

Equality Journal

April 2017 – March 2018

The City of Lincoln Council's Annual
Equality Journal



CITY OF
Lincoln
COUNCIL

Together, let's deliver
Lincoln's ambitious future



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Organisation	City of Lincoln Council
Title	Equality Journal April 2017–March 2018
Author - name and title	Graham Rose, Strategic Senior Policy Officer
Owner - name and title	Heather Grover, Principal Policy Officer, Policy Unit
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1. Introduction

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

The council's five Strategic Equality Objectives continue to 2020. They outline what COLC is seeking to achieve and will ensure:

1. Our services are more accessible and do not discriminate on any unjustifiable grounds
2. Local communities 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

The main purpose of this Equality Journal is to provide an update on the activities City of Lincoln Council has completed, between 1st April 2017 and 31st March 2018, towards achieving the council's Strategic Equality Objectives, 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 the City of Lincoln Council's workforce demographics and Lincoln's resident demographics, both of which are used to inform decision making.

The underlying Equality Objectives Action Plan for 2017-18 measures progress against the five Strategic Objectives. All of the actions in the plan were identified by service areas with support from the Principal Policy Officer. The plan uses a traffic light system to indicate where we are in terms of achieving progress against specific actions and who is responsible. The action plan is very much a 'living' document', with new actions added as required.

The Corporate Policy Unit continues to retain responsibility for monitoring the Equality Action Plan, ensuring Equality Objectives are reviewed appropriately, assisting service

areas with equality analyses, 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 and provide information relating to the council's workforce, whilst legal advice continues to be provided by the Legal team.

In January 2017, City of Lincoln Council launched the new Vision 2020 Strategic Plan, of which one of the key strategic priorities is 'Let's reduce inequality'. In order to ensure the council meets this priority, a range of projects are currently being delivered to further help reduce inequality in the city. Progress towards meeting this strategic priority, alongside the other strategic priorities in the plan, is monitored directly by CMT.

City of Lincoln Council will continue to undertake a range of Equality & Diversity activities throughout 2018/19, to help ensure the council continues to meet its five Equality Objectives. In undertaking these activities the council will also strive to reduce inequality in the city, and support its ongoing commitment towards the Vision 2020 Strategic Plan.

2. Our Strategic Equality Objectives

Listed below are the key activities completed between April 2017 and March 2018 towards meeting each of the Strategic Equality Objectives.

2.1 Our services are more accessible and do not discriminate on any unjustifiable grounds.

We continue to look at ways of making our services more accessible. Examples of how we have done this over the year 2017/18 include:

City People & In Brief

The intranet 'City People' continues to be a key resource for providing guidance on matters relating to Equality and Diversity including branding, styles and alternative formats and languages, together with guidance on broadcasting messages to the community. A special page dedicated to this area has continued to be developed and maintained on City People throughout 2017/18 (<http://citypeople/staff-essentials/equality-and-diversity>). All Equality and Diversity related training sessions are also publicised on the council's intranet, and through the weekly staff newsletter 'In Brief'. Community Cohesion articles are also regularly published through these communication channels to provide staff with up to date information on Community Cohesion events being held in the city, and give an insight into the work of a range of inter faith groups in Lincoln.

Promoting the use of Social Media

Over the past year, the use of social media, including Facebook and Twitter, has proven to be a key tool for raising awareness of community cohesion events and associated news stories in the city. Social media has also acted as an effective tool for listening to, discussing and influencing our community, and continues to be a particularly effective tool for communicating with the younger residents, including students.

Your Lincoln and Home Magazine

We have continued to publish Equality and Diversity and Community Cohesion articles within the council's resident's magazine 'Your Lincoln'. During the 2017/18 period some of these articles included:

- Celebrating our differences during Lincoln World Hello Day
- Community Chest to help Sincil Bank Regeneration
- We're banking on the Living Wage with Barclays
- Women's Quilt in Lincoln

In addition Home Magazine is distributed to all our council house tenants providing information on local activities, including opportunities for people from different backgrounds to get to come together and get to know each other, and articles about local groups representing different protected characteristics.

Staff Training

Between April 2017 and March 2018 the following Equality & Diversity related training sessions and courses were provided to City of Lincoln Council employees:

- Online E&D training for all new staff (this is also available for elected Members)
- Online Equality Analysis Toolkit training for those needing to complete an equality analysis

The following Equality & Diversity related training courses were delivered in customer services early morning briefing sessions between April 17 and March 18:

- Total Voice – advocacy for people with learning difficulties
- National Volunteering week
- Sign Language and hearing impairment
- Health watch
- Supported Housing
- Hate Crime
- Voice of the customer
- Misconceptions – Hate crime continued
- Domestic abuse

The following Equality & Diversity related training courses were made available by Unison between April 2017 and March 2018:

- English Improvement and IELTS Exam prep class (weekly)
- Living Will/Advance care planning for LGBT people and partners (NM)
- Refugees at home and abroad (NM)
- Supporting transgender young people in school or youth settings (NM)
- Understanding Islam (NM)
- Understanding global inequality (NM)
- Learning disability and behaviours that challenge
- Palliative Care - Acknowledging Diversity
- Equality training for reps
- Race and Sex Discrimination
- Equality and your branch (for branch officers)

*NM denotes that this course was also available to non-UNISON members

In compliance with the 'Prevent' duty, staff members who are in contact with the public have also been required to complete online or face to face 'Prevent' training. This training forms part of the government's counter-terrorism strategy to identify people who might be vulnerable to radicalisation and violent extremism, and helps to re-direct them to the support they require.

