

Equality Journal

April 2024 to March 2025



CITY OF
Lincoln
COUNCIL

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Lincoln's ambitious future



Table of contents

Forward	3
1. Introduction	4
2. The council's equality objectives	5
3. Equality and diversity focused activities progressed during 2024/25	6
3.1 - Our services are more accessible and do not discriminate on any unjustifiable grounds	6
3.2 - Local communities and stakeholders are empowered to influence the way our services are provided to them	10
3.3 – Equality and Diversity is at the heart of decision making at all levels within the council	14
3.4 – Our workforce at all levels reflects the makeup of the local community	15
3.5 – Equalities, Social Inclusion and Community Cohesion have all improved within our communities	18
4. Demographic of Lincoln	20
5. Our workforce over time	24
6. Ways of contacting us	28
7. Alternative formats	29

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Forward

Welcome to the City of Lincoln Council's Equality Journal 2024/25.

The Equality Journal provides information on the key equality and diversity focused activities progressed by the council during 2024/25 towards the council's five equality objectives and towards meeting the requirements of the Public Sector Equality Duty and the Equality Act 2010.

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

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

The council continues to be proud of its commitment towards equality and diversity and the wide range of equality and diversity focused activities progressed within service areas during 2024/25. Each of these activities have demonstrated the council's continued commitment towards equal opportunity and building good relations between Lincoln's residents, communities and partners.

The equality and diversity activity detailed within this Journal would not have been possible without the dedication and efforts towards equality and diversity by our staff and elected members, of which I would like to express my appreciation.

I look forward to collectively continuing work focused on the topic of equality and diversity over the year ahead.

Councillor Emily Wood

Chair of Equality and Diversity Advisory Panel

1. Introduction

Presented within this Equality Journal is information on the key activities progressed by City of Lincoln Council between 1st April 2024 and 31st March 2025 towards meeting the council's equality objectives.

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

In addition to the key activities included within this Journal, there were a range of other activities progressed by service areas during the period focusing on equality and diversity.

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

During the period 1st April 2024 to 31st March 2025 the equality objectives in place for the council were:

- 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

The above equality objectives were implemented in 2020 in line with the council's strategic plan, Vision 2025. The equality and diversity activity progressed during 2024/25 and included within this Equality Journal is focused on these objectives.

In early 2025 a review of the council's equality objectives was undertaken in line with the development of the council's new strategic plan, Vision 2030, and the following refreshed equality objectives were provisionally adopted by the council.

We will -

- 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

Moving forward the council will progress equality and diversity activity towards meeting these refreshed equality objectives, together with the requirements of the Equality Act 2010 and the Public Sector Equality Duty.

Service area responsibility

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 & Service Improvement 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 2024/25

This section of the Journal includes details of the main activities progressed by the council between April 2024 and March 2025 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 many 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 24 and March 25

- Completed an annual review of the languages included within the council's alternative formats guidance document using the latest population, translation and interpretation request data
- Continued to consider accessibility during the ongoing delivery of Greyfriars and Michaelgate projects
- Supported the Home Energy Upgrade Scheme through to completion, which helped vulnerable households in the city, such as those living in fuel poverty or with health issues
- Continued to progress the delivery of projects focused on supporting individuals facing or likely to face disadvantage and inequality funded by the UK Shared Prosperity Fund
- Completed the production of a range of guidance videos to support tenants to undertake basic maintenance and repair tasks on their property where they are able to do so – enabling repair operatives to support those sooner who are less able to carry out these tasks

- Continued work to ensure the council's website continues to meet accessibility legislation
- Continued to consider and accommodate additional assistance and reasonable adjustments for council job candidates as part of the council's interview and / or test process
- We have continued to ensure our public buildings are DDA (Disability Discrimination Act) compliant, together with continued to provide changing places toilets at Lincoln Central Bus station and Boultham Park

Case Studies

Supported the Home Energy Upgrade Scheme through to completion, which helped vulnerable households in the city, such as those living in fuel poverty or with health issues

The Home Energy Upgrade Scheme 2 came to an end on 31st March 2025.

As part of the scheme City of Lincoln Council delivered the following outputs to support vulnerable households in the city:

- Properties improved: 17
- Measures implemented: 38
 - Example measures include –
 - External wall insulation
 - Loft insulation
 - Cavity wall insulation
 - Underfloor insulation
 - Solar panels (PV)
 - Air source heat pump
 - High heat retention electric storage heaters
- Average savings per property annually: £894.41

This scheme has now been replaced by Warm Homes Local Grant from April 2025.

City of Lincoln Council is part of a consortium for the new Warm Homes Local Grant Scheme, with West Lindsey acting as the lead authority.

Continued to progress the delivery of projects focused on supporting individuals facing or likely to face disadvantage and inequality funded by the UK Shared Prosperity Fund

A range of projects continued to be funded by the UK Shared Prosperity Fund during 2024/25, aimed at supporting individuals which were facing or likely to face disadvantage and inequality. Some examples of the projects supported include:

- Cost of living support – a number of sub projects were delivered under this larger project to help reduce the impacts of the cost of living. These included a fuel voucher scheme, community grocery support, Lincolnshire Financial Inclusion Partnership support, Project Compass support and gap funding to support individuals with household items not covered through the Household Support Fund.

