equality and diversity throughout the year.

Equality Act (2010) and Public Sector Equality Duty

There are three aims outlined in the Equality Act (2010) and 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. The council's equality objectives

The council's current equality objectives were implemented in 2020 in line with the council's strategic plan, Vision 2025.

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

Service responsibilities

All service areas across the council are responsible for ensuring equality and diversity is fully considered and embedded when delivering services.

In addition to this collective responsibility, the following service areas also have specific responsibilities for equality and diversity.

Customer Services Team – Leads on providing customer facing support and guidance to Lincoln's residents, ensuring resident's individual needs are fully considered and respected at all times.

Corporate Policy & Transformation Team – Holds responsibility for monitoring the Equality Action Plan, providing overall equality information for the council in this annual Journal and providing guidance on completing Equality Impact Assessments.

Human Resources Team - Manages staff training in respect of equality and diversity, provides information relating to the council's workforce and provides employment advice around equality and diversity, such as recruitment.

Legal Team - Continues to provide legal advice, together with guidance on completing Equality Impact Assessments and general equality guidance.

Support for members continues to be provided by the Democratic Services Team.

3. Equality and diversity focused activities progressed during 2023/24

Section 3 of the Journal details the main activities progressed between April 2023 and March 2024 towards meeting each of the council's equality objectives. This includes those key actions drawn from the council's Equality and Diversity Action Plan alongside a range of other equality and diversity actions progressed across service areas during the year.

It is important to note the activities below have been placed under the most relevant City of Lincoln Council equality objective. However, in most cases each activity also feeds into and supports more than one objective.

3.1 - Our services are more accessible and do not discriminate on any unjustifiable grounds

Key actions progressed between April 23 and March 24

- Updated the languages included within the council's alternative formats guidance document using the latest demographic, translation and interpretation request data
- Considered accessibility requirements, including a changing places toilet, in the design element of the development work for Greyfriars
- Continued to support the delivery of the Home Energy Upgrade Scheme with a specific focus on supporting at risk residents, such as those living in fuel poverty or with health issues
- Launched the new 'My Accounts' customer self-serve system, which aims to make it as easy as possible for residents to manage their council tax if they prefer to access services online
- Under the UK Shared Prosperity Fund (UKSPF), continued to deliver projects which directly and positively interact and engage with those facing or likely to face disadvantage and / or inequality
- Continued to ensure the council's website meets accessibility legislation
- Provided videos to council tenants to support them to undertake basic maintenance and repair tasks on their property, helping to ensure maintenance and repair operatives can support those sooner who are less able to carry out these tasks themselves.

Case Studies

Updated the languages included within the council's alternative formats guidance document using the latest demographic, translation and interpretation request data

At the end of council publications information is included for the reader detailing how they can access the document in an alternative format or language. The language translations included within the council's alternative formats guidance document,

which is used to inform this section of council publications, were reviewed during September 2023 and also at the time of writing this Journal. These reviews helped to ensure the languages included continue to reflect the top languages spoken in the city, other than English, and involved reviewing the ONS census demographic data and the latest translation and interpretation data from the council's Customer Services Team. As a result of these reviews Arabic and Bangla were added into the alternative languages section of the guidance document.

The languages now included within the alternative languages section include –

- Arabic
- Bangla
- Bulgarian
- Chinese (Simplified, PRC)
- Lithuanian
- Polish
- Romanian
- Russian

As an extension to this work, in February 2024 the Equality & Diversity Advisory Panel discussed the increase in Nigerian, Ghanaian and Indian residents into the city during the previous 12 months and whether additional languages needed to be included within this document to support these new residents.

Following this discussion, during March and April 2024 research was undertaken to gain an understanding of the Nigerian, Ghanaian and Indian languages residents speak within the city and whether they also speak good English. Advice was sought from the University of Lincoln International Team and from a local pastor of an African church. Additionally, the latest council translation and interpretation request data was reviewed. The findings from this research indicated Nigerian, Ghanaian and additional Indian languages (Bangla already included) did not need to be added into the alternative formats guidance document at the time.

The languages included within this document will continue to be reviewed on at least an annual basis to ensure they remain reflective of the residents of the city and the top languages spoken. More information on the translation and interpretation requests received during 2023/24 is available in section 3.2 of this report.

Launched the new 'My Accounts' customer self-serve system, which aims to make it as easy as possible for residents to manage their council tax if they prefer to access services online

A new online self-serve system named 'My Accounts' has been launched by the council. Residents can use the system to:

- View their council tax account online
- Activate paperless billing
- Set up a direct debit
- Report a move
- Apply for single person discount

The introduction of the new system helps residents to access the services they need quicker and at a time convenient to them.

Users not able or comfortable in using online services continue to be able to contact the Revenues Administration Team directly via telephone. With the introduction of the new system it is hoped that those contacting the council by telephone can be supported sooner.

Under the UK Shared Prosperity Fund (UKSPF), continued to deliver projects which support those facing or likely to face disadvantage and / or inequality

In March 2023 the council's Executive agreed the Phase 1 allocation of the UK Shared Prosperity Fund (UKSPF). Phase 1 of this programme focused on developing projects and programmes, which directly and positively interact and engage with those facing or likely to face disadvantage and / or inequality. During 2023/24 progress was made on the delivery of a number of workstreams to support Lincoln's residents. These include:

- Commenced delivery of a cost-of-living project support programme aimed at helping those residents most in need to navigate the current cost of living pressures. The programme is being led by City of Lincoln Council's Revenues and Benefits Team, working with the Welfare Teams and local partners including Bridge Church and Acts Trust. Projects include:
 - a cost of living community support grant scheme
 - a research commission into cost of living support need and access in local non-English speaking communities
 - a voucher scheme for Lincoln Community Grocery.
- Progressed the city wide community grant scheme, with the first round of grants being allocated.
- Progressed the delivery of employment support schemes utilising the UKSPF, which include;
 - A new Electric Vehicle upskilling training academy
 - A pilot bursary scheme aimed at supporting economically inactive people with mental health back into employment
 - A pilot bakery based training programme aimed at 16-19 year olds in need of improved employment ability skills

3.2 - Local communities and stakeholders are empowered to influence the way our services are provided to them

Key actions progressed between April 23 and March 24:

- Completed a refresh of the Lincoln Citizens' Panel to review and continue to improve how it represents the make-up of the city
- Continued to undertake regular consultation with members of the Lincoln Citizens' Panel and wider Lincoln residents on a range of topics enabling residents to provide feedback on the services provided to them
- Delivered a face to face budget consultation event with residents with different lived experiences and backgrounds, along with representatives from support agencies for their views and feedback
- Continued to offer translation and interpretation services to our customers helping to ensure our services remain accessible for all (statistics for the year are provided below)

- Continued to consider equality and diversity as part of the planning, design and delivery process for each phase of work on the Western Growth Corridor.
- Continued to provide Lincoln Community Lottery as a fundraising tool for local good causes serving Lincoln residents

Case Studies

Completed a refresh of the Lincoln Citizens' Panel to review and continue to improve how it represents the make-up of the city

An exercise to refresh the Lincoln Citizens' Panel to ensure the panel remains representative of the makeup of the city was undertaken in October 2023. Following this exercise the panel now consists of a total of 634 residents of which 557 panel members are signed up to receive surveys electronically and 77 panel members are signed up to receive their surveys via post.

