

Annual Equality Report

Updated: June 2023



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This document can be made available in a range of languages, large print, on tape, electronic and other accessible formats from the Strategy, Policy and Performance Team.

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1. Our Equality Policy Statement

1.1 The Council:

- is committed to ensuring equality of treatment for everyone in connection with service delivery, recruitment and employment.
- is committed to the broad principles of social justice; is opposed to any form of discrimination, victimisation and harassment; and accepts all its legal responsibilities in these respects.
- is committed to treating equally everyone with whom its representatives come into contact including current and potential service users, its employees, Elected Members and visitors.
- is committed to ensuring that no-one is treated in any way less favourably on the grounds of age, disability, gender reassignment, marriage and / or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.
- will implement all necessary actions and training to ensure its commitments with regard to equality of treatment are fulfilled and will monitor and review progress on a six-monthly basis.

Report Details

- 1.2 The Council has a statutory requirement to publish an Annual Equality Report. This report includes key information about our workforce and our community. Further equality data is held on the North East Lincolnshire Data Observatory (NELDO) and is available on our website: [Equalities - UTLA | North East Lincolnshire | InstantAtlas Reports \(nelincsdata.net\)](https://www.nelincsdata.net).
- 1.3 This resource provides key data about our residents, service-users and employees, with a particular focus on those with protected characteristics under the Equality Act 2010.
- 1.4 This report includes a brief commentary on some of the key data, particularly where there has been a notable change over time, or where the local population's need is different to that of the general population. Where available, the information is presented at a local level, alongside comparative data at either a regional or national level.

Future reports

- 1.5 There are a number of documents and pieces of work are underway that will help shape the future of our Equalities work:
- a) Census 2021 data which has recently been published and is currently being analysed to inform our service delivery. A summary is provided below.
 - b) The Local Government Association self-assessment framework for Equality, Diversity and Inclusion (EDI) is being used identify where we can improve our approach to EDI for our residents and employees.
 - c) Our Equality Impact Assessment process is being reviewed to make it more robust.
- 1.6 This report enables us to better allocate resources to help those communities identified as needing additional support. We will seek to redesign public services and reshape teams

around the needs of service-users, creating more joined up and accessible services which are in tune with the changing needs and behaviours of those we serve.

2. Leadership Statement

- 2.1 The phrase 'Team NEL' captures our pride in North East Lincolnshire and our ambition for the future. We are ambitious for our place and people, and we want to celebrate our collective successes and share in the benefits from our opportunities for growth. This can only happen if we recognise and build on the strengths that the diversity of our community and workforce gives us. We aim to recognise, value, and promote the diversity of all people and ensure they have equal opportunities to access and receive services.
- 2.2 This Annual Report is an important part of our commitment to building our approach to Equality, Diversity and Inclusion in North East Lincolnshire. As part of our ongoing development of service delivery, we will be strengthening and clarifying our approach to inclusive service design for our customers and service users.
- 2.3 Work with health and social care partners to address health inequalities and our work with the Voluntary and Community Sector (VCS) around awareness and community integration will be two key areas of focus for this year.

3. Elected Members

- 3.1 Elected Members play a key role in ensuring we engage with our community and listen to their needs.
- 3.2 We are committed to treating all Elected Members fairly and equitably, irrespective of their political group membership, or their personal views, circumstances, or affiliations, and recognise the right of Elected Members to promote the interests or concerns of any political group of which they are a member.
- 3.3 We recognise that our processes may need to be adjusted to accommodate the access needs of some Elected Members, in particular those with a disability or particular requirement. The Council is committed to providing 'reasonable adjustments' in such circumstances.
- 3.4 The Council expects that Elected Members conduct themselves with integrity and in a manner that is consistent with the various policies, procedures, protocols and Codes of Conduct that apply to the roles they undertake as Elected Members of the Council.
- 3.5 The Council will support Elected Members through its Member development programme to understand our statutory duties, raise awareness of importance of understanding EDI, actively support communities to reduce inequalities, value and celebrate diversity and promote inclusion.

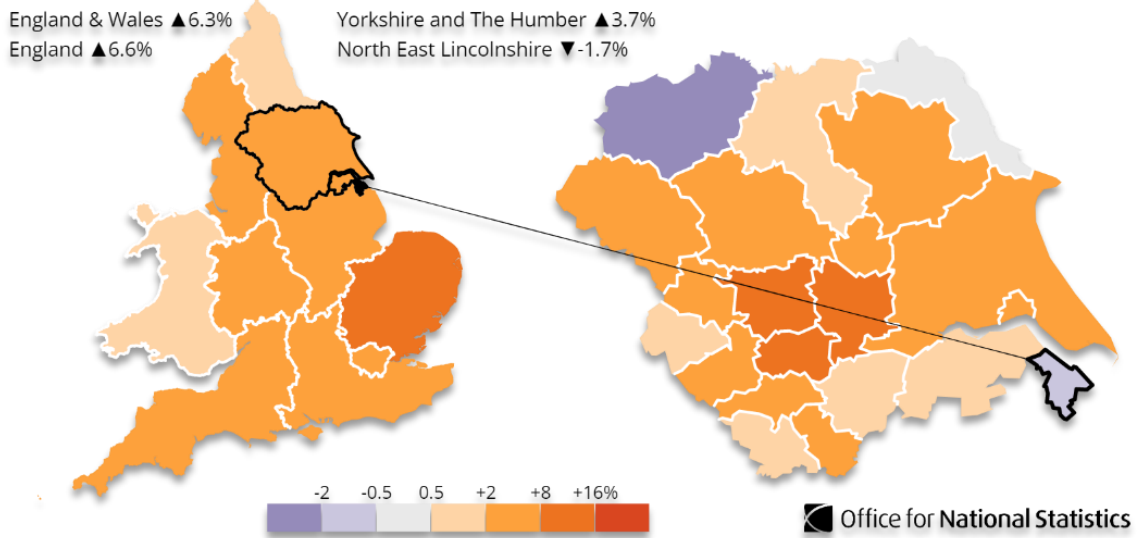
4. Our Workforce

- 4.1 North East Lincolnshire Council is one of the largest employers in the area and recognises the importance of a diverse workforce. The Council has a firm commitment to equality of opportunity and has a duty to be a champion of equal opportunity principles and practice as an employer.
- 4.2 This commitment includes an ongoing review of all policies and procedures in relation to its employment practices in order to remove any potential barriers to equality of opportunity.
- 4.3 The Council will ensure that no job applicant or employee receives less favourable treatment which cannot be shown to be justifiable under law.
- 4.4 The monitoring of our employment practices is an important part of the Council's Equalities commitment. This will include monitoring all stages of the recruitment and selection process to identify equalities representation within the workforce by department, pay, training, promotion, redeployment, redundancy, complaints, investigations, grievances and disciplinary proceedings.
- 4.5 The Council will work with its partners and other local organisations to promote best practice and encourage them to adopt policies which support the specific needs and requirements of their service-users and individuals and groups within North East Lincolnshire.
- 4.6 The Council is committed to ensuring that appropriate equalities training (including on-line learning) is available to all employees and will monitor and encourage participation in this training.
- 4.7 You can find further information in relation to our workforce on our website: <https://www.nelincs.gov.uk/your-council/council-workforce/>

5. Our Community

- 5.1 The Office of National Statistics has recently published the Census 2021 data, which provides an insight into how the population of North East Lincolnshire has changed. The source of this information is available here: [How life has changed in North East Lincolnshire: Census 2021 \(ons.gov.uk\)](https://www.ons.gov.uk/people-population/census-2021). This latest census information demonstrates that our area is becoming more diverse, and it is important that this is recognised and celebrated.
- 5.2 The data confirms that North East Lincolnshire's population has decreased. Since the last census in 2011, the population of North East Lincolnshire fell by 1.7%, from around 159,600 in 2011 to around 157,000 in 2021.
- 5.3 In 2021, North East Lincolnshire was home to around 5.8 people per football pitch-sized piece of land, compared with 5.9 in 2011. This area was close to the median population density across English local authority areas at the last census.