- Community Grants Scheme – this activity saw 124 projects across Lincoln's 11 wards supported by the funding, aimed at improving local areas and supporting residents
- No Wrong Door – a project led by Acts Trust, which enabled consistent triage / need assessment of individuals referred by participating organisations via the established Restore System. The Restore System is designed to empower those aged 18+ to understand and overcome issues of poverty in their lives and has five key elements to the system – Classroom, Community, Coaching, Challenge and Celebration. More information on the Restore System is available via the Acts Trust website - <https://www.actstrust.org.uk/restore/>. Additionally, the funding has helped to ensure a database of the local support offer is kept up to date and available for partner organisations to use in sign posting clients for help and support
- Ermine Community Hub – funding supported upgrades to Sudbrook Drive Community Centre and the outside of Ermine Community Library to provide a base for Alive Church and Bishop Grosseteste University (BGU) to deliver community-based services
- Moorland Community Hub – funding helped to deliver upgrades to Moorland Community Centre and to provide a base for voluntary sector organisations to deliver community based services
- Our Community Bakery – a project which saw community bakery activities provided to young people to help them to access active employment through training and support
- Age UK – supported Age UK to provide additional support to elderly residents across the city. Funding supported 3 new staff and the cost of activities to extend Age UK's befriending and support services for older people within Lincoln
- Better Together – a project led by Development Plus, with funding supporting the delivery of existing programmes aimed at helping individuals with health conditions that are limiting their wellbeing and liveability
- Make an Entrance - Supported a local mat-making company 'Make an Entrance' to pilot a Business Bursary training project targeted at young people struggling to access the labour market.
- NEET Employment Skills Project - led by The Network, with funding helping to enable continuity of an ongoing project supporting young adults to access the labour market in advance of further funding expected from the National Community Lottery next year.

An additional year of UK Shared Prosperity Funding for 2025/26 was announced in October 2024 as a stand-alone programme. A share of the funding for the additional year has continued to support individuals facing or likely to face disadvantage and inequality.

Completed the production of a range of guidance videos to support tenants to undertake basic maintenance and repair tasks on their property where they are able to do so – enabling repair operatives to support those sooner who are less able to carry out these tasks

Throughout 2024/25 the Communications Team and Housing Teams continued to create a range of videos aimed at helping council tenants to undertake basic repair and maintenance tasks on their properties where they are able to do so. The videos are hosted on the council's YouTube channel

<https://www.youtube.com/@lincolncitycouncil> and include a mix of DIY focused videos, together with a number of guidance videos.

The DIY focused videos include:

How to -

- Reset your fuse board (if your appliance trips)
- Unblock a sink
- Turn the water off
- Reset your fuse board (if your RCD trips)
- Change your toilet seat
- Change a cupboard door handle
- Change a door handle
- Unblock a gully
- Measuring and replacing glass in your window

The guidance videos include:

- An introduction to your tenancy signing
- Importance of fire doors and keeping your communal areas clear
- How to leave your void

Through providing a range of videos to help tenants to undertake these tasks themselves where they are able to do so, this has helped enable repair operatives to undertake repairs on properties sooner where the tenant is less able to carry out these tasks themselves.

Whilst the videos are primarily aimed at council tenants, the DIY videos are available to all residents and can also be used by non-council tenants to assist them in undertaking repair tasks around their home.

Continued to consider and accommodate additional assistance and reasonable adjustments for council job candidates as part of the council's interview and / or test process

As part of all recruitment processes, the council asks candidates to disclose if they consider themselves to have a disability. We want to encourage disabled people to apply for jobs and do everything we can to make it a positive experience.

As part of interview invites, candidates are asked to notify us should they require any additional assistance or reasonable adjustments making as part of the interview and / or test process.

Over the past year the council has continued to consider and accommodate reasonable adjustments accordingly (in conjunction with the Recruiting Manager). Examples include:

- Additional time for tests
- Access to software to support with the tests.
- Different coloured paper used for tests.

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

Key actions progressed between April 24 and March 25:

- Delivered a city wide consultation on the council's budget proposals for 2025/26 and new strategic plan, Vision 2030
- Continued to encourage new residents to join the Lincoln Citizens' Panel via the council's social media channels
- Delivered a range of consultations to enable residents to provide feedback on the services provided to them
- Reviewed the council's consultation guidelines, which help to ensure consultations are delivered effectively and fairly
- Continued to ensure equality and diversity is fully considered through the design and delivery process of Charterholme
- Provided interpretation and translation services to our customers to help ensure our services are as accessible as possible to all
- Provided Lincoln Community Lottery to help raise additional funds for local causes supporting the residents of Lincoln

Case Studies

Delivered a city wide consultation on the council's budget proposals for 2025/26 and new strategic plan, Vision 2030

Between November 2024 and January 2025, the council delivered a consultation focused on the council's budget proposals for 2025/26 and new strategic plan, Vision 2030. The consultation was open for all residents and business representatives to complete. Promotion of the consultation was via the council's social media channels, via direct contact to businesses, via the Lincoln Citizens' Panel and via posters displayed in the council's car parks and community centres. Members were also encouraged to raise awareness within the wards they represent.

In January 2025 the council held a face to face consultation session to complement the above wider consultation. The face to face session was supported by Lincolnshire charity, Every One, and saw local residents from a range of different backgrounds attend to share their feedback and input on both the council's proposed budget and strategic plan.

Results from the consultation were taken into consideration when confirming the council's budget for 2025/26, together with the new strategic plan, Vision 2030.

Delivered a range of consultations to enable residents to provide feedback on the services provided to them

During 2024/25 the council delivered a range of consultations allowing Lincoln's residents to provide feedback on the services provided to them. Some of the consultations were aimed at all residents, whilst others were aimed at Lincoln Citizens' Panel members or specific groups of residents. Additionally, some consultations were internally focused only to obtain the views and input of council employees.

Below provides an overview of the consultations delivered by the council during 2024/25.