Regular social media campaigns continue to take place on a rolling basis to raise awareness of the panel and to encourage further residents to join and have their say on the services delivered by the council.

Following the panel refresh exercise the panel geographically represents Lincoln's residents better and there is also a better representation in terms of age. Work will continue over the year ahead to help ensure the panel wholly reflects the demographics of the city. The council will also look to use some complementary engagement mechanisms to fill the gaps where relevant, such as through delivering face to face consultation sessions. A trial face to face consultation session was delivered during January 2024 to support the council's budget setting process to further understand priorities and experience of residents from different backgrounds. Further information on this activity is provided below.

Continued to undertake regular consultation with members of the Lincoln Citizens' Panel and wider Lincoln residents on a range of topics enabling residents to provide feedback on the services provided to them

In 2023/24 the council delivered a number of consultations to ensure Lincoln's residents could have their say on the services provided to them. Mostly these consultations were sent to members of the Lincoln Citizens' Panel. In addition, some of these consultations were also open to all residents or to specific groups of residents. The topics covered through these consultations during the period 2023/24 include:

Survey	Topics included	Date survey distributed	Communicated to Lincoln Citizens' Panel Y/N	Open to all residents Y/N
Lincoln Citizens' Panel Survey June 2023	<ul style="list-style-type: none"> • Car Parking in Lincoln City Centre • Your Experience of Contacting the Council • Leisure and Recreation • Public Open Spaces / Grounds Maintenance 	23rd June 2023	Y	N

Survey	Topics included	Date survey distributed	Communicated to Lincoln Citizens' Panel Y/N	Open to all residents Y/N
	<ul style="list-style-type: none"> • Revenues / Benefits Service • Addressing Climate Change in Lincoln 			
City of Lincoln Council Housing 30 Year Business Plan Consultation	<ul style="list-style-type: none"> • Estates / Neighbourhoods • Paths / green space / play space • Parking spaces / arrangements • Indoor / outdoor communal areas for flats and maisonettes 	17th August 2023	N	Open to council housing tenants only.
Opportunity to have your say on the allocation of Lincoln Lottery Community Fund 2023	<ul style="list-style-type: none"> • Opportunity to select the top two good cause areas residents would like the fund to go towards. 	25th September 2023	Y	Y
Lincoln Citizens' Panel Survey November 2023	<ul style="list-style-type: none"> • Food Health & Safety • Waste Management • City Centre Bus Station • Revenues and Benefits Service • Cost of Living Support 	21st November 2023	Y	N
City of Lincoln Council's Budget Proposals for 2024/25 Consultation	<ul style="list-style-type: none"> • Our vision and priorities • Financial context • Our budget proposals for 2024/25 • How we spend our budget • Delivering savings • Council Tax 	24th January 2024	Y	Y

At the time of writing this Journal, looking ahead to 2024/25 the following surveys have been planned to gain feedback from residents on a range of services the council delivers. Further surveys are to be added as the year progresses –

- City of Lincoln Council Caretaking Questionnaire for Housing Tenants
- Lincoln Citizens' Panel Survey July 2024
- Lincoln Citizens' Panel Survey November 2024

Delivered a face to face budget consultation event with residents with different lived experiences and background, along with representatives from support agencies for their views and feedback

In January 2024, working in partnership with a local organisation called Every One, the council delivered a face to face consultation event with residents from different backgrounds across the city. The event sought feedback from residents on a range of areas linked to the council's budget proposals for the year ahead. These areas focused on –

- Our vision and priorities
- Financial context
- Our budget proposals for 2024/25
- How we spend our budget
- Delivering savings
- Council Tax

A [summary of the feedback was presented](#) to the Executive and Council as part of the Medium Term Financial Strategy proposals

In addition to this face-to-face event, feedback on our budget was supported by a city wide consultation, which was shared on the council's website and social media channels, together with shared with members of the Lincoln Citizens' Panel and local business networks in the city.

Continued to offer translation and interpretation services to our customers helping to ensure our services remain accessible for all

The council's policy is to provide translation or interpretation when it is required for an individual or for targeted engagement. Requests made are carefully monitored.

The table below outlines the interpretation requests made between 1st April 2023 and 31st March 2024. The 2022/23 requests for interpretation data has also been provided to show how these requests have changed over the two periods.

Table of requests for interpretation

Language	Number of Interpretations 2022-2023	Number of Interpretations 2023-2024
Bulgarian	75	76
Polish	54	74
Russian	70	54
Bangla	42	38
Arabic	9	37
Lithuanian	27	29
Romanian	17	23
Portuguese	33	20
Kurdish	5	19
Turkish	18	17

Language	Number of Interpretations 2022-2023	Number of Interpretations 2023-2024
Mandarin	0	10
Latvian	8	9
Slovak	20	6
French	3	0
Albanian	2	0
Cantonese	0	3
Pashto	0	3
Farsi	2	3
Czech	2	2
Ukrainian	12	2
Spanish	2	1
Greek	1	0
Hungarian	1	0
Thai	1	0
TOTAL	404	426

During the period April 2023 to March 2024 the council received requests to translate customer letters. These included information letters sent to the residents of Hermit Street into the main languages of the area. We also had some individual letters requested to be translated into Bangla, Bulgarian, Polish and Simplified Chinese.

Translation & interpretation - Community Initiatives

Following assisting in its setup and development, the Neighbourhood Team has continued to support Lincoln Embracing All Nations (LEAN) throughout 2023/24. LEAN work to actively support our culturally diverse communities within in the city and is additionally supported by GYROS, an organisation from Great Yarmouth.

Each month a team of specialist advisors hold a surgery in the city offering support to members of our community who need immigration advice. As part of this service, translation and interpretation services continue to be provided to ensure the advice available reaches as many people as possible.

Further information on the work of Lincoln Embracing All Nations and GYROS is provided in section 3.5 of this report.

3.3 – Equality and Diversity is at the heart of decision making at all levels within the council

Key actions progressed between April 23 and March 24:

- Equality and Diversity Advisory Panel met on two occasions to consider and comment on equality and diversity topics (October 2023 and February 2024).