Population change in North East Lincolnshire: Census 2011 to Census 2021



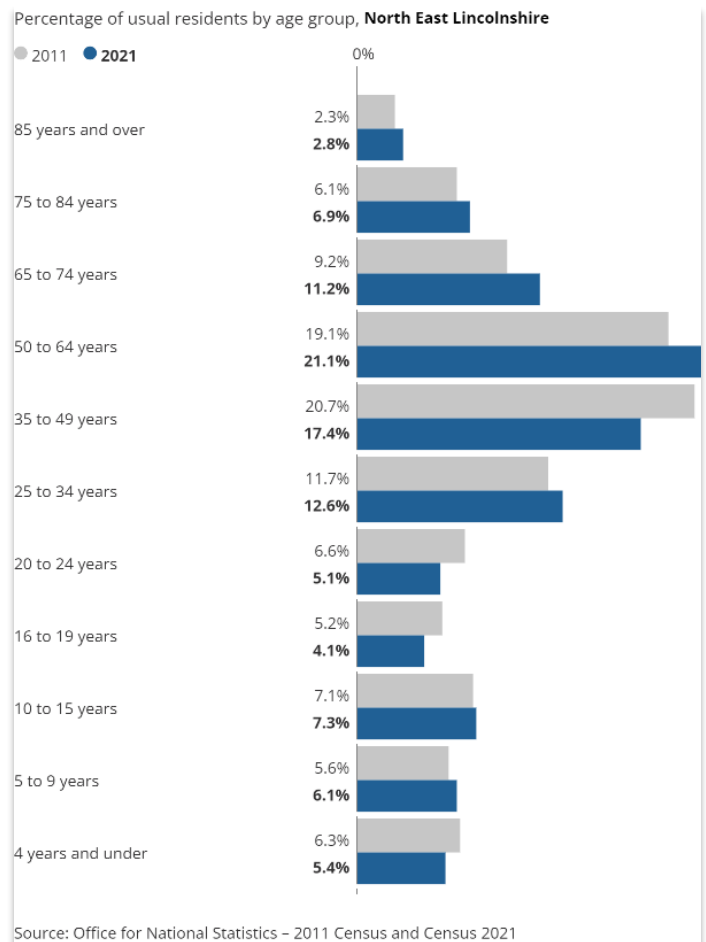
Source: Office for National Statistics – 2011 Census and Census 2021

Age in North East Lincolnshire

5.4 Although the population overall has decreased, the average (median) age of North East Lincolnshire residents has increased from 41 to 43 years of age since 2011. The Yorkshire and the Humber and England's average age was 40.

5.5 The number of residents aged between 65 and 74 years increased by 2% between 2011 and 2021. The number of people aged 65 to 74 years rose by just under 2,900 (an increase of 19.5%), whilst the number of residents between 35 and 49 years fell by just under 5,700 (17.2% decrease).

5.6 This means that relative to regional and national figures, as well as its own from 2011, the population of North East Lincolnshire as a whole is ageing, with consequently a lower percentage of working age people. On average, the median age (43) means North East Lincolnshire ranked 127th out of 331 Local Authorities in England and Wales in 2021 (the national median was 40, which would have put it 212th).

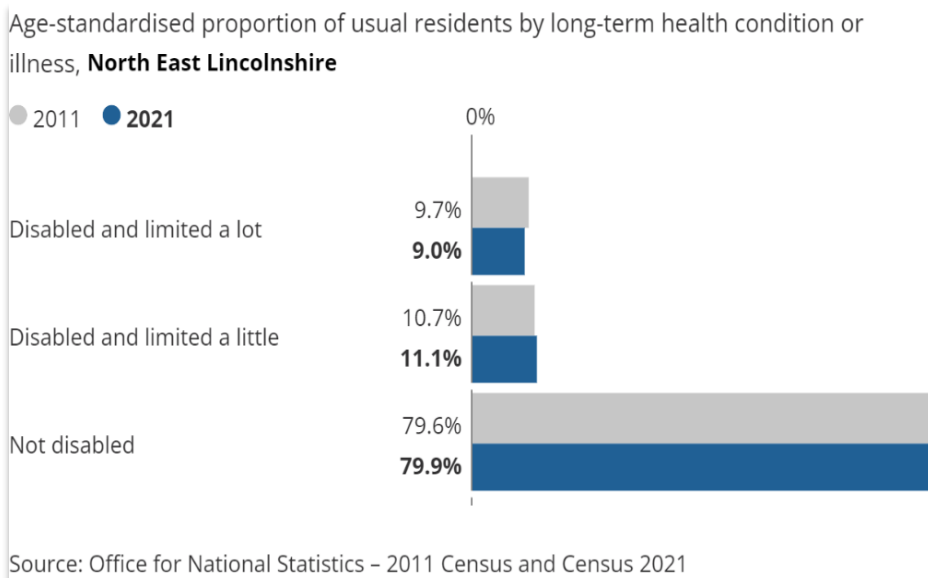


Disability in North East Lincolnshire

5.7 In 2021, 9.0% of North East Lincolnshire residents were identified as being “disabled and limited a lot”. This figure has decreased by 0.7% from 9.7% in 2011. Around one in nine people (11.1%) were identified as being “disabled and limited a little”, compared with 10.7% in 2011.

5.8 The proportion of North East Lincolnshire residents who were not disabled increased from 79.6% to 79.9%.

5.9 There has also been a decrease in the proportion of residents who were identified as being “disabled and limited a lot” across the Yorkshire and Humber region as well as the whole of England.



5.10 It should be noted that the census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived their health status and activity limitations, and therefore may have affected how people chose to respond. Caution should also be taken when making comparisons between 2011 and 2021 because of changes to the response options and the wording of the question to bring it in line with the Equality Act (2010).

Ward	Residents disabled under the Equality Act: day-to-day activities limited a lot (%)	Residents disabled under the Equality Act: day-to-day activities limited a little (%)	Residents not disabled under the Equality Act: has a long-term physical or mental health condition but day-to-day activities are not limited (%)	Residents not disabled under the Equality Act: no long-term physical or mental health condition (%)
Croft Baker	11.2%	12.6%	6.3%	70.0%
East Marsh	12.6%	13.1%	4.8%	69.5%
Freshney	8.6%	10.5%	7.0%	73.9%
Haverstoe	7.5%	10.7%	7.6%	74.2%
Heneage	9.3%	10.8%	6.3%	73.6%
Humberston and New Waltham	7.5%	10.0%	7.1%	75.3%
Immingham	9.9%	11.2%	6.8%	72.1%
Park	8.0%	11.1%	7.1%	73.7%
Scartho	7.0%	10.7%	7.2%	75.0%
Sidney Sussex	9.2%	11.4%	5.8%	73.5%
South	12.0%	12.5%	5.5%	70.0%

Waltham	8.0%	10.2%	7.5%	74.2%
West Marsh	10.3%	12.7%	5.1%	71.9%
Wolds	7.4%	9.5%	7.1%	76.0%
Yarborough	8.1%	10.4%	7.0%	74.5%

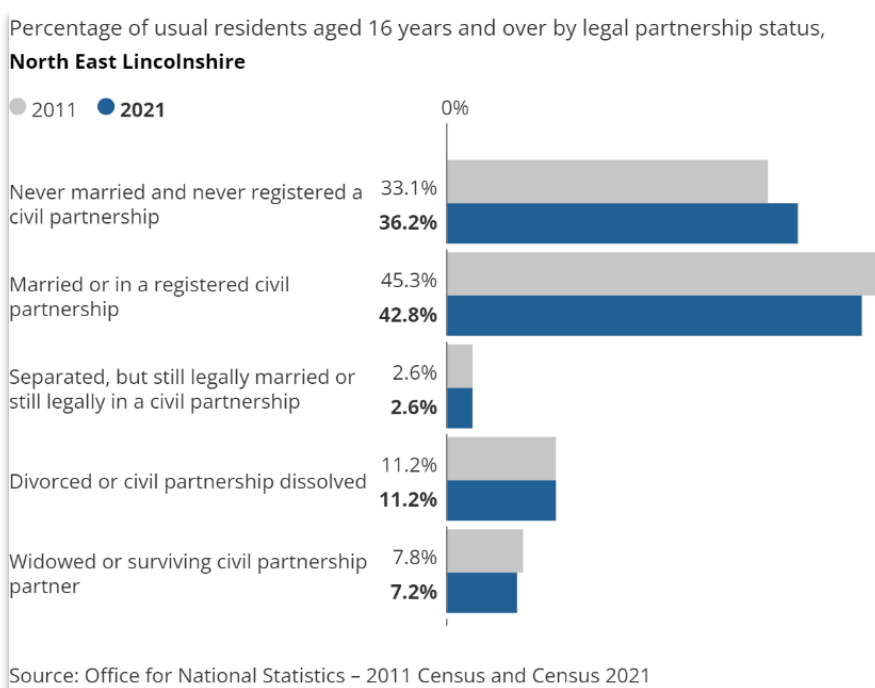
Gender and Gender Identity in North East Lincolnshire