Survey	Topics included	Month survey distributed	Communicated to Lincoln Citizens' Panel	Open to all residents
			Y/N	Y/N
City of Lincoln Council Caretaking Service (Housing questionnaire)	<ul style="list-style-type: none"> • Internal caretaking services provided • Frequency of cleaning • External caretaking services • Caretakers' overall performance 	June 2024	N	Y (council tenants)
July 2024 Citizens' Panel	<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 • Addressing Climate Change in Lincoln 	July 2024	Y	N
Public Space Protection Order St Peters Passage	<ul style="list-style-type: none"> • Supporting the renewal of the gating of St Peters Passage 	August 2024	Y	Y
Audit Committee Self-Assessment	<ul style="list-style-type: none"> • Internal questionnaire regarding knowledge within our Audit Committee 	August 2024	N	N
December 2024 Citizens Panel	<ul style="list-style-type: none"> • News / Media in Lincoln • Food Health & Safety • Waste Management • City Centre Bus Station • Revenues and Benefits Service • Cost of Living Support 	December 2024	Y	N

Survey	Topics included	Month survey distributed	Communicated to Lincoln Citizens' Panel Y/N	Open to all residents Y/N
Vision 2030 – Internal staff consultation	<ul style="list-style-type: none"> Top 3 most important actions 	January 2025	N	N
Vision 2030 & Budget Consultation 2025-26	<ul style="list-style-type: none"> Actions under each vision aspiration How we spend our budget Delivering savings Council tax and rents 	January 2025	Y	Y
Quarterly Tenant Satisfaction Measure surveys	<p>A range of questions are asked to a sample of council tenants on a quarterly basis to obtain feedback on the services provided by the council's housing teams. These include questions on the following topics:</p> <ul style="list-style-type: none"> The home Repairs Neighbourhoods ASB Engagement Complaints 	Quarterly (every 3 months)	N	N (council tenants only)
Lincoln Tenants Panel regular engagement	The council on a routine basis engages with the Lincoln Tenants Panel to gain feedback on the housing services provided to them by the council. This feedback is used to help improve service delivery and improve customer satisfaction.	Monthly meetings	N	N (members of the Lincoln Tenants Panel only)

For the year 2025/26 the council will continue to actively engage on a range of topics with our residents. One key area of focus will be engaging with Lincoln residents on the proposals for Local Government Reorganisation.

Provided interpretation and translation services to our customers to help ensure our services are as accessible as possible to all

The council remains committed to ensuring all our customers can access the services they need from the council as easily as possible. To help with this the council provides language interpretation and translation where this is required, both for individuals and for targeted engagement. All requests made for these services are carefully monitored and where there is a rise in interpretation and translation requests into a specific language, consideration is given as to whether the language should be included within the council's alternative format document.

Within the table below provides details of the interpretation requests made to the council between 1st April 2024 and 31st March 2025. For comparison, interpretation request data has also been provided for the years 2022/23 and 2023/24.

Table of requests for interpretation by language for 2022/23, 2023/24 and 2024/25

Language	Number of Interpretations 2022-2023	Number of Interpretations 2023-2024	Number of Interpretations 2024-2025
Polish	54	74	92
Russian	70	54	92
Arabic	9	37	62
Bulgarian	75	76	52
Kurdish	5	19	39
Turkish	18	17	34
Bangla	42	38	28
Ukrainian	12	2	22
Lithuanian	27	29	21
Portuguese	33	20	14
Farsi	2	3	13
Romanian	17	23	10
Slovak	20	6	7
Latvian	8	9	6
Tigrinya	0	0	6
Cantonese	0	3	3
Pashto	0	3	2
Thai	1	0	2
Spanish	2	1	1
Tamil	0	0	1
Bahasa (Indonesian)	0	0	1
Mandarin	0	10	0
French	3	0	0
Albanian	2	0	0
Czech	2	2	0

Language	Number of Interpretations 2022-2023	Number of Interpretations 2023-2024	Number of Interpretations 2024-2025
Greek	1	0	0
Hungarian	1	0	0
TOTAL	404	426	508

During the period 2024/25 the council also arranged for written documents to be translated on three separate occasions to support residents.

Alongside the interpretation and translation services offered to our customers, during the period April 2024 to March 2025, the council continued to support our culturally diverse communities within the city. One example is the work of the council's Neighbourhood Team who have continued to work closely with Lincoln Embracing All Nations and Gyros to deliver a support and advice service within the city.

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

Key actions progressed between April 24 and March 25:

- Continued to deliver both internal and external communications to raise awareness of equality and diversity events and diversity days
- All committee reports include a section, which considers equality and diversity impacts, and equality and diversity analyses / impact assessments have also continued to be undertaken where required
- The council has refreshed its equality objectives to ensure they remain in line with the requirements of the Equality Act 2010 and Public Sector Equality Duty, together with in line with the council's new strategic plan, Vision 2030
- The Equality Journal covering the period 2023/24 was completed and presented to the council's Equality and Diversity Advisory Panel and Council
- The council's Equality and Diversity Advisory Panel met on two occasions during the year as planned to consider and comment on equality and diversity topics
- Equality and diversity was fully considered within in the development of the council's new strategic plan, Vision 2030

Case Study

The council has refreshed its equality objectives to ensure they remain in line with the requirements of the Equality Act 2010 and Public Sector Equality Duty, together with in line with the council's new strategic plan, Vision 2030.

The council has a set of equality objectives, which it works to meet on a continuing basis. The objectives are reviewed every four years, usually in line with the development of the council's new strategic plan. In late 2024 / early 2025 the council progressed a project to develop its new strategic plan, Vision 2030. This plan

continues the success of the council's previous strategic plans, Vision 2020 and Vision 2025.

As part of the development of Vision 2030, a review of the council's equality objectives was undertaken, which was supported by the Equality & Diversity Advisory Panel. This review helped to ensure the objectives remain appropriate and complement the new strategic plan, which has a clear focus on providing a range of help and support to Lincoln's diverse communities.

The refreshed objectives are included in section two of this Journal, presented alongside the previous equality objectives upon which this Equality Journal 2024/25 is focused.

The council's Equality and Diversity Advisory Panel met on two occasions during the year as planned to consider and comment on equality and diversity topics.