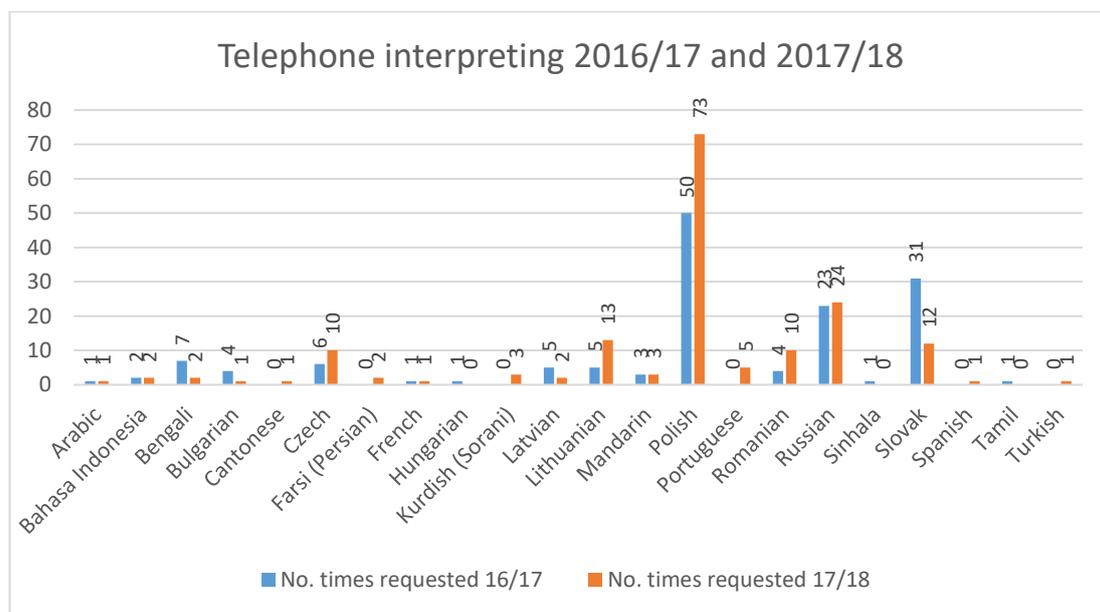
Promoting free internet access

In recent years the council has increased the number of services available online. To help enable and encourage more residents to access these services via this route, the council undertook a piece of work during 2017 to identify places within the city with free internet access. This information has been promoted to residents via Your Lincoln, the council's website and via social media. The council offers free internet access via the 20 self-serve PC's located within the DWP area of City Hall.

2.2 Local communities and stakeholders are empowered to influence the way our services are provided to them.

Translation and interpretation

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



In addition to telephone interpretation in 2017/18 we also translated two documents into Latvian and one into Russian and provided British Sign Language interpreters on one occasion.

E&D training for Lincoln Tenant Panel Members

Equality and Diversity training for Lincoln Tenant Panel representatives took place on 7th March 2018. The training helped to raise awareness of the importance of Equality & Diversity in local communities, and provided an overview of Equality and Diversity activities undertaken by the council.

Disability Forum

The first meeting of the newly formed Disability Forum took place on 30th November 2017. The purpose of the new forum is to bring together people with different disabilities to discuss how best the council can consult with groups and individuals when undertaking Equality Impact Assessments/Equality Analyses to ensure the needs of disabled people are properly considered. The forum was attended by 16 people, which included representatives from the council, together with representatives from a selection of key support organisations from across the city as well as some interested individuals. Key items on the agenda included Tenant Engagement, People's Partnership and Lincoln Independent Living. It was agreed that this forum would be progressed as part of the People's Partnership in the future, which is a single point of contact to engage with hidden and hard to reach communities.

Citizens Panel Refresh

To encourage younger residents to join the panel, a City of Lincoln Council representative attended fresher's fayres at both University of Lincoln and Bishop Grosseteste University in September 2017. Work will continue to ensure the panel remains representative over the coming year, and remains an effective tool for gathering feedback from all resident groups on the services we deliver.

2.3 Equality and Diversity is at the heart of decision making at all levels within the council.

Decision making process and equality analyses

The council's decision making process is set out in the constitution, and an equality analysis toolkit is available on the Equality and Diversity page on the council's intranet to help identify Equality and Diversity issues. All decisions need to be carefully considered as to how much emphasis needs to be placed on all requirements of law, and the constitution specifically mentions the Equality Act 2010 and Public Sector Equality Duty.

In order to assist with assessing the impact on equality of proposed changes to policies, procedures and services, the council's Equality Analysis Toolkit must be used. It is recognised that a full equality analysis is not always required, but officers are encouraged to refer to the toolkit in order to determine the best way to ensure full consideration of Equality and Diversity issues. An equality comment, or full analysis if needed, is required for all Executive decisions.

