



Annual Equality Report

Updated: June 2024

Contents

1.	Our Equality Policy Statement.....	2
2.	Leadership Statement	3
3.	Elected Members.....	3
4.	Our Workforce	4
5.	Our Community	5
6.	Service Delivery.....	20
7.	Partnerships	21
8.	Social Value and Procurement	21
9.	Updates on Actions and Monitoring.....	22

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 North East Lincolnshire 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 community and organisation. Further equality data is held on the North East Lincolnshire Data Observatory (NELDO) and is available here: [Equalities - UTLA | North East Lincolnshire | InstantAtlas Reports \(nelincsdata.net\)](https://nelincsdata.net).
- 1.3 This resource provides key headline data about our residents and service-users 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 including by ward, alongside comparative data at either a regional or national level.
- 1.5 We have included examples of projects and work undertaken over the last year which demonstrate our commitment to equality, diversity, and inclusion.

Future reports

- 1.6 The Local Government Association self-assessment framework for Equality, Diversity, and Inclusion (EDI) is being used to identify where we can improve our approach to EDI for our residents and employees. This will be used to guide our development and progression moving forward.
- 1.7 This report helps us to better allocate resources to assist 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.
- 1.8 A review of our Equality Policy Statement and Equality Objectives will be undertaken next year and will cover the period 2025 to 2029.

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 continue to strengthen 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.
- 2.4 A system group has been established to look at the development of EDI including a co-produced place-based strategy for North East Lincolnshire. This includes the following underpinning workstreams to support a more cohesive approach across place:
 - Improve knowledge and understanding of the diversity of our community
 - Build strong relationships with diverse groups to ensure everyone is heard
 - Support organisations to develop and build confident staff networks and peer support
 - Promote opportunities to develop skills, knowledge and raise awareness
 - Champion good practice and consistency in equality analysis
- 2.5 The establishment of the Inclusivity and Belonging (EDI) Champions staff group is focussed on promoting equality, diversity, and inclusion within the Council. This includes raising awareness, providing challenge, and leading on equality priorities across the Council. The group will help to develop the Council's approach to equality, diversity and inclusion including the development of an Equality Policy. In its first year, the Champions have contributed to a number of projects and developments providing an opportunity for challenge and engagement.

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

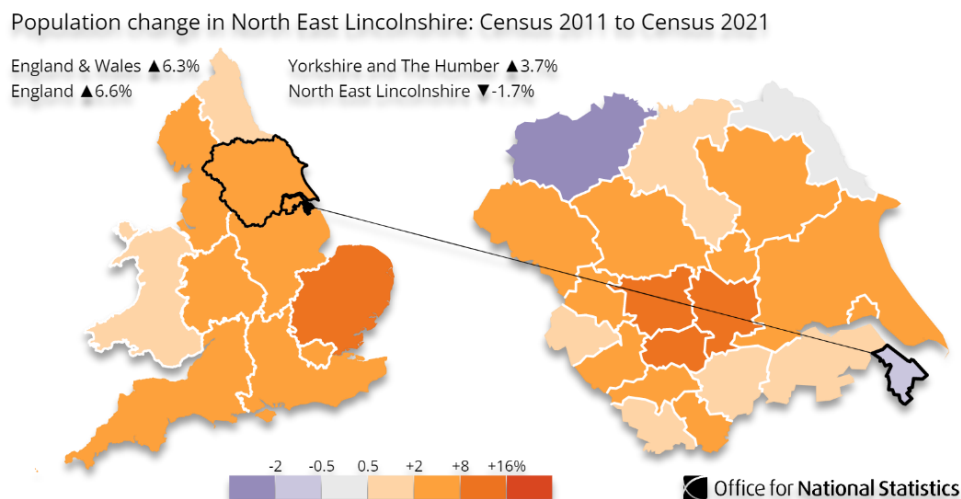
- 4.1 North East Lincolnshire Council is one of the largest employers in the area and recognises the importance of a diverse workforce. The Council has a firm commitment to equality of opportunity and has a duty to be a champion of equal opportunity principles and practice as an employer.
- 4.2 We are undertaking a refresh of our 3-year People Strategy which sets out the Council's vision and aspiration for its workforce, both now and in the future. The Strategy recognises the importance of our people in delivering the Council plan and our aspirations for our Place.
- 4.3 The Council is committed to ensuring that all policies and procedures in relation to employment practices are reviewed through a lens of equality, diversity, and inclusivity. This is achieved through the Stakeholder group and the Inclusivity and Belonging champions group.
- 4.4 We have strengthened our recruitment policy and practices to ensure that all candidates have the same opportunities, and no-one receives less favourable treatment. All staff who are involved in recruitment are trained in effective recruitment practices.
- 4.5 We have launched the Employee Voice, which provides our staff with an opportunity to provide feedback on working within the Council. This enables the Council to listen and respond to feedback through the development of action plans.
- 4.6 The Council provides an extensive wellbeing offer to all staff, with a dedicated wellbeing section on our intranet to support our staff and promote our offer. Our wellbeing officers provide immediate one to one support as well as signposting to specialist advice, support, and counselling. The Council also offers extensive learning and development opportunities around wellbeing, resilience, and coaching/mentoring opportunities.
- 4.7 The Council has developed an extensive learning and development offer to support our commitment to EDI. The offer ranges from mandatory EDI training for all new starters, to face to face workshops, and webinars on a range of subjects. These are available to all employees and attendance is monitored to encourage participation.
- 4.8 Following the success of remote working during the pandemic, we have launched a new Ways of Working policy. We recognise the positive impact that agile working can have on

employee wellbeing. The policy ensures that the customer is central to all our activities and service delivery, whilst providing a greater level of flexibility for employees, as deemed appropriate for each service area.

- 4.9 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.
- 4.10 The monitoring of our employment practices is an important part of the Council's 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.
- 4.11 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 for National Statistics (ONS) published data from The Census 2021 in 2022 and 2023. This information is available here: [How life has changed in North East Lincolnshire: Census 2021 \(ons.gov.uk\)](https://www.ons.gov.uk/census/2021-census). This provides an insight into how the population of North East Lincolnshire has changed – it shows that our area is becoming more diverse. It is important that this is recognised and celebrated.
- 5.2 The latest census data also shows that North East Lincolnshire's population decreased by 1.7%, relative to the last census in 2011, falling from just over 159,600 residents in 2011 to just under 157,000 in 2021.
- 5.3 In 2021, North East Lincolnshire was home to 815 people per square kilometre – a 1.7% decrease on 2011. The 2021 figure was higher than the English average of 434 people. Other local authorities ranged from 15,695 to 26 people per square kilometre.



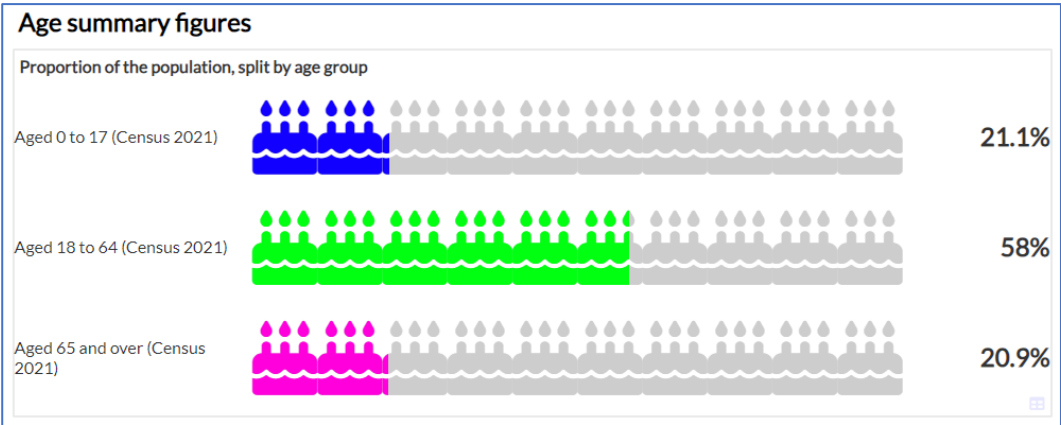
Source: Office for National Statistics – 2011 Census and Census 2021

5.4 The ONS also released mid-year population estimates for 2022/23, which estimate there were 80,402 females and 77,352 males in NEL in June 2022, making up 157,754 individuals. This represents a 0.5% increase in the population between March 2021 (the time of The Census 2021) and June 2022.

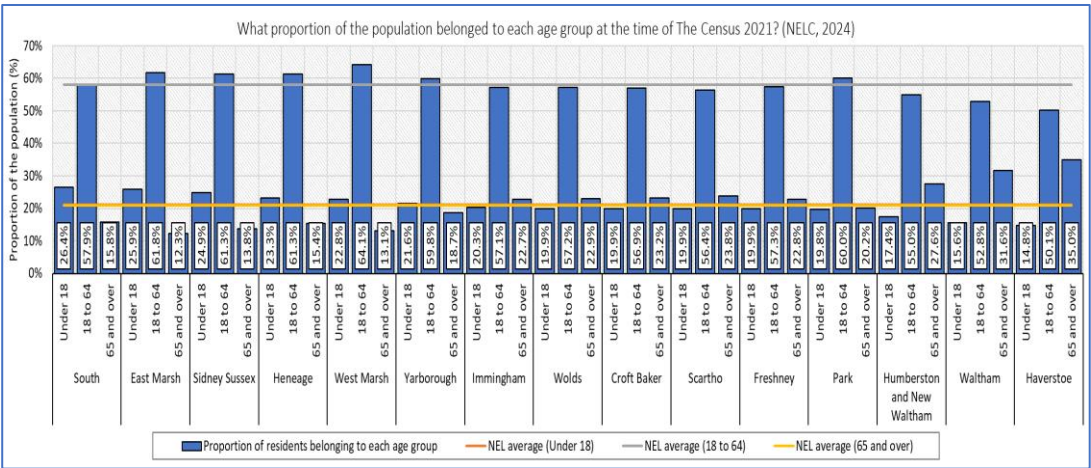
Age in North East Lincolnshire

5.5 Relative to 2021, the ONS estimates that the median age did not change from 43.1 in 2022; the median age was 42.9 in the 2019 edition of the ONS’ mid-year population estimates and 41.1 in Mid-2011, suggesting the upward trend has slowed. However, North East Lincolnshire remains older – on average – relative to Yorkshire and the Humber and England, which had a median age of 40.6 and 40.5 in 2022, respectively. NEL’s median age in The Census 2021 saw it place 127th out of 331 local authorities, with 1st being the oldest.