The council's Equality and Diversity Advisory Panel met on two occasions during 2024/25 as planned. The Advisory Panel is formed of both elected members and council officers from the Corporate Policy & Service Improvement and Human Resources teams. The agenda items for the two meetings were as follows:

9th October 2024

- Equality Journal April 2023 to March 2024
- Equality and Diversity Action Plan Update

5th March 2025

- Equality and Diversity Action Plan Update
- Discussion on the council's Equality Objectives
- Gender Pay Gap

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

Key actions progressed between April 24 and March 25:

- Undertaken an annual review of the makeup of the council's workforce
- Reviewed recruitment data by protected characteristic
- Gender pay gap 2024 & 2025 was considered by the Equality and Diversity Advisory Panel
- Human Resources Team has continued to share equality and diversity briefings with all staff
- Retained accreditation to the following schemes aimed at supporting our employees:
 - Disability Confident Employer
 - Mindful Employer
 - Carers Charter Quality Award
- Continued to offer a range of health & wellbeing support and employee benefits to our workforce

- Commenced a review and refresh of the council's mandatory equality and diversity training for all staff

Case Studies

Gender pay gap considered by the Equality & Diversity Advisory Panel

On an annual basis the council by law is required to publish its annual gender pay gap.

The latest gender pay gap headline figures as at 31st March 2025 are presented below.

As at 31st March 2025 –

- The mean gender pay gap was 3.19%.
- The median gender pay gap was 3.22%.
- The mean gender bonus gap was 0%.
- 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%.

Pay quartiles by gender

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, 34% of the employees in band A are males and 66% females. The percentage of male employees differs throughout the remaining bands, from 48% in band B, 51% in band C and 47% in band D.

Pay quartiles by gender			
Band	Males	Females	Description
A	34%	66%	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	47%	53%	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.

The council also 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 the council:

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

Following considering the above, 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 presented to and discussed by the Equality & Diversity Advisory Panel in October 2025. The full gender pay gap 2025 report will be available via the council's website in due course.

Continued to offer a range of health and wellbeing support and employee benefits to our workforce

The Human Resources Team has continued to offer council employees a range of health and wellbeing support together with employee benefits during 2024/25. This support has been beneficial in helping our employees to mitigate a range of challenges, include those associated with the increase in the cost of living.

Some examples of the health & wellbeing support provided to council employees during 2024/25 are:

- The Employee Assistance Programme has continued to provide employees with around the clock access to confidential, independent, professional information, specialist counselling and emotional support via telephone or online. As part of the programme employees can access up to 6 sessions of face to face counselling where necessary.
- Raised awareness of Mental Health Awareness Week 2024
- Provided flu vaccination vouchers in autumn 2024 to employees
- Easy access support pages have been made available via the council's intranet, Hub, providing advice and guidance on the following topics:
 - Mental Health Wellbeing
 - Financial Wellbeing
 - Being Active
 - Steps towards building resilience
 - Women's Health Matters
 - Men's Health Matters
- Funded physio appointments have been offered to support employees with muscular / skeletal concerns
- Staff have continued to be provided with time off for medical appointments

Some examples of the employee benefit support provided to council employees during 2024/25 includes:

- National, local and lifestyle discount schemes for employees
- Eye care vouchers have continued to be made available for all employees

- To support with travelling into work and around the city, staff have been offered –
 - Lincoln BIG bus / car share deals
 - Discounted staff car parking permit
 - Cycle benefit scheme
 - Car benefit scheme
- The holiday purchase scheme has continued to be available should staff wish to purchase additional leave

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

Key actions progressed between April 24 and March 25:

- Support has continued to be provided for refugees arriving or already within the city
- The council has been a lead partner in work to develop a new Lincoln Against Poverty strategy for the city and supported a Lincoln Against Poverty Assembly as part of this work in January 2025
- Progress has continued to be made towards the reducing inequalities work stream of the council's Vision 2025 strategic Plan
- Continued to lead the Lincoln Social Responsibility Charter, with the council undertaking a range of socially responsible activities to support our employees and the local community
- Ongoing support has been provided towards the Black, Asian, Minority Ethnic network by the council's Neighbourhood Working Team

Case studies

The council has been a lead partner in work to develop a new Lincoln Against Poverty strategy for the city and supported a Lincoln Against Poverty Assembly as part of this work in January 2025

During 2024 the council and partners from the local faith network, Local Motion, Development Plus, the NHS and others, commenced work to develop a new Lincoln Against Poverty Strategy for the city and subsequent action plan. The strategy and action plan will focus on ensuring those residents in or at risk of poverty are aware of the support available to them and how this can be accessed.

To support the development of the strategy and action plan, on 16th January 2025 a Lincoln Against Poverty Assembly took place at the Engine Shed in Lincoln. The event, which was attended by 149 people, brought a whole range of residents and local organisations together to get talking about poverty in a positive and innovative way. During the assembly a number of performances took place, together with roundtable discussions on some specific issues including Welfare Transformation, Accessibility, Awareness and One Stop Shop / Central Contact Point.

The draft Lincoln Against Poverty Strategy is expected to be presented to the council's Community Leadership Scrutiny Committee in late 2025. Following approval of the strategy, an action plan will be developed, which will set out the

actions to be delivered jointly by the council and partners moving forward to help Lincoln's residents overcome challenges linked to poverty.

Continued to lead the Lincoln Social Responsibility Charter, with the council undertaking a range of socially responsible activities to support our employees and the local community

The council has continued to lead the Lincoln Social Responsibility Charter throughout 2024/25 and has itself undertaken a range of socially responsible activities above the statutory minimum to support council employees and also the local community.

