NORTH EAST LINCOLNSHIRE COUNCIL

ANNUAL EQUALITY REPORT

April 1st 2018 - March 31st 2019
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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 5th 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
- sex
- 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, 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

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.

Public authorities subject to the specific equality duties are required to:
- report on mainstreaming the equality duty
- publish equality outcomes and report progress
- assess and review policies and practices
- gather and use employee information
- publish information on board diversity and succession planning
- publish gender pay gap information
- publish statements on equal pay
- consider award criteria and conditions in relation to public procurement
- publish required information in a manner that is accessible.

North East Lincolnshire Council discharges this duty as follows:

 Publish Information
NELC publishes a series of linked equalities profiles that are updated as the information becomes available. This precludes the traditional, out-dated publication of a physical document that can only be a snapshot in time; http://www.nelincsdata.net/profiles/profile?profileId=153&geoTypId=4&geoids=00FC

Prepare and Publish Equality Objectives
Our agreed objectives to meet the council’s Public Sector Equality Duty 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 2017/18

Building Cohesive Communities guidance was issued by the Local government Association (LGA) in March 2019 and includes reference to the Government’s Integrated Communities Action Plan (published February 2019). This contains a range of cross-government measures to support the government’s commitment to build strong integrated communities where people – whatever their background – live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. This will create stronger, more confident and integrated communities, where people, whatever their background, can live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. NELC will have regard to the guidance.

1 https://www.local.gov.uk/building-cohesive-communities
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 profile 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 2017 indicate the proportion of population in North East Lincolnshire, who are of working age (60.7%) was lower than in Yorkshire and The Humber (62.6%) and lower than England (62.8%) as a whole.

The overall population increased from 157,252 to 159,826 in the 10 years since 2007, a difference of 2574. 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.

The latest mid-year population estimates from 2017 show that:

- The proportion of the population who were of pensionable age decreased from 20.3% to 20.0% in the 10 years since 2007, a difference of -0.3% compared with -0.9% for England and -0.5% in the Yorkshire and Humber region.
- The proportion of the population who are aged 0 to 15 decreased from 19.8% to 19.3% in the 10 years since 2007, a difference of -0.5% compared with 0.2% for England and 0.0% in the Yorkshire and Humber region.
- The proportion of the population who are of working age increased from 59.9% to 60.7% in the 10 years since 2007, a difference of 0.8% compared with 0.6% for England and 0.3% in the Yorkshire and Humber region.

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2 [http://www.nelincsdata.net/profiles/profile?profileId=153&geoTypeld=]
3 [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.

The population of North East Lincolnshire is projected to fall between 2016 and 2041 by -2.1%. Within the decrease, the percentage of people who are of pensionable age is projected to rise from 19.7% in 2016 to 27.1% in 2041, whilst the proportion of working age people will decrease from 61.1% in 2016 to 55.8% in 2041.

There are differences between the age breakdowns across the electoral wards of North East Lincolnshire. Mid-year estimates for 2017, the latest available at ward level, show that the proportion of 0 to 15 year olds in East Marsh, Heneage, Sidney Sussex, South and West Marsh wards is above the above average for the North East Lincolnshire area.

South ward has the highest number of 0 to 15 year olds (3169) accounting for 24.9% of the population in their ward.

More than 25% of the population of Haverstoe, Humberston and New Waltham and Waltham wards are of pensionable age.

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
- 60.7% of the resident population of North East Lincolnshire are Christian
- There has been a 15% decrease in the proportion of Christians living in North East Lincolnshire between 2001 and 2011
- Muslims are the next most predominant religion, with 0.8% of the population, although this is significantly lower than the regional and national figures of 6.2% and 5%
- 30.4% of people in North East Lincolnshire have stated that they have no religion or belief.

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.

The data tables below summarise the results of this census for the area as a whole and by ward.