Below is a summary plot to show the proportions in each age group in NEL in terms of the life course in 2021.



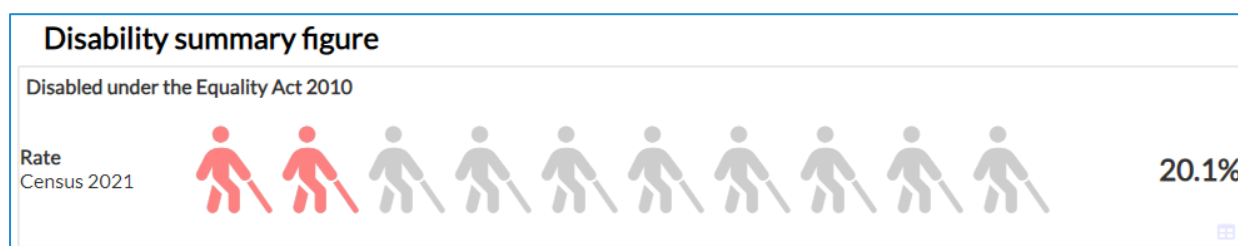
5.6 At a ward level, census data reflects clear differences in North East Lincolnshire, with South and East Marsh having the highest percentage of under 18s, with 26.4% and 25.9%, respectively, while Waltham and Haverstoe wards have the lowest, with 14.8% and 15.6% respectively. West Marsh and East Marsh have the highest proportion of those classed as working age (18-64), with 64.1% and 61.8%, respectively, while Haverstoe and Waltham have the lowest, with 50.1% and 52.8%, respectively. But the largest differences can be seen in the proportion of those aged 65 and over – the lowest is in East Marsh (12.3%), rising to 35% in the Haverstoe.



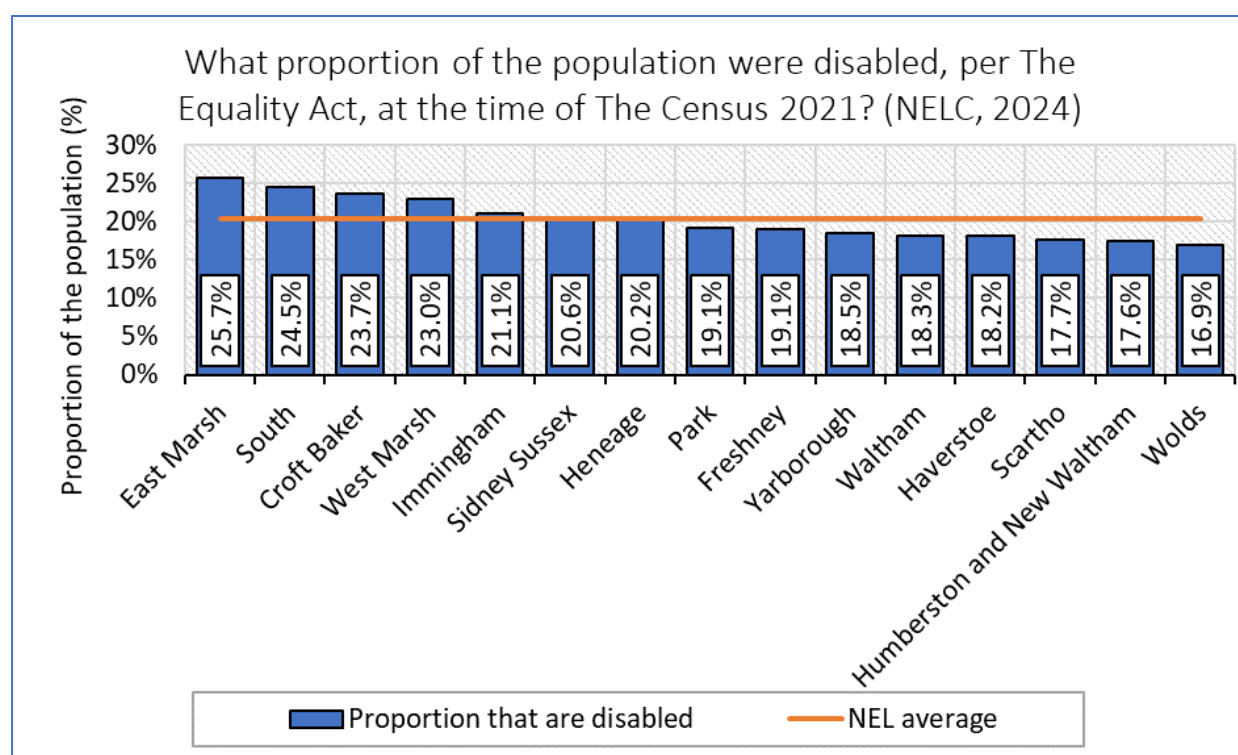
Disability in North East Lincolnshire

- 5.7 Per age-standardised data from the 2021 Census, 9.0% of North East Lincolnshire residents identified themselves as disabled in line with The Equality Act, indicating their day-to-day activities were “limited a lot”. This figure decreased by 0.7% from 9.7% in 2011. Around one in nine people (11.1%) were disabled and limited a little, relative to 10.7% in 2011. Collectively, the most recent data suggests 1-in-five were disabled.

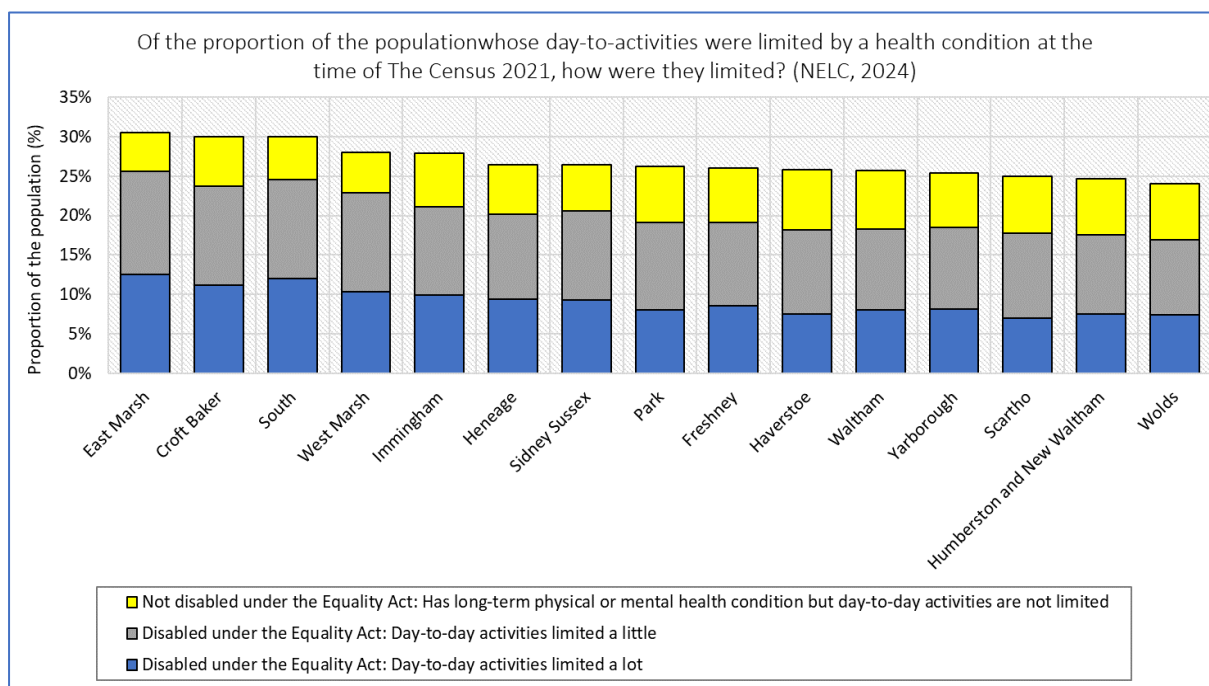
Below is a summary plot to show the proportion that were disabled in NEL in 2021.



- 5.8 The census-based ward picture shows clear differences between areas of North East Lincolnshire, with an 8.8% difference between the Wolds and East Marsh wards; the latter of which has a quarter of the Ward population with a disability. This trend likely reflects the reduced standard of health that goes with a more deprived population. These figures are not age standardised, but this is not expected to change the trend.



5.9 The ward picture is similar when we consider the proportion of the population whose day-to-day activities are limited by a health condition.



CASE STUDY: Supported Internships

A supported internship is a study program specifically aimed at young people aged 16 to 25 who have an Education, Health and Care plan. These individuals want to move into employment and require extra support to do so.

Project SEARCH is a supported employment initiative for young people with learning difficulties and disabilities. It's a one-year transition-to-work program for young adults with a learning disability or autistic spectrum conditions. In the UK, Project SEARCH involves collaboration between a local authority, a college or school, and a host employer. The program emphasises partnerships, with tutors, job coaches, and business leaders working together to help individuals with disabilities secure paid employment.

The DFN Project SEARCH program provides real work experience combined with training in employability and independent living skills. It takes place in a business setting, supporting young people in their transition to productive adult life.