- 5.11 The population of North East Lincolnshire (156,966) is recorded as 51.1% (80,154) females and 48.9% (76,812) males. *Source: nelincsdata.net*
- 5.12 The 2021 census question on gender identity was a voluntary question asked of those aged 16 years and over. The question asked, “Is the gender you identify with the same as your sex registered at birth?”. In North East Lincolnshire, 94.24% of the population aged 16 years and over answered “Yes” to the question and 0.45% answered “No”. The remaining 5.31% did not answer the question.
- 5.13 The question on gender identity was new for Census 2021 and was added to provide the first official data on the size of the transgender population in England and Wales.
- 5.14 This data will help to:
- provide better quality information for monitoring purposes.
 - support anti-discrimination duties under the Equality Act 2010
 - aid allocation for resources and policy development.
- 5.15 An Adolescent Lifestyle Survey (ALS), which was a survey of secondary school pupils in years 7 to 11 (ages 11 to 16), was carried out in North East Lincolnshire in October 2021. All mainstream North East Lincolnshire secondary schools and pupil referral units participated with over 7,146 responses completed. 48% of respondents identified as male, 42% as female, 4.1% of respondents' gender was different to that assigned at birth, and 5% preferred not to say. Of those who did not identify as male or female, most said they were genderfluid or non-binary.

Marriage and Civil Partnerships in North East Lincolnshire

5.16 Of North East Lincolnshire residents aged 16 years and over, 36.2% said they had never been married or in a civil partnership in 2021, up from 33.1% in 2011.

5.17 In 2021, just over 4 in 10 people (42.8%) said they were married or in a registered civil partnership, compared with 45.3% in 2011. There was a larger decrease in people stating they were married or in a registered civil partnership across the Yorkshire and the Humber region, but this percentage increased for England as a whole. The percentage of adults in North East Lincolnshire that had divorced or dissolved a civil partnership remained at 11.2%.



5.18 It should be noted that these figures from 2021 include same-sex marriages and opposite-sex civil partnerships, neither of which were legally recognised in England and Wales in 2011 census. Same-sex marriages have been legally recognised in England and Wales since 2014 and opposite-sex civil partnerships have been recognised since 2019.

Pregnancy and Maternity in North East Lincolnshire

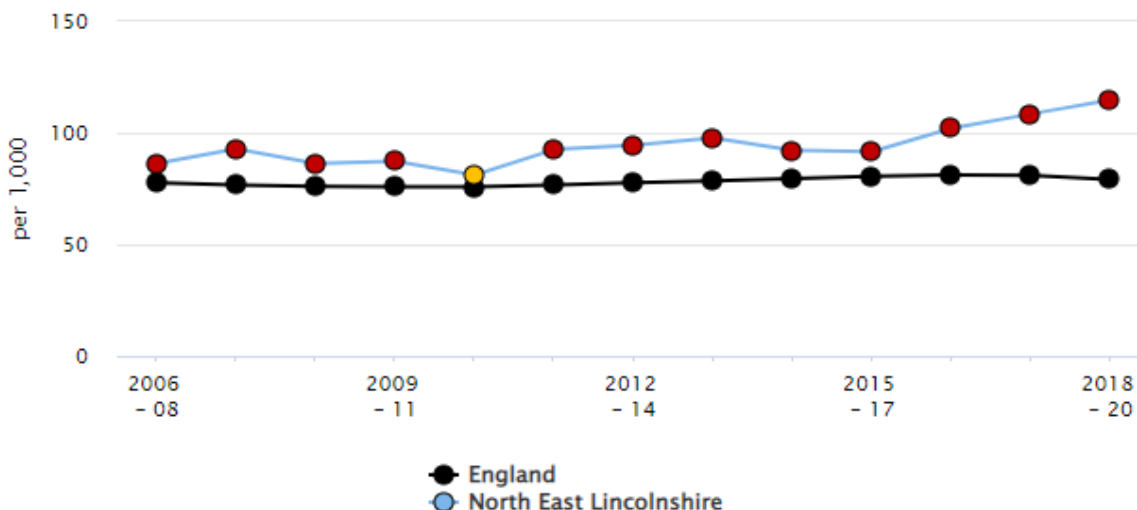
5.19 In 2021, 1,501 babies were (live) born to mothers' resident in North East Lincolnshire, with a general fertility rate (GFR) of 54.6/1,000 live births; similar to the England rate of 54.3/1,000. The number of births has decreased over the last 10 years. In 2011, there were 2,032 live births to mothers' resident in North East Lincolnshire (GFR was 61.4/1000 for NEL and 64.2/1000 for England).

5.20 For 2019-21, the still birth rate for NEL was 4.8/1,000 live births, higher than the England rate of 3.9/1,000. The local rate has not changed in the last ten years. In terms of Ethnic minorities, in 2021/22, 5.2% of deliveries were to mothers from ethnic minority groups, lower than the England average of 22.9% but a steady increase over the last 10 years.

5.21 North East Lincolnshire has the highest premature birth rate in the whole of England and the trend has been increasing exponentially since 2015-17. Premature births are the leading cause of infant mortality and the fastest increasing cohort of children with special educational needs. Children born prematurely are more likely to have a range of health problems from dental health to hearing and sight to more complex health needs. Mothers living in the most deprived areas of North East Lincolnshire are more likely to give birth prematurely than those in the most affluent areas.

5.22 Rates of obesity in pregnancy, smoking in pregnancy and teenage pregnancy are all high in North East Lincolnshire and are significantly higher than the England rates. These are all risk factors for premature birth and rates are higher in our most deprived population.

5.23 The premature birth trend is:



Source: [Child and Maternal Health - Data - OHID \(phe.org.uk\)](http://Child and Maternal Health - Data - OHID (phe.org.uk))

Sexual Orientation in North East Lincolnshire

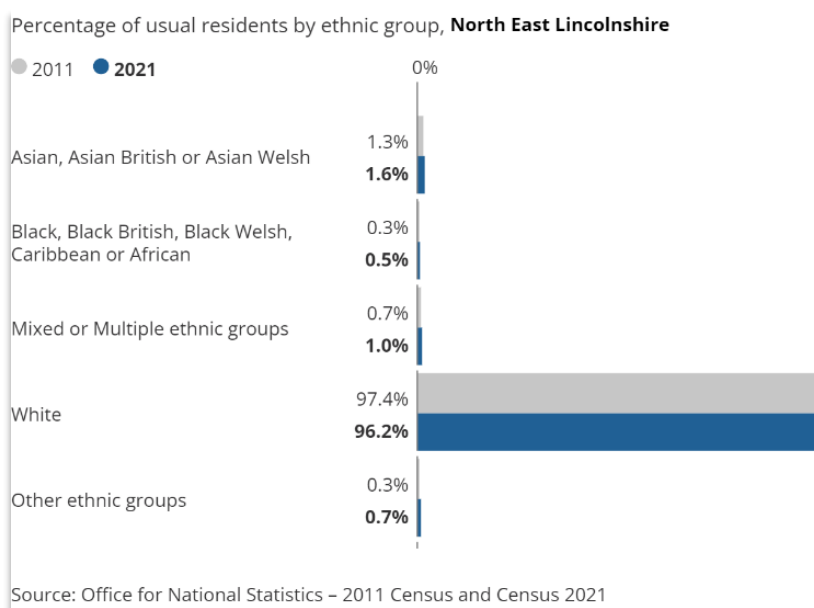
5.24 The census question on sexual orientation was a voluntary question asked of those aged 16 years and over. In North East Lincolnshire, 93.35% of the population aged 16 years and over answered the question. Of those who answered, 90.79% identified as straight or heterosexual and 2.56% identified with an LGB+ orientation (“Gay or Lesbian”, “Bisexual” or “Other sexual orientation”). The remaining 6.65% did not answer.

