



NORTH EAST LINCOLNSHIRE COUNCIL

ANNUAL EQUALITY REPORT for 2016 / 2017

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1 THE LAW - EQUALITY ACT 2010

The General Public Sector Equality Duty (The Duty)

The Equality Act 2010: General Public Sector Equality Duty (The Duty) – came into force on 6th April 2011. The Duty replaced previous duties covering race, disability and gender. There are protected characteristics covered by the Duty:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race, religion or belief,
- gender
- sex and
- sexual orientation.

The Duty places a requirement upon North East Lincolnshire Council in delivering services and in relation to its own employees to pay due regard to:

1. Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. This means that we will not discriminate and will ensure everyone is treated fairly and consistently
2. Advancing equality of opportunity between people who share a protected characteristic and those who do not. In practical terms this means that we will
 - Remove or minimise disadvantages suffered by people due to their protected characteristics
 - Take steps to meet the needs of people from protected groups where these are different from the needs of other people
 - Encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low
3. Fostering good relations between people who share a protected characteristic and those who do not. This means that we will tackle prejudice and promote understanding between people from different groups

Specific Duties – Designed to Support the General Duty

In 2011, the Government reviewed the specific duties and introduced the Public Sector Equality Duty, which requires all Public bodies to consider individuals when carrying out their day to day work, in shaping policy, delivering services and in relation to their own employees.

Purpose of the duty

The broad purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of public authorities. If you do not consider how a function can affect different groups in different ways, it is unlikely to have the intended effect. This can contribute to greater inequality and poor outcomes. The general equality duty therefore requires organisations to consider how they could positively contribute to the advancement of equality and good relations. It requires equality considerations to be reflected into the design of policies and the delivery of services, including internal policies, and for these issues to be kept under review.

Compliance with the general equality duty is a legal obligation, but it also makes good business sense. An organisation that is able to provide services to meet the diverse needs of its users should find that it carries out its core business more efficiently. A workforce that has a supportive working environment is more productive. Many organisations have also found it beneficial to draw on a broader range of talent and to better represent the community that they serve. It should also result in better informed decision-making and policy development. Overall, it can lead to services that are more appropriate to the user, and services that are more effective and cost-effective. This can lead to increased satisfaction with public services.

North East Lincolnshire Council discharges this duty as follows:

Publish Information

The council must publish information to demonstrate its compliance with the Equality Duty (the purpose of this document). This is carried out annually.

Prepare and Publish Equality Objectives

Our agreed objectives to meet the council's Public Sector Equality Duty, as agreed in 2012 are to:

- Collect and publish equality data across all of the protected characteristics in relation to our employment and service delivery practices and policies
- Actively engage representative groups in dialogue on issues important to the relevant communities

This report is designed to demonstrate the council's compliance with the Duty. It does this by:

- profiling the protected characteristics of residents of North East Lincolnshire and employees of the council
- outlining and demonstrating the mechanisms in place at the council to ensure 'due regard' is paid to the Duty
- providing examples of eliminating discrimination and advancing equality across council services
- providing a summary of our progress against our objectives in 2016/17

In 2016 the objectives were reviewed and re-affirmed.

English Fluency Duty 2016

The Immigration Act 2016 places a statutory duty on all public bodies in England, including councils, to ensure that employees in a customer-facing role have a suitable level of fluency in spoken English. 'Customer-facing role' includes any employee who deals with members of the public, either face-to-face or over the telephone, as a regular and planned part of their role. NELC Managers determine the appropriate level of fluency that is necessary for employees to effectively perform their role. This may vary from job to job, depending on the level of technical or specialised vocabulary required. This does not mean that employees are required to hold a recognised qualification in spoken English, as long as they can demonstrate they are fluent to the appropriate standard.

The statutory duty applies to both existing and future employees. If managers believe that any existing employees might be affected by the provisions of the fluency duty, they can contact the relevant HR Business Partner for advice.

To ensure that prospective employees are made aware of the expectation that they will meet the fluency duty when applying for relevant posts, amendments have been made to the following key NELC employment documents:

- Job profile templates

- Grading questionnaire
- Recruitment guidance for managers
- Recruitment pack
- Vacancy management form
- Advert pro-forma

Any interview for a customer-facing role, will need to ensure that candidates can demonstrate a level of fluency in spoken English that enables them to perform the role effectively. The fluency requirement also extends to agency workers.

2 PROTECTED CHARACTERISTICS: PROFILING NORTH EAST LINCOLNSHIRE

Community Profile

Our Community Profile is a demographic profile that brings together key statistics of people in North East Lincolnshire, who fall within the protected characteristic's definition, as outlined in the Equality Act 2010.

This profile¹ brings together key statistics to highlight the number of people in North East Lincolnshire who fall within the protected characteristics definition, as outlined in the Equality Act 2010. These characteristics are referenced above

The information below provides a few key points relating to each of the protected characteristics.

Section 1 – Age

Description

The protected characteristic of 'Age' refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds). Under the Equality Act 2010 a person or group of people may not be treated less favourably for reasons relating to their age (whether young or old).

Key Points

The mid-year population estimates provided by the Office for National Statistics give the most up to date available overview of the age structure of the population.

Broad age band estimates for 2015 indicate the proportion of population in North East Lincolnshire, who are of working age (61.4 %) was lower than in Yorkshire and The Humber (63.0 %) and lower than England (63.3 %) as a whole.

The overall population increased from 157,988 to 159,570 in the 10 years since 2005, a difference of 1582. The percentage of people of pensionable age shows a peak in 2010 reflecting the start of changes to the pension age for women which will gradually increase from 60 to 65 over the 10 year period from 2010 to 2020. The phasing out of the default retirement age (formerly 65) means most people can work as long as they choose without discrimination.²

The latest mid-year population estimates from 2015 show that :

- The proportion of the population who are of pensionable age decreased from 19.7 % to 19.5 % in the 10 years since 2005, a difference of -0.2 % compared with -0.9 % for England and -0.6 % in the Yorkshire and Humber region.
- The proportion of the population who are aged 0 to 15 decreased from 20.4 % to 19.1 % in the 10 years since 2005, a difference of -1.3 % compared with -0.2 % for England and -0.4 % in the Yorkshire and Humber region.
- The proportion of the population who are of working age increased from 59.8 % to 61.4 % in the 10 years since 2005, a difference of 1.6 % compared with 1.1 % for England and 1.0 % in the Yorkshire and Humber region.