Some examples of the socially responsible activities the council has continued to deliver to support council employees during 2024/25 include:

- paid the Real Living Wage rate
- offered flexible retirement opportunities
- provided long service awards and retirement gifts for those employees reaching specific milestones
- offered mentoring and secondment opportunities
- offered flexible working
- provided the provision of paid compassionate leave / time off for dependants
- provided paid time off for medical appointments
- provided paid time off for employees undergoing fertility treatment
- offered a holiday purchase scheme
- provided an occupational health service
- provided an employee assistance programme
- offered support for mental wellbeing
- continued to implement a smoke free policy (smoking is strictly prohibited in and around all areas of the council's premises)
- offered a range of health and wellbeing support
- offered reserved forces / emergency services leave
- offered volunteering opportunities
- retained Employer for Carers accreditation
- retained Foster Friendly Employer accreditation
- retained Disability Confident accreditation

In addition to the above, some examples of the socially responsible activities the council has continued to deliver to support the local community during 2024/25 include:

- provided support for local food banks, including hosting food bank donation points within council buildings
- promoted job opportunities locally to encourage local residents to apply for available positions
- provided work experience placements within a range of services across the council
- used services of local businesses / purchased local products where possible
- provided the council's apprenticeship scheme which gives individuals the opportunity to gain local government experience whilst undertaking a qualification

The council has also supported a range of local climate change initiatives, which include:

- supported the Climate Ambassadors scheme in Lincoln, which connects climate and sustainability volunteers with nurseries, schools and colleges across the UK
- collaborated with other organisations to form part of the Lincoln Climate Commission
- worked alongside ClimateEQ to deliver free Carbon Literacy training to businesses across the city
- continued to host solar panels on council buildings to improve energy efficiency and reduce carbon footprint
- continued to lead on air quality improvements in Lincoln – there are no longer any AQMAs (Air Quality Management Areas) within the city, with the last remaining AQMA being revoked in March 2025 following improvements in Lincoln's air quality.

Further information on the Lincoln Social Responsibility Charter is available via the council's website – www.lincoln.gov.uk/socialresponsibility.

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 latest National Insurance number allocations to adult overseas nationals entering Lincoln data has also been included within this section, together with the latest mid-year population estimate for Lincoln. The data presented is the latest available at the time of writing the Journal.

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 tables show the National Insurance Number registrations to adult overseas nationals entering Lincoln data for the years 2013/14 to 2024/25 and also the latest (2024) mid-year population estimate for Lincoln.

National Insurance Number registrations to overseas nationals entering Lincoln between 2013/14 and 2024/25 (NINo data)	
Year	Number
2013/14	961
2014/15	1,135
2015/16	1,453
2016/17	1,549
2017/18	1,368
2018/19	1,068
2019/20	1,288
2020/21	446
2021/22	1,719
2022/23	2,737
2023/24	2,116
2024/25	1,417

Source: LG Inform / Department for Work & Pensions

Mid-year population estimate 2024 for Lincoln
Count
105,114

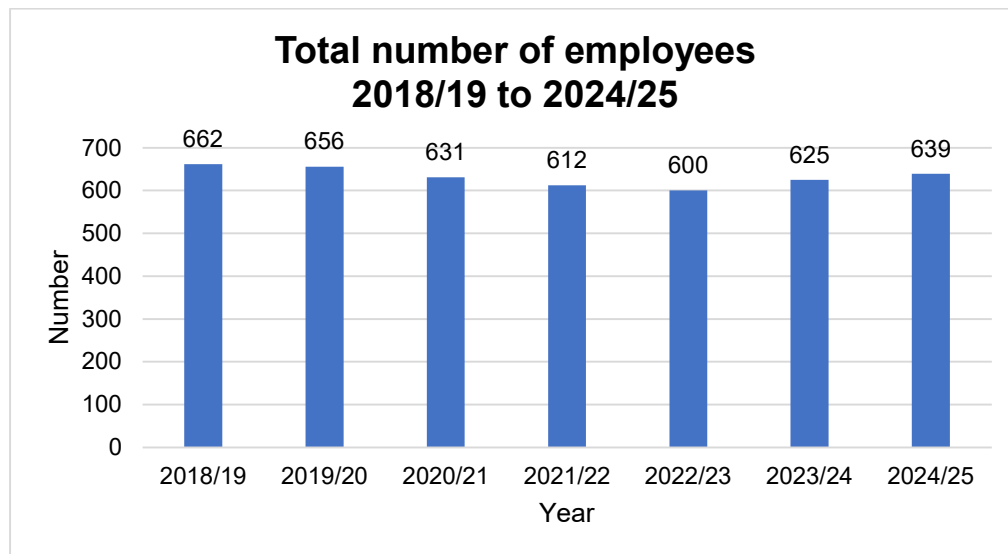
Source: Mid-year population estimates – Nomis / Office for National Statistics

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 of 31st March 2025.

