

October 2020



CITY OF
Lincoln
COUNCIL

Equality Journal

April 2019 to March 2020

Contents

Foreword	3
1. Introduction	4
2. Our Equality Objectives	5
2.1 Our services are more accessible and do not discriminate on any unjustifiable grounds.....	7
2.2 Local communities and stakeholders are empowered to influence the way our services are provided to them.....	8
2.3 Equality and Diversity is at the heart of decision making at all levels within the council	10
2.4 Our workforce at all levels reflects the makeup of the local community	11
2.5 Equalities, Social Inclusion and Community Cohesion have all improved within our communities	14
3. Equalities and our response to COVID-19	15
4. Developing our new equality objectives	16
5. Demographic of Lincoln	17
6. Our workforce over time	20
Ways of contacting us	27

Foreword

As Chair and Vice Chair of City of Lincoln Council's Equality and Diversity Group we are proud to introduce the 2019-20 City of Lincoln Council Equality Journal. The group is an informal advisory working group of councillors and officers overseeing equality and diversity at the council, helping to set the council's equality objectives and monitoring their achievement.

This document demonstrates how we are achieving our equality objectives through actions undertaken throughout the year. It also provides important information on the make-up of our city and shows how the city council's workforce compares to this.

During the year we saw a wide range of actions completed, all contributing to make Lincoln a fairer and better place to live, work and visit. Towards the end of the year we were faced with the devastating impact of the COVID-19 pandemic, which of course had an even bigger effect on those with disabilities and our older residents. We therefore rapidly created a service to provide support for those in need, targeting the most vulnerable through our own knowledge as well as through referrals by community groups and members of the public. We are justly proud of the efforts made by staff and councillors in contacting several thousand people and ensuring they had the support they needed during the period of lockdown.

Looking forward we know that in addressing the longer term social and economic impact the pandemic awareness of the aims set out in the Equality Act 2010, ensuring we do not discriminate, provide equality opportunity and foster good relations between people, are all the more important.



Cllr Naomi Tweddle
Chair, Equality and
Diversity Group



Cllr Rosanne Kirk
Vice Chair, Equality and
Diversity Group and Portfolio
Holder for Reducing Inequality

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 main purpose of this Equality Journal is to provide an update on the activities City of Lincoln Council has undertaken towards achieving the council's Equality Objectives between 1st April 2019 and 31st March 2020 and to provide in one place up to date equality information. It is in effect the council's Equality and Diversity Annual Report. In addition, the Equality Journal also includes information on City of Lincoln Council's workforce demographics and Lincoln's resident demographics, both of which are used to inform decision making.

2. Our Equality Objectives

The council's five equality objectives are strategic and have been in place from April 2016 through to the end of March 2020. They set out what City of Lincoln Council is seeking to achieve in terms of equality in delivering the council's services and working on its priorities as set out in the strategic plan, Vision 2020. 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

An underpinning Equality Objectives Action Plan for 2019-20 set out specific actions identified by service areas in service plans and is therefore a way of demonstrating progress against the five overarching objectives. Brought together by the Corporate Policy Unit, the plan uses a traffic light system to indicate where we are in terms of achieving progress against specific actions and who is responsible. There were 24 key actions initially identified in the action plan. It is very much a 'living' document' being updated throughout the year, and this was particularly evident in 2019-20 with the COVID-19 pandemic resulting in some projects being put on hold and new projects added to support our most vulnerable residents.

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 and support for members provided by Democratic Services. City of Lincoln Council's three-year Strategic Plan, Vision 2020, includes as one of the key strategic priorities 'Let's reduce inequality'. Vision 2020, the council's equality objectives and annual equality action plans were closely aligned in order to ensure equality and diversity are at the heart of what we do.

In February 2020 a new strategic plan, Vision 2025 was approved with the slightly revised priority of 'Let's reduce all kinds of inequality'. Also adopted in early 2020 were the council's revised equality objectives for the four-year period from April 2020. The continuing close alignment of the council's equality objectives with its strategic priorities provide solid foundations for ensuring equality and diversity are embedded in the work of the council.

The council's newly adopted equality objectives are the result of a thorough review and whilst similar to previous objectives have been updated to better reflect the aims of the council. City of Lincoln Council will continue to undertake a range of equality and diversity activities throughout 2020-21, working towards its five equality objectives.

At the end of the year 12 actions from the initial action plan had been completed and a further 30 actions (including those initiated in response to the Covid-19 pandemic) added making an overall total of 42 completed equality actions. The following pages list the main activities completed between April 2019 and March 2020 which go towards meeting each of the council's Equality Objectives and highlight some of the key achievements.

The 2020-21 annual action plan was delayed due to the lockdown with the usual mechanism for developing the plan, through service planning, being put on hold whilst responding to the pandemic. Officers developed an outline plan to be finalised by the Equality and Diversity Group. It responds to the special circumstances resulting from the Covid-19 pandemic and is key to demonstrating how the council continues to work to reduce inequality in the city, a key priority in the Vision 2025 Strategic Plan.



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Let's enhance

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

Main actions completed during the year:

- Consideration of disabled and access facilities during the development of a new allotment site in Birchwood
- Profiling of service users of revenues and benefits and ensuring we are raising awareness of entitlement to of benefits to all residents in the city
- Consideration of the impact on service users as a result of the change in provision of Universal Credit support
- Greyfriars funding bid to HLF – to consider access arrangements and facilities available
- Helping people access Severe Disability Premium
- Improvements to City Hall for people with guide dogs
- Start made on Extra Care 70-unit housing development at Bowden Drive, Lincoln

Case Study:

Helping people access Severe Disability Premium

A Severe Disability Premium is an extra amount that is included in some means-tested benefits to help with the cost of disability and is paid to people who meet specific eligibility criteria. We were able to identify all customers by working across service areas who met the criteria and found there were 1,123 City of Lincoln Council residents whom should be receiving the Severe Disability Premium. In late summer 2019 we reviewed all these customers and then contacted 142 directly to help in making a claim, and of those customers contacted 112 were able to apply. By the end of January 2020, 58 customers had successfully received back payments together totalling just under £310,000, as well as increasing each customer's yearly income by more than £3,400.



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

Main actions completed during the year:

- Boultham Park Lake - consideration of improved access and facilities for users as part of planned development works
- Tenants and residents panel – equality and diversity training and discussion
- Citizens Panel questionnaires, including consultation on our equality objectives
- Established a group to act on feedback received through consultation on equality objectives
- Building on Homeless conference in March 2019 and addressing street homelessness in the city, including housing all street homeless at start of lockdown
- Promotion of Lincoln Community Lottery on behalf of more than 70 charities and support provided to local charities through the Community Fund
- Ongoing support for Lincare housing assistance scheme enables disabled and older people to live independently
- New play area planned in St Giles with input from local residents and including facilities for all ages

Case Study:

Boultham Park restoration

Boultham Park is a grade II registered historic park and garden and important amenity space within the city. The restoration works to the park have included improvements to infrastructure and facilities, many of which will help young and old, as well as people with disabilities to enjoy their visit.