- The 2022/23 Equality Journal was produced providing an insight into the equality and diversity activity progressed during the year 2022/23 – the Journal is published on the council's website and staff intranet
- All committee reports requiring decisions included a paragraph on the impact on equality. Equality Impact Assessments were also completed where required
- Commenced creation of a toolkit to support ward councillors in developing community engagement, supported by ward profiles with demographic information on the make-up of local communities
- Ongoing commitment to equality and diversity in the council's strategic plan, Vision 2025, with continued commitment to the priority reducing all kinds of inequality and the key sub workstreams of cost of living and health & wellbeing
- Continued to deliver staff, member and external equality & diversity communications, promoting related topics and events to help improve decision making and awareness raising around the subject of equality and diversity
- Delivered Equality Impact Assessment Awareness Training for officers

Case Studies

Equality and Diversity Advisory Panel met on two occasions during the year to consider and comment on equality and diversity topics.

The council's Equality and Diversity Advisory Panel, formed of members and officers, met on two occasions during 2023/24, both with strong attendance. The agenda items for the two meetings were as follows:

11th October 2023

- Equality Journal April 2022 to March 2023
- Equality & Diversity Action Plan update
- Human Resources update
- Mental Wellbeing

28th February 2024

- Equality & Diversity Action Plan update
- Equality & Diversity Census Data 2011 & 2021 (presentation)
- The Government's Disability Action Plan (presentation)
- Applicants for City of Lincoln Council Job Vacancies
- Gender Pay Gap

Commenced creation of a toolkit to support ward councillors in developing community engagement, supported by ward profiles with demographic information on the make-up of local communities

During 2023 work commenced on the creation of a toolkit for ward councillors to use to help with developing community engagement. The first phase of this work, which was to update ward profiles with the latest data available from the census 2021 and other sources, has been completed. Ward panels have also now been established. The ward profiles have been used to identify priorities for each ward, which has been helpful when allocating funds from the Community Grants Scheme. This scheme has

made up to £25k of funding available to each of Lincoln's wards, with the ward panels being created to promote the fund locally and make recommendations on projects that they would like to see funded.

Continued to progress staff, member and external equality & diversity communications, promoting related topics and events to help improve decision making and awareness raising around the subject of equality and diversity

Throughout 2023/24 there has been ongoing support for equality and diversity by the council's Communications Team, both internally to staff and members and externally to residents and businesses, particularly through social media.

During the year the Communications Team continued to produce at least two equality & diversity related updates each month for social media. Some examples of the topics covered during the year include World Mental Health Day, International Day of Peace, Remembrance Day, Diwali, Christmas and Holocaust Memorial Day. These topics were also included in 'In briefs' providing staff and members with additional information or directing them to places for help and support.

With the cost of living challenge still prevalent, during the year the Communications Team also worked internally and with county leads to provide a list of warm spaces available in our county and each district. Posters were created and distributed to other local authorities to help signpost members of the public to warm spaces that could provide those in need with additional help and support. A cost of living leaflet was also created by the team for distribution to the community, and the Communications Team also supported local food banks by encouraging staff, where possible, to donate food.

Top tips for money saving were also shared across social media platforms by the team, and content was also created around Talk Money Week and Household Support Fund week.

Additionally, as well as working together with colleagues across the county on cost of living resources, the Communications Team also shared campaigns focused on 16 Days of Action, Rough Sleeping and Adult Safeguarding.

Delivered Equality Impact Assessment Awareness Training for officers

On 21st June 2023 an Equality Impact Assessment Training session was delivered to officers by a local organisation called Every One. The training was well received by those in attendance and successfully raised awareness of the importance of Equality Impact Assessments (EIA), how to complete an EIA and the possible consequences if equality & diversity impacts are not fully considered when delivering a project or changing the way in which services are delivered.

Moving forward, the council is looking to roll out this training to more officers to further raise awareness of the importance of completing Equality Impact Assessments. The council has also commenced work on reviewing our Equality Impact Assessment template to ensure this remains as straightforward and effective as possible to complete by officers.

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

Key actions progressed between April 23 and March 24:

- Gender Pay Gap considered by the Equality & Diversity Advisory Panel and published on the council's website
- Completed annual analysis of the make-up of the council's workforce
- Refreshed the council's mandatory equality & diversity training for all employees
- Retained accreditation to the Carers Charter Quality Award
- Retained accreditation as a Mindful Employer and Disability Confident Employer
- Continued to offer a range of health & wellbeing support to our workforce

Case Study

Gender Pay Gap considered by the Equality & Diversity Advisory Panel and published on the council's website

Employers with 250 or more employees are required to publish statutory calculations each year showing how large the pay gap is between their male and female employees.

City of Lincoln Council has been publishing gender pay gap data since 2017. The latest gender pay gap headline figures as at 31st March 2023 are provided below. Please note the gender pay gap is published one year behind.

Headline figures as at 31st March 2023 were -

- The mean gender pay gap was 0.6%
- The median gender pay gap was 3.6%
- The mean gender bonus gap was 0% (please note the council does not have any bonus schemes)
- The median gender bonus gap was 0%
- The proportion of male employees receiving a bonus was 0% and the proportion of female employees receiving a bonus was 0%

The following table shows the council's workforce split into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 40% of the employees in band A are males and 60% females. The percentage of male employees differs throughout the remaining bands, from 48% in band B, 51% in bands C and 44% in band D.

Pay quartiles by gender			
Band	Males	Females	Description
A	40%	60%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	48%	52%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	51%	49%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	44%	56%	Includes all employees whose standard hourly rate places them above the upper quartile.

The council remains committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability. Additionally, the council has an action plan to attempt to reduce the gender pay gap. The action plan includes:

- Carrying out pay reviews at regular intervals
- Undertaking case studies with specific departments to attempt to identify if there are any reasons for the gap and address these accordingly
- Providing training to employees who are involved in the job evaluation process and pay reviews
- Evaluating job roles and pay grades as necessary to ensure a fair structure

Following taking the above into consideration the council is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The Gender Pay Gap was considered and discussed by the Equality & Diversity Advisory Group in February 2024. The full Gender Pay Gap 2023 report is available on the council's website - <https://www.lincoln.gov.uk/data-transparency/data-transparency-1/10>.

Continued to offer a range of health & wellbeing support to our workforce

During 2023/24 the Human Resources Team has continued to offer support, advice and guidance on equality, diversity and inclusion at the council.