In North East Lincolnshire, the first Project SEARCH program started in 2022 at the Diana Princess of Wales Hospital. Interns work in various areas such as portering, catering, and facilities. Two interns successfully gained paid employment at the hospital after the first year. Additionally, a new Project SEARCH program will begin in collaboration with Humberside Police and North East Lincolnshire Council, with Learning4Life as the education provider and CarePlus Group providing a Job Coach. Grimsby Institute also runs its own Supported Internship program, which includes three Supported Internships at Grimsby Crematorium.

Sex and Gender in North East Lincolnshire

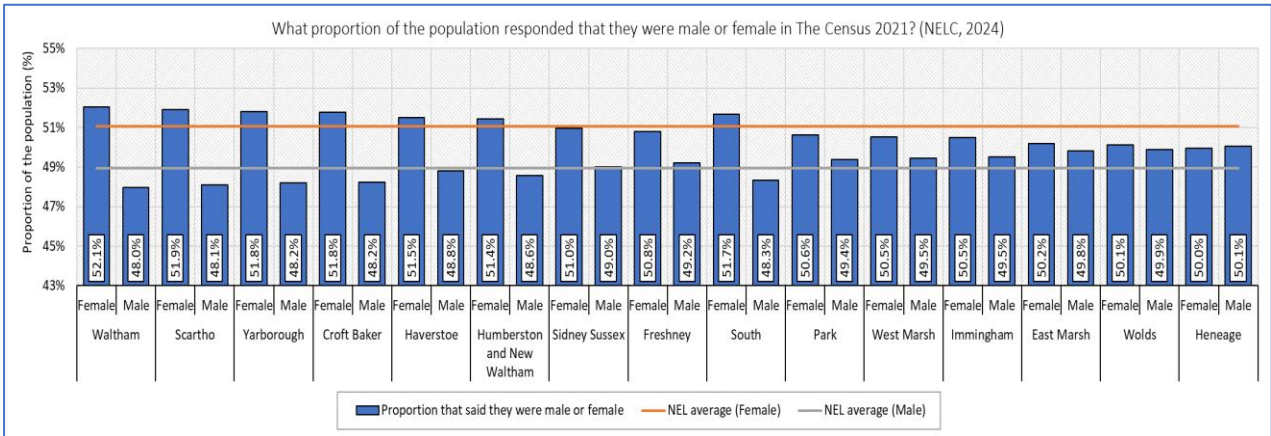
5.10 The population of North East Lincolnshire (156,966) was recorded as 51.1% (80,154) females and 48.9% (76,812) males in The Census 2021. *Source: nelincsdata.net*

Below is a summary plot to show these proportions.

Sex summary figures



5.11 The ward profile is based on The Census 2021 and reflects relatively small differences in the split in population by sex in each of NEL’s 15 wards. There is only one ward where there are [slightly] more males than females (Heneage), but at the other extent, Waltham has the largest gap, with 279 more females in what is the smallest ward, with a population of only 6,811 people.



5.12 On gender, the question on people’s gender identity in The Census 2021 was voluntary and was only 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, 94.3% answered “Yes” and 0.45% answered “No”. The remaining 5.31% did not answer. A slightly higher proportion answered yes at a regional and national level.

Below is a summary plot showing this proportion in NEL in 2021.



- 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.

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.

CASE STUDY: Women into Manufacturing and Engineering Event

North East Lincolnshire Council forms part of a collaborative initiative, led by Green Port Hull, to encourage more females into the manufacturing and engineering sectors. The WIME (Women into Manufacturing and Engineering) initiative have delivered a 'Raising Aspirations' programme in two of our local Secondary Schools. This programme brings female mentors from industry to work with young girls in school to raise awareness of career opportunities.

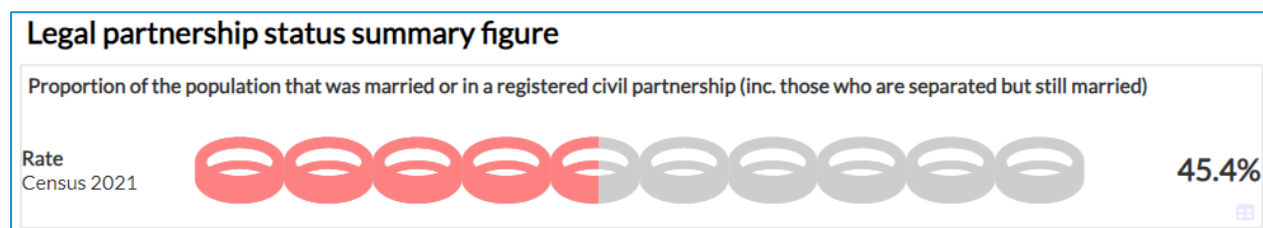
On 4th March 2024, as part of National Careers Week, WIME and North East Lincolnshire Council delivered an event at Grimsby Town Hall. The event had stalls from 25 manufacturing and engineering businesses, staffed by their female representatives. Schools from across the region brought their female students along to find out about all the opportunities available to them. The event then opened in the evening to allow women of any age to attend, or girls to come along with their parents.

307 female students attended the event followed by 128 members of the public. When asked 'What has the day inspired you to do?' One year seven student responded, *'To pursue a career in engineering and to talk to others about these amazing jobs!'*

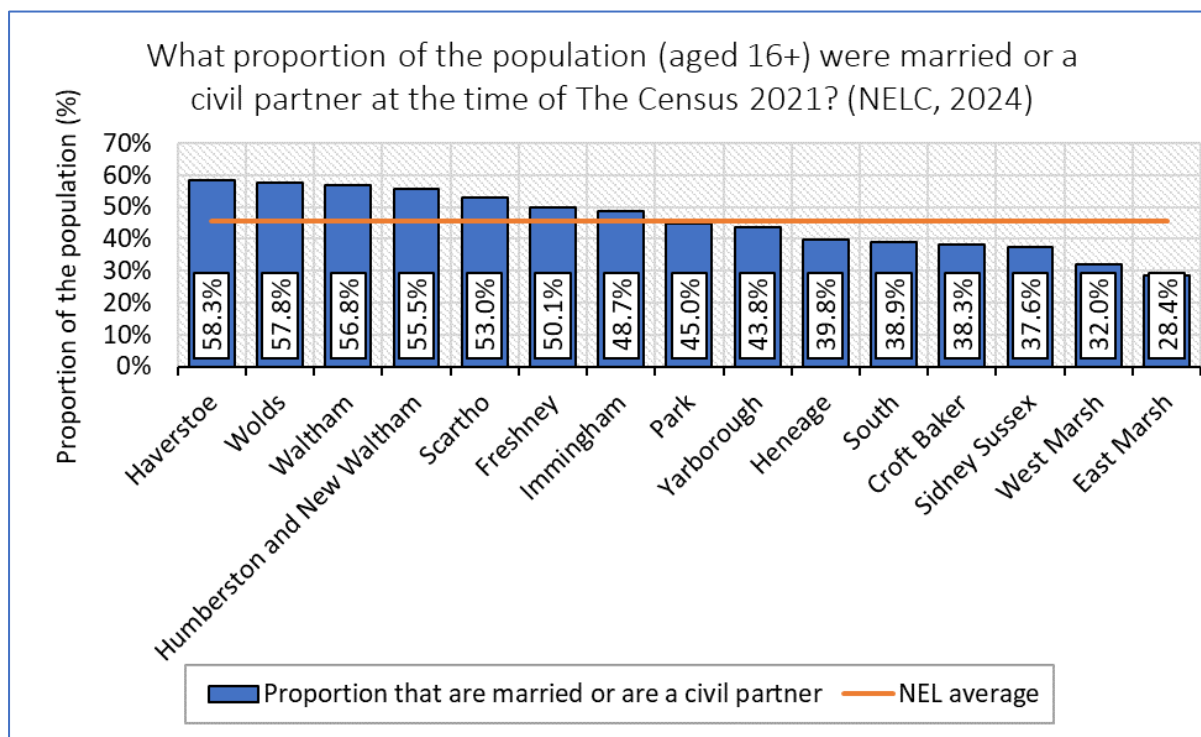
Marriage and Civil Partnerships in North East Lincolnshire

- 5.14 Of North East Lincolnshire residents aged 16 years and over, 33.1% said they had never been married or in a registered civil partnership in The Census 2021, down from 36.2% in 2011. The proportion that are married or in registered civil partnership was most recently 45.4%, down from 47.9% in 2011. These figures include the proportion that were "Separated, but still married" and "Separated, but still in a registered civil partnership," which was 2.6% in both 2011 and 2021.
- 5.15 Same-sex marriage was legalised in 2014 and opposite-sex civil partnerships in 2019. At 0.2% and 0.1% of the total population in NEL, these did not make up substantial proportions of the population in 2021.

Below is a summary plot to show the proportion that were married or in registered civil partnerships in NEL in 2021.



- 5.16 When considered by ward, again there are clear differences. The proportion of the population married or in civil partnership is over half in six wards, and below 1-in-3 in two, ranging from 58.3% in Haverstoe to 28.4% in East Marsh. This is likely correlated with the age breakdown, with East Marsh having the lowest proportion of people aged 65 and over, and Haverstoe having the highest.



Pregnancy and Maternity in North East Lincolnshire

- 5.17 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. This was 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).
- 5.18 In 2022/23, the number of babies born live in NEL fell to 1,404 for the financial year, Sidney Sussex and South accounted for 21% of these; Haverstoe and Waltham accounted for 6.6%.