For example, the new education centre includes Changing Place toilet facilities and there have been improvements to the paths around the park. In 2019/20 we submitted a bid to the National Lottery Heritage Fund with proposals to improve the lake and surrounding area and the project got the go ahead in late 2019.

As part of the improvements we have identified those groups who don't currently engage so much in activities in the park, or where we see opportunities to improve engagement, which are children and young people, older people, people with learning disabilities, people from ethnic minorities and existing and potential volunteers. Our aim, which is included in the approved purposes for which we must use the grant, is to improve access and develop activities which will attract people from these groups.



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 table below.

Table of requests for interpretation 2019-20

Language	Number of times requested
Albanian	1
Arabic	3
Bengali	1
Bulgarian	33
Cantonese	3
Czech	3
Farsi (Afghan)	2
Farsi (Persian)	3
Hungarian	1
Italian	1
Latvian	1
Lithuanian	10
Mandarin	5
Polish	35
Portuguese	4
Romanian	21
Russian	26
Slovak	5
Spanish	1
Thai	1
Turkish	1
Urdu	1
TOTAL	162

Table of requests for translation 2019-20

Language	Number of times requested
Bulgarian	2
Lithuanian	3
Polish	6
Portuguese	1
Romanian	1
Russian	1
TOTAL	14



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

Main actions completed during the year:

- Produced the 2018/19 Equality Journal
- Reviewed our equality objectives
- Equality and Diversity Group met on three occasions to consider and comment on equality issues
- All committee reports requiring decisions include paragraph on equality impact with detailed analysis if appropriate
- Adoption of International Holocaust Remembrance Alliance definition of antisemitism
- Ongoing commitment to equalities in our new strategic plan Vision 2025 with commitment to 'reduce all kinds of inequality' as a one of five priorities
- Developed and monitored implementation of equality action plan for 2019-20
- Develop a new website in line with new accessibility legislation

Case Study:

Our Equality and Diversity Group

The Equality and Diversity Group is an internal working group comprising members and officers of City of Lincoln Council. The chair of the group is Cllr Naomi Tweddle and Cllr Rosanne Kirk, Portfolio Holder for Reducing Inequality is Vice Chair. Officers include representatives from HR, Policy, Legal, Customer Services and Democratic Services as well as the Corporate Management Team champion. The group reports to Full Council and operates in accordance with agreed Terms of Reference, providing a platform for constructive discussion on matters relating to equality and diversity across the council, ensuring it is embedded in the work we do. Apart from the regular attendees, other officers are invited where specific services or projects are being discussed.

During the year the group met three times (September and December 2019 and February 2020) and discussed, commented and/or made recommendations on the following:

- Gender Pay Gap Project
- Equality Journal 2018/19
- Equality Action Plan
- New Equality Objectives for 2020-24
- Recruitment data



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

Main actions completed during the year:

- Recruitment data was reviewed by protected characteristic and considered by the Equality and Diversity Group
- Dignity at work briefing delivered to all managers which covered harassment, discrimination (including relating to age, gender, race, disability, religion, nationality, sexual orientation or any personal characteristic of the individual), sexual harassment and racial harassment
- Online equality, diversity and inclusion training for managers and staff
- Mandatory training on safeguarding and Prevent
- Ongoing monitoring of the makeup of the workforce
- Publication of the Gender Pay Gap 2020
- Accreditation as a Mindful Employer and ongoing status as a Disability Confident Employer
- Review of recruitment data by protected characteristics

Case Study 1:

- The Human Resources team undertake an annual review of recruitment data for external vacancies. This information includes:
 - The number of jobs advertised externally
 - The overall percentage of applications from BME groups
 - The percentage of successful candidates from BME groups
 - A breakdown of the number of candidates for each of the following – sexual orientation, age, gender, disability, religion, marital status and ethnic origin

The council advertises all its external vacancies on the council's website, and through local recruitment channels. From time to time and dependent on role the council may also advertise on Facebook, LinkedIn, Indeed, Arb Jobs, Reed and Jobs Go Public. As part of the Organisational Development Plan an exercise was undertaken to look at our job adverts and where we publicise them to ensure that we do get as wide a range of applications as possible and to assess whether adverts need to be different to appeal to different roles.

Data was presented to the Equality and Diversity Group in February 2020 and relates to recruitment over the previous six months. The following tables provide headline figures from the review.



Table providing number and percentage of applicants and appointments made from BME groups

Total number of recruitment campaigns (externally)	32
Number of appointments made	20 with 9 ongoing (Feb 2020)
Total number of applicants	192
Number of applicants from BME groups	17
% of applicants from BME groups	9%
Number of appointments from BME groups	2
% of appointment made from BME groups	10%

Table of applications received from different ethnic groups

Ethnic Origin	Number of applicants
Asian or Asian British	2
White British	174
White European	5
Black or Black British	3
Mixed	3
Other	4
Unspecified	1

Table of applicants by sexual orientation

Sexual orientation	Number of applicants
Bisexual	9
Gay	5
Lesbian	4
Heterosexual	163
Prefer not to say	11

Table of applicants by gender

Gender	Number of applicants
Male	91
Female	100
Other/Unspecified	1

Table of applicants by religion

Religion	Number of applicants
Agnostic	22
Atheist	11
Christian	53
Christian – Protestant	4
Christian – Roman Catholic	8
Muslim	1
No religion	86
Other	4
Unspecified	3

Table of applicants by age

Age range	Number of applicants
Under 20	3
20-29	79
30-39	43
40-49	34
50-59	23
60-69	9
Unspecified	1

Table of applicants with and without a disability

Disability status	Number of applicants
Disabled	16
Not Disabled	173
Unspecified	3

Case Study 2:

Gender pay gap

The council is required to publish Gender Pay Gap data each year:

- The mean gender pay gap for 2019 is 2.9%, falling from 9.3% in 2018
- The median gender pay gap for 2019 is 5.1%, falling from 15% in 2018
- The gender bonus gap is 0% as we do not pay bonuses

The main reason for the change would appear to be that there has been an increase in female employees in the higher paid bandings (C – females increased by 1% and D – females increased by 5%).