Some examples of this support, advice and guidance are provided below:

- Andy's Man Club, a men's suicide prevention charity, has delivered presentations to staff based at City Hall and Hamilton House
- The successful Menopause Café was relaunched as the Health and Wellbeing Café (women through the ages) to widen scope for discussions
- "Looking after your teams mental health" training has now been developed into an e-learning package and is available for all staff.
- A LGBTQ+ Community group has been launched to provide a safe space for members of the LGBTQ+ community (or those questioning) to come together to

support each other, discuss a range of topics and potentially arrange events and socials

- Raised awareness of Mental Health Awareness Week (15th to 21st May)
- Continued to promote the benefits the council has in place that will help employees' money go further (such as employee discounts), together with also promoted Financial Wellbeing online courses along with Pension Pre-Retirement courses.
- Arranged and promoted a "Know your numbers" event, which took place on 2nd October 2023. This involved GP referral trained coaches from Active Nation being on hand to undertake blood pressure and BMI checks and offer general health and dietary advice.
- Promoted the Flu Vaccination scheme during the quarter. All council employees continue to be eligible to request a flu vaccination voucher (unless an employee is eligible to receive a free vaccination through their GP).

3.5 – Equalities, Social Inclusion and Community Cohesion have all improved within our communities

Key actions progressed between April 23 and March 24:

- Continued to provide support for refugees arriving in the city
- Continued to support the development of the Black, Asian and Minority Ethnic (BAME) network
- Continued to lead the Lincoln Social Responsibility Charter initiative
- Continued to progress Vision 2025 projects focused on reducing inequalities in our city

Case studies

Continued to provide support for refugees arriving in the city.

Activity around Ukrainian Refugees slowed during 2023/24 following the initial onset of the conflict. However, during the year the council continued to see sponsors welcoming families into the country, with council officers continuing to undertake property safety and suitability checks where local residents offered to be sponsors for those fleeing the war in Ukraine. The council also continued to support some re-matching and homelessness applications in relation to Ukrainian Refugees during the year.

Focusing wider, during 2023/24 the council continued to be involved with county and regional groups supporting with the Asylum Dispersal processes and was also involved in work surrounding the new Asylum Centre at Scampton.

Continued to support the development of the Black, Asian and Minority Ethnic (BAME) network

During 2023/24 the Neighbourhood Working Team continued to support Lincoln Embracing All Nations (LEAN), who play a key role in providing advice and guidance to the BAME community.

As part of their work during the year LEAN also delivered a number of workshops to members of the voluntary and community sector.

Residents can find out about the work of LEAN, the support available and how to get involved through a dedicated website - <https://lincoln-lean.org.uk>. Support available via the website includes information on debt, money, benefits, welfare, education and employment advice. The website is updated regularly with news, events and information on new advice as it becomes available.

An organisation called Great Yarmouth Refugee Outreach Support (GYROS), which is a multi-lingual Human Rights charity currently supporting LEAN, also continued to hold local immigration surgeries in the city. These surgeries help to ensure residents have access to level two immigration advice. The demand for these surgeries continues to grow.

Community Connectors also continued to support engagement with our culturally diverse communities based in the city throughout the year.

Continued to lead the Lincoln Social Responsibility Charter initiative

The Lincoln Social Responsibility Charter gives recognition of those organisations going beyond the statutory minimum to support their employees and the local community. The charter also raises awareness of the current socially responsible opportunities in the city, which signees can support as part of their commitment to corporate social responsibility and the charter. At the time of writing this latest Journal, 106 local organisations had gained accreditation to the charter.

Some of the opportunities shared by the council with signees to the charter during the past year include opportunities to:

- Support local food banks through the donation of food, financial donations, setting up food bank collection points and providing staff volunteering time.
- Help young persons into work, such as supporting the Special Education Needs and Disabilities education programme, providing work experience placements and attending careers events
- Provide warm packs to help vulnerable residents through the winter months
- Volunteer to support local charities and third sector organisations
- Support a project to deliver a habitat improvement programme, which included the piloting of floating ecosystems on Brayford Pool
- Support to deliver a community film screening for the local community to celebrate Black History Month 2023
- Support for Ukraine Lincolnshire appeal through making donations
- Support for 'Have a go day' at St Francis School – the annual event sees local organisations provide students with the opportunity try multiple hands on activities.
- Support / sponsor the Building Lincolnshire's Vision for Volunteering Conference
- Support for Headway Lincolnshire (local charity supporting brain injury survivors, families and carers in the county)
- Sponsor Headway Lincolnshire's Charity Ball
- Sponsor the Lincoln Grand Prix cycle race

Despite the challenges being faced by local organisations, it has been encouraging to see charter signees continuing to provide additional support, above the statutory minimum, to their employees and the local community during this challenging time.

Whilst the council has continued to lead on and administer this successful initiative, over the past year the council has itself also continued to undertake a range of socially responsible activities above the statutory minimum to support its employees and the local community. Some of these activities include:

<i>Activities benefitting our employees</i>
Employers for Carers charter signatory
Dying to Work Charter signatory
Foster Friendly Employer signatory
Continued to deliver an employee benefits scheme
Pay the real Living Wage rate as a base
Time off for medical appointments
Consideration of flexible working requests beyond the statutory requirement
Holiday purchase scheme
Opportunity to take career breaks
Provision of paid compassionate leave
Provision of occupational health service
Provision of employee assistance programme
Support for mental wellbeing
Smoke free policy and provision of stop smoking support
Promotion of healthy lifestyles (cycle to work, Global Challenge)
Flexible retirement policy

<i>Activities benefitting the local community</i>
Use services of local businesses / local products
Committed to Zero Carbon Lincoln
Fundraising for local charities
Undertake local recruitment into vacant positions where possible
Host work experience placements
Continue to provide successful apprenticeship schemes both at City Hall and Hamilton House
Continue to host food bank collection points for staff to donate to, and regularly encourage residents and businesses to support local food banks

4. Demographic of Lincoln

Provided below is the census 2021 population demographic data for the City of Lincoln. This data includes population by:

- Gender
- Age
- Religion
- Ethnicity
- Disability
- Proficiency in English
- Main languages spoken

The National Insurance number allocations to adult overseas nationals entering Lincoln data has also been included within this section, obtained from the Department for Work and Pensions.

The data presented is the latest available at the time of writing the Journal.

Further information on the demographic of the city can be found in the Lincoln City Profile. The Profile collates the latest available statistical data for Lincoln drawn from a wide range of information sources. Chapters within the profile include Population, Economy, Welfare, Crime, Education, Housing, Health and Environment & Climate.