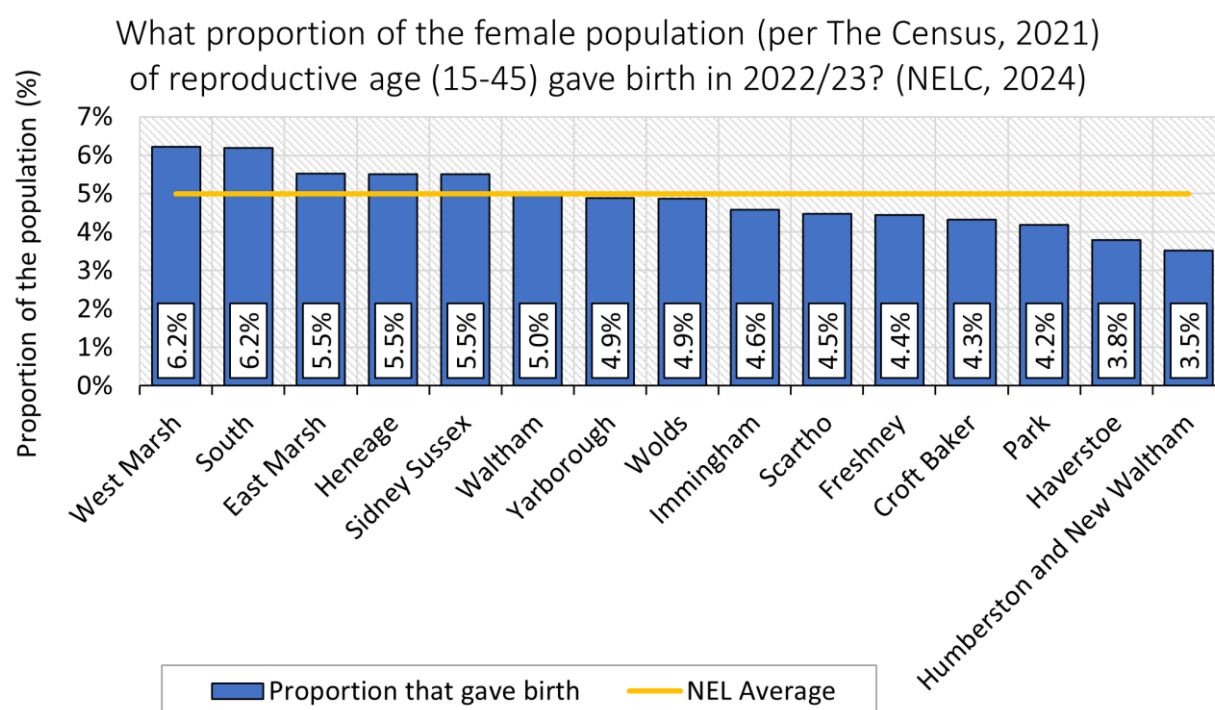
Below is a summary plot to show the proportion of NEL's females of reproductive age (15-45) that gave birth in 2021.

Births summary figure



- 5.19 On the proportion of the female population of reproductive age that gave birth in 2022-23, different wards' figures ranged from 6.3% in South ward to 3.5% in Humberston and New

Waltham. Like the number of rate of births by ward, this is almost certainly linked to the age split, with the five wards with the highest proportion of females giving birth also being the five with the highest proportion of females of reproductive age (15-45) (this is 43.8% in East marsh and 23.9% in Haverstoe). It should be noted that births may take place outside of reproductive age, so these calculations are unlikely to be inclusive of all births; when using the total resident, female population alongside the number of births, West Marsh has the highest proportion and Haverstoe the lowest, with 2.7% and 0.9% giving birth in 22/23, respectively.



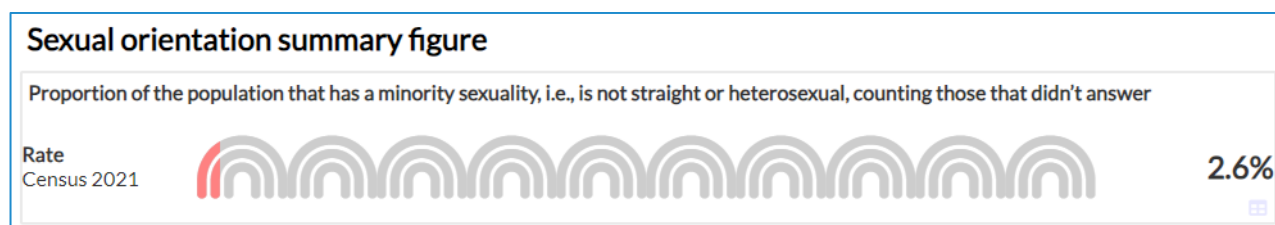
- 5.20 At 109.8 premature live births and stillbirths per 1,000 live births and stillbirths, North East Lincolnshire has the highest premature birth rate in England and the trend increased from 2015-17 to 2018-20, only falling again in the most recent datapoint (2019-21). Premature births are the leading cause of infant mortality and the fastest increasing cohort of children with special educational needs. Children born prematurely are also more likely to have a range of health problems, affecting areas from dental health to hearing and sight. Mothers living in the most deprived areas of North East Lincolnshire are more likely to give birth prematurely than those in the least deprived areas.
- 5.21 Rates of obesity in pregnancy, smoking at the time of delivery, and teenage pregnancy are all high in North East Lincolnshire and are significantly higher than the England rates, with smoking at the time of delivery in NEL in 2022/23 being the 2nd worst of all LAs in England, just as NEL's figure for under 18s conceptions places it fourth worst. Obesity and smoking are both risk factors for premature birth and rates of teenage pregnancy are higher in our most deprived areas.

Sexual Orientation in North East Lincolnshire

- 5.22 The census question on sexual orientation was also a voluntary question asked of those aged 16 years and over *only*. In North East Lincolnshire, 93.3% of the population aged 16 years and over answered the question. Of those who answered, 90.8% identified as

straight or heterosexual and 2.6% identified with an LGB+ orientation (“Gay or Lesbian”, “Bisexual” or “Other sexual orientation”). The remaining 6.7% did not answer.

Below is a summary plot showing the proportion of NEL that was aged 16 and over and identified as a sexual minority in 2021.



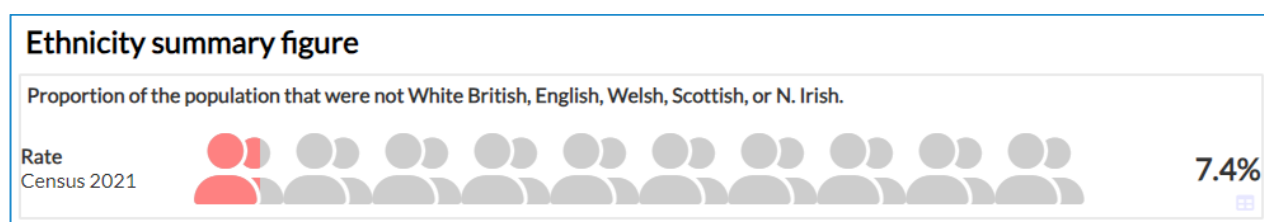
- 5.23 The Adolescent Lifestyle Survey (ALS) surveyed children in school years 7 to 11 in North East Lincolnshire in the Autumn term of 2021/22. All mainstream secondary schools and pupil referral units took part. Pupils in years 9-11 were asked about their sexual orientation and there were 4,071 responses. Broadly, figures were worse for sexual minorities, relative to children identifying as straight. The demographics were as follows:

Orientation	Percentage
Straight	74.8%
Gay/Lesbian	4.0%
Bisexual	10.3%
Another way	5.3%
Don't know	5.5%

Race in North East Lincolnshire

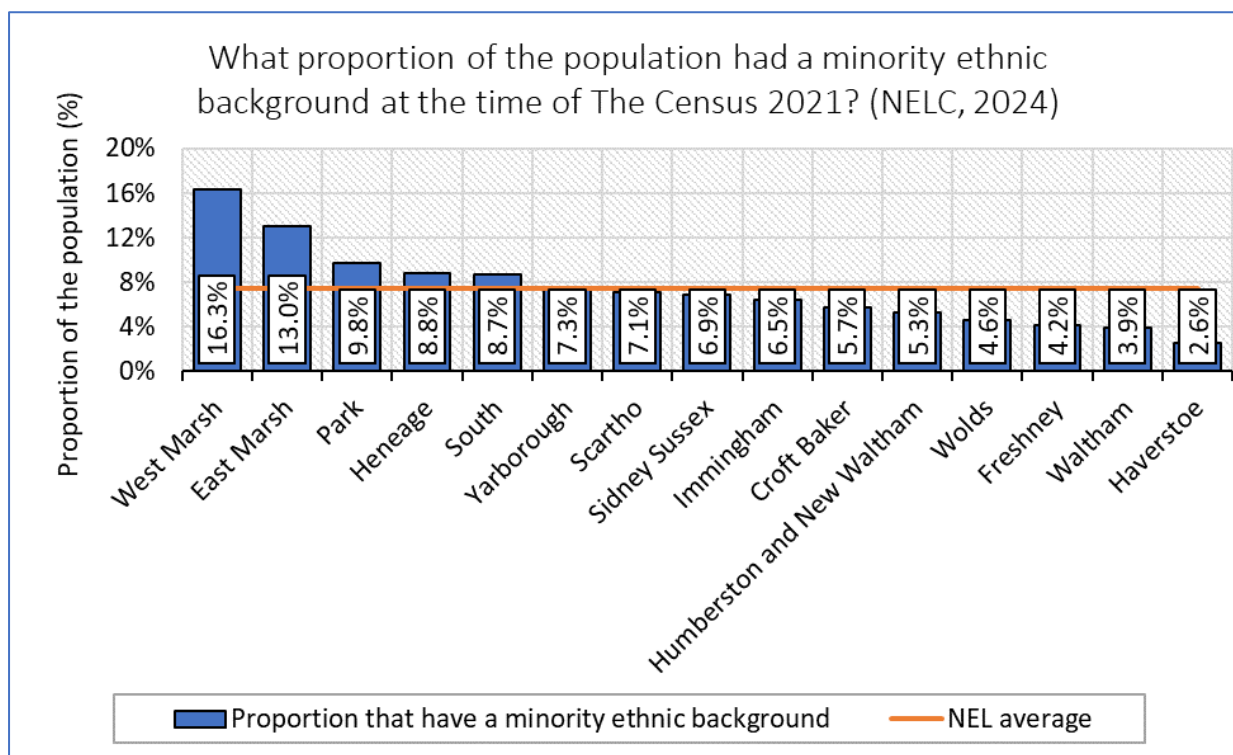
- 5.24 The proportion of the population that consider themselves White British fell from 2011 to 2021, from 95.4% to 92.6%; the percentage considering themselves white fell from 97.4% to 96.2%. These changes reflect the trend seen in England and Wales, where the proportion that was White British fell from 80.5% to 75.4% and the proportion that were white fell from 86% to 81.7%. “White: Other” was the second largest ethnic group in NEL, which made up 3.3% of residents, 44.7% of whom were Polish or Romanian. 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,’ with the former being the largest at 671 individuals in 2021. Only 3 in 18 minority ethnic groups shrank, with the Chinese group shrinking the most, from 605 to 438 individuals.

