



City of Lincoln Council's compliance with the Public Sector Equality Duty Statement

Document Control

Organisation	City of Lincoln Council
Title	Compliance with the Public Sector Equality Duty Statement
Author	Business Manager – Policy and Service Improvement Senior Strategic Policy Officer
Filename	Compliance with the Public Sector Equality Duty Statement
Owner	Business Manager – Policy and Service Improvement
Subject	Public Sector Equality Duty compliance
Classification	V1.1
Review date	October 2025

Document Approvals

This document requires the following approvals:

Sponsor Approval	Date
Equality & Diversity Advisory Panel	8 th October 2025
CMT	28 th October 2025
Policy Scrutiny Committee	17 th November 2025

EQUALITY AND DIVERSITY – CITY OF LINCOLN COUNCIL COMPLIANCE WITH PUBLIC SECTOR EQUALITY DUTY

The Equality Act 2010 is the main legislation in respect of equality and diversity, complemented by the Human Rights Act 1998 providing legislation protecting human rights. The Act makes it unlawful to discriminate against people on the following grounds (protected characteristics):

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Section 149 of the Equality Act 2010 imposes a general equality duty, Public Sector Equality Duty, on public bodies. Public authorities and those who exercise public functions must have 'due regard' to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Under the Public Sector Equality Duty public authorities must set one or more equality objectives. The refreshed equality objectives set by City of Lincoln Council in 2025 are:

- Ensure our services are accessible and meet the needs of our residents
- Actively listen to and engage our communities and stakeholders in shaping the way our services are delivered
- Ensure equality and diversity is at the heart of our decision making and advocate for our communities' needs with partners
- Support and celebrate our diverse communities
- Continue to foster an inclusive workforce, making sure that our policies and practices support our workforce, now and in the future

These objectives are underpinned by an Equality & Diversity Action Plan, which brings together actions being progressed within service areas across the council. The action plan is monitored by the Equality and Diversity Advisory Panel.

Progress towards the delivery of the actions within the Equality & Diversity Action Plan, and other key equality activity progressed within services areas, is reported annually by the council through an Equality Journal. The Equality Journal is usually published in November each year.

Also included within the Equality Journal is equality information in relation to the council's workforce, together with the latest demographic information for the city. The council also publishes its gender pay gap data annually by 31st March.