The latest version of the Lincoln City Profile was published in July 2024 and is available on the council's website – <https://www.lincoln.gov.uk/council/lincoln-city-profile>

Census 2021 demographic data for Lincoln

Total population - 2021	
Count	
103,813	

Source: Census 2021 Office for National Statistics

Population by gender - 2021		
Gender	Count	Percentage
Females	52,410	50.5%
Males	51,403	49.5%

Source: Census 2021 Office for National Statistics

Population by age group - 2021		
Age Group	Count	Percentage
Age 0-4	5,119	4.9%
Aged 5-9	5,394	5.2%
Aged 10-14	5,272	5.1%
Aged 15-19	8,835	8.5%
Aged 20-24	13,598	13.1%
Aged 25-29	7,943	7.7%
Aged 30-34	7,663	7.4%
Aged 35-39	6,530	6.3%
Aged 40-44	5,833	5.6%
Aged 45-49	5,612	5.4%
Aged 50-54	5,969	5.7%
Aged 55-59	6,019	5.8%
Aged 60-64	5,021	4.8%
Aged 65-69	4,120	4.0%
Aged 70-74	4,001	3.9%
Aged 75-79	2,807	2.7%
Aged 80-84	2,029	2.0%
Aged 85+	2,048	2.0%

Source: Census 2021 Office for National Statistics

Population by religion - 2021		
Religion / Belief	Count	Percentage
No religion	48,940	47.1%
Christian	43,898	42.3%
Buddhist	355	0.3%
Hindu	456	0.4%
Jewish	70	0.1%
Muslim	1,896	1.8%
Sikh	103	0.1%
Other religion	793	0.8%
Not answered	7,302	7.0%

Source: Census 2021 Office for National Statistics

Population with a disability - 2021		
Disability	Count	Percentage
Disabled under the Equality Act: Day-to-day activities limited a lot	8,407	8.1%
Disabled under the Equality Act: Day-to-day activities limited a little	12,916	12.4%
Not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited	7,896	7.6%
Not disabled under the Equality Act: No long term physical or mental health conditions	74,594	71.9%

Source: Census 2021 Office for National Statistics & NOMIS

Population by ethnicity - 2021		
Ethnicity	Count	Percentage
White: English, Welsh, Scottish, Northern Irish or British	85,891	82.7%
White: Irish	652	0.6%
White: Gypsy or Irish Traveller	145	0.1%
White: Roma	159	0.2%
White: Other White	8,818	8.5%
Mixed or Multiple ethnic groups: White and Black Caribbean	470	0.5%
Mixed or Multiple ethnic groups: White and Black African	373	0.4%
Mixed or Multiple ethnic groups: White and Asian	657	0.6%
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	568	0.5%
Asian, Asian British or Asian Welsh: Indian	788	0.8%
Asian, Asian British or Asian Welsh: Pakistani	302	0.3%
Asian, Asian British or Asian Welsh: Bangladeshi	322	0.3%

Asian, Asian British or Asian Welsh: Chinese	788	0.8%
Asian, Asian British or Asian Welsh: Other Asian	1,147	1.1%
Black, Black British, Black Welsh, Caribbean or African: African	1,094	1.1%
Black, Black British, Black Welsh, Caribbean or African: Caribbean	236	0.2%
Black, Black British, Black Welsh, Caribbean or African: Other Black	136	0.1%
Other ethnic group: Arab	320	0.3%
Other ethnic group: Any other ethnic group	948	0.9%

Source: Census 2021 Office for National Statistics

Population by sexual orientation (aged 16+) - 2021		
Sexual orientation	Count	Percentage
Straight or Heterosexual	73,780	84.7%
Gay or Lesbian	1,880	2.2%
Bisexual	2,974	3.4%
Pansexual	441	0.5%
Asexual	143	0.2%
Queer	45	0.1%
All other sexual orientations	40	0.0%
Not answered	7,764	8.9%

Source: Census 2021 Office for National Statistics

Proficiency in English (residents aged 3 and over) - 2021						
		Main language is English	Main language is not English	Does not apply	Main language is not English: Can speak English very well or well	Main language is not English: Cannot speak English or cannot speak English well
Census 2021	Count	90,922	9,841	3,051	7,741	2,100
	%	87.6%	9.5%	2.9%	78.7%	21.3%

Source: Census 2021 Office for National Statistics and NOMIS

Main languages spoken - 2021		
Language	Count	Percentage
English	90,922	90.2%
Polish	2,385	2.4%
Romanian	1,223	1.2%
Lithuanian	928	0.9%
Bulgarian	628	0.6%
Russian	560	0.6%

Source: Census 2021 Office for National Statistics

In addition to the census 2021 data above, the following table shows National Insurance registrations to adult overseas nationals entering Lincoln data for the years 2013/14 to 2023/24.

National Insurance number allocations to adult overseas nationals entering Lincoln between 2013/14 & 2023/24 (NiNo data)	
Financial Year	Number of NiNo (as of March each year)
2013/14	963
2014/15	1,135
2015/16	1,456
2016/17	1,553
2017/18	1,364
2018/19	1,066
2019/20	1,290
2020/21	452
2021/22	1,717
2022/23	2,733
2023/24	2,122

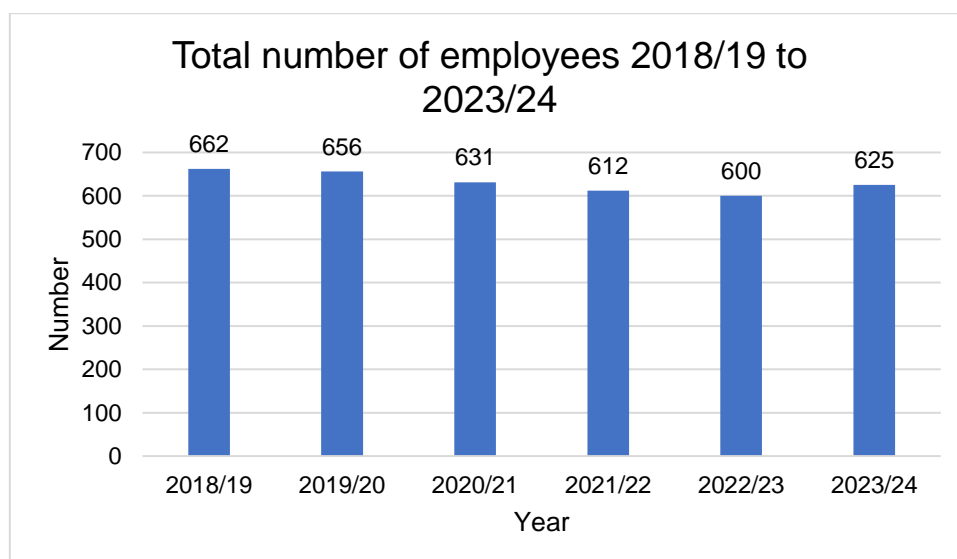
Source: LG Inform / Department for Work & Pensions Stat-Xplore

5. Our workforce over time

This section of the Journal shows how the council's workforce demographics have changed over time. Data provided is as at 31st March 2024.