Equality analyses were undertaken on the following policies and projects between 1st April 2017 and 31st March 2018:

- Redevelopment of Birchwood Leisure Centre and Social Club and renegotiation of the Active Nation management fee
- Neighbourhood Working Review 2017
- Council Tax Support Scheme 2018-19
- Amendment to the Housing Assistance Policy – Re-introduction of Minor Works Grants
- Council Tax Support Scheme 2018-19
- Lincoln Community Lottery

- Choice Based Lettings Allocations Policy
- Lincoln Social Responsibility Charter
- Private Housing Health Assistance Policy 2018 – 2022
- Empty Homes Strategy 2017-22

All Executive and Scrutiny papers are reviewed to ensure proper consideration of equality analysis have taken place in advance of decisions being taken.

Equality and Diversity Group

The council's Equality and Diversity Group met in September 2017 and again in March 2018. Agenda items and topics for discussion included:

- Equality & Diversity Training
- Workforce recruitment data
- Terms of Reference
- Equality monitoring form
- Gender pay report
- Update on Action Plan
- Corporate Social Responsibility (for information)
- Celebrating 100 years of women getting the vote

The chair of the E&D Group for the first meeting in 2017/18 was Cllr Rosanne Kirk with Cllr Naomi Twedde chairing the second meeting. An annual report to council was delivered in April 2018.

Equality & Diversity Notice Boards

Within City Hall/Hamilton House there are five Equality and Diversity notice boards. These boards are updated monthly and provide up to date information on Equality and Diversity related matters and events being held at City of Lincoln Council and at other organisations across the city. These notice boards are also a key resource for refreshing employee's knowledge around the Equality Objectives of City of Lincoln Council and the Equality and Diversity responsibilities of each staff member, and provide other useful information on Equality and Diversity.

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

Disability Confident Committed Status

The Disability Confident scheme has replaced the Two Ticks scheme, and supports employers to make the most of the talents disabled people can bring to the workplace. The city council has achieved Disability Confident Committed status, building on the 22 years from 1995 that the council held the Two Ticks disability symbol. The council has continued to promote this status to residents throughout 2017/18 via the council's website and recruitment process.

Make-up of the workforce

According to data provided in March 2018, the council's workforce stood at 652 staff members. Of this figure, 309 were males and 343 were females. 34 members of the

workforce declared a disability and 20 were from a black and ethnic minority group. The largest age group was 50 to 59 years of age, with 177 staff members in this age group. 168 staff declared their religion as Christian and 24 as Atheist. 441 staff members chose not to state their religion.

Data provided by the council's iTrent staff self-service system in March 2018 has been analysed in section four of this report. This information includes: age, religion, ethnicity, disability and religion.

Human Resources continue to monitor and analyse all workforce data including the full recruitment process.

Gender pay gap

As previously reported the Gender Pay Gap data as at 31 March 2017 is as follows:-

- The mean gender pay gap is 10.3%.
- The median gender pay gap is 18%.
- The mean gender bonus gap is 0%.
- The median gender bonus gap is 0%.
- The proportion of male employees receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%.

The council is committed to the principle of 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay reviews at regular intervals;
- provides training to employees who are involved in job evaluation and pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

The council is therefore 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.

A detailed action plan is in place with the aim of reducing both the mean and median gender pay gaps.

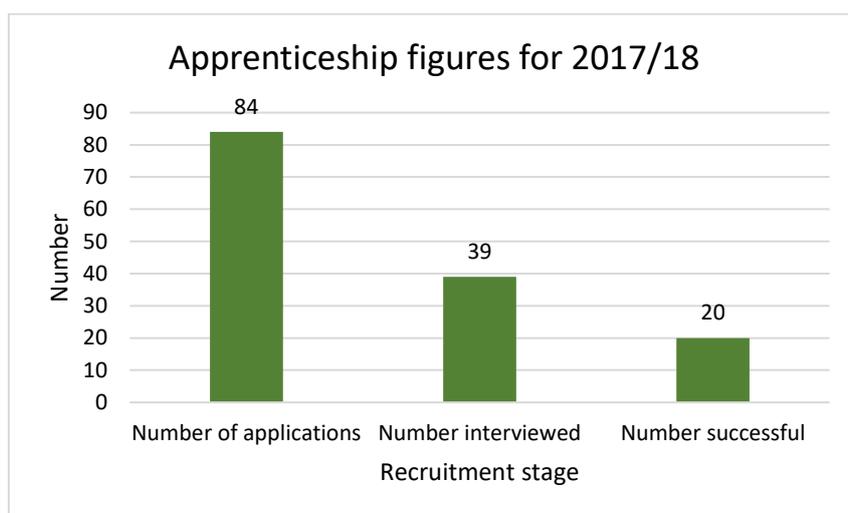
Student Placements

During 2018, City of Lincoln Council offered two University of Lincoln students the opportunity of a month's work experience placement. These placements were offered in the Corporate Policy Unit and Community Services. Additionally the Communications Team has an ongoing work experience placement with the university. Offering these placements helps to develop our relationship with the University of Lincoln, as well as provide students with excellent work experience within a local government setting.