The council is committed to the principles of equal opportunities and equal treatment for all employees and has a clear policy of paying employees equally for the same or equivalent

work, regardless of their sex or any other protected characteristic. As such, we:

- carry out pay reviews at regular intervals;
- undertake case studies with specific departments to attempt to identify if there are any reasons for the gap and address these accordingly
- implantation of an action plan in order to address any issues accordingly
- provide training to employees who are involved in job evaluation and pay reviews
- evaluate 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.



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

Main actions completed during the year:

Worked closely with community organisers and other local groups to promote community initiatives in Sincil Bank and further encourage social inclusion and community cohesion in the area

- Involvement in provision of conversation classes
- World Hello Day delivered in partnership with CVS
- Lincoln Social Responsibility Charter further developed with around 70 signatories by year end
- Funding from Controlling Migration Fund to tackle rogue landlords

Case Study:

Lincoln Social Responsibility Charter

Building on the success of the Lincoln Living Wage Campaign, City of Lincoln Council launched the Lincoln Social Responsibility Charter in October 2018. The aim of the charter is to encourage organisations in Lincoln to undertake socially responsible activities and is a unique and innovative way of recognising employers as well as promoting the benefits of businesses supporting their local communities. These must be above the statutory minimum and include activities that benefit both their employees and the local community in which they are located. To gain accreditation employers must undertake a minimum number of activities, with larger

organisations required to undertake more activities.

We promote signees to the charter via a range of routes including regular promotion through the council's social media channels, an online directory, press releases, case studies, bus station advertising screens, City Hall customer information screens, Your Lincoln resident's magazine and local business forums. This promotion is a driving factor in encouraging organisations to undertake socially responsible activities and to join the charter.

By the end of March 2020, the number of organisations awarded accreditation in the city was 71. The actions undertaken by employers as part of their commitment to the charter vary widely and many help people with protected characteristics.

Examples of benefits for employees include:

- Paid time off for medical appointments
- Employee volunteering
- Flexible retirement policies
- Support for Mental wellbeing
- Provision of occupational health service
- Additional paternity leave beyond statutory entitlement
- Paid compassionate leave
- Signatories to Disability Confident Scheme

Examples of benefits for the local community include:

- Enabling staff fundraising for local charities
- Free job ads for local charities
- Local charity sponsorship and donations
- Donation of surplus office resources
- Dementia friendly accreditation
- Coffee mornings for seniors
- Sponsorship of meals in school holidays initiatives

3. Equalities and our response to COVID-19

The Covid-19 pandemic emerged towards the end of 2019-20 with the national lockdown in mid-March. City of Lincoln Council responded quickly to the challenges faced by the most vulnerable in the city and quickly changed the way we work to ensure ongoing delivery of our services to help those most in need. The council worked with partner organisations across the community to fill gaps in service and find new ways to make it easier for people to ask for and access help. Those groups most impacted by Covid-19 were identified and measures put in place with new services developed to allow them to access support.

Community Helpline

A weekday signposting service comprising phone lines and an email address was created to allow people with food, housing or volunteering queries to be quickly referred to an appropriate organisation. In addition, if the responder detected signs of isolation, the caller would also be offered support from the Befriending Service.

Befriending service for elderly and disabled residents and those asked to shield

To help safeguard the social welfare of those elderly, ill or self-isolating, a befriending service was launched to connect council staff working from home with residents across the city who would benefit from regular conversations to help prevent feelings of loneliness and isolation during lockdown when many lost their network of social support. As well as offering regular calls, befrienders were also able to refer those in need to the Community Helpline.

School meals initiative

The city council supported the Active Faith Network prior to government clarifying its position on supporting families during the Easter break, and this financial support enabled families eligible for free school meals to continue to receive support while they were at home. Working with seven local schools we issued 384 vouchers to ensure children had access to food.

Online mapping of community groups

To give a visual representation of all approved voluntary organisations in the area an interactive map was created for the council's website to enable residents to quickly find a group near them for support or to volunteer. The map included contact details, opening times and relevant information for food banks, stores offering delivery services, neighbourhood support groups and more.

Lincoln COVID-19 Crisis Fund

A partnership was formed with Lincolnshire Community Foundation to offer financial grants of up to £2,500 to charities and community groups working to tackle the impact of Covid-19 by delivering critical support to those in need across the city both in the short and longer term. The city council donated an initial £11,000 to kick start the fund, bolstered by further donations from local businesses.

Resilience support for Lincare

Lincare is the continuous, automatic and remote monitoring of real time emergencies designed to manage the risks associated with independent living. A critical service at the best of times, it was even more so, particularly during the early days of the COVID-19 crisis. Additional support was provided in order that Lincare could continue to operate its 24/7 telecare services for all its clients throughout the crisis.

4. Developing our new equality objectives

The Equality Act 2010 Public Sector Equality Duty requires the council to set at least one specific and measurable equality objective every four years. City of Lincoln Council last set its equality objectives in 2016 for the four years to 2020. There were five objectives measured through a detailed annual action plan with achievements summarised in the annual Equality Journal. The financial year 2019-20 was the final year for these objectives, and during the year we set about developing new objectives for the period 2020-24.

The process for developing new equality objectives for 2020-24 began in December 2019 with a discussion at the Equality and Diversity group and at a joint meeting of the Corporate Leadership Team and Service Managers. In January wide-ranging consultation took place, updated objectives were developed and then considered and agreed, first by Corporate Management Team and then Equality and Diversity Group, before being adopted by full council in early April 2020.

The consultation comprised a short survey which was included as part of the January Citizens Panel questionnaire, circulated as both an online and paper survey. We also ran a dedicated equality objectives online survey for staff, elected members, trade unions, the Tenants Panel and the voluntary sector. The views of senior staff and service managers were sought face to face, staff were invited to participate in the survey through our intranet, elected members were invited to participate through a letter from the member Chair of the Equality and Diversity Group and trade unions and Tenants Panel representatives informed of the survey at their regular meetings. A link to the survey was circulated, via the Voluntary Sector Services newsletter, to all voluntary sector organisations in and serving the city.

All those consulted were asked the same questions. We asked how well we had achieved each objective and which objectives were most important for the coming four years. Making our services accessible and non-discriminatory was identified by Citizens Panel respondents as being most important, followed by ensuring equality and diversity is at the heart of decision making. For other respondents they also identified making our services accessible and non-discriminatory as most important, with empowering local communities, partner organisations stakeholders in service delivery as second most important.

We also asked for general comments on specific actions required and prior to adoption of the new equality objectives invited the Voluntary Sector Forum to identify any specific concerns which may need to be considered as part of our planned equality actions. Not all comments referred to a specific protected characteristic, but most frequently mentioned were age followed by disability and race.