5.25 An Adolescent Lifestyle Survey (ALS), surveyed children in school years 7 to 11 in North East Lincolnshire in 2021. All mainstream secondary schools and pupil referral units took part. Pupils in years 9-11 were asked regarding their sexual orientation, and there were 4,071 responses and the findings were as follows.

Orientation	Percentage
Straight	75%
Gay/Lesbian	4%
Bisexual	10%
Some other way	5%
Don't know	6%

Race in North East Lincolnshire

5.26 There was a 4.5% fall on the number of 'White: English, Welsh, Scottish, N. Irish, or British' people in North East Lincolnshire between the 2011 and 2021 censuses. The proportion of the population fell from 95.4% to 92.6%, while that made up broadly by White people fell from 97.4% to 96.2%. The proportions occupied by these demographics also fell for England and Wales, with the former falling from 80.5% to 74.4%, and the latter falling from 86% to 81.7%.



5.27 The second largest ethnic group in NEL in 2021 was 'White: Other' (3.3%), of which most were Polish or Romanian (44.7%). The third largest was 'Other: Asian' (0.5%), most of whom were Filipino or Afghan (33.7%). The ethnic groups changing the most in NEL in this 10-year period were the 'Any Other Ethnic Group', 'Black: Other', and 'Gypsy or Irish Traveller', the raw numbers of which all increased by $\geq 150\%$. Indeed, only 3 in 18 minority ethnic groups shrank, with the Chinese group shrinking the most (going from 0.4% to 0.3%).

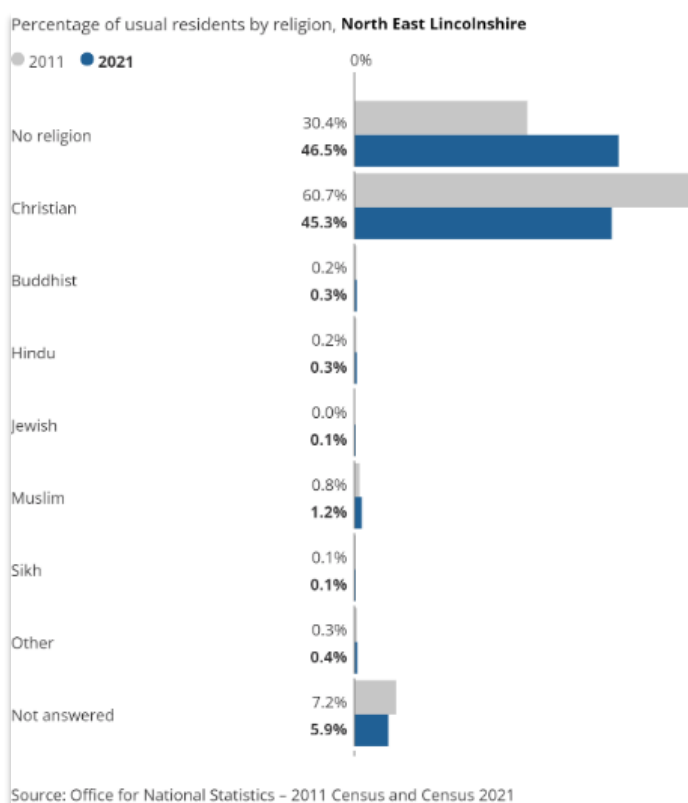
5.28 In terms of NEL's households' composition, all those in the house in 94.5% of households with multiple occupants had the same ethnic group, and a further 3.2% of multi-person households had differences in ethnicity between co-habiting partners. For England and Wales, these figures were 85.5% and 8.2%."

Ward	Percentage of residents who are White/ White British	Percentage of residents who have a Mixed/Multiple ethnic group	Percentage of Residents who are Asian/Asian British	Percentage of residents who are Black/ Black British	Percentage of residents who are another ethnic group (including Arab)
Croft Baker	96.0%	1.1%	2.0%	0.36%	0.56%
East Marsh	95.8%	1.2%	1.2%	0.85%	1.0%
Freshney	97.7%	0.82%	0.58%	0.37%	0.55%
Haverstoe	98.3%	0.76%	0.40%	0.13%	0.38%
Heneage	96.0%	0.98%	1.7%	0.51%	0.84%
Humberston and New Waltham	95.9%	1.0%	2.0%	0.59%	0.56%
Immingham	97.9%	0.65%	0.73%	0.16%	0.57%
Park	94.0%	1.2%	2.7%	1.1%	0.97%

Scartho	95.0%	1.1%	2.6%	0.90%	0.46%
Sidney Sussex	96.1%	1.4%	1.3%	0.35%	0.83%
South	96.5%	1.1%	1.1%	0.77%	0.48%
Waltham	97.4%	0.66%	1.4%	0.25%	0.31%
West Marsh	94.0%	1.4%	2.8%	0.98%	0.85%
Wolds	96.8%	0.96%	1.7%	0.17%	0.44%
Yarborough	96.5%	1.0%	1.2%	0.42%	0.92%

Religion in North East Lincolnshire

5.29 In 2021, 46.5% of North East Lincolnshire residents reported having "no religion", making it the most common response (up from 30.4% in 2011). Across Yorkshire and The Humber and England, the percentage of residents who described themselves as having "No religion" also increased but the proportion identifying as Christian was still the largest category in both areas. In 2021, 45.3% of people in North East Lincolnshire described themselves as Christian (down from 60.7%), while 5.9% did not state their religion (down from 7.2% the decade before).