Below is a summary plot showing the proportion of NEL that was not White British: English, Welsh, Scottish, or N. Irish, per The Census 2021.



5.25 When considered on a ward-by-ward basis there are huge differences between areas regarding the proportion of people who have a minority ethnic background. The West Marsh and East Marsh have figures of 16.3% and 13.0%, respectively, whereas Haverstoe – which has the lowest proportion – has a figure of only 2.6%.

Generally, deprivation is higher among minority ethnic populations, and as poorer residents live in areas with more affordable housing, i.e., East Marsh and West Marsh. The proportion of people whose ethnic background is not in the majority is likely to be much higher in wards such as these.



CASE STUDY: Black History Month

In October 2023, the Council celebrated Black History Month with a range of activities and events. The closing event was also a celebration of the first anniversary of our 33-international colleagues joining our team in children's social care. Poetry, dance, and a reading from a local black business owner were followed by music and food, along with a speech by Council Chief Executive, Rob Walsh.

These events and features throughout the month provided an opportunity to celebrate and learn from the valuable contributions of black people to the fabric of our culture, heritage, and history.

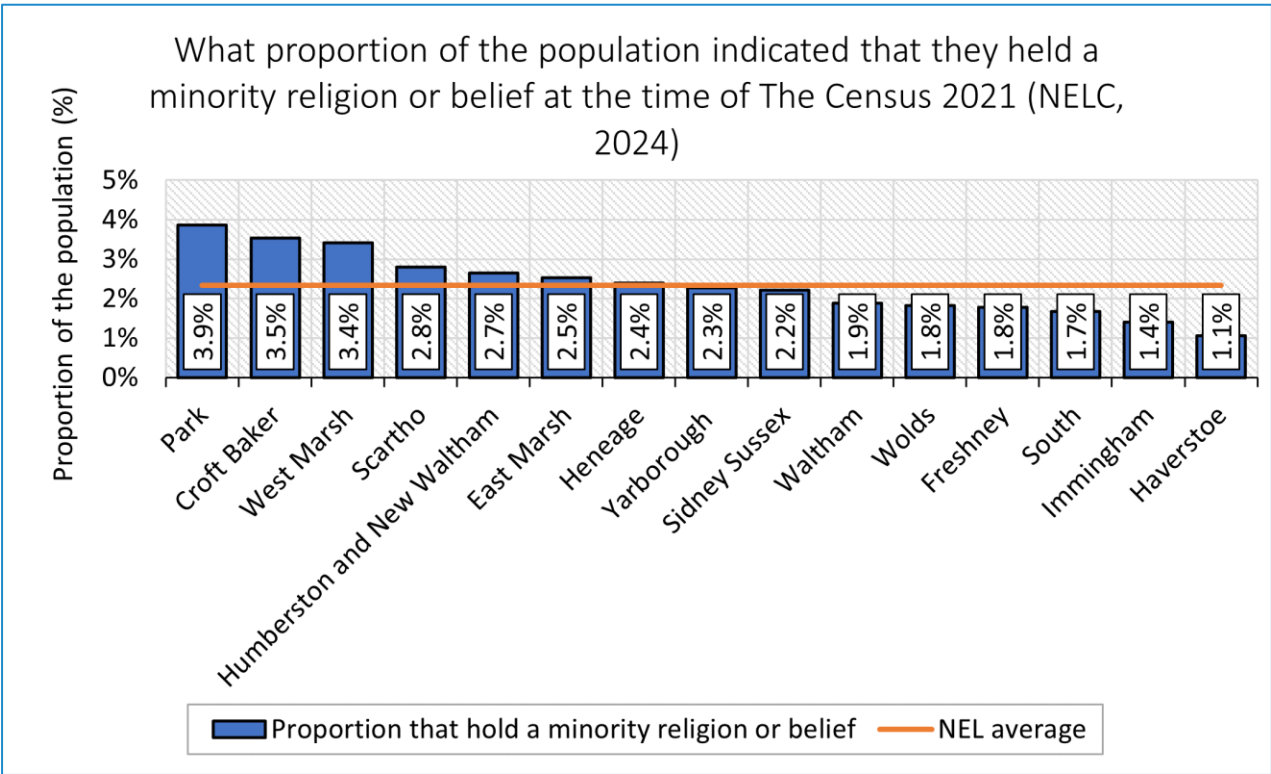
Religion in North East Lincolnshire

5.26 In The Census 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).

Below is a summary plot showing the proportion of NEL with an “Other” religion in 2021.



5.27 The ward profile illustrates that there are relatively small differences between wards in their proportions identifying with a minority religion or belief. Park has the highest proportion with 3.9%, while Haverstoe has the lowest (1.1%), indicating that factors like age and deprivation are not as strongly linked to religious belief as others.



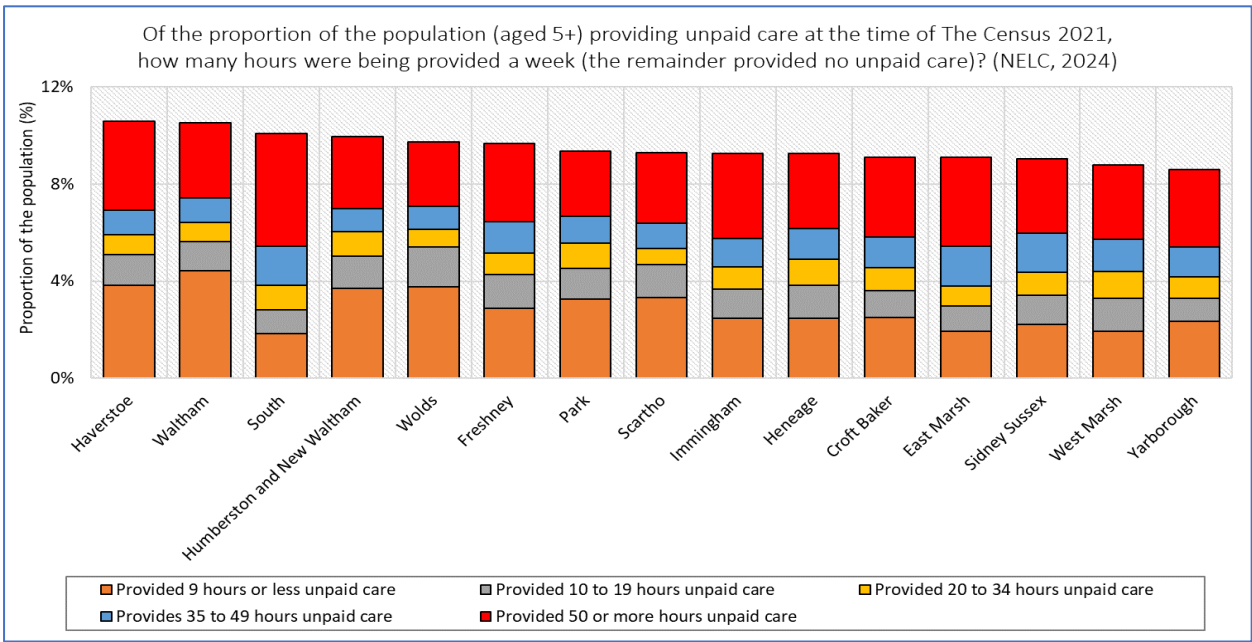
Carers

5.28 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, mental health problem, or addiction, and who cannot cope without their support. The care that they give is unpaid.

Below is a summary plot showing the proportion of NEL providing unpaid care in 2021.