Overall, the consultation provided a robust evidence base for us to identify key issues and ensure our new equality objectives are appropriate. The adopted equality objectives for 2020-24 are:

- Our services are accessible and do not discriminate on any unjustifiable grounds.
- Local communities, partners 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 city council.
- Our workforce at all levels reflects the makeup of the local community.
- Equalities, Social Inclusion and Community Cohesion have all improved within our communities

5. Demographic of Lincoln

Total Population

99,299

Source: ONS Mid-Year (2019) Population Estimates

Gender	Number	Percentage
Male	49,504	49.8%
Female	49,795	50.5%

Source: ONS Mid-Year (2019) Population Estimates

Age	Number	Percentage
Age 0 - 4	5,511	5.5%
Aged 5-9	5,319	5.4%
Aged 10-14	4,742	4.8%
Aged 15-19	8,014	8.1%
Aged 20-24	13,436	13.5%
Aged 25-29	8,236	8.3%
Aged 30-34	6,584	6.6%
Aged 35-39	5,985	6.0%
Aged 40-44	4,889	4.9%
Aged 45-49	5,294	5.3%
Aged 50-54	5,705	5.7%
Aged 55-59	5,737	5.8%
Aged 60-64	4,565	4.6%
Aged 65-69	4,261	4.3%
Aged 70-74	3,963	4.0%
Aged 75-79	2,695	2.7%
Aged 80-84	2,067	2.1%
Aged 85+	2,286	2.3%

Source: ONS Mid-Year (2019) Population Estimates

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

Source: ONS Census 2011

Disability	Number	Percentage
Day-to-day activities limited a lot	8,012	8.6%
Day-to-day activities limited a little	9,254	9.9%
Day-to-day activities not limited	76,275	81.5%

Source: ONS Census 2011

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

Source: ONS Census 2011

Table illustrating migration showing NiNo (national insurance) registrations to adult overseas nationals entering Lincoln between 2010/11 & 2019/20

Financial year	Number of NiNo
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
2018/19	1,091
2019/20	1,139

Source: GOV.UK 2019/20 National Insurance Number allocations to adult overseas nationals

Table showing 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

Source: ONS Census 2011

Table showing 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

Source: ONS Census 2011

6. Our workforce over time

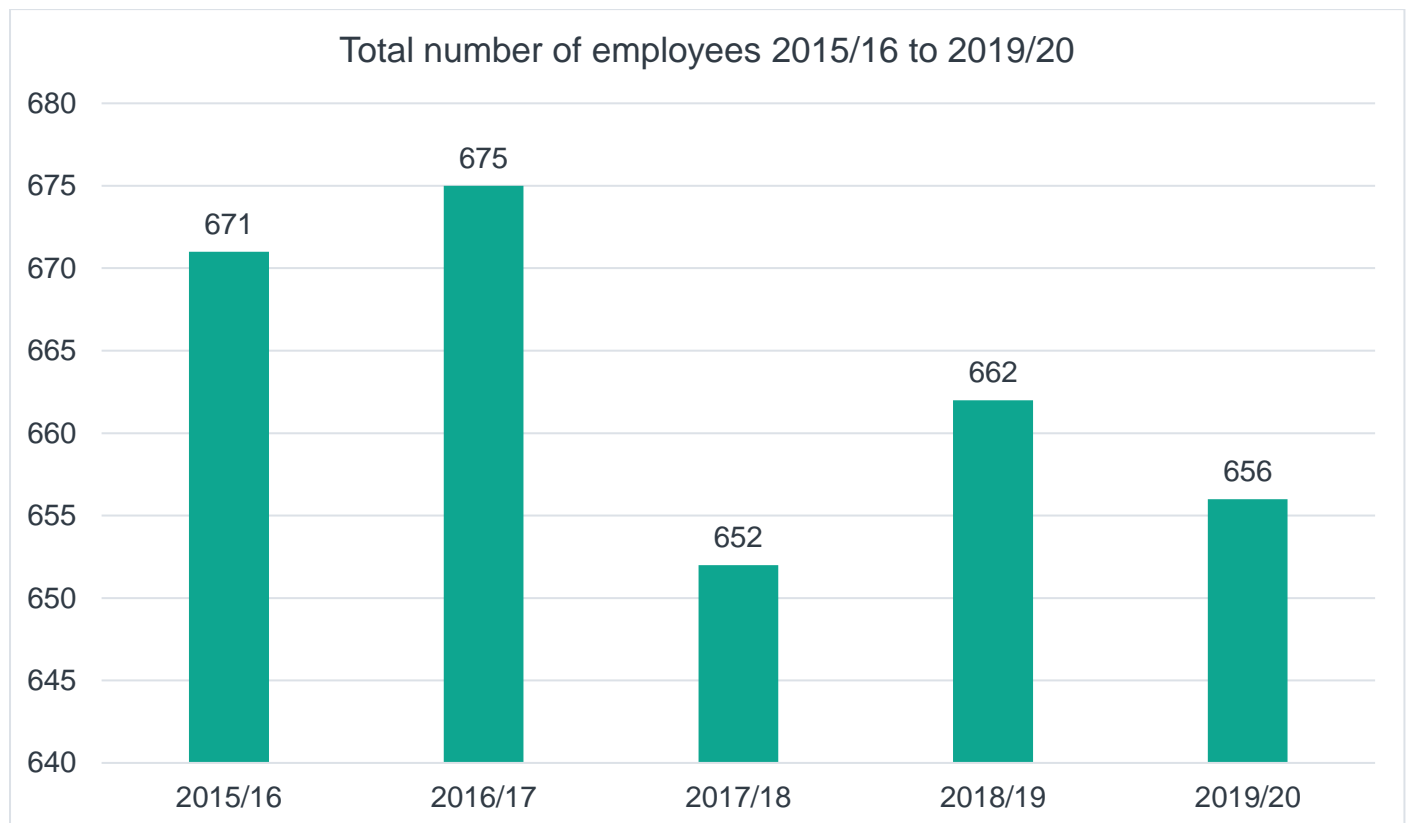
Previously we have compared City of Lincoln Council's workforce data against the wider 2011 Census data for Lincoln. However, as the Census data is becoming less comparable, this section is now focused the council's workforce to help show how our workforce demographics have changed over time. Census data will next be collected in 2021. In some cases below comparable data isn't available for the full period 2015/16 to 2019/20, 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