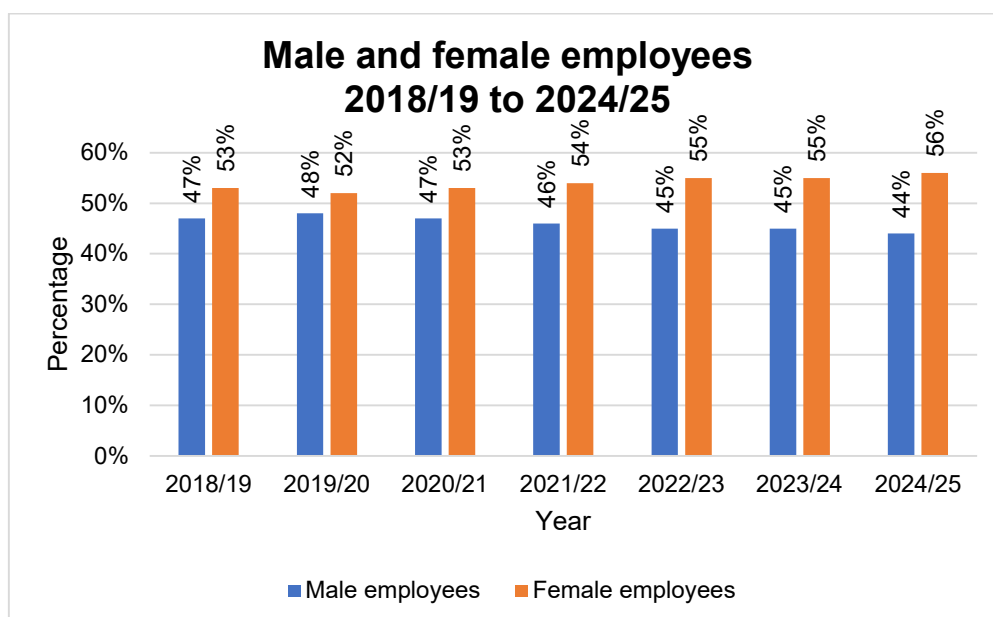
In some cases comparable data is not available for the full period 2018/19 to 2024/25, and in these cases the most recent data has been provided.

Total number of employees



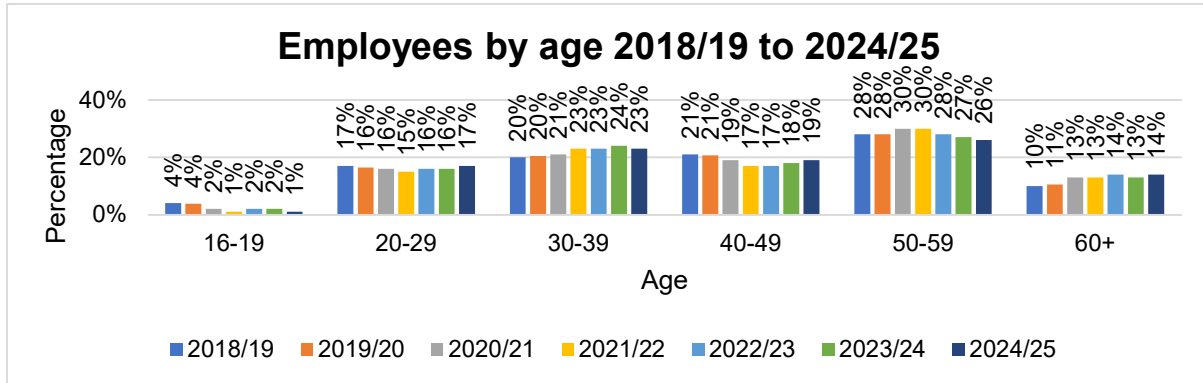
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Total number of employees	662	656	631	612	600	625	639

Male and female employees



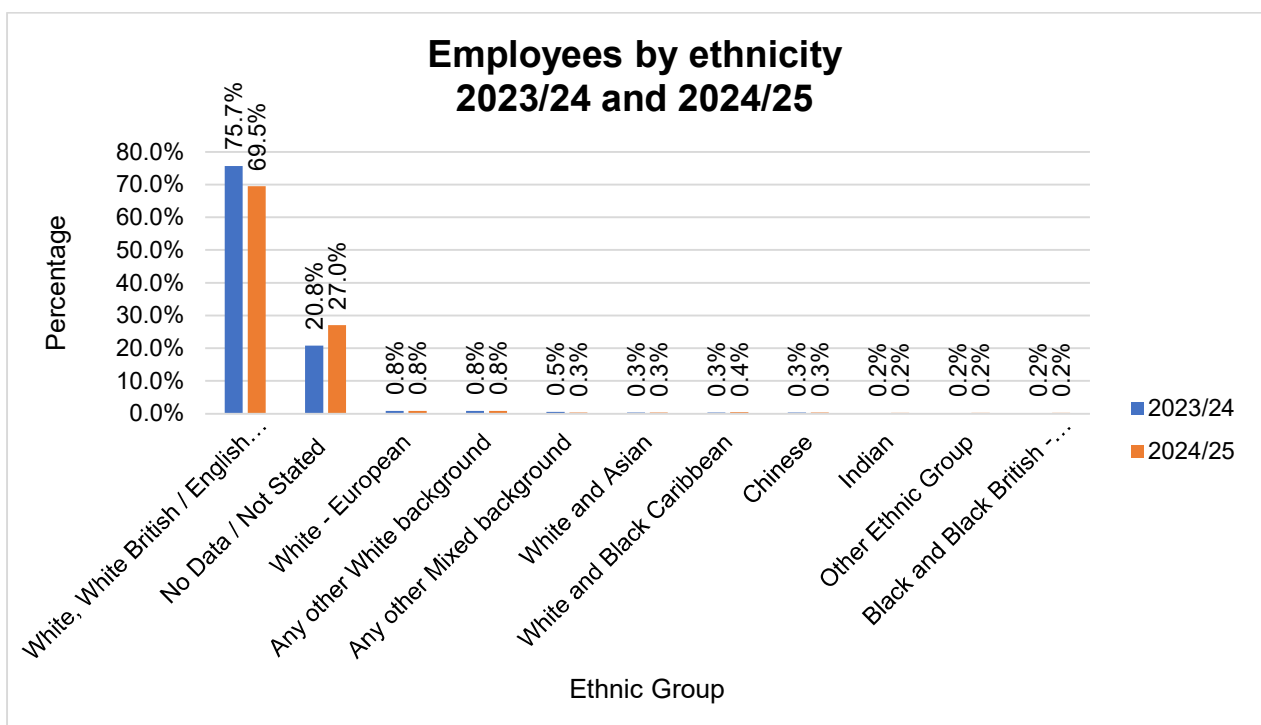
	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Male employees	47% (311)	48% (314)	47% (294)	46% (280)	45% (269)	45% (280)	44% (284)
Female employees	53% (351)	52% (342)	53% (337)	54% (332)	55% (331)	55% (345)	56% (355)