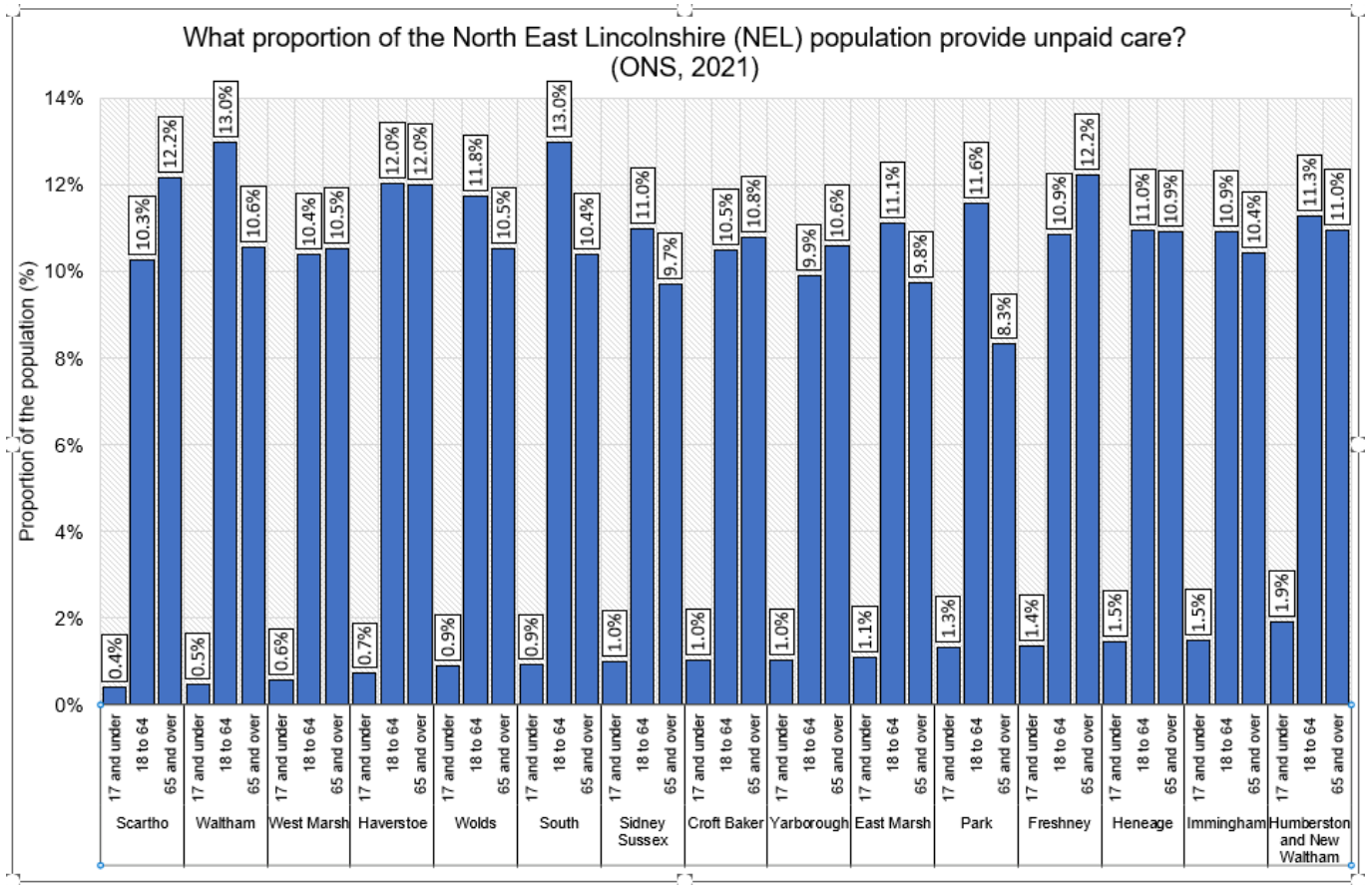
Ward	Residents with no religion (%)	Christian residents (%)	Buddhist residents (%)	Hindu residents (%)	Jewish residents (%)	Muslim residents (%)	Sikh residents (%)	Residents with another religion (%)
Croft Baker	48.1%	42.8%	0.44%	0.26%	0.06%	1.9%	0.10%	0.57%
East Marsh	55.0%	36.4%	0.18%	0.14%	0.03%	1.4%	0.09%	0.52%
Freshney	46.0%	46.3%	0.22%	0.08%	0.01%	1.0%	0.03%	0.33%
Haverstoe	34.2%	58.9%	0.14%	0.03%	0.06%	0.56%	0.03%	0.23%
Heneage	51.6%	40.3%	0.32%	0.23%	0.03%	1.2%	0.08%	0.54%
Humberston and New Waltham	38.7%	53.2%	0.22%	0.60%	0.05%	1.4%	0.13%	0.22%
Immingham	42.5%	50.3%	0.17%	0.12%	0.01%	0.54%	0.14%	0.44%
Park	45.8%	44.4%	0.36%	0.45%	0.03%	2.3%	0.13%	0.56%

Scartho	42.3%	49.1%	0.30%	0.61%	0.13%	1.4%	0.11	0.25%
Sidney Sussex	54.3%	37.7%	0.40%	0.11%	0.08%	1.1%	0.08%	0.48%
South	54.4%	37.3%	0.25%	0.14%	0.01%	0.75%	0.09%	0.44%
Waltham	34.9%	56.8%	0.19%	0.32%	0.09%	1.0%	0.00%	0.26%
West Marsh	53.0%	38.1%	0.44%	0.58%	0.05%	1.3%	0.29%	0.69%
Wolds	39.7%	53.6%	0.19%	0.30%	0.08%	0.59%	0.35%	0.33%
Yarborough	50.4%	41.5%	0.13%	0.15%	0.05%	1.4%	0.16%	0.34%

Carers

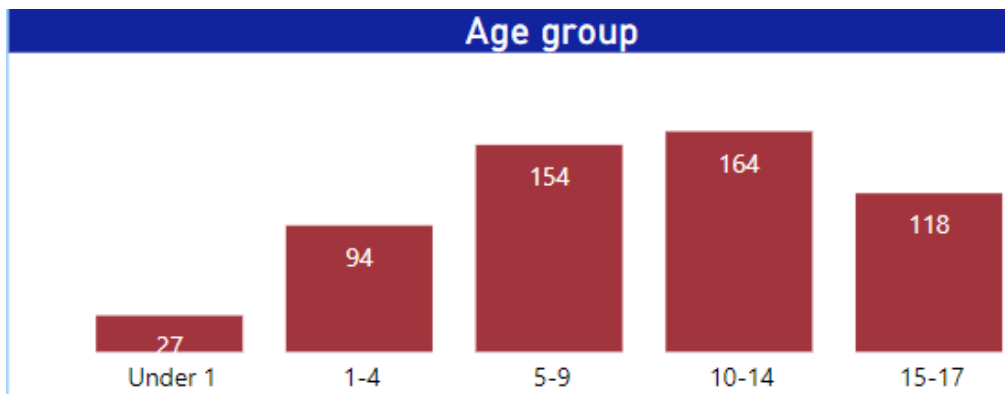
- 5.30 Carers are defined as anyone, including children and adults, who look after a family member, partner or friend who needs help because of their illness, frailty, disability a mental health problem or an addiction and cannot cope without their support. The care that they give is unpaid.
- 5.31 According to the 2021 census, there are 156,970 people in NEL (2021 census); of those 14,057 (9%) are providing care to another person. A staggering 35% of these carers provide 50+ hours of care per week. North East Lincolnshire has the second highest percentage increase in the number of people providing 20-49 hours of care per week in England/Wales.
- 5.32 357 children provided unpaid care in NEL in 2021, with 58 providing 20 to 49 hours in a week and 45 providing 50 or more hours. Haverstoe, Waltham, and West Marsh contributed 4 to the figure of 103; Sidney Sussex, South, and Yarborough contributed 40.
- 5.33 4,311 people who said they were disabled in The Census 2021 provided unpaid care at the time, including 1,022 who provided 20 to 49 hours and 1,825 who provided 50 or more hours. The disability question also clarified whether a person's disability affected their day-to-day activities 'a lot' or 'a little'; 1,501 people whose day-to-day-activities were limited a lot provided unpaid care in NEL, including 344 who provided 20 to 49 hours and 743 who provided 50 or more hours. South and Croft Baker had the highest numbers of disabled providers of unpaid care (443 and 378 respectively), but Wolds and Waltham had the highest proportions, with 16.2% and 14.8% of disabled people providing unpaid care, respectively. The proportion of people with a disability who provided unpaid care is higher than that proportion for people without a disability.
- 5.34 511 people with an ethnic minority background provided unpaid care at the time of The Census 2021, including 152 who provided 20 to 49 hours and 178 who provided 50 or more hours. In the former most figure is 121 people with an Asian background, 46 with a black background, 72 with a mixed/multiple background, 216 with a White: Other background, and 56 with another ethnic background; White British was the ethnic group with the highest proportion providing unpaid care (9.3%). Also, East Marsh and Park had the most minority ethnic people providing unpaid care (58 and 53 respectively), but Freshney and Heneage had the highest proportions of the overall ethnic minority population (6% and 4.9% respectively).