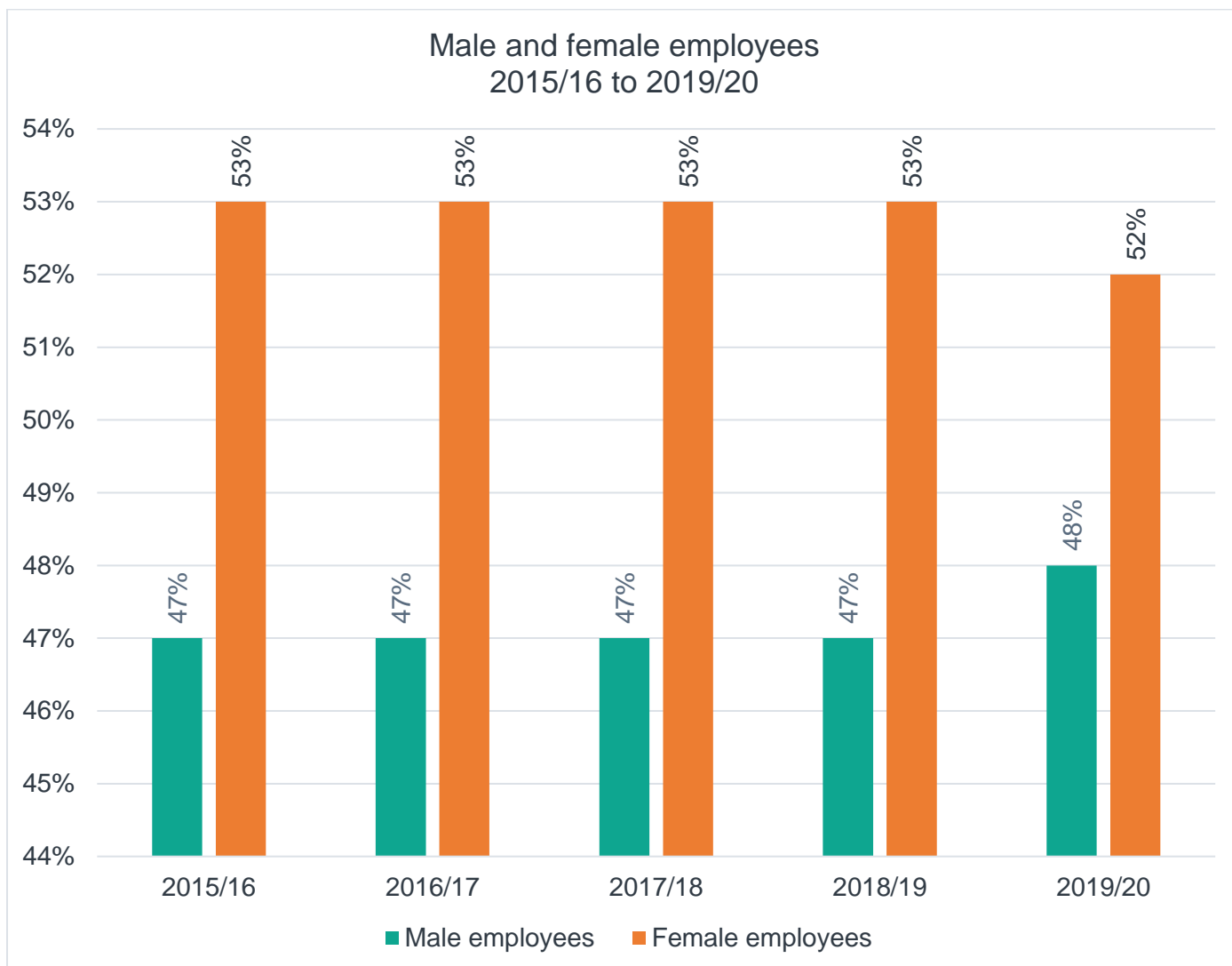
There has been a slight decrease in the number of employees at the council between the years 2018/19 and 2019/20. The latest figure of 656 employees is a decrease of 6 employees when compared to the 2018/19 figure.



Year	2015/16	2016/17	2017/18	2018/19	2019/20
Number of employees	671	675	652	662	656

Gender

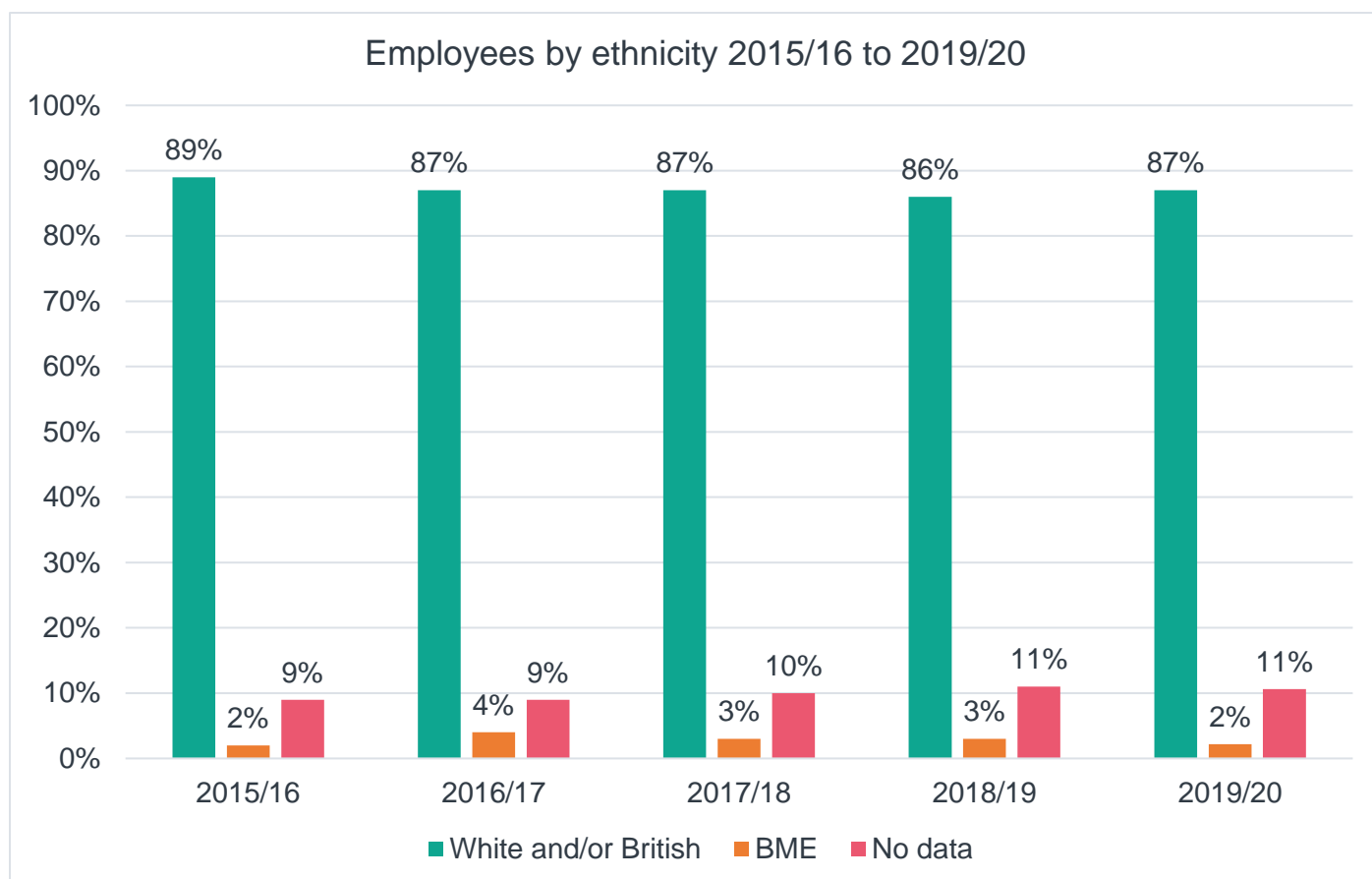
Between the years 2014/15 and 2019/20 there has consistently been a greater proportion of female employees at the council than male employees. More recently in 2019/20, 48% (314) employees were male and 52% (342) of employees were female.