### Estimated proportions of population by religion stated (%)

<table>
<thead>
<tr>
<th>Religion</th>
<th>North East Lincolnshire</th>
<th>Yorkshire and The Humber</th>
<th>England</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian</td>
<td>60.67</td>
<td>59.50</td>
<td>59.38</td>
</tr>
<tr>
<td>Buddhist</td>
<td>0.22</td>
<td>0.27</td>
<td>0.45</td>
</tr>
<tr>
<td>Hindu</td>
<td>0.24</td>
<td>0.46</td>
<td>1.52</td>
</tr>
<tr>
<td>Jewish</td>
<td>0.04</td>
<td>0.19</td>
<td>0.46</td>
</tr>
<tr>
<td>Muslim</td>
<td>0.83</td>
<td>6.17</td>
<td>1.52</td>
</tr>
<tr>
<td>Sikh</td>
<td>0.10</td>
<td>0.42</td>
<td>0.49</td>
</tr>
<tr>
<td>Other Religions</td>
<td>0.33</td>
<td>0.31</td>
<td>0.79</td>
</tr>
<tr>
<td>No Religion</td>
<td>30.37</td>
<td>25.86</td>
<td>24.74</td>
</tr>
<tr>
<td>Not Stated</td>
<td>7.19</td>
<td>6.83</td>
<td>7.18</td>
</tr>
</tbody>
</table>

*Source: Office for National Statistics, 2011 Census population estimates*

### Estimated proportions of population for wards by religion stated (%)

<table>
<thead>
<tr>
<th>Ward</th>
<th>Christian</th>
<th>Buddhist</th>
<th>Hindu</th>
<th>Jewish</th>
<th>Muslim</th>
<th>Sikh</th>
<th>Other Religions</th>
<th>No Religion</th>
<th>Not Stated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Croft Baker</td>
<td>60.99</td>
<td>0.39</td>
<td>0.25</td>
<td>0.05</td>
<td>1.49</td>
<td>0.12</td>
<td>0.26</td>
<td>29.24</td>
<td>7.21</td>
</tr>
<tr>
<td>East Marsh</td>
<td>51.95</td>
<td>0.25</td>
<td>0.22</td>
<td>0.02</td>
<td>1.49</td>
<td>0.06</td>
<td>0.41</td>
<td>38.01</td>
<td>7.60</td>
</tr>
<tr>
<td>Freshney</td>
<td>62.76</td>
<td>0.21</td>
<td>0.06</td>
<td>0.04</td>
<td>0.39</td>
<td>0.01</td>
<td>0.20</td>
<td>28.84</td>
<td>7.49</td>
</tr>
<tr>
<td>Haverstoe</td>
<td>71.76</td>
<td>0.18</td>
<td>0.02</td>
<td>0.03</td>
<td>0.43</td>
<td>0.00</td>
<td>0.17</td>
<td>19.63</td>
<td>7.79</td>
</tr>
<tr>
<td>Heneage</td>
<td>54.24</td>
<td>0.27</td>
<td>0.28</td>
<td>0.02</td>
<td>0.69</td>
<td>0.02</td>
<td>0.40</td>
<td>36.65</td>
<td>7.42</td>
</tr>
<tr>
<td>Humberston and New Waltham</td>
<td>70.63</td>
<td>0.17</td>
<td>0.50</td>
<td>0.02</td>
<td>0.98</td>
<td>0.05</td>
<td>0.17</td>
<td>20.82</td>
<td>6.67</td>
</tr>
<tr>
<td>Immingham</td>
<td>64.73</td>
<td>0.05</td>
<td>0.03</td>
<td>0.04</td>
<td>0.28</td>
<td>0.20</td>
<td>0.22</td>
<td>27.70</td>
<td>6.76</td>
</tr>
<tr>
<td>Park</td>
<td>59.02</td>
<td>0.29</td>
<td>0.68</td>
<td>0.12</td>
<td>1.80</td>
<td>0.16</td>
<td>0.48</td>
<td>30.28</td>
<td>7.18</td>
</tr>
<tr>
<td>Scartho</td>
<td>67.65</td>
<td>0.20</td>
<td>0.47</td>
<td>0.01</td>
<td>1.21</td>
<td>0.17</td>
<td>0.19</td>
<td>23.38</td>
<td>6.72</td>
</tr>
<tr>
<td>Sidney Sussex</td>
<td>53.48</td>
<td>0.23</td>
<td>0.06</td>
<td>0.05</td>
<td>0.65</td>
<td>0.07</td>
<td>0.43</td>
<td>37.75</td>
<td>7.27</td>
</tr>
<tr>
<td>South</td>
<td>51.56</td>
<td>0.10</td>
<td>0.13</td>
<td>0.02</td>
<td>0.47</td>
<td>0.08</td>
<td>0.41</td>
<td>39.53</td>
<td>7.69</td>
</tr>
<tr>
<td>Waltham</td>
<td>72.95</td>
<td>0.21</td>
<td>0.21</td>
<td>0.10</td>
<td>0.61</td>
<td>0.16</td>
<td>0.27</td>
<td>18.88</td>
<td>6.60</td>
</tr>
<tr>
<td>West Marsh</td>
<td>48.71</td>
<td>0.31</td>
<td>0.35</td>
<td>0.06</td>
<td>0.88</td>
<td>0.22</td>
<td>0.63</td>
<td>41.02</td>
<td>7.82</td>
</tr>
<tr>
<td>Wolds</td>
<td>69.54</td>
<td>0.15</td>
<td>0.27</td>
<td>0.03</td>
<td>0.55</td>
<td>0.28</td>
<td>0.28</td>
<td>22.30</td>
<td>6.60</td>
</tr>
<tr>
<td>Yarborough</td>
<td>59.47</td>
<td>0.23</td>
<td>0.11</td>
<td>0.00</td>
<td>0.34</td>
<td>0.01</td>
<td>0.45</td>
<td>32.57</td>
<td>6.82</td>
</tr>
</tbody>
</table>