¹ <http://www.nelincsdata.net/profiles/profile?profileId=153&geoTypeId=>

² (<https://www.gov.uk/retirement-age>)

The methodology for calculating working age changed from 2010, in line with pension changes, to include all people aged 16 to 64 . Previously working age was based on the number of males aged 16 to 64 and females aged 16 to 59.

Section 2 – Religion or Belief

Description

The protected characteristic of 'Religion' has the meaning usually given to it. Belief includes religious and philosophical beliefs and includes lack of belief (e.g. Atheism). Generally, a belief should affect a person's life choices or the way an individual lives for it to be included in the definition.

Key Points

- The 2011 census was the second census at which a question on religious belief was asked. The responses from the 2011 census indicate that our area is less diverse in terms of religion than the Yorkshire and The Humber region or England as a whole.
- In North East Lincolnshire, England and the Yorkshire and The Humber region Christianity was the predominant religion stated. An estimated 60.67% of the resident population in North East Lincolnshire are Christian, which is a 15.04% fall on the 75.71% reported in the 2001 census.
- 30.37% of the resident population stated that they have no religion and a further 7.19% did not make a response.
- The proportion stating no religion is higher than in the Yorkshire and The Humber region (25.86%) and in England (24.74%).
- The Muslim religion is the most under-represented section of the population against comparator groups; North East Lincolnshire, with only 0.83% who state Muslim compared with 6.17% in the Yorkshire and The Humber region and 5.02% in England.

Section 3 - Race

Description

The protected characteristic of 'Race' includes individual's race, colour, and nationality (including citizenship) ethnic or national origins.

Key Points

- North East Lincolnshire has a higher proportion of the population who are White British (95.38%) than seen in Yorkshire and The Humber (85.76%), or England (79.75%).
- The second highest ethnic group in North East Lincolnshire is people belonging the 'Other White' category who make up 1.7% of the population. Of the group designated 'Other White' the majority have a European ethnic origin with those of Polish origin accounting for 0.7% of the population.

At the time of the 2011 census the top ten detailed ethnic groups were³:

- White: English/Welsh/Scottish/Northern Irish/British 95.38% (152240)
- White: Polish 0.7% (1,051)

³ Source: Office for National Statistics, 2011 Census, QS211EW - Ethnic Group (detailed) from NOMIS, <http://www.nomisweb.co.uk/census/2011/qs211ew>

- Asian/Asian British: Chinese 0.38% (605)
- Asian/Asian British: Indian or British Indian 0.32% (513)
- White: Irish 0.26% (414)
- Mixed/multiple ethnic group: White and Black Caribbean 0.24%(381)
- Mixed/multiple ethnic group: White and Asian 0.23% (369)
- White: Other Western European 0.2% (349)
- Black/African/Caribbean/Black British: African 0.19% (306)
- White: Baltic States 0.2% (287)

Where the threshold for publication allows, the Office for National Statistics have also released additional age and gender data on these small groups. In North East Lincolnshire these have only been published for the Polish ethnic group and show that an estimated 24% were under 20 years of age; 55% were aged 20 to 39 and 19% were aged 40 to 59⁴.

Ethnicity by Ward

Freshney and Haverstoe wards have the **least diverse** ethnic populations with over 97% White British. Park, East Marsh and West Marsh wards are the **most diverse** with between 7% and 8% of the population being 'other than White British'.

More recent analysis of electoral information in 2016 has highlighted an increase in the Eastern European population since the last census. This change is also reflected in primary school pupil data.

Section 4 - Disability

Description

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. An example of a 'substantial' impact would be if it takes a person much longer than it usually would to complete a daily task such as getting dressed. 'Long term' means 12 months or more.

Key Points

- There are 7460 Disability Living Allowance (DLA) claimants in North East Lincolnshire as of Aug 16, which is approximately 4.70% of the resident population.
- The rate of DLA claims within North East Lincolnshire is lower than the Yorkshire and The Humber rate (4.80%), and higher than the England rate (4.10%).
- There are 7320 Employment and Support Allowance (ESA) and Incapacity Benefit (IB) claimants in North East Lincolnshire as of Aug 16, which is approximately 7.47% of all claimants.
- The ESA and IB claim rate is higher than the Yorkshire and The Humber rate (6.69%), and higher than the England rate (5.84%).
- Latest figures (12 months to Dec-16 Annual Population Survey) indicate that 19900 people, 20.3% of the working age (16 to 64) population of North East Lincolnshire, have a known disability. This is a lower proportion than Yorkshire and The Humber (21.3%), and a higher proportion than England (19.5%).

⁴ Source: Office for National Statistics, 2011 Census, SP008 - Small population tables for England and Wales, SP008, http://www.nomisweb.co.uk/census/2011/small_population

- By gender, more women have a disability (21.2%) than men (19.3%).
- 26.8% of all households in North East Lincolnshire have at least one person with a long-term health problem or disability, of which 22.5% of these households have one person with no dependents (Census 2011).
- 14786 residents (9.3% of the population) stated that their daily activities are significantly limited due to a health condition or disability
- Currently 15993 residents provide unpaid care in North East Lincolnshire. Locally, 9.3% of the resident population provide 50 hours or more of unpaid care per week, which is higher than seen regionally (9.1%) and higher than nationally (8.3%).

Section 5 – Marriage and Civil Partnership

Description

Marriage and Civil Partnership became one of the protected characteristics under the Equality Act 2010. This section assesses the marital and civil partnership status of the over 16 population of North East Lincolnshire. The Civil Partnership Act 2004 was passed enabling same sex couples to have their relationships legally recognised as ‘civil partnerships’ and granting same-sex partners rights and responsibilities identical to opposite-sex couples, including property rights, parental responsibility and next-of-kin rights. “Marriage” in the following statistics from the 2011 Census, is defined as a “union between a man and a woman”. However, a further law, enacted in July 2013, has also made same sex marriages lawful (Marriage (Same-sex couples) Act 2013).