Year/male or female	2015/16	2016/17	2017/18	2018/19	2019/20
Male employees	47% (315)	47% (317)	47% (309)	47% 311	48% (314)
Female employees	53% (356)	53% (358)	53% (343)	53% 351	52% (342)

Ethnicity

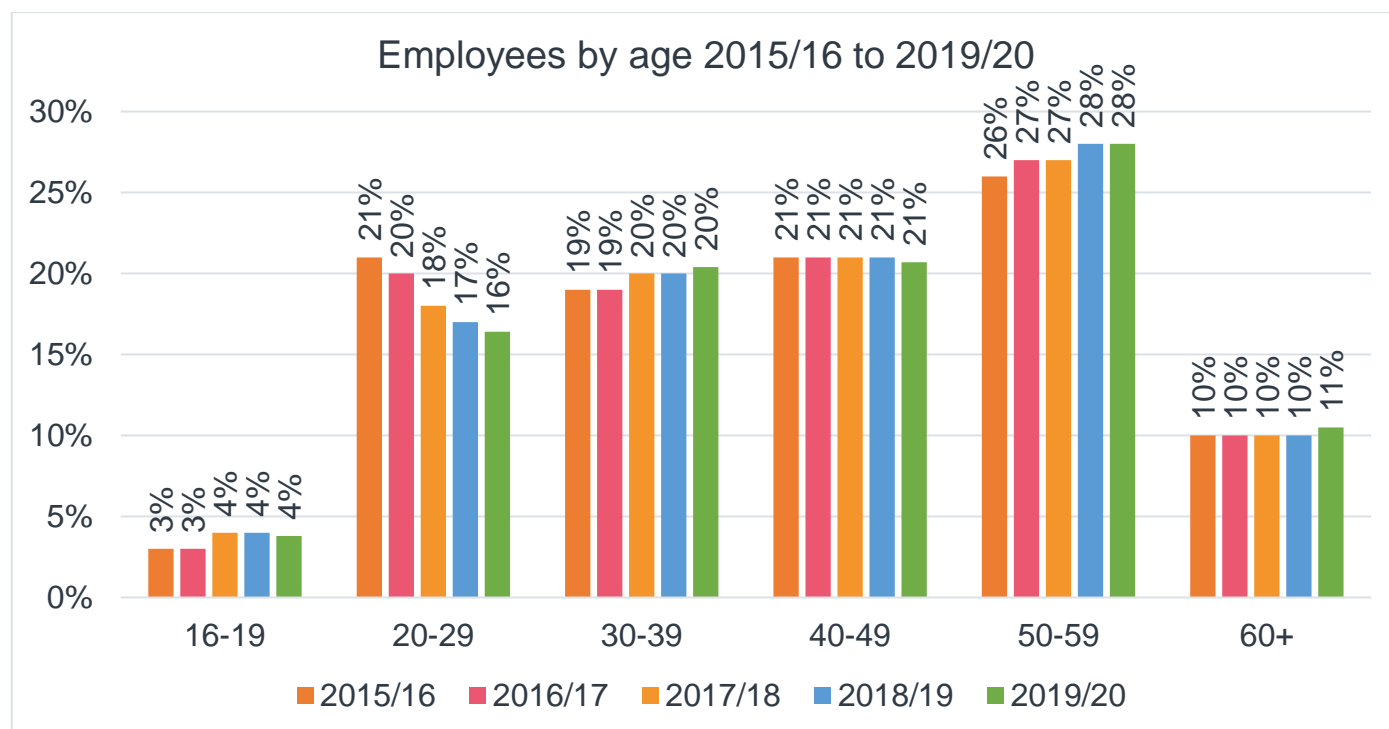
Between the years 2015/16 and 2019/20 the majority of the council's workforce were white and/or British, with the latest figures showing the council employed 87% (571) employees in this group. Between the years 2014/15 and 2016/17 the percentage of black and minority ethnic employees steadily increased to 4% (28) of employees, however the latest figures show a further slight decrease to 2.2% (15) employees being in this group in 2019/20. As it isn't statutory for council employees to provide this data, this information should only be used as a guide.



Year/ethnicity	2015/16	2016/17	2017/18	2018/19	2019/20
White and/or British	89% (597)	87% (587)	87% (565)	86% (571)	87% (571)
BME	2% (14)	4% (28)	3% (20)	3% (20)	2.2% (15)
No data	9% (60)	9% (60)	10% (67)	11% (71)	10.6% (70)