The council also offers ad hoc work experience for school leavers who wish to gain experience working within a business environment.

Apprenticeship Scheme

City of Lincoln Council continues to provide a successful apprenticeship scheme. Between April 2017 and March 2018, 84 applications were made to join our apprenticeship scheme. Of these applications, 39 were successful in reaching the group interview stage, and 20 were successful in gaining an apprenticeship position. Of those joining the scheme, 19 were aged under 24, eight had a learning difficulty or disability, 19 were White British, one was Chinese, and four had a religious belief of Atheist. Full details of those recruited to the scheme has been provided below.



	Total	Under 24 – male	Under 24 – female	25 and above - male	25 and above – female	Learning Difficulty or Disability	Race	Religion & Belief
No. applications	84	31	48	2	3	Not collected	Not collected	Not collected
No. Interviewed	39	16	21	1	1	Not collected	Not collected	Not collected
No. Successful	20	9	10	0	1	1 - High Functioning Autism 4 – Asthma 1 – Dyspraxia 1 – Vertigo 1 - Reoccurring Dislocation of Knee	White British – 19 Chinese - 1	C of E – 3 Christian – 3 Catholic – 2 Atheist – 4 Spiritual – 1 None – 1 Other – 2 Prefer not to say – 1 No answer - 3

Throughout 2017/18 the council has continued to explore ways to improve the diversity of the workforce through the council's apprenticeship scheme. This work has included: continuing to market the scheme via the council's website, taking part in National Apprenticeship Week, and promoting the scheme via our Neighbourhood Working team.

Existing apprentices have also been encouraged to take the lead on marketing at some open days and job fairs, and have directly engaged with young people in schools to encourage wider participation. The offer of providing work experience has also been rolled out to more schools and potential job seekers.

Dying to Work Charter

In August 2017 the council signed up to the national Dying to Work Charter. The charter means that anyone who is diagnosed with a terminal illness whilst working for City of Lincoln Council will be able to continue working without being subjected to any additional stress or worry, and their position at work will be protected should they wish to continue working and are able to do so. The key trade unions representing council employees also signed up to the charter include GMB, Unite, TUC and Unison.

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

Hate Crime Awareness Week

Hate Crime Awareness Week 2017 took place between 14th October and 21st October. Throughout the week, a number of activities took place to help raise awareness of Hate Crime and the huge negative impact this can have on those that are subject to the abuse, their families and by the community as a whole. Hate Crime posters were also displayed at City Hall and at locations around the city throughout the week to raise further awareness.

Community Cohesion Strategy

The council's Community Cohesion Strategy, first adopted in 2013, supports three key areas of work;

- Ensuring development of the new mosque goes smoothly
- Helping to improve student and long term resident relations
- Supporting the integration of new arrivals into the life of the city

The strategy also has a citywide strand and together the work around community has helped the council meet its Public Sector Equality Duty to foster good relations between people from different backgrounds.

An update on each key area of work undertaken in 2017/18 has been provided below.

New arrivals

Lincoln has an increasingly diverse population, with new arrivals to the city coming from Europe and elsewhere. Many new arrivals settle first in Park and Abbey wards where there is a large amount of cheap rented accommodation. The focus has, therefore, been to work in these communities to encourage integration, not only with long term residents of the city,

but also with each other. Throughout 2017/18, initiatives such as World Hello Day, The Big Lunch, International Women's Day, Holocaust Memorial Day and Hate Crime Awareness Week, have all been promoted by the council.

Development of the mosque

Lincoln's first purpose built mosque officially opened to the public in May 2018, providing a new community facility for the residents of Lincoln. Regular meetings were held between the Police, the Islamic Association and the City of Lincoln Council, as well as with the Boutham Park Residents Association in the city to ensure all residents were aware of progress and able to see the benefits of the new facilities.

Working with students

In September 2017, City of Lincoln Council worked with partners during Fresher's week to encourage students to get on with their neighbours. In 2017 University of Lincoln took the lead in ensuring students were aware of their responsibilities when living in the community and produced a booklet which was circulated to all students. Officers from the City of Lincoln Council attended both the University of Lincoln and Bishop Grosseteste University (BGU) Fresher's Fairs with a focus on Proud to be Lincoln (although some SHUSH freebies were available at BGU). In addition the Public Protection and Anti-Social Behaviour Team assisted the Police in dealing with any issues during the week. There were fewer complaints, and it is thought the more positive campaigns and a more proactive approach by University of Lincoln contributed to this.

City Wide - World Hello Day

The World Hello Day event in 2017 was the fifth time the day had been celebrated in the city. The 2017 event attracted more than 20 different organisations to take part in a range of activities, including a conference at University of Lincoln, a web walk to St Mary Le Wigford Church organised by Access Lincoln, and a coffee morning at South Park Community Hub. The Mayor and Portfolio Holder for Social Inclusion and Community Cohesion, together managed to take part in a range of activities and say 'hello' to members of the community.

Older People

Our work with older people is undertaken in partnership with Lincolnshire County Council, and in particular Public Health. This work, together with the achievements, are outlined in the Joint Health and Wellbeing Strategy with mid-term review. One of the specific themes in the strategy is 'Improving the health and wellbeing of older people', which is led by the Excellent Ageing Advisory Group. Priorities are to make sure older people have more choice and control, receive the help they need and are valued and respected within their communities.