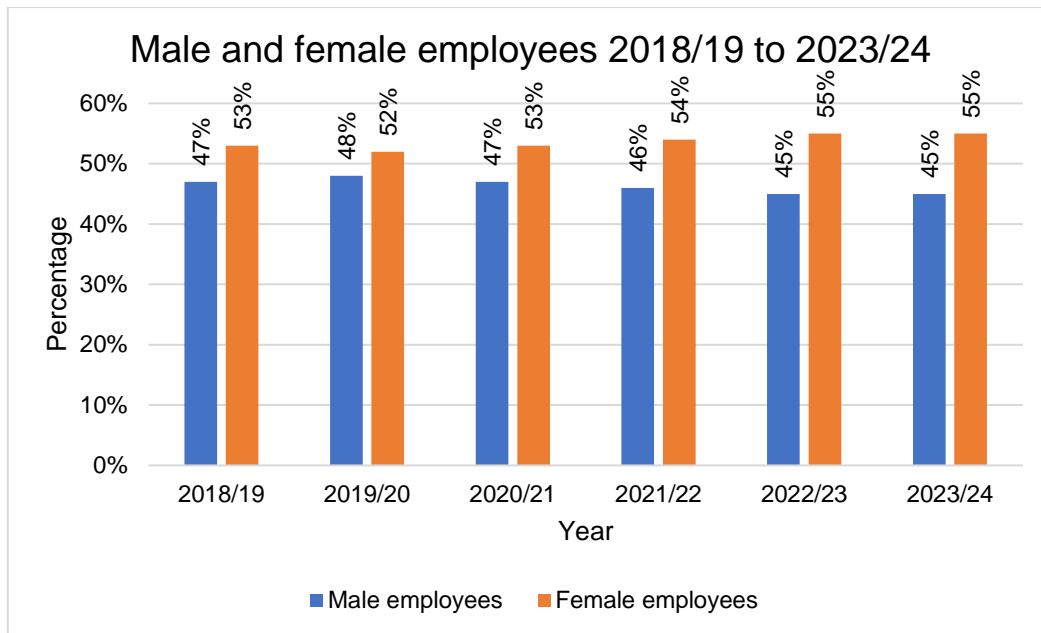
In some cases comparable data is not available for the full period 2018/19 to 2023/24, and in these cases the most recent data has been provided.

Total number of employees



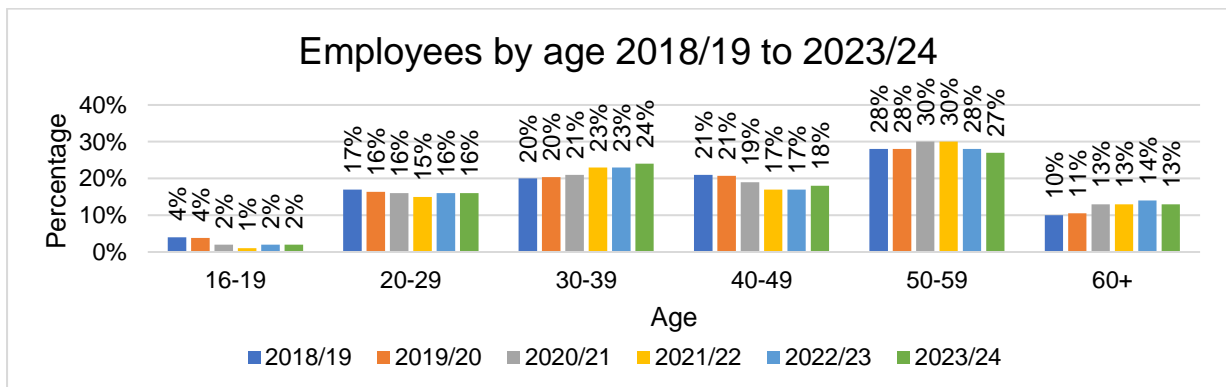
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Total number of employees	662	656	631	612	600	625

Male and female employees



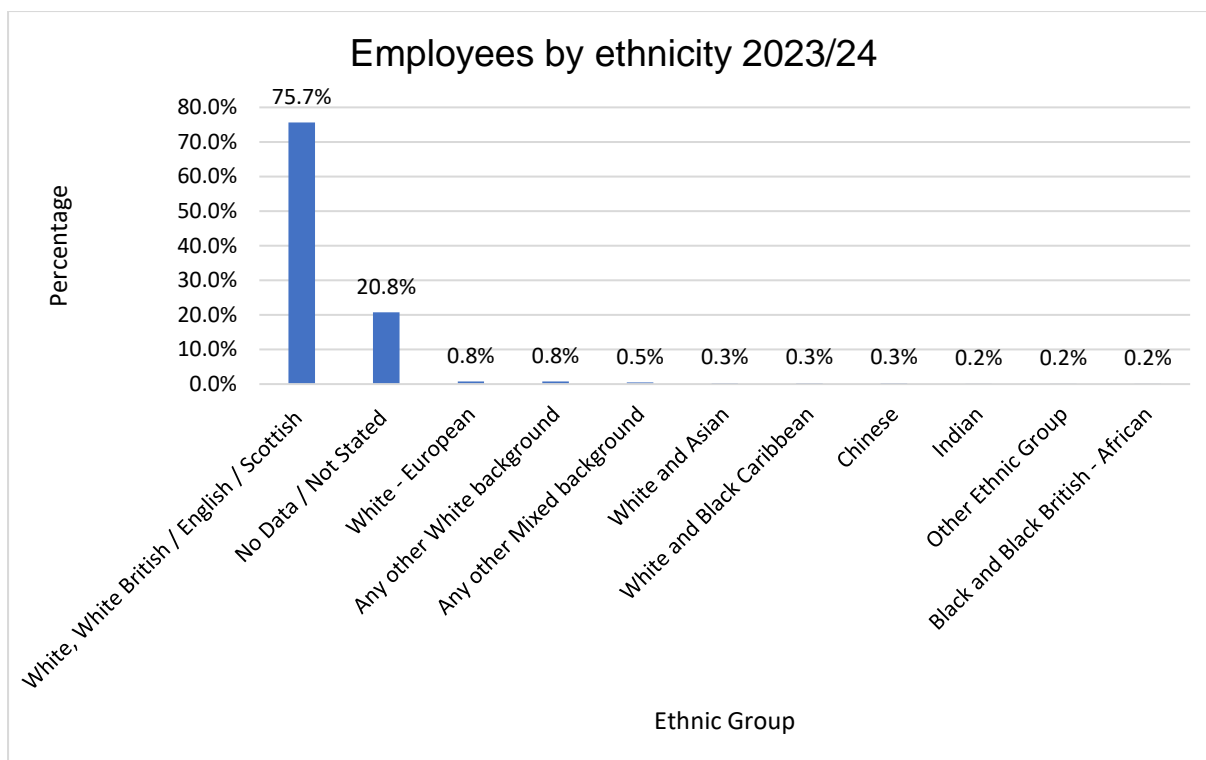
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Male employees	47% (311)	48% (314)	47% (294)	46% (280)	45% (269)	45% (280)
Female employees	53% (351)	52% (342)	53% (337)	54% (332)	55% (331)	55% (345)