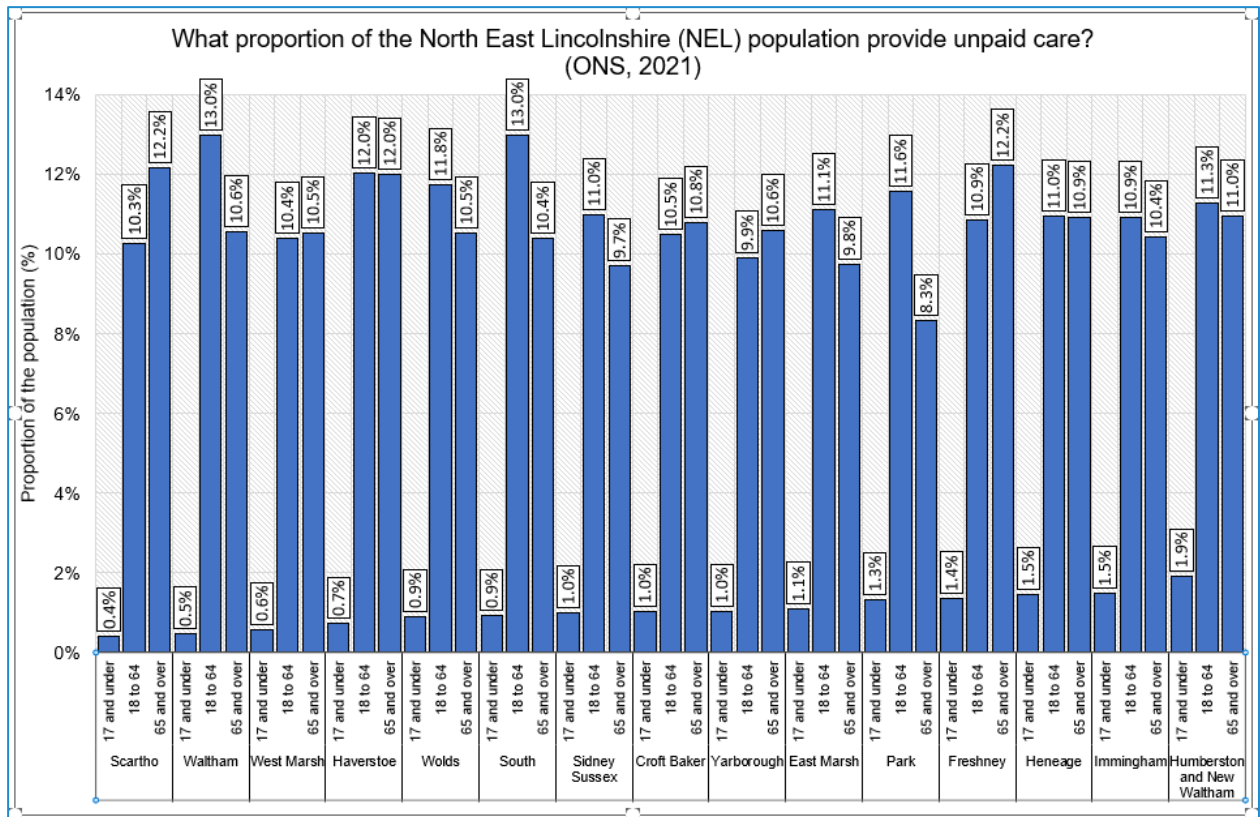


5.29 According to the Census 2021, which counted carers as those aged 5 and above, there were 14,053 people providing another person with unpaid care – just over 9% of NEL. 34.5% of these provide 50+ hours of care per week. North East Lincolnshire has the second highest percentage increase in the number of people providing 20-49 hours of care per week in England and Wales.



5.30 A census-based view of hours of unpaid care provided with a split by ward shows the opposite picture to that illustrated by the corresponding breakdown of disability – the least deprived wards are shown to have a higher proportion providing unpaid care, though there is a weak link between the ward and the split in hours provided.. In the three categories in between the highest and the lowest provision. South is the exception, as its population is highly deprived, and almost half its unpaid carers provide 50 or more hours.

5.31 The table below shows the proportion of carers in relation to people living in each Ward in North East Lincolnshire, with a split by age. It shows there is a great deal of variation between wards, and that, while proportions are low, almost 1-in-50 under 18s in Humberston and New Waltham provide unpaid care.

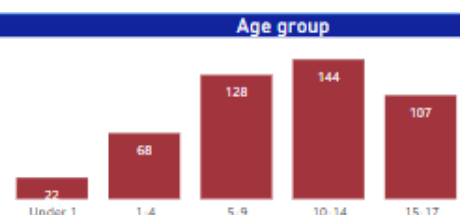


CASE STUDY: North East Lincolnshire Carers Strategy 2023-26 'recognising, valuing and supporting our carers'

Following consultation which commenced on Carers Rights Day 2022 with carers, members of the public and professionals, the Council co-produced a Carers Strategy. This will significantly contribute to the Council's aims to build stronger economies and communities by supporting the identification of all carers, including hidden/ seldom heard carers. It will help carers have access to tailored information and advice, carers assessments and the support mechanisms they need. As a result, carers will be able to continue in their caring role (where it is their choice to do so) and to have a life outside of caring in education, training, employment and in leisure pursuits. The strategy has a specific focus on supporting working carers and those in education, to ensure individuals can remain in, and effectively engage in, education and work while combining this with the caring role. Carers play a vital role in supporting their cared for person to remain as independent as possible for as long as possible in their community, often removing or reducing the need for formal care and support.

Looked After Children and Care Experienced Children

5.32 North East Lincolnshire Council is currently supporting 469 looked after children (April 2024). Their age range is as follows:



5.33 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 50% in 2023/24 (provisional figures - Department for Education). The last published national average was 56% (2022/23).

5.34 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.

CASE STUDY: Intro to Industry

Funded by the National Citizen Service over a 2-year period, this targeted project works with groups of young people aged 16-17 years of age (or up to age 25 for young people with an EHCP or who are care experienced) to boost their employability skills, social interaction, raise aspirations and give them a taster of some of North East Lincolnshire's key industry sectors.

The collaborative project has been led by NELC's Young People Support Service's Team but partnered with a local community training provider (Creating Positive Opportunity) and two industry providers (CATCH and GPL Wind). The project targets a number of key groups including young people who are from deprived communities (NEL is included within the NCS 53 priority areas), not in employment education or training (NEET), care experienced, young carers, females, young people with SEND and children with English as a second or other language (ESOL).

The project undertook six cohorts during year 1, delivering 210 experiences to 75 young people. Eight further cohorts are planned for year 2. Some of the feedback to date includes:

'I feel it's helped me gain confidence socially and has helped me higher my likeliness of getting an apprenticeship'.

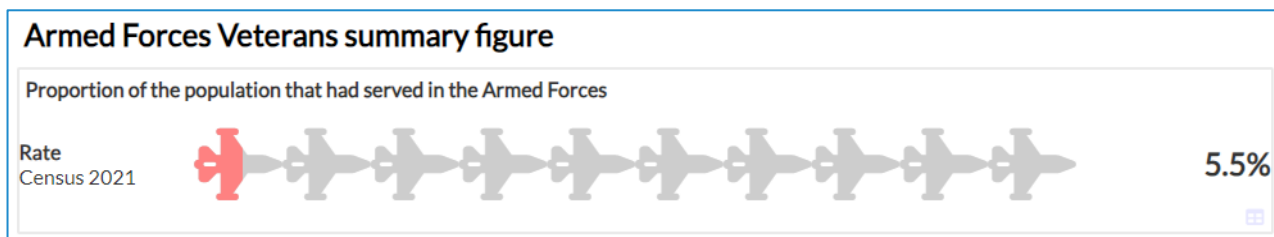
'I enjoyed the 2 days at CATCH and being given the chance to do some practical tasks with proper machinery'.

'helped me in social skills in a way because I wasn't even going to come at all but I'm glad I did we all got treated equally and I liked that'.

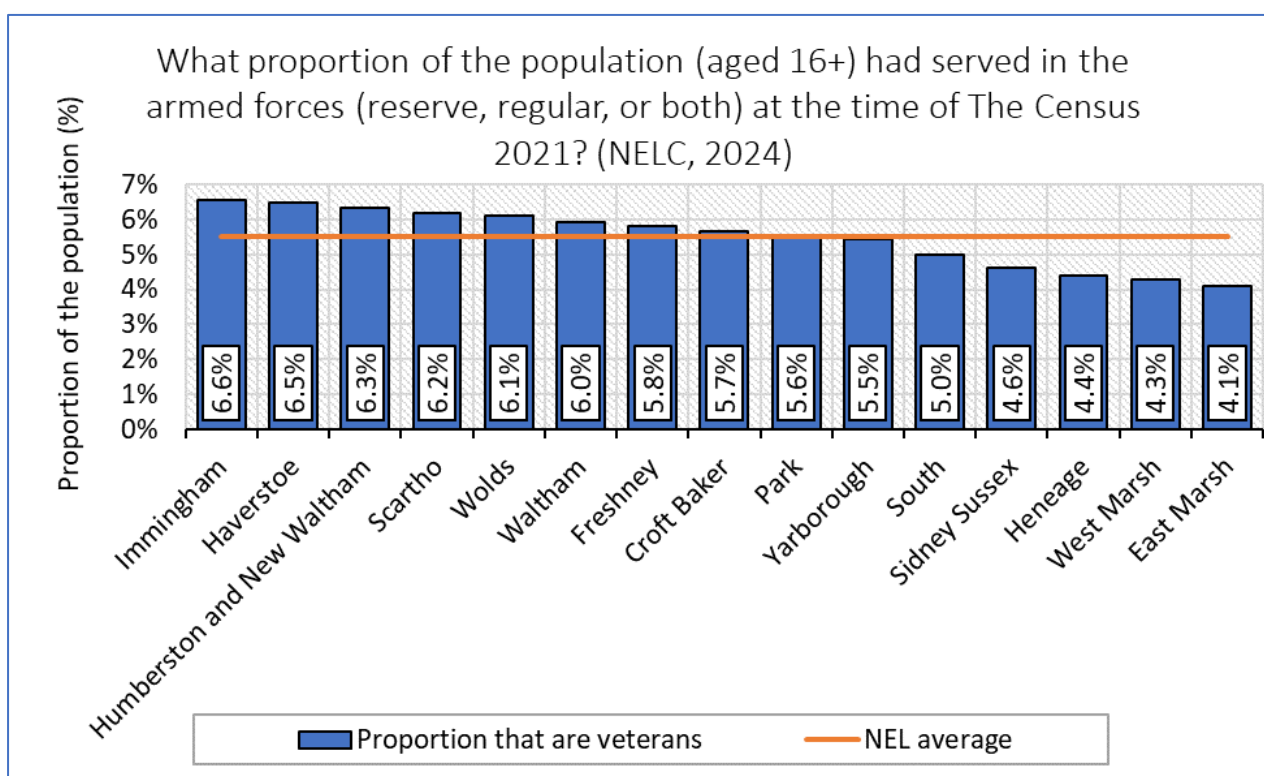
'I know more about what this type of work involves and has given me more to think about for my future'.

Armed Forces Community within North East Lincolnshire

5.35 Information regarding Veteran Status was new for the Census 2021. 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.



5.36 The ward picture ranges from 6.6% in the Immingham ward to 4.1% in the East Marsh. Broadly, veterans are older than the average for the population and the overwhelming majority are male. This likely links to the fact that three of the six wards with the highest proportion of veterans also have the highest proportion of residents aged over 65.