Key Points

Marriage

According to the latest statistical update published nationally⁵, there have been 655 marriages in north East Lincolnshire in 2014 (2014 being the latest available statistics). Of these, 649 were marriages of opposite sex couples. Marriage of same sex couples in the same year number 6 (3 of each gender). In 2016 / 17, there were 516 marriages, of which 22 were same sex marriages. While this demonstrates a slight downward trend in marriages – nationally there seems to be a trend for living together without taking the formal step – it shows an obvious upward trend in same sex marriages.

The totals below show the regional breakdown:

		Marriages of opposite sex couples	Marriage of same sex couples		
			Total	Male	Female
	Total Marriages				
YORKSHIRE AND THE HUMBER	22,219	21,859	360	126	234
East Riding of Yorkshire	1,592	1,579	13	4	9
Kingston upon Hull, City of	749	735	14	2	12
North East Lincolnshire	655	649	6	3	3
North Lincolnshire	597	590	7	3	4
York	1,378	1,351	27	10	17

⁵ [Office of National Statistics](#)

Civil Partnerships

The Civil Partnership Act 2004 came into force in England on 21st December 2005. While locally there has been a slight downward trend in marriages (15 / 16 = 535, 16 / 17 = 507) the number of same sex marriages has risen from 16 to 22 in the same period. There were no Civil Partnerships during this period.

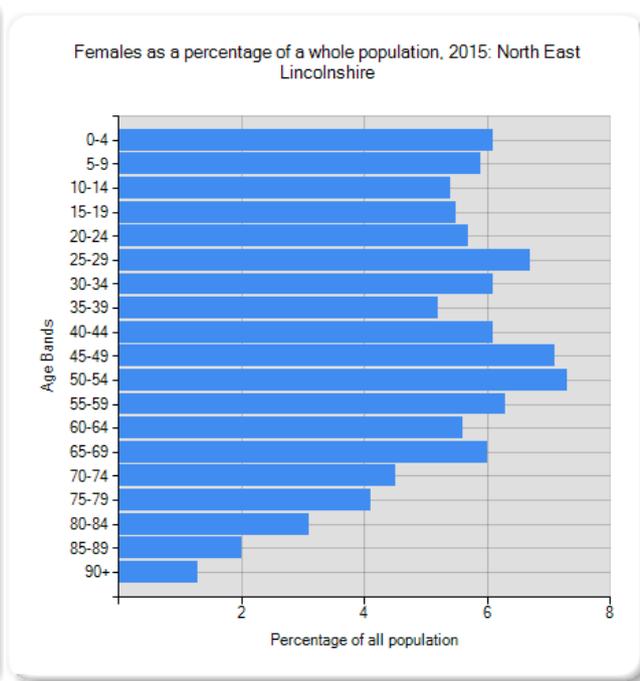
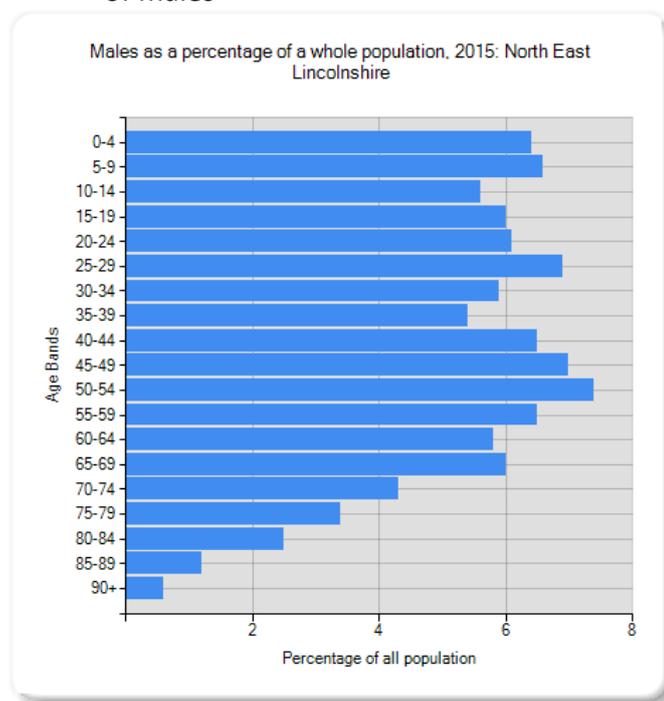
Section 6 - Sex

Description

Sex is a protected characteristic under the Equality Act 2010. It refers to whether a person is a man or a woman (of any age). Although treatment should not be less favourable on the basis of sex the provision of single sex services, or facilities, can be still lawful under the act, for example the provision of single sex changing facilities in a leisure centre.

Key Points

- Mid-2015 estimates from the Office for National Statistics indicate that females account for 51.0% of the population of North East Lincolnshire. A bias towards females increases in the pensionable age group with females accounting for 21.0% of this group compared with 18.0% males.
- Of the 1448 people in the over 90 age group 70.2% are female reflecting the lower life expectancy of males



Section 7 – Pregnancy and Maternity

Description

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. Protection against maternity discrimination is for 26 weeks after giving birth. This includes treating a woman unfavourably because she is breastfeeding.

Key Points

- The number of live births in 2015 was 1918 remaining relatively stable.

- The general fertility rate, of 67.0 per 1,000 women aged 15 to 44 years, remains higher than the Yorkshire and Humber region rate 61.9 and the England figure of 62.5.
- In North East Lincolnshire the total fertility rate, which is the average number of live children a group of women are expected to have throughout their childbearing lifespan, was 2.0 in 2015 compared with an average of 1.8 in the Yorkshire and Humber region and 1.8 in England as a whole.
- Live births are birth registrations in the United Kingdom by area of usual residence of mother, where a live birth is classed as a baby showing signs of life at birth.

Section 8 – Sexual Orientation/Gender Re-assignment

Description

Sexual orientation considers whether a person's sexual attraction is towards their own sex, the opposite sex, or to both sexes. Gender re-assignment is the process of transitioning from one gender to another. Lesbian, gay, bisexual and transsexual (LGBT) people are protected from discrimination, on the grounds of their sexual orientation, under the Equality Act.

Information on sexual orientation is limited. Consultation on the content of the 2011 Census questionnaire established a strong user requirement for information on sexual orientation, for the purposes of providing and targeting services and equality monitoring, in relation to the LGBT community. However, a number of issues were taken into consideration in arriving at the final decision to not collect information on this equality strand. Issues affecting this decision were⁶:

- Conceptual issues of determining what to measure i.e. behaviour, desire or identity
- Difficulties with collection of information in a way respondents understand and accept and the consequent reliability of data
- Potential effects on response rates to the census overall

A question on sexual identity was developed and tested as part of a number of the Integrated Household Surveys held since 2009. The question was asked of respondents aged 16 and over. Data is not published at local authority level.