We have also worked with Age UK Lincoln and Kesteven on the Community Cohesion Steering Group with one meeting focusing on older people and issues around isolation. This resulted in talks between Age UK and University of Lincoln students' to consider ways student volunteers could help address the issue.

Young people

City of Lincoln Council has continued to support the new Children of Lincoln project in the city throughout 2017/18. During this time the council has worked with the University of Lincoln to establish a Children of Lincoln Steering Group formed of key representatives from across the city who work with and support children on a regular basis. In November 2017 a formal launch of the project took place at the University of Lincoln's Isaac Newton Building which was well attended by local residents and also the media.

Poverty and Low Income

The City of Lincoln Council does not include socio-economic and low income consideration in its equality analysis methodology, however, as these areas of work are included within the council's new strategic plan, Vision 2020, the council's work towards reducing poverty has been included within this journal.

Lincolnshire Energy Switch

A campaign to promote the Lincolnshire Energy Switch scheme to Lincoln residents has continued throughout 2017/18. The campaign aims to reduce the energy bills of Lincoln residents, which can help to reduce poverty in the city. Promotion has included articles in 'Your Lincoln', social media and displaying posters at community centres across the city.

Lincoln Living Wage Campaign

The council has continued to promote the real Living Wage to employers in the city. Each year the real Living Wage rate, set by the Living Wage Foundation, increases in line with increases in the National Living Wage and the National Minimum Wage. Between 1st April 2017 and 31st March 2018, 26 local organisations signed up to support the Lincoln Living Wage campaign, each committing to pay their employees over 21 the real Living Wage rate of £8.45/£16,257.80. From 1st April 2018 the new rate of £8.75/£16,835 was introduced. To date, 17 organisations in the city have committed to paying their staff at least the new real Living Wage rate. Work continues to promote the real Living Wage rate and the benefits of paying the Living Wage to Lincoln employers.

Lincoln Social Responsibility Charter

Working with the Lincoln Living Wage Forum, the council has developed a new Lincoln Social Responsibility Charter for the city. The charter, which will run alongside the Lincoln Living Wage Campaign, aims to encourage local employers to undertake a range of socially responsible activities, above the statutory minimum, which benefit both the employee and the local community in which they are located. As with paying the real Living Wage, undertaking a range of socially responsible activities can additionally bring many benefits to the employer and the local economy, including highlighting support for voluntary sector organisations across protected characteristics. The charter, which is now in the later stages of development, is being launched to businesses during late summer/early autumn 2018.

Lincoln Community Lottery

Development of a new community lottery (launched in June 2018) to help support voluntary sector organisations took place during the year. Organisations can sign up to raise money through the lottery for their own good cause. Organisations initially signing up to benefit

include seven schools, four organisations benefitting young people, 10 benefitting people with disabilities (including three aimed specifically at children) plus others which provide support across protected characteristics and/or help address poverty.

3. Lincoln Demographics

Total Population
98,438

ONS Mid-Year (2017) Population Estimates

Gender	Number
Male	48,859 (49.6%)
Female	49,579 (50.4%)

ONS Mid-Year (2017) Population Estimates

Age	Number
0-14	15,597 (15.8%)
15 – 19	7,495 (7.6%)
20 – 29	21,085 (21.4%)
30 – 39	12,877 (13.1%)
40 – 49	10,589 (10.8%)
50 – 59	11,393 (11.6%)
60 – 64	4,538 (4.6%)
65+	14,864 (15.1%)

ONS Mid-Year (2017) Population Estimates

Ethnicity	Number
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%)

ONS Census 2011

Religion or Belief	Number
Buddhist	303
Christian	54,265
Hindu	335
Muslim	902
Jewish	63
Sikh	73

ONS Census 2011

Disability	Number
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%)

ONS Census 2011

Migration

NI registrations to adult overseas nationals entering Lincoln between 2002/3 & 2017/18	
2002/3	345
2003/4	450
2004/5	1,057
2005/6	1,280
2006/7	1,311
2007/8	1,184
2008/9	875
2009/10	754
2010/11	1,128
2011/12	906
2012/13	976
2013/14	1,002
2014/15	1,164
2015/16	1,514
2016/17	1,592
2017/18	1,409

GOV.UK 2018 National insurance number allocations to adult overseas nationals

Population of Lincoln that can speak English well by profession				
Occupation	Main language is English	Main language is not English	Main language is not English: Can speak English well or very well	Main language is not English: Cannot speak English or cannot speak English well
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

ONS Census 2011

Population of Lincoln that can speak English well by ward				
Area	Main language is English	Main language is not English	Main language is not English: Can speak English well or very well	Main language is not English: Cannot speak English or cannot speak English well
Lincoln	67,676	4,307	3,201	1,106
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