5.35 The table below shows the proportion of carers in relation to people living in each Ward in North East Lincolnshire:



Looked After Children and Care Leavers

5.36 North East Lincolnshire Council is currently supporting 557 looked after children (July 2023). Their age group is as follows:



5.37 Details of their placement type and ethnicity is shown below:

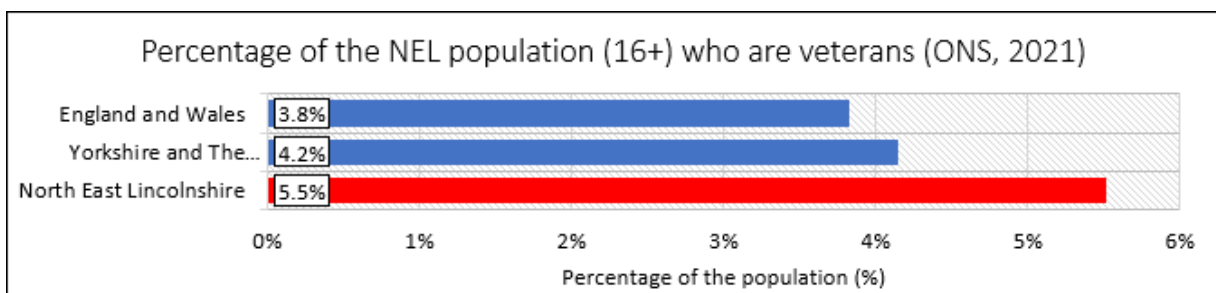
Placement Type	Count	Ethnicity	Count
Z1: Other placements	1	White British	503
U6: Foster placement - not FFA	244	Any other Ethnicity	14
U5: Foster placement - FFA	6	Any other Asian background	9
U4: Foster placement - long term	75	White other	8
U3: Foster placement - relative - not FFA	92	Any other Mixed Background	7
U1: Foster placement - relatives - long term	6	White and Black Caribbean	7
R3: Family Centre or Mother and Baby Unit	1	White and Asian	5
R2: NHS/Health Trust	1	White and Black African	3
P1: Placed with parents	58	Pakistani	1
K2: Children's Homes	43	Total	557
K1: Secure Children's Homes	1		
H5: Residential accommodation	22		
A6: Placed for adoption - order - not foster	4		
A5: Placed for adoption - order - foster	3		
Total	557		

5.38 Care Leavers in England are over ten times more likely than their peers not to be in education, employment or training by the age of 21. In North East Lincolnshire, the percentage of 19- to 21-year-old care leavers in education, employment or training was 51% in 2021/22 (Department for Education). The national average was 57%.

5.39 Despite care experienced people making up around 1.4% of the UK population, they account for 25% of homeless people in England and a quarter of the prison population. Nearly half of all under 21-year-olds in contact with the criminal justice system have been in care.

Armed Forces Community within North East Lincolnshire

5.40 Information regarding Veteran Status was new to the 2021 census. The ONS defined a veteran as someone who had served at least one day in the UK armed forces, either as a regular, reserve, or merchant mariner who had seen duty on legally defined military operations. Overall, 7,034 people, or 5.5% of NEL's population aged 16+ were veterans in the 2021 census, which was higher than the England and Wales and regional figures. Only East Riding of Yorkshire had a higher proportion than NEL in the region. Those 7,034 veterans were made up of 5,812 who served in the regular UK armed forces; 953 who served in the reserves; and 269 who served in both.



- 5.41 For further information about the Council's commitment to the armed forces, please see www.nelincs.gov.uk/your-council/armed-forces/.

6. Service Delivery

- 6.1 North East Lincolnshire Council is committed to ensuring that its services are accessible to all its residents and service users. It is important to us to ensure that no one experiences barriers when trying to access our services. The Council will ensure that the range and quality of services provided are appropriate and sensitive to the needs of the people of North East Lincolnshire.
- 6.2 The Council will ensure that no service user is subjected to unjustifiable discrimination or harassment in the delivery of any of the Council's services and will seek to promote equality, diversity and social inclusion amongst our partners in the services they provide.
- 6.3 In order to achieve this, the Council will ensure that equality issues are considered at the outset of commissioning and service delivery decisions. These considerations will form part of the service planning process and will be an integral part of the way that all services are managed and delivered. Regular review and monitoring will be used to ensure that the services do not have an unjustifiable adverse impact on residents or any population group. It is the responsibility of each Assistant Director to ensure that these services meet the needs of the specific key groups.
- 6.4 All service areas of the Council will ensure that they are responsive to the changing and diverse needs within the community of North East Lincolnshire and that service users receive equitable treatment when accessing services. Equality Impact Assessments (EIAs) will be carried out across service areas and action plans will be monitored to ensure equality of opportunity.

7. Partnerships

- 7.1 The Council will ensure that all work undertaken by partners on our behalf is carried out in accordance with our Equality Policy Commitment. These services will be appropriate and sensitive to the needs of the people of North East Lincolnshire. Through appropriate monitoring, Assistant Directors will ensure that any organisation working on our behalf do not practice unlawful acts of discrimination.
- 7.2 The Council will ensure that all terms of reference and other relevant partnership documentation complies with the Council's equality guidelines and all relevant legislation. It is the responsibility of each Assistant Director to ensure that actions to meet the needs of the specific key groups are included in partnership plans and strategies, and that appropriate monitoring mechanisms are in place to ensure these are met.
- 7.3. The Council will ensure that all commissioned partners adhere to our Equality Policy Commitment by the inclusion of equality as a criterion by which contracts are awarded and the inclusion of equality objectives in contract specifications.

- 7.4 The use of Equality Impact Assessments will extend to services delivered in partnership, where appropriate, and action plans monitored to ensure there are no significant differences in satisfaction for all groups.
- 7.5 The Council will encourage organisations which represent a range of community interests to become involved in partnership working, and will seek, wherever justifiable, to ensure that the interests of the specific key groups are explicitly represented on each partnership.
- 7.6 The Council will encourage partners to undertake equality awareness training.
- 7.7 It is recognised that there are other third parties who have a relationship with the Council, either working on behalf of or with the Council, who are not partners or contractors. The Council will expect these third parties to adhere to the Equality Policy Commitment.

8. Social Value and Procurement

- 8.1 Social Value is defined as “outcomes and activities that will improve the quality of life and life chances of our residents and enhance the economic, social and environmental sustainability of the local area”.
- 8.2 The covid pandemic had a significant impact on the council’s ability to implement the 2018 social value policy, as resources were deployed to the emergency response. However, it also led to positive outcomes in terms of shared focus and improved working relationships across the North East Lincolnshire that will support the development of an improved approach in the future.
- 8.3 Where possible, we have started to involve local citizens at the earliest opportunity in the commissioning process to identify solutions which offer social value outcomes. In 2022, we brought together our citizen engagement, commissioning, solution design, procurement, and other strategic functions into one centralised service to ensure more consistent and collaborative approach that promotes wider involvement in decisions and solutions.
- 8.4 Our approach to social value and procurement seeks to ensure that suppliers and partners adopt sound and legal employment terms, including high quality health and safety standards, ensuring fair and equal treatment in the workplace and evidence of working to employment and equality legislation. This includes practises which ensure modern slavery and child labour issues are positively addressed.
- 8.5 Our Social Value policy sets out commitments we expect those bidding for contracts with the Council to adopt as part of their contribution to the North East Lincolnshire Outcome Framework. These commitments include using social value as a platform to provide:
- equal access to high-quality education, employment and career progression through schemes such as apprenticeships, work placements, and encouragement of lifelong learning.
 - working with partners to tackle disadvantage and address inequalities of health, wealth, and opportunity by targeting activity towards those most in need, prioritising our most vulnerable.

- helping our people feel valued and able to contribute to our society, by promoting diversity, encouraging volunteering, and involving the community in change.

8.6 Through clearly setting out the Council's expectations in this way we will be able to evidence and demonstrate the impact that procurement and social value is having on North East Lincolnshire and our communities.

9. Updates on Actions and Monitoring

Equalities Review

9.1 A review of the Council's approach to equalities continues to be undertaken and will be co-produced with a range of partners. By taking this inclusive approach, we will be able to better identify areas of activity that need to be addressed to deliver good equality outcomes for employees and the community. This will help us to further embed equality into processes and practices and support organisations to become inclusive employers.

9.2 The Council is using the Local Government Association's Equality Framework, which sets out four modules for improvement underpinned by a range of criteria and practical guidance that can help the council to plan, implement and deliver real equality outcomes for employees and the community.

9.3 The four modules are:

- a) Understanding and working with your communities
- b) Leadership and Organisational Commitment
- c) Responsive Services and Customer Care
- d) Diverse and Engaged Workforce.

9.4 An assessment against the LGA framework has taken place and new equality objectives, based on the assessment criteria, are set out in this report.

Equalities Duty

9.5 This report forms part of the Council's demonstration of its legal compliance with the Public Sector Equality Duty, which is part of the Equality Act 2010.

9.6 As part of the Equality Act 2010, the council must demonstrate due regard to three general equality duties across its functions:

- advancing equality of opportunity between people who share a protected characteristic and those who do not.
- eliminating discrimination, harassment, and victimisation and other conduct prohibited by the Act.
- promoting good relations between people who share a protected characteristic and those who do not. The council must also publish equality data about:
 - those who live in the borough.
 - those who work at the council.
 - and people who use our services.