Key points

- Latest survey results (2005) estimate that the proportion of the population who have a gay or lesbian identity in the Yorkshire and The Humber region is 1.1% compared with 1.1% in England as a whole.

Transgender Population Estimates – North East Lincolnshire 2017

Prevalence

Data⁷ suggests that 0.02% of people aged 16 and over (or 20 per 100,000) who present with gender dysphoria undergo transition. Applying this rate to the North East Lincolnshire population would indicate that there would be approximately 26 people locally who had undergone transition.

⁶ (Source: *Sexual Orientation and the 2011 census* - <http://www.ONS.gov.uk>)

⁷ GIRES (2009) *Gender Variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution*. Surrey: Gender Identity Research and Education Society.

Office for National Statistics (2009) *Trans Data Position Paper*. London: Office for National Statistics.

Nationally, statistics on the transgender population are hard to come by. The prevalent view seems to be that individuals identify male or female, not transitional. Any data collected cannot be deemed reliable as there may be reluctance to be identified or labelled. This national picture is likely reflected locally. When a model for data collection emerges from the national perspective, then NEL will follow the example.

The incidence of referrals to specialist transgender treatment centres in 2008 was 3 per 100,000 persons aged 16 and over. This would equate to approximately 4 people referred for specialist transgender treatment centres per year in North East Lincolnshire if we follow trend.

Growth

Improvements in social, medical and legislative provisions for transgender people couple with mutual support appear to be driving growth. The growth rate in the number of people who are presenting is estimated to be 15% per annum. Figures for North East Lincolnshire assuming a 15% growth per annum are presented below.

	2016 figures assuming 15% growth per annum from 2009
Males wanting role adaption	317
Females wanting role adaption	80
Persons undergone transition	69
Persons presenting for specialist referrals	11 per year

Workforce Profile

The council collects information on each of the protected characteristics relating to its workforce as of 31-03-17 and the key points are as follows⁸:

- 0.49% of staff are aged under 20 and 7.40% are over 60
- 71.94% of the workforce is female.
- 28.06% of the workforce is male
- 63.48% of the workforce is married
- 97.03% of the workforce define themselves as heterosexual
- 3.59% of the workforce self-reported a disability
- 99.21% of staff reported being from an English/Welsh/Scottish/Northern Irish/British background
- 60.53% of staff are Christian and 37.03% reported having no religion

⁸ NELC Workforce Profile 2015 - 2016

3 COMPLYING WITH THE EQUALITY DUTY

Paying Due Regard

The Equality Duty places a requirement upon the council, when carrying out its day to day work in shaping policy, delivering services and in relation to its own employees, to pay due regard to the three aims as defined in the general duty. Guidance from the Government Equalities Office states that:

“compliance with the Equality Duty involves consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. That will entail understanding the potential effects of the organisation’s activities on different people, but there is no prescribed process for doing this”.

The council’s approach to paying due regard is supported in a number of ways, including:

- Equality Analysis including the Equality Impact Assessment
- E-learning training for Staff
- Monitoring Customer Satisfaction
- Employee Policies

Equality Analysis

Equalities Impact Assessment

In 2016, NELC equalities impact assessment form was published to the internet. The Impact Assessment Form helps us to identify how a planned service, policy or strategy impacts on local issues such as our key priorities for Stronger Economy and Stronger Communities. By having the form electronic and accessible to all, it means that the organisation and partners have a consistent, robust tool to assess impact on services and service delivery. It also helps us to identify the impact on the protected characteristics as defined in the Equality Act 2010.

The impact Assessment tool is to be used by staff who are involved in developing or reviewing policies, strategies, plans or projects. The initial assessment should be completed as soon as sufficient information about changes in policy, delivery or practice is known. This is to ensure all impacts – both positive and negative – are captured and addressed as appropriate. It enables the project manager or policy developer to assess the intended and unintended impacts of any changes being proposed.

The Council gives due regard to the need to

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

https://nelincolnshire-self.achieveservice.com/service/impact_assessment

Training for Staff

The council requires all new staff as part of their induction to complete a mandatory e-learning training course entitled ‘Equality in the Workplace’ and between April 2016 and March 2017, 84 members of staff successfully completed this course.

Monitoring Customer Satisfaction

Satisfaction surveys are available for customers to complete for the range of services the council provides. Feedback can be provided through e-mail and leaflets.

The Corporate Feedback Policy promotes equality of access by:

- Ensuring that full and equal access to the customer feedback scheme is available to every member of the community.
- Monitoring customer feedback to make sure all community groups have equal access and opportunity to give us feedback.
- Providing support to assist with communication difficulties between us and the customer.
- Making customer information available on request in Braille, large print, other languages, audiotape and in pictorial format.

The Feedback leaflet has contact numbers and addresses. It declares we will offer help to any complainant, or they can have someone of their own choice to help.

The following table gives our performance on dealing with corporate complaints for 2016/17, with a comparison against 2015/16.

Complaints	2016/17	2015/16
Stage one complaints responded to	511	468
Stage two complaints responded to	40	35

Most complainants choose not to provide monitoring information, and therefore a meaningful breakdown is not available.

During 2016/17, the council received the following representations concerning children’s social care statutory services:

- Complaints – 66 were received and dealt with
- Compliments – 5 were received and acknowledged

This compares with 106 complaints and 7 compliments in 2015/16.

Information on the gender of complaints is recorded and is as follows:

Gender of Adult Complainants 2016/17		
Gender	Number	%
Female	38	59
Male	20	31
Joint⁹	4	6
Anonymous	2	3
Total	64	100

Gender of Young People Making Complaints 2016/17		
Gender	Number	%
Female	1	50
Male	1	50
Total	2	100

Employee Policies

⁹ The term “joint” has been used where a representation has been made by more than one individual i.e. parents/carers

In line with the aims of the Equality Act 2010, the council has a number of policies and guidance documents to support staff in fulfilling their duties.

Staff also have access to a number of internal documents and guidance and these include the maternity information pack, chaplaincy support and point to language cards and posters.