Age

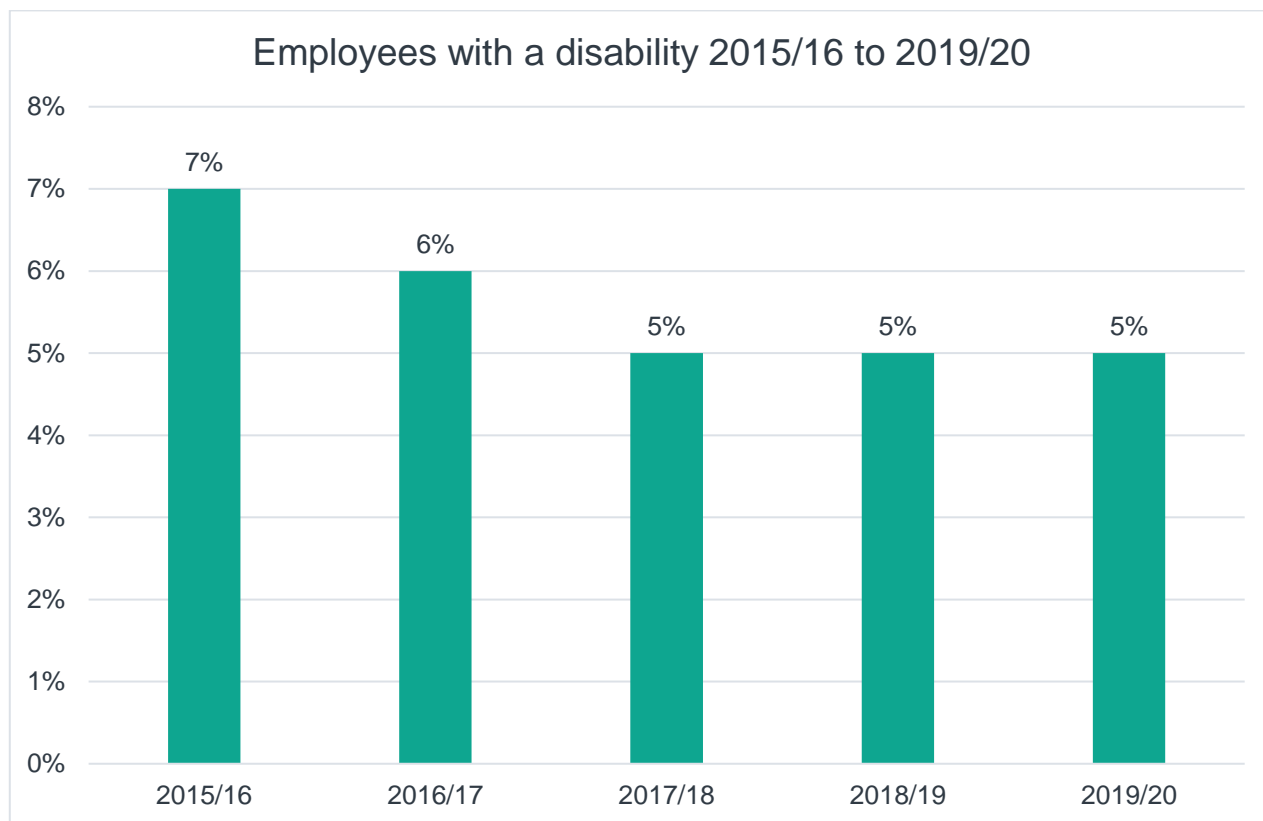
Between the years 2015/16 and 2019/20 there has consistently been a lower number of employees at the council aged 16-19 and 60 and above. In comparison the largest age range between the years 2015/16 and 2019/20 has consistently been aged between 50 and 59, with the latest figure for 2019/20 showing more than a quarter (28%) of the council's workforce was in this age range.



Year/age range	2015/16	2016/17	2017/18	2018/19	2019/20
16-19	3% (22)	3% (22)	4% (23)	4% (26)	3.8% (25)
20-29	21% (143)	20% (132)	18% (117)	17% (112)	16.4% (108)
30-39	19% (126)	19% (131)	20% (132)	20% (134)	20.4% (134)
40-49	21% (138)	21% (143)	21% (140)	21% (140)	20.7% (136)
50-59	26% (174)	27% (179)	27% (177)	28% (184)	28% (184)
60+	10% (68)	10% (68)	10% (63)	10% (66)	10.5% (69)

Disability

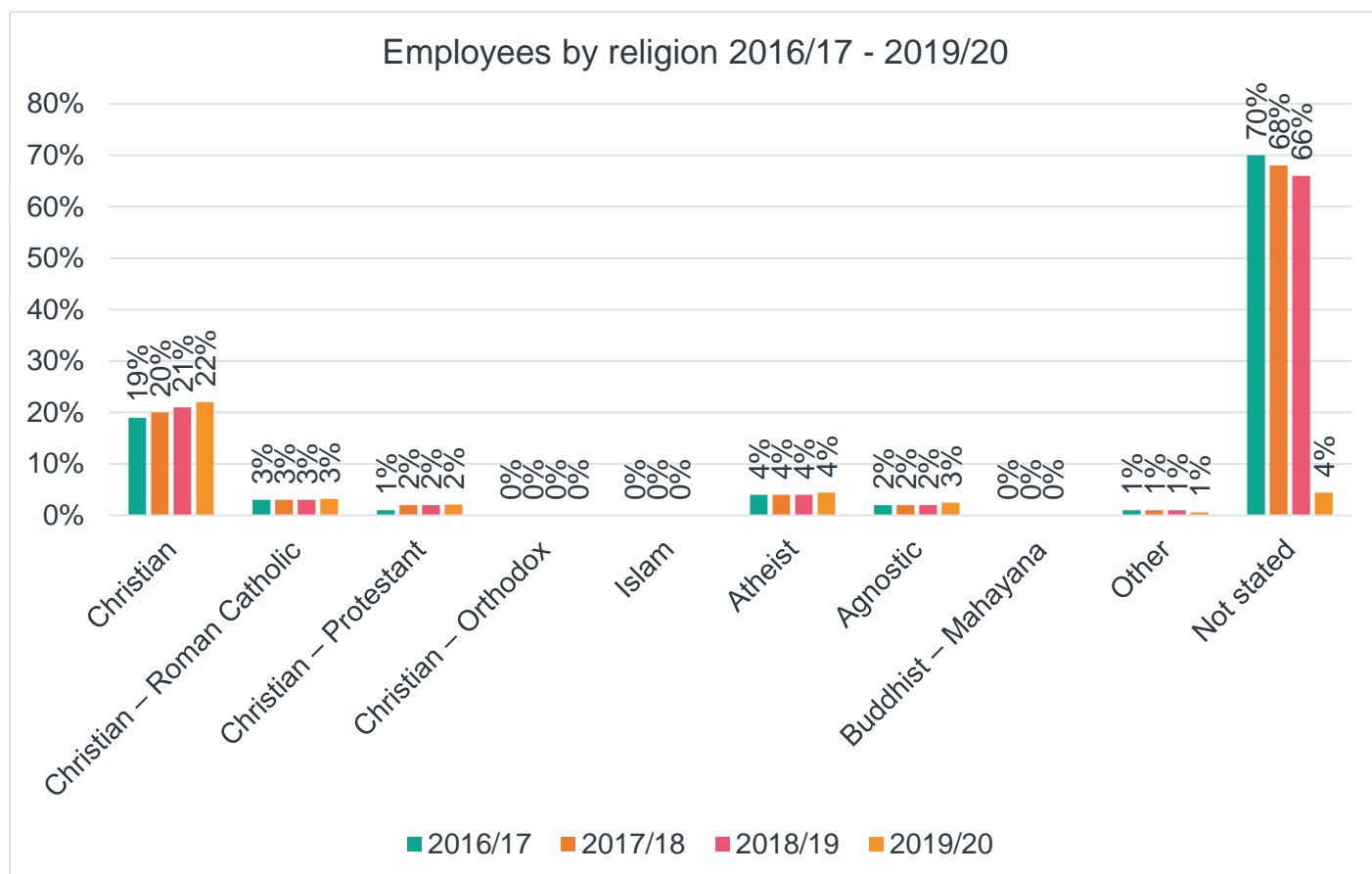
The percentage of disabled employees at the council has varied between 2015/16 and 2018/19 in line with an increase and decrease in employees. In 2019/20, the council employed 34 people who declared they had a disability, this is up from the 30 who declared they had a disability in 2018/19.