Employees by age



Age	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
16-19	4% (26)	4% (25)	2% (11)	1% (8)	2% (10)	2% (12)	1% (8)
20-29	17% (112)	16% (108)	16% (101)	15% (91)	16% (94)	16% (99)	17% (107)
30-39	20% (134)	20% (134)	21% (134)	23% (142)	23% (138)	24% (151)	23% (148)
40-49	21% (140)	21% (136)	19% (118)	17% (107)	17% (101)	18% (110)	19% (124)
50-59	28% (184)	28% (184)	30% (187)	30% (185)	28% (170)	27% (171)	26% (163)
60+	10% (66)	11% (69)	13% (80)	13% (79)	14% (87)	13% (82)	14% (89)

Employees by ethnicity



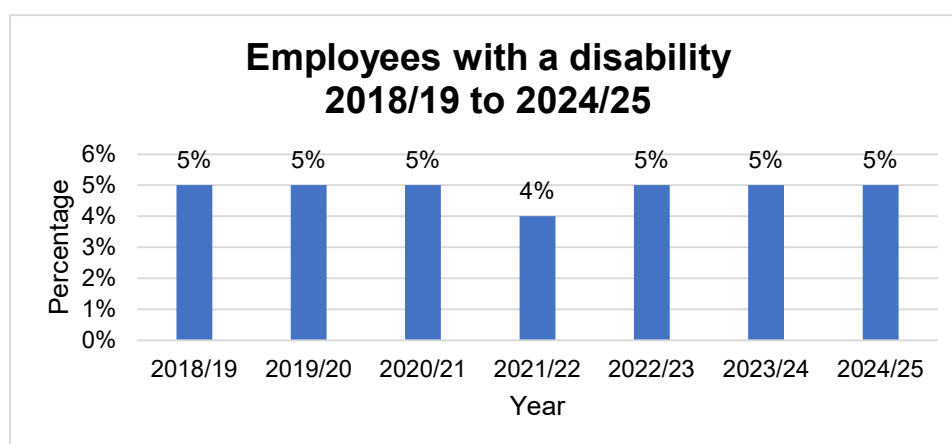
Ethnicity	2023/24	2024/25
White, White British / English / Scottish	75.7% (473)	69.5% (444)
No Data / Not Stated	20.8% (130)	27.0% (173)
White - European	0.8% (5)	0.8% (5)
Any other White background	0.8% (5)	0.8% (5)
Any other Mixed background	0.5% (3)	0.3% (2)
White and Asian	0.3% (2)	0.3% (2)
White and Black Caribbean	0.3% (2)	0.4% (3)
Chinese	0.3% (2)	0.3% (2)
Indian	0.2% (1)	0.2% (1)
Other Ethnic Group	0.2% (1)	0.2% (1)
Black and Black British - African	0.2% (1)	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

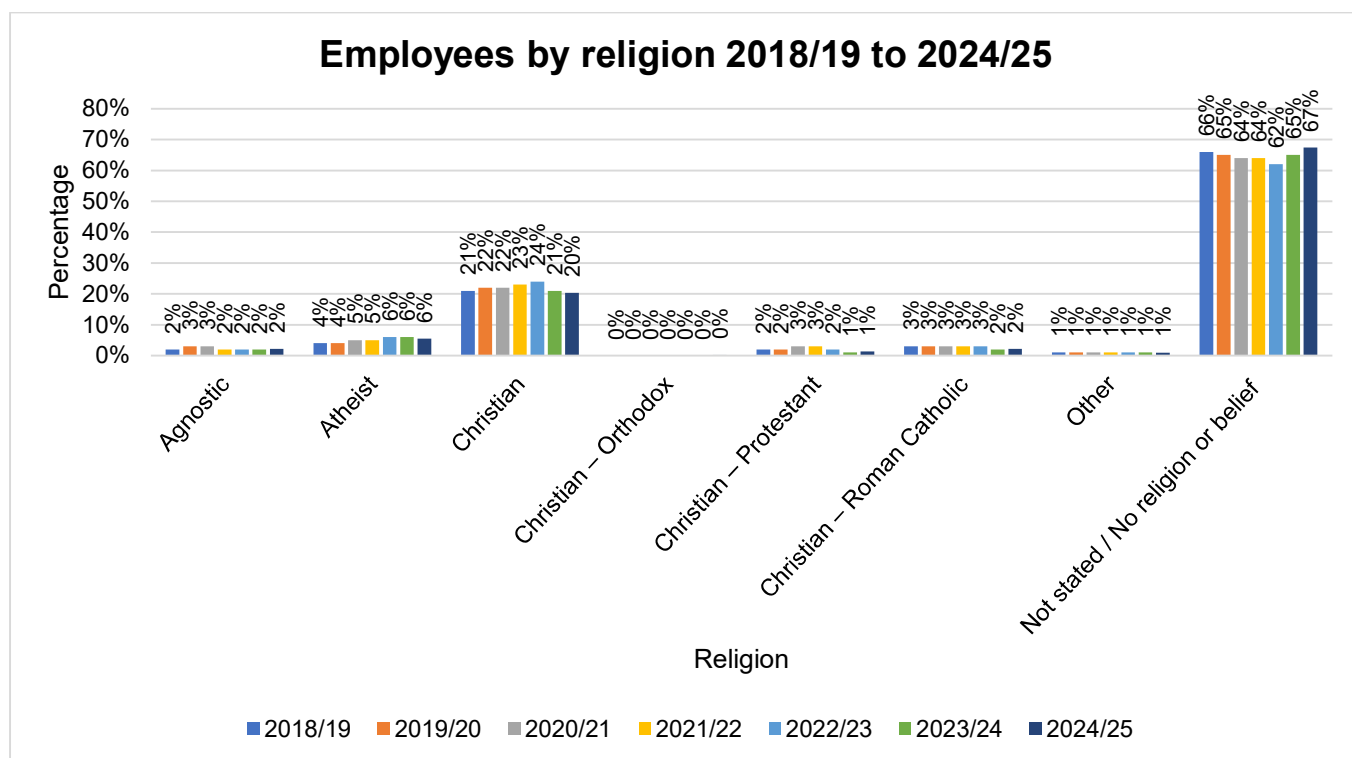
From the 2023/24 Equality Journal the data has been reported by each specific ethnic group, which provides a more accurate view of ethnicity data. Subsequently the data available in this latest Journal is for 2023/24 and 2024/25 only.