4 ELIMINATING UNLAWFUL DISCRIMINATION, HARASSMENT AND VICTIMISATION

Direct discrimination is defined by the Equality Act 2010 as a person treating another less favourably than they would treat others, as a result of a protected characteristic.

Indirect discrimination may occur when a **practice, policy or rule** is applied to everyone in the same way, but it has a different and worse effect on you because of your age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation.

Hate Crime

Working in partnership, hate crime within North East Lincolnshire is currently monitored by the Safer and Stronger communities Team within North East Lincolnshire Council.

This is being achieved by focusing work in the following areas:

- Creating overview reports of hate incidents and crime which provides data and information for partners. Exceptions (including repeat victims) are reviewed to ensure compliance
- Building trust and respect in all our communities, to encourage diversity and raise confidence in reporting of incidents and crimes
- Victim driven outcome based accountability – identifying repeat locations and supporting victims in need with a premium service
- Using education to help change the attitudes of all members of our communities towards prejudicial attitudes and behaviour
- Working within the prevent arena, including training of staff and partners
- Developing and delivering restorative practices to tackle re-offending

Hate Crime Summary

Year	Racial			LGBT			Disability		
	Crime	Incidents	Total	Crime	Incidents	Total	Crime	Incidents	Total
2013/14	106	155	261	12	28	40	10	63	73
2014/15	91	132	223	10	18	28	8	32	40
2015/16	87	116	203	8	10	18	9	18	27
2016/17	117	107	224	36	21	57	19	18	37
Difference	30	9	21	28	11	39	10	0	10

2015/16 to 2016/17 comparison - Red denotes increase in reports, green denotes reduction in reports, yellow denotes no change in reports

Following the issuing of the Opportunities and Integrations report by Dame Louise Casey, a review of the report's findings was undertaken looking at the NEL context. While our demographic profile does not mirror the national one, the wider issues explored were applicable. Skills, in respect of language and IT capability, are reorganised areas for development in a comparatively low-skilled workforce. The other significant area of focus is social and economic exclusion. The Council's Economic Strategy will be developed to ensure inclusive growth is a focus to reduce inequalities and raise general levels of prosperity in NEL.

5 SUMMARY OF NORTH EAST LINCOLNSHIRE COUNCIL'S PROGRESS AGAINST OUR EQUALITY OBJECTIVES

Objective 1 - Collect and publish equality data across all of the protected characteristics in relation to our employment and service delivery practices and policies.

The following section outlines the activities undertaken by the Council to support this objective.

Community Profile

We publish an annual Community Profile. This is a demographic profile that brings together key statistics of people in North East Lincolnshire, who fall within the protected characteristics definition as outlined in the Equality Act 2010.

Joint Strategic Needs Assessment (JSNA)

The JSNA is an assessment of current and future health and social care needs. The local authority and the Clinical Commissioning Group (CCG) have a joint duty to undertake a JSNA and to use this and other evidence to prepare a joint health and wellbeing strategy for the area. This helps inform the commissioning of services to improve the health and wellbeing of the local population and to reduce inequalities.

Director of Public Health Annual Report

Each year, the Director of Public Health publishes an annual report¹⁰, with this year's report focusing on living well in North East Lincolnshire, highlighting employment and health as key determinants of living well. The report explores how employment affects health and how employment patterns have changed over time. Unemployment can have a devastating impact on health, wellbeing, and self-esteem. The numbers of people particularly in our more disadvantaged neighbourhoods, living with long term conditions, out of work, and negotiating a changing welfare system, is concerning for those families and also for the impact in terms of future demands on health and social care. For those in work, the modern nature of work, its tenure and duration, has changed the presentation of work related health issues, with the emergence of more mental health and muscular problems. The report draws attention to the role of employment within a healthy economy, and confirms the focus of the council on a stronger economy as key to improving health and wellbeing across North East Lincolnshire.

Ensuring Public Access to Information and Services

As a council, we recognise that it is our responsibility to ensure that all our residents have equal access to information and services. The council's website provides details of services, news and events including information on jobs, committee meetings, and business matters. Other access points for information on council services include our customer access points, reception centres and community or voluntary organisations.

The council's Publication Scheme lists the documents that are available to the public and provides information on where the documents can be obtained from and any related charges. Access to the publication scheme is available on the council's Internet site, at all libraries throughout North East Lincolnshire and on request to the council.

Documents not listed in the publication scheme may be available on request under the relevant legislation. All public access to the council's records will also be in accordance with current legislation.

¹⁰ ["Ageing Well in North East Lincolnshire" Director of Public Health Annual Report 2016](#)

We will continue to review our methods of communication to ensure that they are accessible to the whole community. We regard translation and interpreting for people where the English language is a barrier and communication services for people who have a sensory impairment or learning difficulty, as essential to service provision by the council and therefore, upon request, we will translate key information in your preferred language and/or format.

Objective 2 - Actively engage representative groups in dialogue on issues important to the relevant communities Community Profile

The following are some examples of the consultation activities undertaken this year, which support this objective:

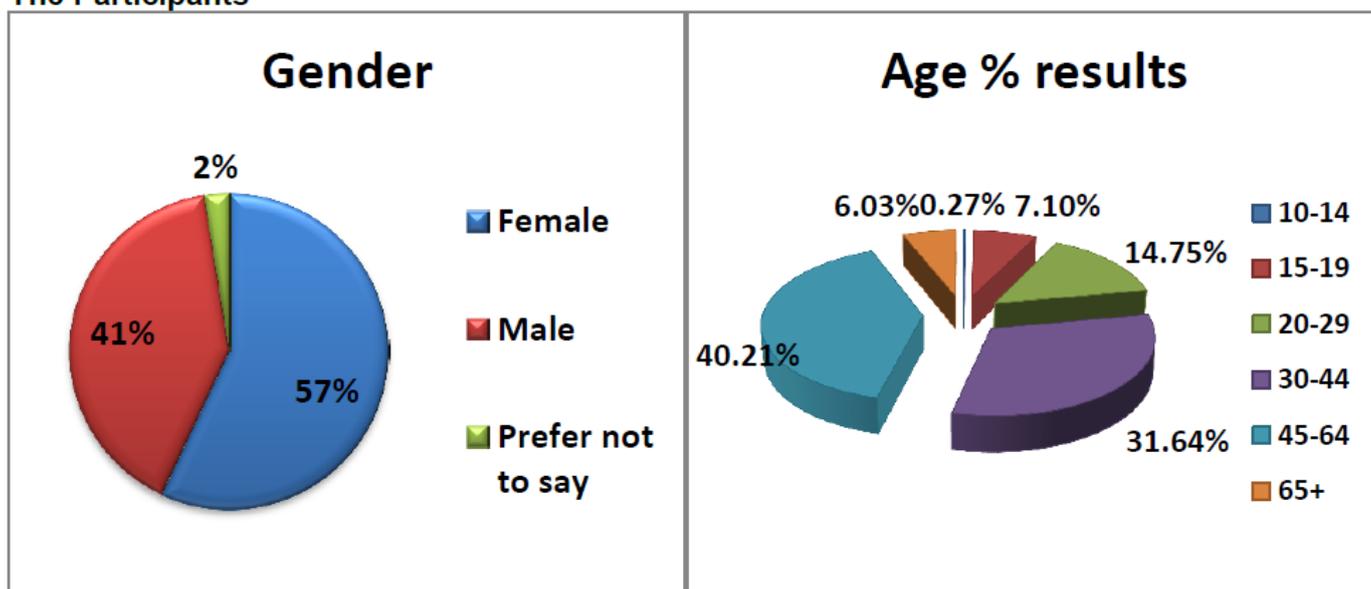
JSIA – Crime and Anti-Social Behaviour in North East Lincolnshire 2016

The annual consultation with residents to set priorities for crime reduction ended on 1st November 2016.

The Joint Strategic Intelligence Assessment (JSIA) is an annual exercise led by Safer and Stronger Communities which informs the list of priorities for the community safety partnership. This was an opportunity to have your say on what you think North East Lincolnshire Council, Humberside Police and other partners should be focusing on to reduce crime and disorder. The information provided has been analysed and is available below. It has been included in the annual Joint Strategic Intelligence Assessment Document which determines agreed priorities of the Community Safety Partnership (CSP). The CSP is a legal requirement in law that requires agencies to work together to reduce crime and anti-social behaviour within a Local Authority area. The Partnership comprises of: Criminal Justice Services (Courts), Safer and Stronger Communities, Clinical Commissioning Group, Shoreline Housing, Humberside Fire and Rescue Service, Victim Support, Humberside Police, Voluntary Action North East Lincolnshire (VANEL), North East Lincolnshire Council, Probation.

The results are considered and help identify the partnership priorities for the next 12 months. The consultation is circulated to Community Groups, Youth Services, Neighbourhood Watch groups and promoted on the intranet and internet for online completion.

The Participants



The responses received by ward were well spread across the borough with the 9 out of the 15 wards being within 1% of the expected total and none were under represented by more than a 2% of the expected total. Efforts were made to target wards with a low response rate.

The participants were made up of 41% males and 57% females with 2% preferring not to say. The age groups of 30-44 and 45-64 were the most represented and accounted for 71.85% of the total surveys. 13% of participants had some form of disability and 4.62% did not fall within the white British backgrounds.

Culture, Heritage, Leisure, Sport and Tourism (CHLST – visioning event)

The Visioning Event for CHLST project took place June 21st 2016. Information from this event will be used to help shape the direction of the CHLST project. In order that a diverse range of views were collected, representatives were invited from our partnerships, from the local community and voluntary sectors and other local organisations whose remit fitted the project scope. The objective of the day was to work with colleagues and partner organisations to support the creation of a vision for the future development of culture, heritage, leisure, sport and tourism in North East Lincolnshire. Participants were accessed to consider the key strengths that North East Lincolnshire has to offer in terms of Culture, Heritage, Leisure, Sport and Tourism. Service users groups impacted upon included older people and young people. It was identified that there are lots of groups, all working hard to promote culture, heritage, leisure, sport and tourism in the area.

Grimsby and Cleethorpes Town Centres Investment Plan 2016

North East Lincolnshire Council (NELC), working in Partnership with ENGIE, has developed an Investment Plan for Grimsby and Cleethorpes town centres which builds upon the development frameworks and strategies set out in the Grimsby Town Centre Masterplan 2009 and the Cleethorpes Renaissance Charter 2009.

North East Lincolnshire's Economic Strategy and the emerging draft Local Plan predict that the growth in key industrial sectors, such as renewables, will create a substantial change in the areas economic fortunes, potentially leading to the creation of 8,800 additional jobs and 13,340 new homes over the next 15 years. This creates significant investment opportunities for our town centres, and the scope to deliver greater commercial diversity and exciting new leisure and recreation offers to extend and improve their attractiveness. Improving the town centre experiences and their capacity is vital in supporting a growing population and to attract new businesses and people to North East Lincolnshire to invest in our local economy.

The Investment Plan identifies focus areas for regeneration and considers investment opportunities for Grimsby and Cleethorpes respectively

Community Cohesion and Integration

A survey was undertaken this year which gave residents the opportunity to tell us how much they felt they belong in their area. Whether they were part of a volunteer group and whether they experience & report hate crime. Based on 480 responses:

- 81% of respondents agree that they belong on their street, 13% disagree
- 84% of respondents agree that they belong in North East Lincolnshire, 7% disagree
- 74% of respondents have regular contact with their neighbours
- 46% of respondents agree that NEL is a place where people from a mixture of backgrounds get along together, 18% are not sure

- 35% of respondents were part of a community group or volunteer group
- 16% of respondents have had their family or themselves affected by hate crime, of these crimes 42% were reported
- 51% of respondents agree that North East Lincolnshire is a safe area to live, 36% disagree 50% of respondents thought that in the last year North East Lincolnshire is either the same or a better place to live

Regarding community integration it is clear that the vast majority of those consulted feel that they are comfortable and well integrated in their local community. However, the results show that this level of satisfaction does drop significantly among respondents who are not of the white-British ethnic background, which suggests that non-white-British individuals may have some difficulty when trying to integrate into North East Lincolnshire.

The survey also shows that over half of respondents feel North East Lincolnshire is a place where individuals of a mixture of ethnic backgrounds may get along together. Interestingly, the percentage of respondents who agree that North East Lincolnshire is a place where a mixture of backgrounds may get along together is higher among non-white British respondents than white British respondents.