ONS Census 2011

4. City of Lincoln Council’s workforce over time

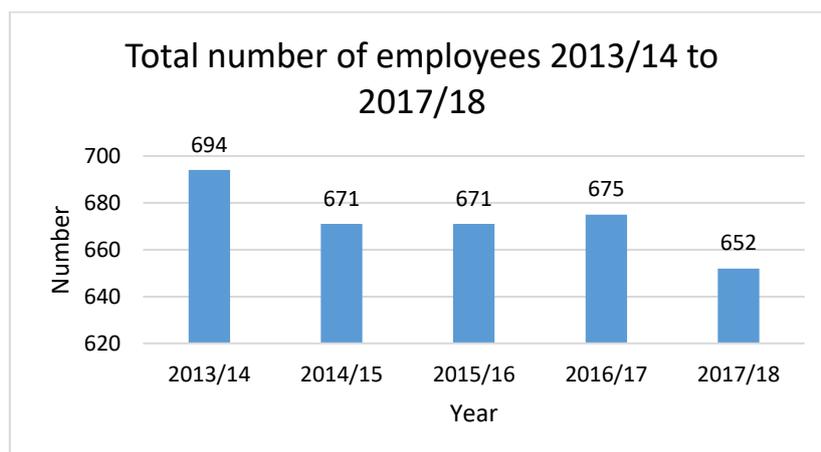
Previously we have compared City of Lincoln Council’s workforce data against the wider 2011 Census data for Lincoln. However, as the Census data is becoming less comparable, this section is now focused the council’s workforce to help show how our workforce demographics have changed over time. Census data will next be collected in 2021. In some cases below comparable data isn’t available for the full period 2013/14 to 2017/18 and in these cases the most recent data has been provided.

It should be noted that the council’s policy to initially offer jobs 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.

Ensuring recruitment is not discriminatory has been a key subject for discussion at the council’s Equality and Diversity Group.

Total number of employees

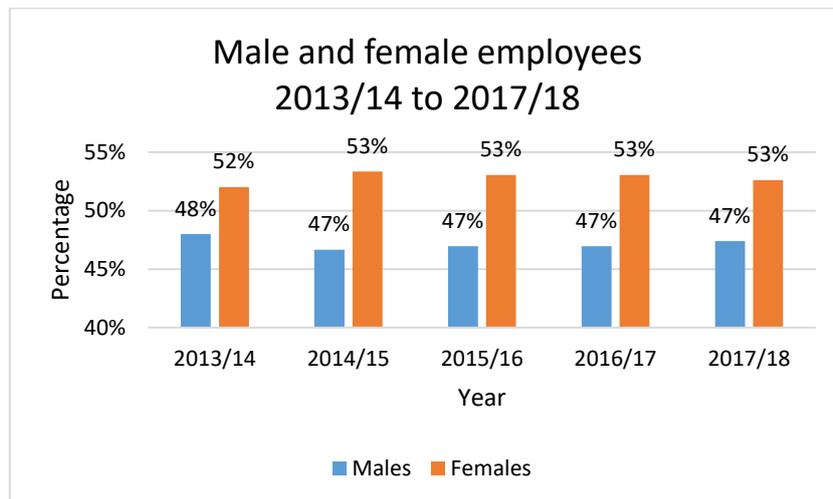
There has been a decrease in the number of employees at the council between the years 2013/14 and 2017/18. The latest figure of 652 employees is 42 employees less than in 2013/14 and 23 employees less than the 2016/17 figure.



	2013/14	2014/15	2015/16	2016/17	2017/18
Number of employees	694	671	671	675	652

Gender

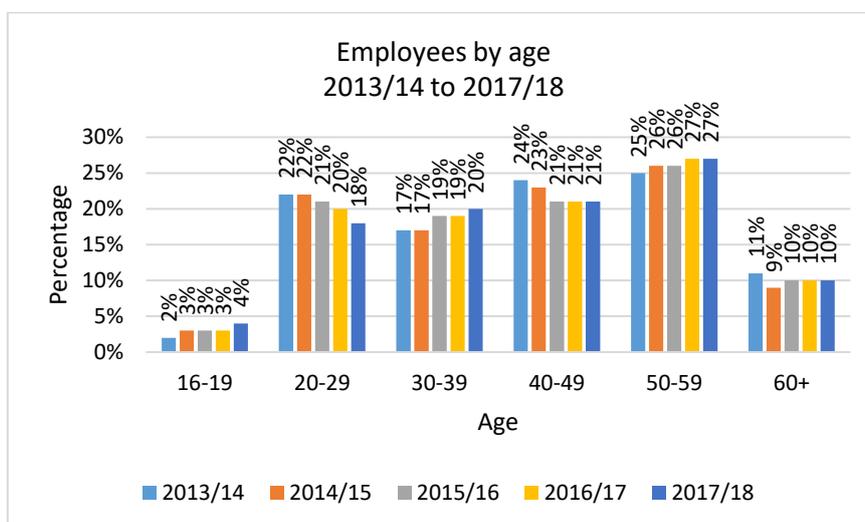
Between the years 2013/14 and 2017/18 there has consistently been a greater proportion of female employees at the council than male employees. The figures show the percentage of male employees at the council in 2013/14 was 48% (333) and the percentage of female employees at the council in 2013/14 was 52% (361). More recently in 2017/18 47% (309) employees were male and 53% (343) of employees were female.