Year/disability	2015/16	2016/17	2017/18	2018/19	2019/20
With a disability	7% (44)	6% (38)	5% (34)	5% (30)	5% (34)

Religion or belief

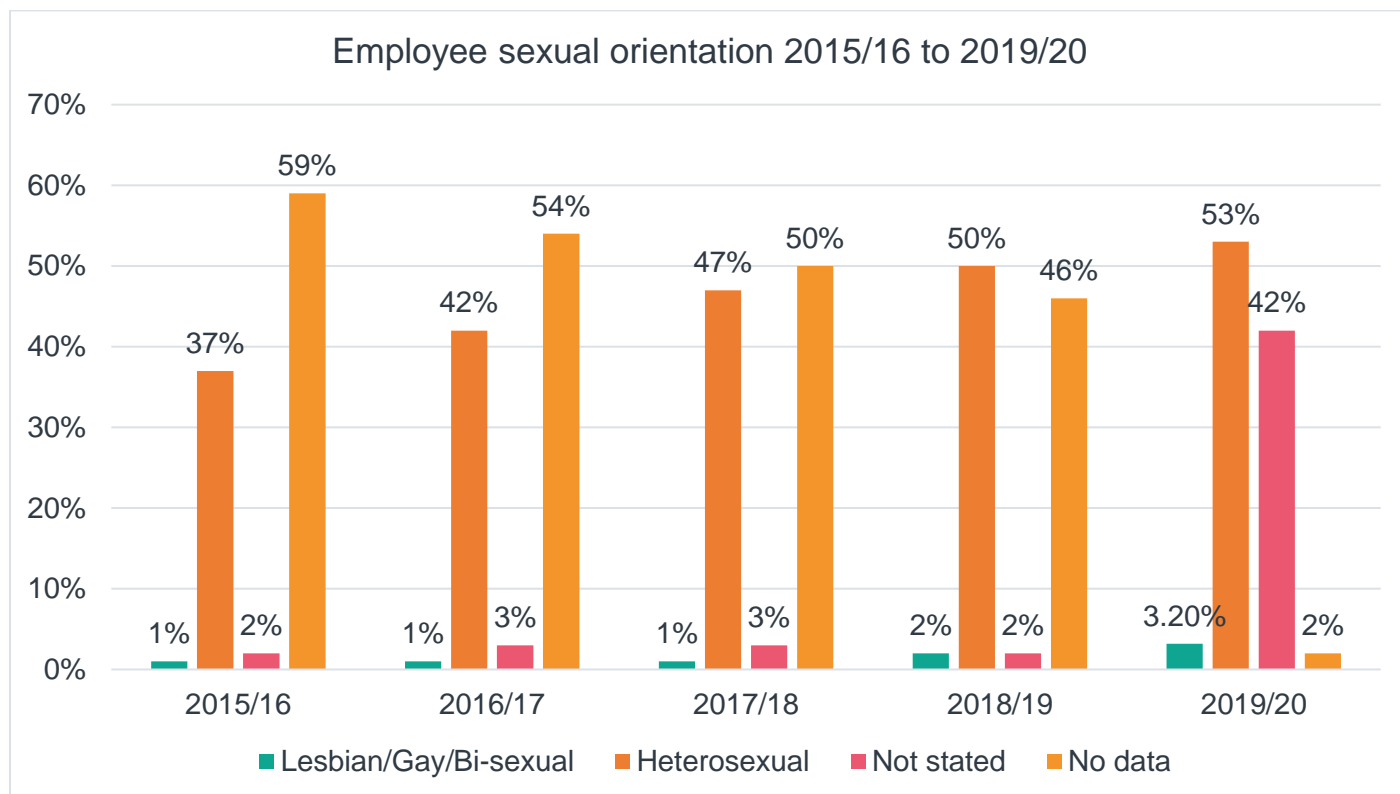
In the years 2016/17 to 2019/20 a large proportion of council employees chose not to state their religion. Of those that did state, the largest religion of employees was consistently Christian, with the latest 2019/20 figures showing 22% (146) of employees stated this religion. Other religions including Agnostic and Atheist were stated by a much lower number of employees as shown in the chart below.



Year/religion	2016/17	2017/18	2018/19	2019/20
Christian	19% (128)	20% (133)	21% (139)	22% (146)
Christian – Roman Catholic	3% (22)	3% (20)	3% (20)	3.2% (21)
Christian – Protestant	1% (10)	2% (13)	2% (14)	2.1% (14)
Christian – Orthodox	0% (2)	0% (2)	0% (2)	0% (1)
Islam	0% (1)	0% (1)	0% (0)	
Atheist	4% (24)	4% (24)	4% (28)	4.4% (29)
Agnostic	2% (12)	2% (13)	2% (15)	2.5% (17)
Buddhist – Mahayana	0% (0)	0% (0)	0% (1)	
Other	1% (4)	1% (5)	1% (6)	(4)
Not stated	70% (472)	68% (441)	66% (437)	(29)

Sexual Orientation

Between the years 2015/16 and 2019/20 the council had no data on sexual orientation for a large proportion of employees. Where the council did have data, heterosexual has consistently been the largest sexual orientation group with 53% (354) of employees selecting this orientation in 2019/20.



Year/sexual orientation	2015/16	2016/17	2017/18	2018/19	2019/20
Lesbian/Gay/Bi-sexual	1% (9)	1% (8)	1% (7)	2% (10)	3.2% (21)
Heterosexual	37% (251)	42% (284)	47% (304)	50% (333)	53% (354)
Not stated	2% (15)	3% (19)	3% (18)	2% (14)	42% (277)
No data	59% (395)	54% (364)	50% (323)	46% (305)	2% (14)

Ways of contacting us

If you have any questions on the contents of this Equality Journal, or want to know more about how the City of Lincoln Council is working to meet the aims of the Equality Act 2010 and the Equality Duty, please contact:



By Post

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



By Email

policy@lincoln.gov.uk



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01522 873 326

Alternative formats

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.

Alternative languages

The City of Lincoln Council is passionate about promoting equality and diversity. If you have difficulty in understanding anything in this document, please 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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Bulgarian

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