The second of the main objectives of the community cohesion survey was the need to find out whether or not people felt North East Lincolnshire was a safe place, and also whether or not there were any areas in North East Lincolnshire in which people feel unsafe, or tend to avoid. The data shows that of all survey respondents, 51% felt that North East Lincolnshire was a safe place to live, while 13% had no opinion either way. Just over a third of respondents said they felt that North East Lincolnshire was an unsafe place to live in.

Regarding areas in which people said they felt unsafe, a few areas were named numerous times. The most commonly named included Freeman Street, the Nunsthorpe estate, the East Marsh Ward and Grimsby town centre, the latter of which was the most commonly named area. Interestingly, of all respondents who named Grimsby town centre as an area in which they felt unsafe, less than 15 % of these were under the age of 35, which reveals that it is the older generations who tend to be fearful of Grimsby town centre.

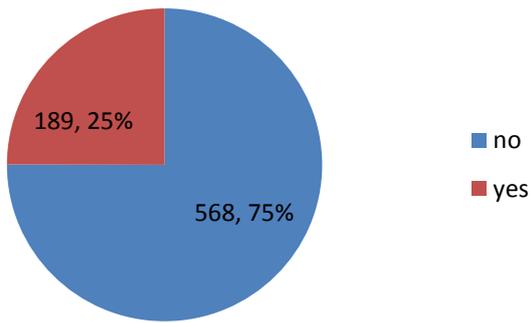
The percentage of community group involvement was quite high among those who were consulted, with more than a third of those surveyed being involved in a community group. The survey results demonstrate that individuals who belong to a community group are marginally less likely to feel as though they do not belong within their community.

Finally, the survey revealed that just under one in six of respondents have been affected-themselves or know a family member that has been affected by a hate crime in the past year. Of those affected by a hate crime, the data reveals that less than half of hate crimes were reported to the police. The results demonstrate that individuals of an ethnic minority or LGBT community are more likely to be victims of hate crime.

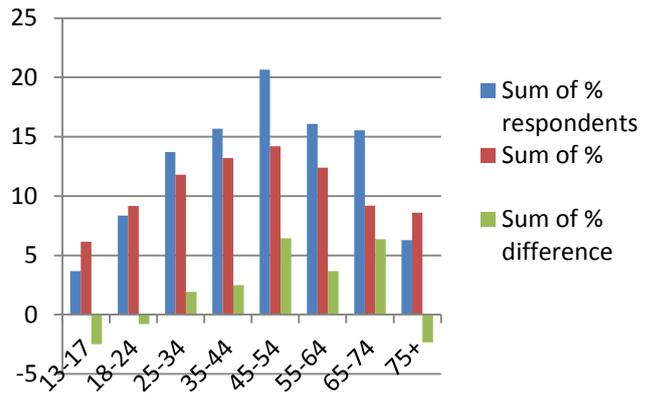
Total Transport Plan

To obtain the public's views on Transport information and advice to create the one stop shop. Representatives were invited from NELC staff, the public, business, organisations, elected members, the voluntary and community sector. Invitations were also put out to schools, elderly, and disability representative groups. Focus group was held with Focus Staff Survey and face to face engagement.

Disability



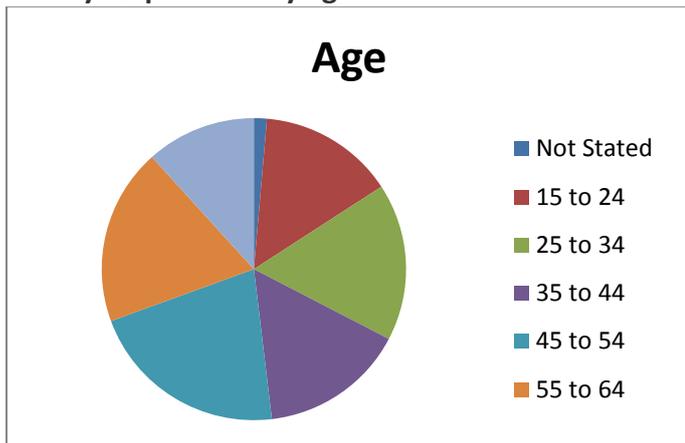
Age



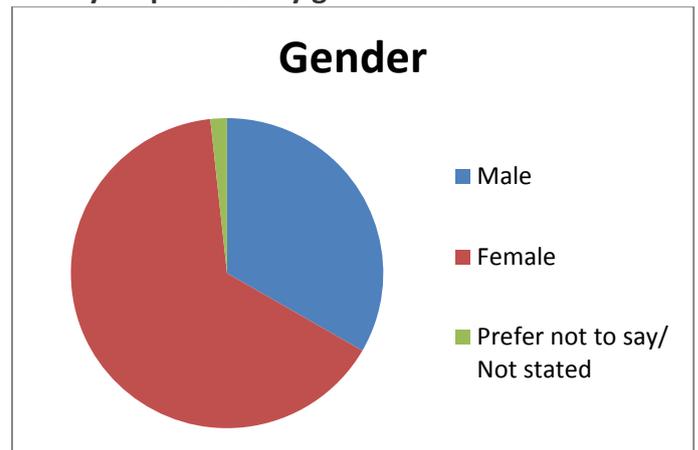
Drug and alcohol misuse – public perception survey

This survey gained the views of the public about drug and alcohol misuse in North East Lincolnshire to help shape what our drug and alcohol treatment services should look like. This will help NELC plan the way forward to improve the lives of all those affected by drug and/or alcohol misuse in North East Lincolnshire.