*Source: Office for National Statistics, 2011 Census population estimates*
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 were⁴:
- White: English/Welsh/Scottish/Northern Irish/British 95.38% (152240)
- White: Polish 0.7% (1,051)
- 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 59⁵.

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.

Figures for 2016 from the Annual Population Survey (APS) indicate that 95.6% of the resident population of North East Lincolnshire were born in the United Kingdom compared with 90% in the Yorkshire and The Humber region and 84.4% in England as a whole.

While the country of birth for a person cannot change, it is possible for an individual’s nationality to change. Nationality, or national identity, refers to that stated by the person surveyed.

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In North East Lincolnshire, an estimated 96.8% of the population felt that they had a British identity; 3.2% (approximately 5,000 people) had a non-British identity and 1.9%, (approximately 3,000 people) had a European identity. (APS 2017)

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 4940 Disability Living Allowance (DLA) claimants in North East Lincolnshire as of Aug 18, which is approximately 3.09% of the resident population.
- The rate of DLA claims within North East Lincolnshire is lower than the Yorkshire and The Humber rate (3.05%), and higher than the England rate (2.68%).
- There were 6140 Employment and Support Allowance (ESA) claimants in North East Lincolnshire as of Aug 18, which is approximately 6.3% of all claimants.
- The ESA claim rate is higher than the Yorkshire and The Humber rate (6%), and higher than the England rate (5.2%).
- There were 140 Incapacity benefit / severe disablement allowance (IB/SDA) claimants in North East Lincolnshire as of Aug 18, which is approximately 0.1% of all claimants.
- The IB/DSA claim rate is the same as the Yorkshire and The Humber rate (0.1%), and the same as the England rate (0.1%).
- Latest figures (12 months to Sep 18 Annual Population Survey) indicated that 24900 people, 25.5% 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 (22.9%), and a higher proportion than England (20.1%).
- By gender, more women have a disability (30.5%) than men (20.5%).
- 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”.

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However, a further law, enacted in July 2013, has also made same sex marriages lawful (Marriage (Same-sex couples) Act 2013).