Equality, Diversity and Inclusion Objectives

- 9.7 The council is committed to equality for all residents. This is through the delivery of accessible, fair services, as an employer, contractor of services and a community leader. The Council celebrates diversity, and the contribution of different groups.
- 9.8 This means that the services we deliver, or contract out do not discriminate against someone because of perceived difference. It also means that we take an active role as a leader in the community and remove barriers to participation and access for all members of the community.
- 9.9 The importance of reducing inequality is reflected in the Council's current Council Plan. National and local data suggests that the Covid-19 pandemic and the cost-of-living crisis has exacerbated existing inequalities.
- 9.10 Our focus to reduce inequality across North East Lincolnshire includes:
- a) Health Inequality
 - b) Financial Inclusion
 - c) Council Tax Reduction Scheme
 - d) Food poverty
 - e) Fuel poverty
 - f) Digital inclusion / exclusion
 - g) Equality, diversity and inclusion.

Equality Objectives:

- 9.11 North East Lincolnshire Council is committed to fulfilling its duties as a public authority under the Public Sector Equality Duty. As part of this general duty, we are required to publish a set of equality objectives every four years.
- 9.12 Our equality objectives will be based around the themes of the LGA self-assessment template on equalities and diversity:
- Access to services – collect and share information about our communities; effective community engagement; and fostering good community relations.
 - Building cohesion and integration – focus on health and wellbeing; creating effective pathways in education, training and employment; and partnership working to tackle domestic and sexual abuse.
 - Understanding and working with our communities – work with partners to celebrate our place; tackle poverty and inequality; ensure our borough is an inclusive and accessible place to live and visit; and work with partners to raise awareness of hate crimes and how it can be reported.
 - Diverse and engaged workforce – workforce diversity and inclusion; inclusive strategies and policies; collecting, analysing and publishing workforce data; learning, development and progression; and health and wellbeing.
- 9.13 The self-assessment contains numerous actions and dates for delivery under each theme. These actions will be monitored on quarterly basis.

9.14 The equality objectives help us to:

- work with communities to ensure they are involved in decision-making.
- oppose all forms of prejudice and discrimination.
- promote diversity and tolerance.
- prevent harassment and victimisation of residents, service users and employees.
- provide equal access to jobs at all levels of the council.
- make sure our employment policies and practices do not discriminate.

9.15 As a large public sector organisation, our Equality Objectives cover a broad range of areas. Over the next four years we will deliver them through projects, policies and strategies that shape how we deliver services; and will work with others on areas including supporting children, young people and families and improving health and wellbeing.

9.16 Each year, through this Annual Equality Report, we will provide an update on each of the Objectives, including how we are delivering and the impact we are achieving. This is set out below. The next update to this plan will be published in June 2024.

Update on Our Objectives

Outcomes	Updates and key actions to achieve this	Timescales
1. Access to services		
<p>1.1 We will improve the data we hold about people who use our services in terms of consistency and robustness.</p> <p>This will include capturing improved equality monitoring data to enable us to better understand people’s needs and levels of satisfaction.</p>	<p>The establishment of the Strategy, Policy and Performance Team will drive forward the use of data and insights to inform service delivery. This will seek to make sure the data we capture is used systematically across the whole organisation.</p> <p>The new customer service portal is being implemented and consideration is being given to how this can be used to standardise the equalities information being collected from our service users and community.</p> <p>Analysis of new Census data will be used to inform service decisions with the development of specific local information on the North East Lincolnshire Data Observatory (www.nelincsdta.net).</p>	<p>In place now with new frameworks established by April 2024.</p> <p>Information routinely collected by April 2024.</p> <p>August 2023</p>
<p>1.2 We will work with residents and our partners, including the voluntary, community and faith sector, to ensure data and knowledge is used to deliver joined up approaches to the big challenges that affect our place and our communities.</p> <p>Data on equalities will also be used to ensure we set a fair and evidence-based budget for the council.</p>	<p>The Sustainable Communities Board agreed to take the lead role on equalities, and community cohesion is a priority for the Board. Actions will be agreed through the Board in the autumn, in conjunction with the VCS Forum.</p> <p>Assistant Directors will need to consider any equality implications when considering any budget proposals which may adversely affect residents and businesses in North East Lincolnshire.</p>	<p>October 2024</p> <p>January 2024</p>
<p>1.3 We will improve the information we hold about our diverse communities including around</p>	<p>A standard set of Equality, Diversity and Inclusion questions will be agreed for all consultation and engagement activity, including website forms and</p>	<p>July 2023</p>

Outcomes	Updates and key actions to achieve this	Timescales
<p>influence, engagement and cohesion.</p> <p>We will continue to undertake a broad range of consultation and engagement activities to inform decision making and will support underrepresented communities to raise issues and put forward solutions.</p>	<p>feedback. Where possible, this will be aligned to the census data to allow analysis, benchmarking and comparison.</p> <p>Awareness raising in relation to why sensitive information needs to be collated will be undertaken to improve engagement and participation.</p> <p>The Talking, Listening and Working Together steering group has been established and promotes a joined-up approach to listening to communities and understanding community need.</p> <p>The Talking, Listening and Working Together Place-based Engagement Strategy has been reviewed. This is co-produced with both public sector and VCS partners and is now being embedded as the best practice for engagement in NEL.</p> <p>The development of an Equality, Diversity and Social Inclusion Strategy/framework will promote engagement and participation.</p>	<p>July 2023</p> <p>On-going</p> <p>Complete</p> <p>March 2024</p>
<p>1.4 We will ensure that all commissioning activity looks at ways to enhance equality of access and opportunity. Equality Impact Assessments (EIAs) will be required for all commissioning projects.</p>	<p>Equality Impact Assessments and a council-wide approach to the use of them is in place and work is being undertaken to strengthen this process. This will improve the information collected from the reviews and ensure they are frequently reviewed as projects develop.</p> <p>We will focus on major commissions and large-scale projects during 2023/4 to highlight the need for EIA's to be used from idea conception through to project commissioning and delivery.</p>	<p>Sept 2023</p> <p>March 2024</p>
<p>1.5 We will use the lived experience of people from across all protected characteristics to ensure that what we commission meets the needs of our diverse communities.</p>	<p>The embedding of our approach to impact assessments including meaningful engagement utilizing the ethos of the TLWT framework will support greater understanding of need across all protected characteristics.</p> <p>The inclusion of optional EDI questions within our engagement activities will support greater intelligence about our communities to inform decision making.</p>	<p>Sep 2023</p> <p>Sep 2023</p>
<p>2. Building Cohesion and Integration</p>		
<p>2.1 We will focus on improving health and wellbeing, especially for groups that experience poorer outcomes.</p> <p>We will ensure decent, inclusive and accessible housing that promotes wellbeing.</p> <p>Health inequalities will also be a key focus of our Wellbeing Strategy and we will continue to join up and improve health and social care services to provide high</p>	<p>Improving Health and Wellbeing has been a focus throughout the last year with the ongoing challenges associated with recovery from the pandemic, exacerbated by the cost-of-living crisis. This is contributing to widening health inequalities across the Borough. The Council Plan outlines the areas of focus for the coming year which includes;</p> <ul style="list-style-type: none"> Our tobacco programme will offer support to every smoker with a clinical need (who is an inpatient for 24hrs or more) to stop smoking with a referral system into the wellbeing service. We will also work in collaboration with the NHS to deliver a targeted lung health check programme for current or previous 	<p>On-going</p>