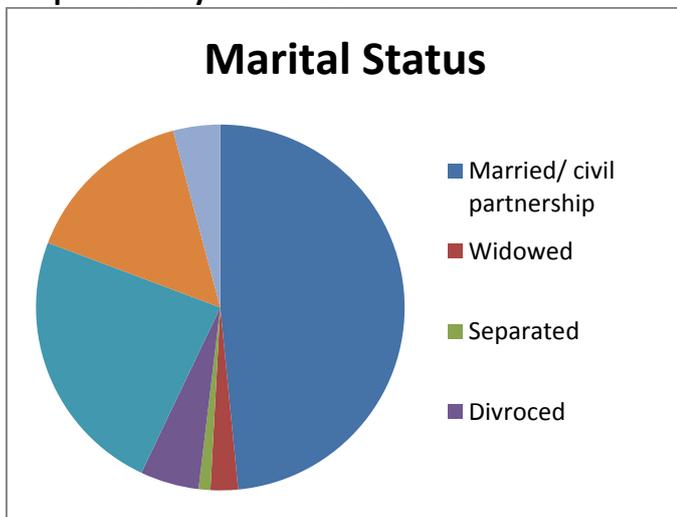
Survey respondees by age



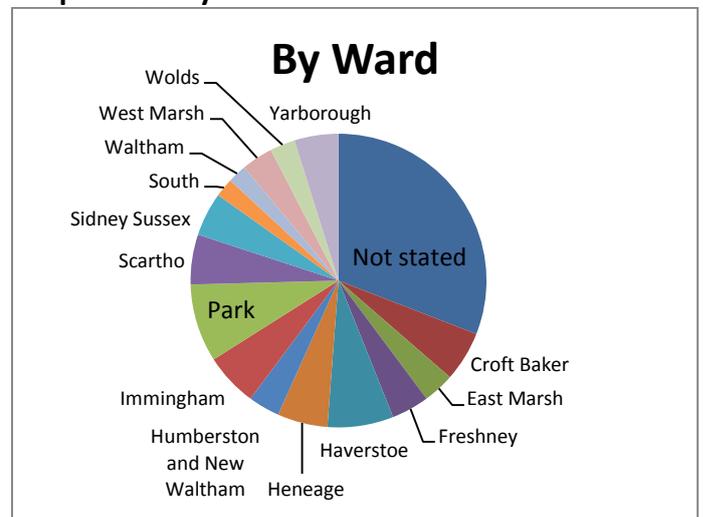
Survey respondees by gender



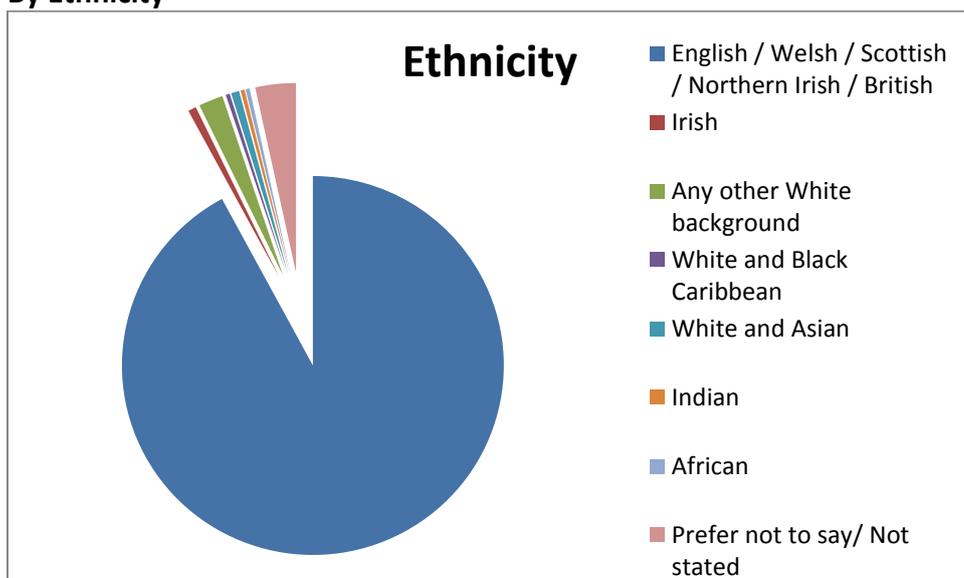
Respondees by marital status



Respondees by Ward



By Ethnicity



Local Development Strategy

In mid-2016, NELC began work with partners on the development of the Community Led Local Development Strategy. CLLD is a new way of delivering local development with European funds. It brings together local communities to understand the challenges and experiences that can make it difficult for people to find employment, or start and run a business of their own. Community representatives together with public, private and voluntary organisations formed a **Local Action Group (LAG)** to gather information about these issues and look at what support should be put in place to tackle them. A key part of CLLD involved exploring and raising awareness of the assets and resources within communities which help people to access jobs, training opportunities or go into business. The **Local Action Group** was representative of the community. In order to assess need in terms of the LDS, consultation events were held at various locations in the area, in an effort to engage the key stakeholders.

Summary of engagement workshops

Ward	Venue	Attendees	Male	Female	Age			Unemployed	Disabled
					U25	25-50	50+		
South	Centre4	9	1	8	0	3	6	7	2
Croft Baker	Clee Library	0	0	0	0	0	0	0	0
Freshney	Bishop King	4	1	3	1	2	1	4	1
East Marsh	Grant Thorold	5	2	3	1	4	0	4	1
Hainton & Heneage	YMCA	13	9	4	7	4	2	13	0
East Marsh	The Warehouse	21	13	8	4	11	5	21	6
Immingham	Job Centre	10	7	3	1	4	5	10	0
West Marsh	St Hugh's	3	2	1	0	1	2	3	0
Sidney Sussex	The Pavilion	3	3	0	0	2	1	1	0
West Marsh	West Marsh CC	5	5	0	0	5	0	4	1
Additional	Job Centre Grimsby	9	7	2	2	7	0	9	0
Additional	CLS	15	6	9	12	3	0	15	0

Additional	Green Futures	17	7	10	9	5	3	15	0
Online	Online	73	25	48	30	30	8	24	10
TOTALS	14	187	88	99	67	81	33	130	21

WORK FOR 2017 / 18

Transgender issues

Should a national model of measuring transgender population and their place in the local community emerge, then NELC hopes to learn from that and apply the thinking locally, to support the community and afford opportunity where possible for development and contribution.

Social Value

We will be reviewing our approach to social value in 2017. It is central to the delivery of inclusive growth, our priorities and outcomes. It is about more than driving a hard bargain when procuring services – it is about making statements of principle real for our businesses and communities. From committing to paying the Living Wage, to partnership working that enables local organisations to create opportunities that involve and enhance our communities and improve the lives of our residents.

This will involve working with commissioners and businesses to think about how they achieve social value benefits in a more integrated way for the benefit of North East Lincolnshire. Some of the themes to be reflected in the new approach will include:

- Social responsibility
- Forced labour
- Wages and working hours
- Treatment of employees
- Child labour and modern slavery