Employees with a disability



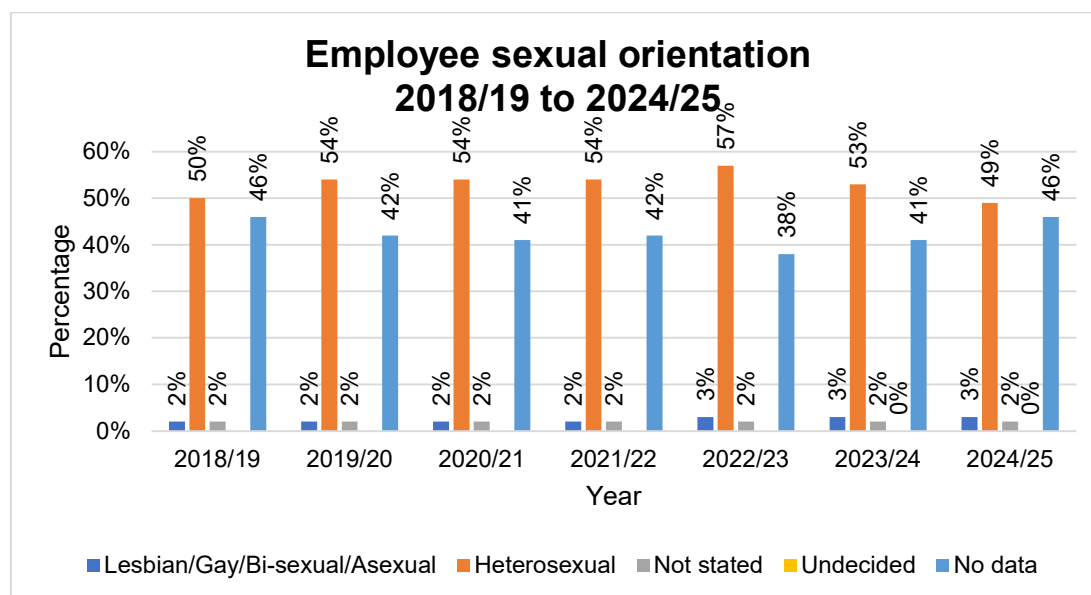
	2018/19	2019/20	2020/21	2021/21	2022/23	2023/24	2024/25
Employees with a disability	5% (30)	5% (34)	5% (32)	4% (27)	5% (31)	5% (31)	5% (31)
Total number of employees	662	656	631	612	600	625	639

Employees by religion



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Agnostic	2% (15)	3% (17)	3% (16)	2% (14)	2% (15)	2% (15)	2% (14)
Atheist	4% (28)	4% (29)	5% (29)	5% (32)	6% (33)	6% (39)	6% (35)
Christian	21% (139)	22% (146)	22% (140)	23% (138)	24% (141)	21% (133)	20% (130)
Christian - Orthodox	0% (2)	0% (1)	0% (1)	0% (1)	0% (2)	0% (1)	0% (1)
Christian - Protestant	2% (14)	2% (14)	3% (16)	3% (16)	2% (11)	1% (9)	1% (8)
Christian - Roman Catholic	3% (20)	3% (21)	3% (21)	3% (16)	3% (16)	2% (15)	2% (14)
Other	1% (7)	1% (4)	1% (6)	1% (6)	1% (9)	1% (8)	1% (6)
Not stated / No religion or belief	66% (437)	65% (424)	64% (402)	64% (389)	62% (373)	65% (405)	67% (431)

Employees by sexual orientation



	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Lesbian / Gay / Bi-sexual / Asexual	2% (10)	2% (11)	2% (11)	2% (12)	3% (18)	3% (19)	3% (20)
Heterosexual	50% (333)	54% (354)	54% (340)	54% (332)	57% (343)	53% (333)	49% (316)
Not stated	2% (14)	2% (14)	2% (13)	2% (12)	2% (14)	2% (14)	2% (15)
Undecided						0% (1)	0% (1)
No data	46% (305)	42% (277)	41% (267)	42% (256)	38% (225)	41% (258)	46% (287)

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 & Service Improvement 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

تهتم بلدية مدينة لينكولن Lincoln بتشجيع المساواة والتنوع فيها. وإذا واجهتك أية صعوبة في فهم أي من الأمور الواردة في هذه الوثيقة، فيرجى منك الاتصال بنا على رقم الهاتف: 01522 881188 أو إرسال رسالة إلكترونية إلينا إلى العنوان الإلكتروني التالي: customer.services@lincoln.gov.uk، حيث سنكون قادرين بأن نحضر مترجم لمساعدتك في فهم هذه الوثيقة.

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

Consiliul oraşului Lincoln este pasionat de promovarea egalităţii şi a diversităţii. În cazul în care întâmpinaţi dificultăţi în a înţelege ceva din acest document, vă rugăm să ne sunaţi la 01522 881188 sau să ne trimiteţi un e-mail la customer.services@lincoln.gov.uk, şi vă putem chema un interpret.

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.