Employees by age



Age	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
16-19	4% (26)	4% (25)	2% (11)	1% (8)	2% (10)	2% (12)
20-29	17% (112)	16% (108)	16% (101)	15% (91)	16% (94)	16% (99)
30-39	20% (134)	20% (134)	21% (134)	23% (142)	23% (138)	24% (151)
40-49	21% (140)	21% (136)	19% (118)	17% (107)	17% (101)	18% (110)
50-59	28% (184)	28% (184)	30% (187)	30% (185)	28% (170)	27% (171)
60+	10% (66)	11% (69)	13% (80)	13% (79)	14% (87)	13% (82)

Employees by ethnicity



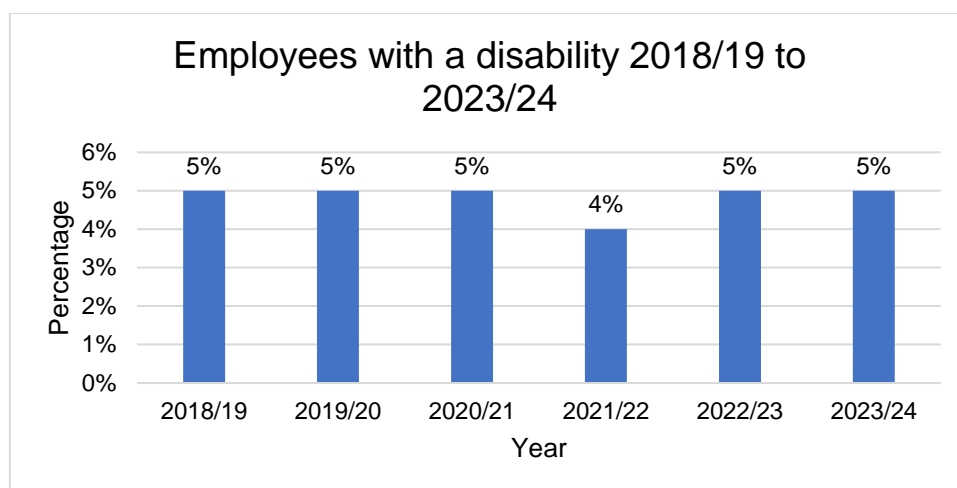
Ethnicity	2023/24
White, White British / English / Scottish	75.7% (473)
No Data / Not Stated	20.8% (130)
White - European	0.8% (5)
Any other White background	0.8% (5)
Any other Mixed background	0.5% (3)
White and Asian	0.3% (2)
White and Black Caribbean	0.3% (2)
Chinese	0.3% (2)
Indian	0.2% (1)
Other Ethnic Group	0.2% (1)
Black and Black British - African	0.2% (1)

Please note – prior to 2023/24 ethnicity data reported by the council in this Journal was provided in the following high level ethnic groups only -

- White and / or British
- All other ethnic groups combined
- No data

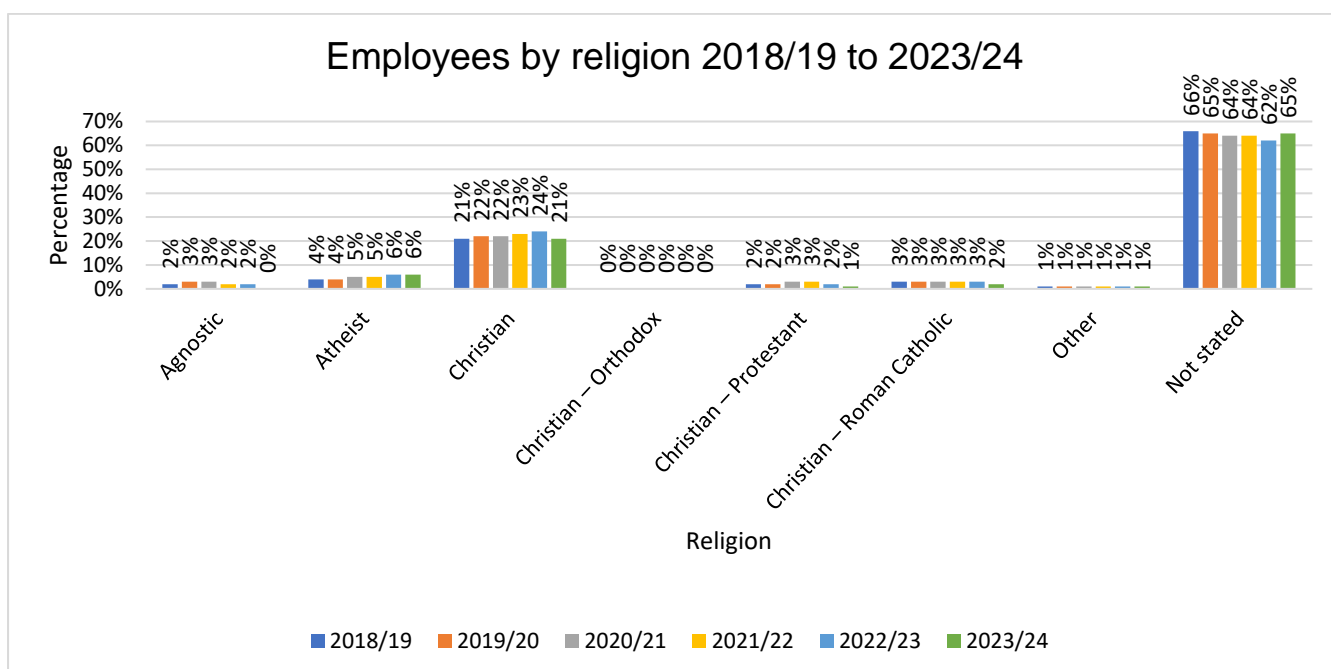
For this latest Journal and future Journals the data will be reported by each specific ethnic group, which provides a more accurate view of ethnicity data. Subsequently the data available in this latest Journal is for 2023/24 only.