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

CASE STUDY: Veterans scheme

In 2024, North East Lincolnshire Council launched a new internship scheme to help Veterans move from the military into civilian working life, recognising the significant Armed Forces Community within the area. Leaving the Armed Forces can be a daunting prospect for some, so the internship is designed to give service leavers a taste of what it is like to be part of a civilian workforce.

Thought to be the only scheme of its kind offered by a local authority, military service leavers have been offered a three-month Civilian Work Attachment with the Council during their resettlement period. The Council has worked with the Career Transition Partnership, an organisation that supports people leaving the Armed Forces, to offer the area's veterans a work placement to give them experience in the civilian job market.

The first placement has recently been completed and the intern described it as a really positive and enjoyable experience.

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 revised Social Value Policy was published in 2023 and provided a renewed focus on aligning the benefits that Social Value can offer with the Council Plan and our Equalities Objectives.
- 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 Equality Framework for Local Government has taken place and new actions, based on the assessment criteria, are set out in this report.

Equality, Diversity and Inclusion Objectives

- 9.5 As well as demonstrating our legal compliance with the Public Sector Equality Duty, which this report forms part of the Council is also committed to broader objectives aimed at achieving equality for all residents, not solely those with protected characteristics. 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 positive contribution of all different groups.

- 9.6 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.
- 9.7 The importance of reducing inequality is reflected in the Council Plan which is due to be revised. National and local data suggests that recent global events have exacerbated existing inequalities, therefore it is vital that the Council continues with this focus.

Our Equality Objectives:

- 9.8 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.
- 9.9 Our equality objectives will be based around the themes of the LGA self-assessment template on equalities and diversity:
- i. **Access to services** – collect and share information about our communities; effective community engagement; and fostering good community relations.
 - ii. **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.
 - iii. **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.
 - iv. **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.
- 9.10 The self-assessment contains actions and dates for delivery under each theme. These actions will be regularly monitored.
- 9.11 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.
- 9.12 As a large public sector organisation, our Equality Objectives cover a broad range of areas. We will continue to 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.
- 9.13 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 2025.

Update on Our Objectives

Key actions	Update	Next steps
1. Access to services		
1.1 We will improve the data we hold about people who use our services in terms of consistency and robustness. This will include capturing improved equality monitoring data to enable us to better understand people's needs and levels of satisfaction.		
<p>The Strategy, Policy and Performance Team drive forward the use of data and insights across services to inform service delivery to make sure the data we capture is used effectively across the whole organisation. [Information routinely collected by April 2024]</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. [August 2023]</p>	<p>The Strategy, Policy and Performance Team is having an impact on the way projects are run and how the Council considers change work. The 'Tools for Change' project management toolkit is developing to ensure it links to all areas including the integration of the impact assessment process to ensure it is an integral part of all projects. [Complete - Work ongoing]</p> <p>The council continues to maximise the benefits for customers from our customer service platform (salesforce) for all customers including how the customer platform can support the council in its standardisation of the collection and effective use of the equality's information collected from service users and communities. [Complete]</p> <p>The Census data has been incorporated into the North East Lincolnshire Data Observatory (NELDO) (www.nelincsdata.net) and now allows consideration of equalities issues on a ward-by-ward basis. [Complete]</p>	<p>The new and combined customer portal is giving us the capability to integrate business activity with customer feedback in a meaningful way. The customer portal is linked to back-office systems, enabling us to better understand our customer needs and help inform strategy development and service improvement. Dashboards are being created to see common trends and help inform key decision makers. [March 2025]</p> <p>The use of NELDO to inform decision making at a local level needs to be further promoted, both internally and externally. This will be an integral part of the revised approach to equality impact assessments. [December 2024]</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. Data on equalities will also be used to ensure we set a fair and evidence-based budget for the council.		
<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. [October 2024]</p> <p>Assistant Directors will need to consider any equality implications when considering any budget proposals which may adversely affect residents and businesses</p>	<p>The Sustainable Communities Board has received updates on the development of the EDI strategy. [Complete]</p> <p>New guidance for the completion of Equality Impact Assessments has been launched with the introduction of an initial assessment. [Complete]</p>	<p>The principles and areas of focus agreed through the Sustainable Communities Board, which include engagement and community cohesion, will be fed into the review of the Health and Wellbeing Board. [December 2024]</p> <p>Support and guidance for EIAs will be further developed to ensure that the process is embedded across the Council. The requirement will be</p>

Key actions	Update	Next steps
in North East Lincolnshire. [January 2024]		strengthened for the Cabinet report process and monitored for compliance. [November 2024]
1.3 We will improve the information we hold about our diverse communities including around influence, engagement and cohesion. 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>A standard set of Equality, Diversity and Inclusion questions will be agreed for all consultation and engagement activity, including website forms and feedback. Where possible, this will be aligned to the census data to allow analysis, benchmarking and comparison. [July 2023]</p> <p>Awareness raising in relation to why sensitive information needs to be collated will be undertaken to improve engagement and participation. [July 2023]</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. [On-going]</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. [Complete]</p> <p>The development of an Equality, Diversity and Social Inclusion Strategy/framework will promote engagement and participation. [March 2024]</p>	<p>Progress on establishing an agreed set has been made and proposals drafted. These proposals will be shared with focus groups to ensure that the final agreed set use local insight to support the decision on what is used.</p> <p>Internal surveys have been carried out alongside communications which transparently outline why the information is being collected and why sensitive information is needed to inform our decisions.</p>	<p>Hold further engagement and consultation to inform the finalised set of questions. [September 2024]</p> <p>Following from the internal communications and once the question set is established external engagement will also further promote awareness raising in relation to why sensitive information needs to be collated. [October 2024]</p> <p>A place-based Equality, Diversity and Social Inclusion Strategy for North East Lincolnshire is being developed with partners. [September 2024]</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>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. [September 2023]</p>	<p>A supported and collaborative approach to undertaking impact assessments is being implemented with Initial Equality Impact Assessments now being required for most projects and change work. [Complete]</p>	<p>The revised approach is being integrated into the Tools for Change - Project Toolkit and will be monitored for compliance in reports submitted to Cabinet. [November 2024]</p>

Key actions	Update	Next steps
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. [March 2024]		
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>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. [Sep 2023]</p> <p>The inclusion of optional EDI questions within our engagement activities will support greater intelligence about our communities to inform decision making. [Sep 2023]</p>	Consideration of whether impact assessments have been undertaken is built into the engagement process with the importance of diversity embedded within the framework. [Complete]	Ongoing promotion of the framework will continue including cross-reference from the impact assessment process to ensure all engagement activity is undertaken with a clear focus based on need.
2. Building Cohesion and Integration		
2.1 We will focus on improving health and wellbeing, especially for groups that experience poorer outcomes. We will ensure decent, inclusive and accessible housing that promotes wellbeing. 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 quality and accessible care.		
<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 smokers who are at high risk of lung cancer. On-going The full alcohol treatment offer is being reviewed 	<p>The current smoking support offer in NEL continues through the Wellbeing service with coverage throughout NEL in a variety of settings including community facilities and GP practice especially within areas with high smoking prevalence. Targeted work with workplaces, homelessness, social housing to be expanded through 24/25.</p>	<p>The local smoking offer over the next 12 months will work to develop a transformational approach in the delivery of smoking support services across NE Lincs, to reduce smoking prevalence in communities impacted by health inequalities. Smoking Support for the future will offer a variety of support models for local authorities, the NHS, and wider partners of stop smoking services across all ages. The support aims to target those experiencing greater disadvantages</p>

Key actions	Update	Next steps
<p>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. On-going</p> <ul style="list-style-type: none"> • 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. On-going • 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. On-going • 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. On-going 	<p>The alcohol provision from the commissioned provider is now based in a second premises (this includes outreach provision) and this has resulted in an improved uptake of support by those with alcohol issues. The alcohol liaison nurse is now fully embedded in DPOW and works alongside the Alcohol Care Team. This has greatly improved the continuity of support from hospital to the community.</p> <p>By utilising the supplementary substance misuse treatment and recover grant progress has been made in relation to the outcome requirements of 10-year strategy/plan. Examples of this are:</p> <ul style="list-style-type: none"> • Staff numbers have been increased by the treatment provider leading to smaller caseloads and therefore more time for those accessing the service resulting in excellent treatment completion rates. <p>The Recovery Community has once again expanded and for the first time has those with lived experience in paid positions.</p> <p>Peer support remains a key enabler in the delivery of improved outcomes for children in their early years.</p>	<p>and to further support integrated care systems to drive targeted action in improving health inequalities.</p> <p>The focus will be: Primary Care – working closely across Secondary Care – improved partnerships with Integrated Neighbourhood teams, Mental health services VCS (Voluntary & Community sector) – integrated pathways aligned to: Workplaces, Community venues (Centre4), Social housing, Homelessness and Criminal justice system. Maternity – Smoking in Pregnancy – outreach offer and options for support.</p> <p>Public Health are for this financial year (24/25) co-funding with the ICB the Alcohol Care Team. The Liaison post to that integrates secondary care alcohol support with community treatment will continue to be funded through the OHID supplemental grant.</p> <p>Continue to work collaboratively to meet the required outcomes of the strategy.</p>