	2013/14	2014/15	2015/16	2016/17	2017/18
Male employees	48% (333)	47% (313)	47% (315)	47% (317)	47% (309)
Female employees	52% (361)	53% (358)	53% (356)	53% (358)	53% (343)

Age

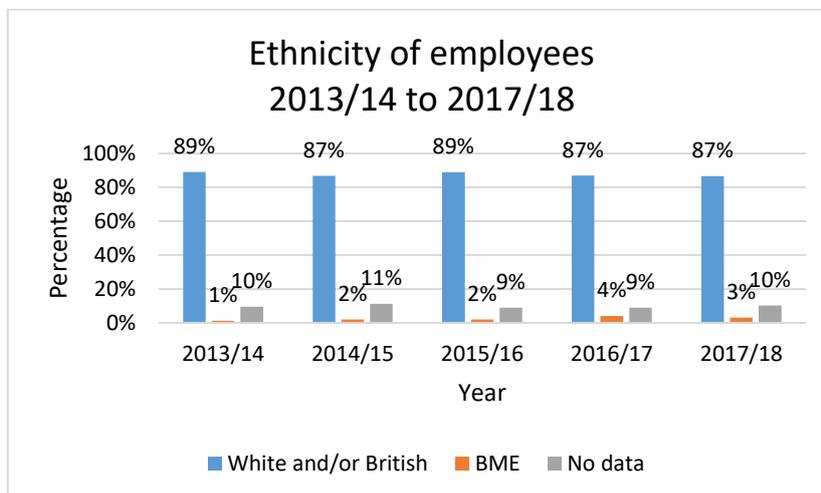
Between the years 2013/14 and 2017/18 there has consistently been a lower number of employees aged 16-19 and 60 and above. The largest age range is employees aged between 50 and 59, with the latest figures for 2017/18 showing more than a quarter of the council's workforce was in this age range.



Age	2013/14	2014/15	2015/16	2016/17	2017/18
16-19	2% (12)	3% (18)	3% (22)	3% (22)	4% (23)
20-29	22% (154)	22% (145)	21% (143)	20% (132)	18% (117)
30-39	17% (114)	17% (110)	19% (126)	19% (131)	20% (132)
40-49	24% (162)	23% (151)	21% (138)	21% (143)	21% (140)
50-59	25% (169)	26% (172)	26% (174)	27% (179)	27% (177)
60+	11% (76)	9% (57)	10% (68)	10% (68)	10% (63)

Ethnicity

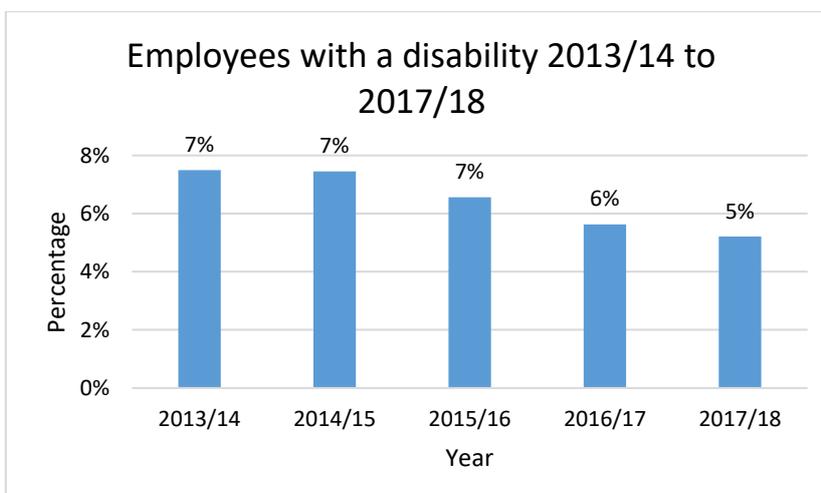
Between the years 2013/14 and 2017/18 the majority of the council's workforce were white and/or British, with the latest figures showing the council employed 87% (565) employees in this group. Between the years 2013/14 and 2016/17 the percentage of black and minority ethnic employees steadily increased to 4% (28) of employees, however the latest figures show a decrease to 3% (20) employees being in this group in 2017/18. As it isn't statutory for council employees to provide this data, this information should only be used as a guide.



	2013/14	2014/15	2015/16	2016/17	2017/18
White and/or British	89% (619)	87% (585)	89% (597)	87% (587)	87% (565)
BME	1% (9)	2% (13)	2% (14)	4% (28)	3% (20)
No data	10% (66)	11% (76)	9% (60)	9% (60)	10% (67)