Employees with a disability



	2018/19	2019/20	2020/21	2021/21	2022/23	2023/24
Employees with a disability	5% (30)	5% (34)	5% (32)	4% (27)	5% (31)	5% (31)
Total number of employees	662	656	631	612	600	625

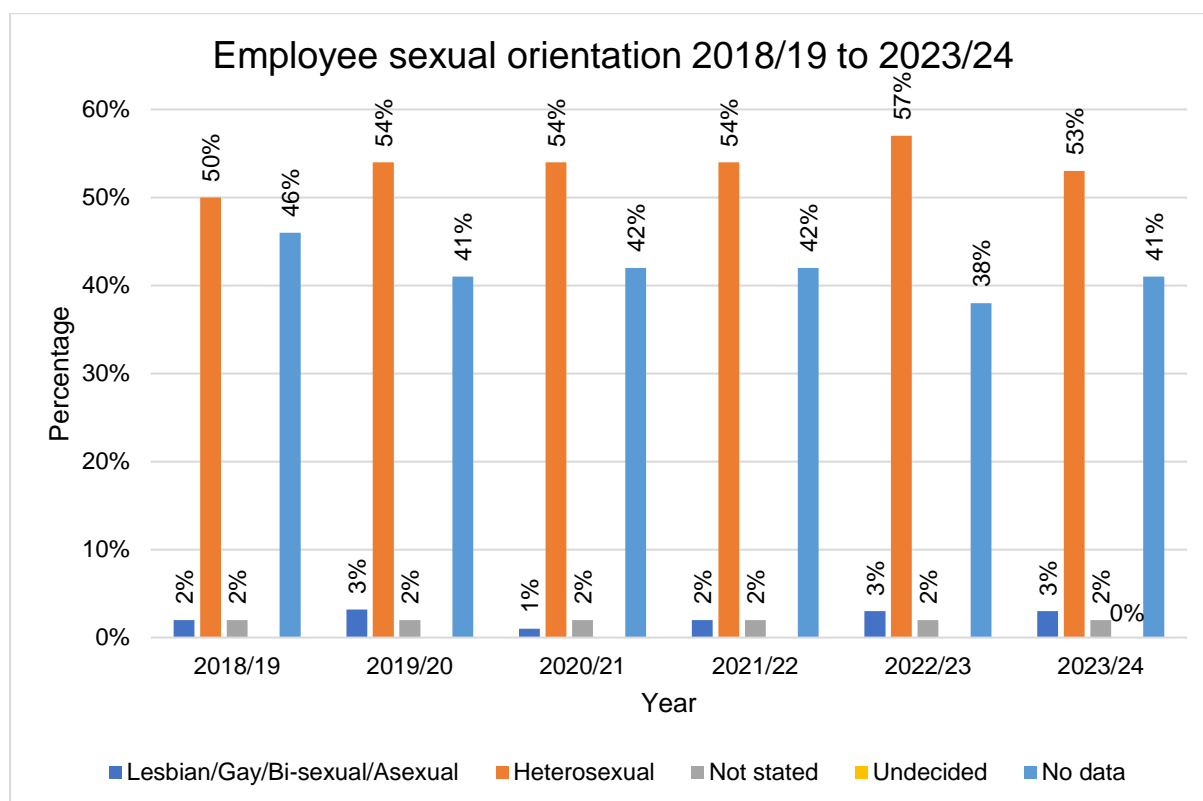
Employees by religion



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
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Agnostic	2% (15)	3% (17)	3% (16)	2% (14)	2% (15)	2% (15)
Atheist	4% (28)	4% (29)	5% (29)	5% (32)	6% (33)	6% (39)
Christian	21% (139)	22% (146)	22% (140)	23% (138)	24% (141)	21% (133)
Christian – Orthodox	0% (2)	0% (1)	0% (1)	0% (1)	0% (2)	0% (1)
Christian – Protestant	2% (14)	2% (14)	3% (16)	3% (16)	2% (11)	1% (9)
Christian – Roman Catholic	3% (20)	3% (21)	3% (21)	3% (16)	3% (16)	2% (15)
Other	1% (7)	1% (4)	1% (6)	1% (6)	1% (9)	1% (8)
Not stated / No religion or belief	66% (437)	65% (424)	64% (402)	64% (389)	62% (373)	65% (405)

Employees by sexual orientation



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
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Lesbian / Gay / Bi-sexual / Asexual	2% (10)	2% (11)	2% (11)	2% (12)	3% (18)	3% (19) Bisexual – 2% (10) Gay – 1% (6) Lesbian – 0% (2) Asexual – 0% (1)
Heterosexual	50% (333)	54% (354)	54% (340)	54% (332)	57% (343)	53% (333)
Not stated	2% (14)	2% (14)	2% (13)	2% (12)	2% (14)	2% (14)
Undecided						0% (1)
No data	46% (305)	42% (277)	41% (267)	42% (256)	38% (225)	41% (258)

Please note, data for sexual orientations Bisexual, Gay, Lesbian and Asexual have been provided individually in the above table for 2023/24 and will be included in future Journals moving forward. Undecided has also been added into the table from this Journal and will also be provided moving forward.

6. 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 Public Sector Equality Duty, please contact:

By Post

Corporate Policy & Transformation Team
City of Lincoln Council
City Hall
Beaumont Fee
Lincoln
LN1 1DD

By E-mail

policy@lincoln.gov.uk

By Telephone

01522 881188

7. Alternative formats

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, where we can call in an interpreter for you.

Arabic

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Bangla

ইকোয়ালিটি এ্যান্ড ডাইভার্সিটির (সমতা ও বৈচিত্রের) অগ্রগতি করতে এই সিটি অভ লিঙ্কন কাউন্সিল প্রবল ভাবে উৎসাহী। এই নথিতে কোন কিছু বুঝতে আপনার অসুবিধা হলে, দয়া করে 01522 881188, নম্বরে আমাদের কল করবেন অথবা customer.services@lincoln.gov.uk, ঠিকানায় আমাদের ইমেইল করবেন যে ক্ষেত্রে আপনার জন্য আমরা একজন দোভাষীকে ডেকে আনতে পারব।

Bulgarian

Община Линкълн изключително много държи да насърчава равенството и разнообразието. Ако се затруднявате да разберете нещо в този документ, моля, обадете ни се на номер 01522 881188 или ни изпратете имейл на customer.services@lincoln.gov.uk, където можем да Ви свържем с преводач.

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, 我们可以为您提供翻译服务。

Lithuanian

Linkolno savivaldybė aistringai skatina lygybę ir įvairovę. Jei jums sunku suprasti tai, kas parašyta šiame dokumente skambinkite mums 01522 881188 arba rašykite el. paštu customer.service@lincoln.gov.uk ir mes galėsime jums suorganizuoti vertėją.

Polish

Radzie Miasta Lincoln zależy na promowaniu równości i różnorodności. Jeżeli mają Państwo trudności ze zrozumieniem treści zawartych w niniejszym dokumencie, prosimy skontaktować się z nami pod numerem telefonu 01522 881188 lub wysyłając e-maila na adres customer.services@lincoln.gov.uk, w ten sposób będziemy w stanie zamówić usługi tłumaczeniowe dla Państwa.

Romanian

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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 или его части, убедительная просьба позвонить нам по телефону 01522 881188 или написать по адресу customer.services@lincoln.gov.uk. Мы запросим для Вас услуги переводчика.

If you would like this information in an alternative format, for example in large print or electronically, please contact us on (01522) 881188 or email customer.services@lincoln.gov.uk.