Key actions	Update	Next steps
	<p>The evaluation of the Community Mothers pilot (the pilot completed February 2023) has assisted in the adoption of enhanced peer support activities across the Starting Well suite of workstreams and, in particular, peer support is to play a major role in supporting the initiation and continuation of breast feeding in our borough, through the accessing of lived experiences and friendly/positive encouragement.</p> <p>The Population Health Management programme delivered a range of programmes during 23/24 including targeted tobacco support, maternal wellbeing and a range of programmes funded in the voluntary sector to provide wellbeing support to people in areas affected by poor health outcomes. The governance structures for PHM were also established and sustained funding for the future has been agreed by the ICB</p>	<p>The Starting Well Programme continues to have a clear focus on positive outcomes for our youngest children through a number of health and wellbeing priorities and has enveloped several professional and community-based programmes. One of the key developments for 2024/25 has been the initiation of the Parent and Infant Relationships programme (PAIRs) that, through a multi-disciplinary system wide initiative, aims to assess, intervene and support our families to combat adverse or difficult parent-infant relationships to prevent later mental and physical health difficulties. PAIRs will be launched Summer 2024.</p> <p>The main work in 24/25 will be to develop a community strategy for East Marsh working in close collaboration with community organisations and Our Futures who have secured additional funding to support this work. This will be completed by end of October. The work will be subsequently rolled out to support similar community plans in West Marsh, Sydney Sussex and South wards. Separately funding has been agreed to support primary care to improve their services for the 4% of the population that use 20% of primary care appointments. Finally, a new health inequalities strategy will be produced by January 25. This will also serve as the health and wellbeing board strategy</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. 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>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. [September 2023]</p> <p>There is a well-established Employability Forum comprising partners who have a vested interest in supporting young people and adults into education, employment and training. [On-going]</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. [September 2027]</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</p>	<p>A dedicated Post-16 Lead EHCP Coordinator has been appointed, with a specific focus on Preparation for Adulthood and a bespoke section on The Local Offer. The first raft of supported internships with Humberside Police is due to commence, with further exploration to continue this with other employers.</p> <p>The Employability Forum is well established and has continued to support young people and adults.</p> <p>The built project group has now been formed in relation to a free special school and the Wellspring Trust have been appointed as the successful Trust.</p> <p>In order to address the need for specialist high needs places, a number of schools (both primary and secondary phase) are now in advanced stages of offering on-site resource specialist provisions for children in receipt of an EHCP.</p>	<p>Further opportunities will continue to be explored and this approach to supported internships will be maintained. [Ongoing]</p> <p>The employability forum will continue its current activity. [Ongoing]</p> <p>Our plans are still on track for a September 2027 opening for the free special school. [September 2027]</p> <p>To support settings' understanding of the mutual benefits of such an offer, governor training is being offered to settings to aid their decision making. [Ongoing]</p>

<p>children to remain within North East Lincolnshire for their education, and ideally much closer to their local community. [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. 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'. 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. [Complete]</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. [Complete]</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. [December 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</p>	<p>Following the introduction of the Domestic Abuse Act 21 and associated duties and completion of a Domestic Abuse Needs Assessment, a joint commissioning approach has been taken to the commissioning of new domestic abuse service provision. Significant progress has been made with contracts recently awarded and currently in the process of being prepared and signed. We are now planning for transition of services to the new provision, which is anticipated to go live from July 2024, following a period of mobilisation.</p> <p>Violence against women and girls: Unhealthy views on gender equality and misogynistic attitudes can be pre-cursors to later violence against women and girls. In order to address this, we have developed in-house two distinct programmes which we have been delivering within Franklin College.</p> <p>The first explores stereotypes and societal norms, encouraging discussion around what men and women are expected to be and where those expectations come from. This develops into a conversation around popular social influencers and why some of them hold and promote negative attitudes and beliefs, especially in relation to misogyny. We then look at the long-term effect of growing up with these narratives in mainstream culture, for both young men and young women, and explore alternative role models. This has been delivered to 215 students.</p> <p>The second programme was developed in 2023 and had been so successful that we were invited back in 2024 to speak to the new intake. To date we have</p>	<p>To further develop improvements for women and girls to the town centre including feelings of safety during onward travel and using public transport.</p> <p>Additional work with young people through colleges and recreational activities to address misogyny and cultural influences.</p> <p>Urban art projects to raise general awareness of violence against women and girls.</p>

<p>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. [Ongoing]</p> <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. [Ongoing]</p>	<p>delivered it to 1,304 16- and 17-year-old students. This input demonstrates the extent of harassment experienced by students and their peers and teaches them how they can intervene in a safe way at any level of confidence in their ability if they witness harassment in college or a public place. Across the two years 711 students said they would be confident in intervening before the lesson began and by the end of it this had increased to 1,144.</p> <p>As part of the Op. Mastery town centre project, we have introduced Safer Streets Ambassadors into Grimsby four evenings per week who are employed to support vulnerable women and girls. The project has also benefited from enhancements to CCTV and regeneration in the town centre.</p>	
3. Understanding and Working with Our Communities		
3.1 We will work with our partner organisations across all sectors, to celebrate and promote our place. We will support and promote events and activities that celebrate and raise awareness of our diverse communities.		
<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. [March 2024]</p>	<p>The Council has supported and promoted community events e.g. Diwali, drop ins at Freeman St Market, Africa Day. [Complete (ongoing activities)]</p>	<p>Local organisations such as Learning for Life and Health Gospel take a leading role in supporting integration of new communities into NEL. Council services e.g. Refugee Integration Service will continue with direct support. [Ongoing]</p>
3.2 We will continue our work to tackle poverty and inequality.		
<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</p>	<p>DWP have confirmed further support (£1.56m) for April- September 2024 (HSF5) and HAF continues to 2025.</p> <p>An additional 50k has been committed by the Council to its Hardship Fund for 2024/25. [Ongoing]</p>	<p>The Financial Inclusion Group and Food Forum continue to meet regularly and influence grant spending. The Director of Public Health report will provide a new framework for the Health and Wellbeing Board and addressing inequalities. [September 2024]</p>

Health (ICB). [Ongoing]		
3.3 We will continue to support work to ensure our borough is an inclusive and accessible place to live and visit. 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.		
The Council's ASB Team continues to work with Humberside Police to respond and support victims of Anti-Social Behaviour where appropriate with the aim of reducing the likelihood of repeat victimization and where these incidents are racially aggravated encourage police investigations of racially aggravated public order incidents. [Ongoing]	Work with Humberside Police is ongoing and will continue to adopt this approach. [Ongoing]	
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.		
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. [March 2024]	Significant progress has been made against the 'Developing' criteria with some of the activity detailed within this report and update on actions. [Complete]	We will continue to ensure that we meet the 'Developing' criteria and a review will be undertaken to determine actions needed to move towards the 'Achieving' criteria. [July 2024]
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. [August 2023]</p> <p>To ensure that our recruitment and selection processes monitor all protected characteristics - quarterly equality assessment. [December 2023]</p> <p>Creation of dashboards to provide detail of applicants from application to selection. [December 2023]</p>	<p>There has been active encouragement for staff to update their employment profile to enable us to greater understand our workforce including the launch of the Employee Voice engagement. [Complete (ongoing activity)]</p> <p>Recruitment and selection processes clearly allow applicants to highlight protected characteristics to ensure equality of opportunity. The process has also been amended to ensure it does not ask for information that is not needed as part of the specific application. [Complete]</p> <p>Further work still needs to be undertaken to analyse recruitment data. [Ongoing]</p>	<p>Further engagement to encourage staff to update their personal employment profile so that we can understand the diversity of our workforce better. This follows on from the Employee Voice survey which is seeing greater engagement with our workforce on a range of matters including Equalities, Diversity and Inclusion. [Ongoing activity]</p> <p>Recognising the need to attract a diverse workforce, both to the Council and to North East Lincolnshire as a place, an innovative digital marketing campaign has been launched which seeks to market 'our place'. [June 2024]</p>
4.2 Inclusive Strategies and Policies		

<p>Review the People Strategy ensuring that it identifies equality issues within NELC. [December 2023]</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. [August 2023]</p>	<p>Our People Strategy is under review, ensuring that equality and inclusivity are a golden thread throughout. We have also launched the new Menopause Policy – recognising that 70% of our workforce are female. [Ongoing]</p> <p>We have introduced Veterans Internship for those who are leaving the military to support with their integration, this follows a recognition that North East Lincolnshire has a higher-than-average number of veterans living within the borough. [Complete]</p>	<p>Development of a specific Equalities and Diversity Policy and strategy which will sit alongside Our People Strategy. [September 2024]</p> <p>Continued development of our recruitment practices and employment policies and procedures and use of the Inclusivity and Belonging Champions group to support reviews. [Ongoing]</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. [August 2023]</p> <p>Equality training is going to be reviewed and relaunched for council staff. [September 2023]</p>	<p>Essential training is monitored, and steps taken to ensure compliance by all members of staff. Training has been delivered to individuals as well as to staff groups such as the Inclusivity and Belonging Champions. [Complete]</p> <p>Our Corporate induction now promotes the Inclusivity and Belonging champions group and emphasises the role everyone plays in ensuring our organization is inclusive. [Complete]</p>	<p>An Assurance Dashboard is being developed to detail compliance with all mandatory training and ensure all areas are achieving the appropriate level of compliance. [September 2024]</p> <p>Development of a more extensive EDI training package is underway in the shape of webinars, workshops and e-learning. [December 2024]</p> <p>Training and mentoring to continue to take place to raise wider awareness around the organisation. This will include developing further e-learning and awareness raising sessions. [December 2024]</p> <p>Our Competency framework which includes specific competencies relating to Equality, Diversity and Inclusion will be agreed. [September 2024]</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. [May 2023]</p> <p>Staff group will promote EDI issues throughout the year. [On-going]</p>	<p>The North East Lincolnshire Inclusivity and Belonging Champions staff group has been established for over a year and has been instrumental in raising awareness and developing programs of activity to promote inclusivity. [Completed]</p> <p>The Champions Group have been instrumental in the review of our recruitment practices and the</p>	<p>To further promote the Inclusivity and Belonging champion group and to establish staff diversity network groups within the Council. [Ongoing – review of groups to take place April 2025]</p> <p>The group will provide support and advice around the completion of EIA. [June 2024 onwards]</p>

	<p>development of our employee voice survey. [Completed]</p> <p>As part of the refurbishment of the council offices, the Group have ensured that a dedicated room for reflection, wellbeing, breastfeeding and prayer has been identified, to be called Our Place.</p>	<p>To identify a number of key events for the Council and staff to celebrate and promote equality and inclusivity. [Ongoing – review of events to take place April 2025]</p>
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