Disability

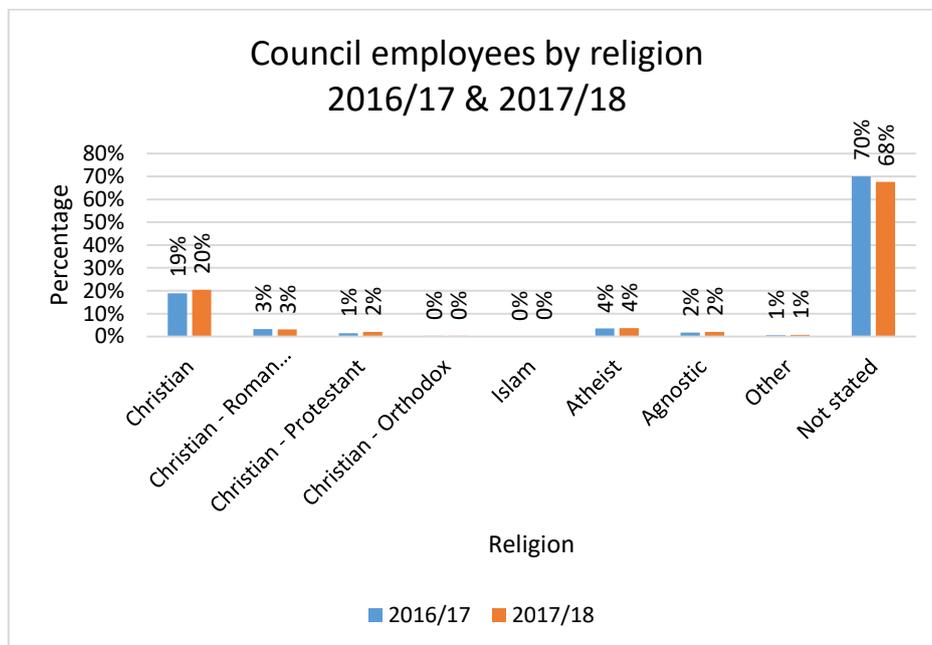
In line with the decrease in the total number of employees at the council, there has also been a decrease in the number of employees with a disability. In 2013/14, 7% (52) employees stated they had a disability, whilst the latest figures show 5% (34) employees had a disability at the council.



	2013/14	2014/15	2015/16	2016/17	2017/18
Disability	7% (52)	7% (50)	7% (44)	6% (38)	5% (34)

Religion or belief

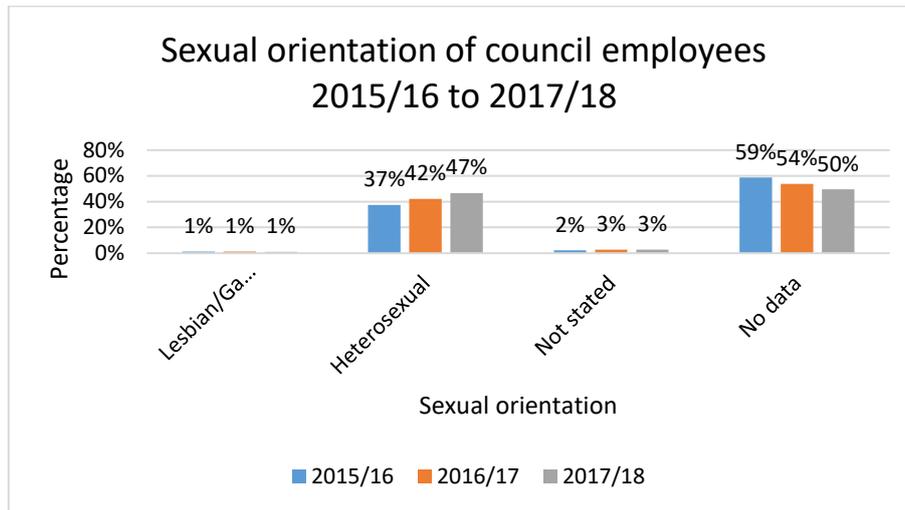
In years 2016/17 and 2017/18 a large proportion of council employees chose not to state their religion. Of those that did state, the largest religion was Christian with 19% (128) of employees stating this religion in 2016/17 and 20% (133) stating this religion in 2017/18. Other religions including Islam and Atheist were recorded by a much lower number of employees as shown in the chart below.



	2016/17	2017/18
Christian	19% (128)	20% (133)
Christian – Roman Catholic	3% (22)	3% (20)
Christian – Protestant	1% (10)	2% (13)
Christian – Orthodox	0% (2)	0% (2)
Islam	0% (1)	0% (1)
Atheist	4% (24)	4% (24)
Agnostic	2% (12)	2% (13)
Other	1% (4)	1% (5)
Not stated	70% (472)	68% (441)

Sexual Orientation

Between the years 2015/16 and 2017/18 the council had no data on sexual orientation for a large proportion of employees. Where the council did have data, heterosexual was the largest sexual orientation group with 37% (251) of employees selecting this orientation in 2015/16, 42% (284) in 2016/17 and 47% (304) in 2017/18. Only a small proportion of council employees selected prefer not to state or lesbian, gay or bi-sexual during years 2015/16, 2016/17 and 2017/18.



	2015/16	2016/17	2017/18
Lesbian/Gay/Bi-sexual	1% (9)	1% (8)	1% (7)
Heterosexual	37% (251)	42% (284)	47% (304)
Not stated	2% (15)	3% (19)	3% (18)
No data	59% (395)	54% (364)	50% (323)

Contact details

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 telephone:

01522 873326

By e-mail:

policy@lincoln.gov.uk

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 go to City Hall, Beaumont Fee, Lincoln or any other Council office, where we can call in an interpreter for you through the Big Word Services.

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Romanian

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If you would like this information in an alternative format:- large print or electronically, please do not hesitate to contact us on (01522) 873884 or email policy@lincoln.gov.uk.