Outcomes	Updates and key actions to achieve this	Timescales
<p>quality and accessible care.</p>	<p>smokers who are at high risk of lung cancer.</p> <ul style="list-style-type: none"> • The full alcohol treatment offer is being reviewed to ensure that it is relevant to all-in North-East Lincolnshire who may require assistance with alcohol related issues. We will also continue to monitor and review the alcohol liaison nurse pilot project within the local hospital, who works alongside the Alcohol Care Team, to ensure that anyone who attends the hospital or is an inpatient in the hospital for an alcohol related condition will be linked into community alcohol services, including recovery services, after discharge. • With the launch of the Government’s 10-year Drug Plan/Strategy, we will work towards implementing all aspects of the plan. The plan includes the most significant financial investment in drug treatment for some years and the plan itself will have wide reaching implications for delivery of services across North East Lincolnshire. • We will work with a range of partners to take forward a Start Well Programme to optimise children’s outcomes in the early years. As part of this, we will be working in partnership with the voluntary sector to establish a ‘Community Mothers’ peer to peer approach of support for local parents, with a particular focus on vulnerable mothers living in the disadvantaged areas. • To effectively address some of the widening health inequalities which are a result of the pandemic, we will support the North East Lincolnshire Integrated Care Partnership and the North Yorkshire and Humber Integrated Care Board in the development of their Population Health Management programme. 	<p>On-going</p> <p>On-going</p> <p>On-going</p> <p>On-going</p>
<p>2.2 We will work with partners to ensure there are effective pathways into education, training and employment (including apprenticeships) to enable young people to fulfil their ambitions.</p> <p>We will continue to work with schools and partner organisations from early years onwards, to ensure children have a great start in life and to close attainment gaps for disadvantaged pupils and children with special educational needs and disabilities (SEND).</p>	<p>In September 2022 and in conjunction with Project Search, Linkage College and Care Plus group, a refreshed Supported Internships offer for young people with EHCPs aged 16+ started, providing opportunities for work experience within the local hospital for 5 young people. This continues with a new intake in September 2023 for a further ten young people, plus funding to develop resources aimed at young people with an EHCP and their parents/carers, specifically focused on employment pathways. The internship provides an additional pathway where young people can be supported to both complete qualifications in literacy and numeracy as well as gain work experience in a particular field and ongoing work thereafter. Initial work is underway to explore the possibility of the Local Authority offering supported internship opportunities.</p> <p>There is a well-established Employability Forum comprising partners who have a vested interest in supporting young people and adults into education,</p>	<p>September 2023</p> <p>On-going</p>

Outcomes	Updates and key actions to achieve this	Timescales
	<p>employment and training.</p> <p>The Local Authority has been successful in securing a free special school as part of the national Department for Education programme. Work is underway to secure a September 2027 opening for 150 children aged 9-19.</p> <p>Work also continues on resource specialist provision places in conjunction with the Family Hubs realignment project. The first provision opened Easter 2023, with three more provisions planned to open over the next 12-18months. This will significantly increase the number of specialist high needs places available in North East Lincolnshire for children in receipt of EHCP and will enable more children to remain within North East Lincolnshire for their education, and ideally much closer to their local community.</p>	<p>September 2027</p> <p>Autumn 2024</p>
<p>2.3 We will work with the Police, health, specialist providers and other partner agencies to tackle domestic and sexual abuse.</p> <p>We will work with communities and interest groups on prevention, and ensuring key messages about healthy relationships, consent and sexual harassment are included in 'relationships and sex education'.</p> <p>We will develop whole family working on domestic abuse that supports victims and children and holds perpetrators to account; and ensure services are accessible and meet the needs of our diverse communities.</p>	<p>Domestic Abuse – A partnership approach is in place to tackle the prevalence of domestic abuse across the borough, underpinned by the North East Lincolnshire Domestic Abuse Strategy 2021-24 and associated Delivery Plan. Partnership activity is coordinated through the Domestic Abuse Operational Group while the Domestic Abuse Strategic Board provides strategic oversight. Partnership accountability is shared across the Tri-Board arrangements of the Community Safety Partnership, Safeguarding Adults board and Safeguarding Children Partnership.</p> <p>The local approach incorporates the requirements of the Domestic Abuse Act 2021 and associated new duties under Section 4 of the Act. These duties are described within the North East Lincolnshire Safer Accommodation Strategy 2022. This strategy, designed to be implemented in conjunction with the wider Domestic Abuse Strategy, was developed based on the findings of a local area needs assessment.</p> <p>A joint commissioning approach is being taken to the commissioning of new domestic abuse service provision. Preparatory work is well underway, with new services expected to be in place by late 2023.</p> <p>Sexual Abuse – Work to tackle sexual abuse and harmful sexualised behaviour continues to take place through a variety of partnership interventions from prosecution through to working with young people around healthy relationships campaigns. This includes the Power of KNOW campaign, launched in May 2023, which raises awareness of support available to young people facing sexual grooming and exploitation. And specialist support through the GRAFT project which supports children to attempt to exit criminal exploitation.</p>	<p>Complete</p> <p>Complete</p> <p>December 2023</p> <p>Ongoing</p>

Outcomes	Updates and key actions to achieve this	Timescales
	<p>Violence against women and girls – the Community Safety Partnership has adopted violence against women and girls as one of its priorities for 2022-25. As part of this we have delivered 27 bystander intervention training sessions to over 600 year-12 students (aged 16/17) in January 2023. Before the training 298 students said they would be confident in intervening when witnessing street harassment and by the end of the training this had increased to 522. Consultation was built in throughout the training and will feed this into our data gathering and planning. We are now planning wider training and engagement with women and girls - particularly in relation to older women.</p>	<p>Ongoing</p>
<p>3. Understanding and Working with Our Communities</p>		
<p>3.1 We will work with our partner organisations across all sectors, to celebrate and promote our place.</p> <p>We will support and promote events and activities that celebrate and raise awareness of our diverse communities.</p>	<p>An EDI workshop, involving partners in health and the voluntary and community sector, is looking at different EDI activities and events which could be held across North East Lincolnshire.</p>	<p>March 2024</p>
<p>3.2 We will continue our work to tackle poverty and inequality.</p>	<p>Household support (£3.1m), Holiday activity funds (£789,000) and Alternative Energy Support payments in excess of £300k have been administered by the Council during 2022/23. With its partners, the Council continues to support people with debt advice, housing support, food and other emergency household needs. Work on health inequalities in the borough is being progressed in conjunction with Health (ICB).</p>	<p>On-going</p>
<p>3.3 We will continue to support work to ensure our borough is an inclusive and accessible place to live and visit.</p> <p>We will work with our partner organisations to raise awareness of hate crime and how it can be reported and will continue to challenge discrimination, bullying and harassment.</p>	<p>The Council's ASB Team continues to work with Humberside Police to respond and support victims of Hate Crime where appropriate with the aim of reducing the likelihood of repeat victimisation.</p>	<p>On-going</p>
<p>3.4 We will assess ourselves against the LGA Equality Framework to identify where improvements can be made in order to benefit our residents and businesses.</p>	<p>A self-assessment against the LGA Equality framework was carried out in 22/23 and an action plan agreed to raise the profile of equality, diversity and inclusion in the work of the Council and its workforce.</p>	<p>March 2024</p>

Outcomes	Updates and key actions to achieve this	Timescales
4. Diverse and Engaged Workforce		
4.1 The organisation is clear about its local labour market, and this is reflected in the Council's workforce.	<p>Review the workforce data, understand it and how we can use it to achieve a diverse workforce.</p> <p>To ensure that our recruitment and selection processes monitor all protected characteristics - quarterly equality assessment.</p> <p>Creation of dashboards to provide detail of applicants from application to selection.</p>	<p>August 2023</p> <p>December 2023</p> <p>December 2023</p>
4.2 Inclusive Strategies and Policies	<p>Review the People Strategy ensuring that it identifies equality issues within NELC.</p> <p>Understand the local labour market through census and applicant data. More detailed assessment of applicant profiles against census information for more detailed understanding of barriers to employment.</p>	<p>December 2023</p> <p>August 2023</p>
4.3 We will improve our training and awareness for staff on EDI issues.	<p>Formal monitoring and promotion of the available e-learning will be undertaken to ensure that all staff are aware of their responsibilities.</p> <p>Equality training is going to be reviewed and relaunched for council staff.</p>	<p>August 2023</p> <p>September 2023</p>
4.4 Improve EDI in workforce	<p>An equalities staff group has been established with a role to promote and raise awareness/understanding of EDI issues across the workforce.</p> <p>Staff group will promote EDI issues throughout the year.</p>	<p>May 2023</p> <p>On-going</p>