**Key Points**

**Marriage**
- At the time of the 2011 Census there were 129377 people aged 16 and over living in North East Lincolnshire, 45.2% of whom were married and 33.1% were single (and never married).
- The proportion of married people (45.2%) in North East Lincolnshire is slightly lower than in the average for the Yorkshire and The Humber region (46.8%) and in England as a whole (46.6%).
- The proportion of the population of married status in North East Lincolnshire decreased by 6.6% from 51.8% in the 2001 census to 45.2% in the 2011 census.
- 11.2% of the population aged 16 and over in the area were divorced at the time of the 2011 census compared with 9.3% in the Yorkshire and The Humber region and 9.0% in England as a whole.
- The percentage of divorced residents has increased by 0.7% on the 10.5% reported in the 2001 census.

<table>
<thead>
<tr>
<th>Marital and civil partnership status of the over 16 population (%)</th>
<th>All usual residents aged 16+</th>
<th>Single (never married or never registered a same-sex civil partnership)</th>
<th>Married</th>
<th>In a registered same-sex civil partnership</th>
<th>Separated (but still legally married or still legally in a same-sex civil partnership)</th>
<th>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</th>
<th>Widowed or surviving partner from a same-sex civil partnership</th>
</tr>
</thead>
<tbody>
<tr>
<td>North East Lincolnshire</td>
<td>129,377</td>
<td>33.1</td>
<td>45.2</td>
<td>.1</td>
<td>2.6</td>
<td>11.2</td>
<td>7.8</td>
</tr>
<tr>
<td>Yorkshire and The Humber</td>
<td>4,285,941</td>
<td>33.9</td>
<td>46.8</td>
<td>.2</td>
<td>2.6</td>
<td>9.3</td>
<td>7.2</td>
</tr>
<tr>
<td>England</td>
<td>42,989,620</td>
<td>34.6</td>
<td>46.6</td>
<td>.2</td>
<td>2.7</td>
<td>9</td>
<td>6.9</td>
</tr>
</tbody>
</table>

*Source: Office for National Statistics, 2011 Census population estimates*

The totals below show the most recent regional breakdown available from the Offices for National Statistics:

<table>
<thead>
<tr>
<th></th>
<th>Total Marriages</th>
<th>Marriages of opposite sex couples</th>
<th>Marriage of same sex couples</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td><strong>YORKSHIRE AND THE HUMBER</strong></td>
<td>22,369</td>
<td>21,801</td>
<td>568</td>
</tr>
<tr>
<td>East Riding of Yorkshire</td>
<td>1,681</td>
<td>1,656</td>
<td>25</td>
</tr>
<tr>
<td>Kingston upon Hull, City of</td>
<td>769</td>
<td>738</td>
<td>31</td>
</tr>
<tr>
<td>North East Lincolnshire</td>
<td>654</td>
<td>639</td>
<td>15</td>
</tr>
<tr>
<td>North Lincolnshire</td>
<td>608</td>
<td>597</td>
<td>11</td>
</tr>
<tr>
<td>York</td>
<td>1,340</td>
<td>1,296</td>
<td>44</td>
</tr>
</tbody>
</table>

*Office of National Statistics (collated 2015)*
Civil Partnerships
The Civil Partnership Act 2004 came into force in England on 21st December 2005. Locally in 2018/19, there were 427 recorded marriages, of which 413 were opposite sex couples and 14 were same sex marriage. Local reports do not distinguish between male and female on the same sex marriage. These figures are just for civil marriages, not religious ceremonies.

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-2017 estimates from the Office for National Statistics indicate that females account for 51% of the population of North East Lincolnshire. A bias towards females increases in the pensionable age group with females accounting for 21.3% of this group compared with 18.5% males.
- Of the 1484 people in the over 90 age group 70.6% 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 2017 was 1791 remaining relatively stable.
- The general fertility rate, of 66.4 per 1,000 women aged 15 to 44 years, remains higher than the Yorkshire and Humber region rate 60.6 and the England figure of 61.2.
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 1.9 in 2017 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.

The rate of under 18 conceptions has substantially reduced since a high point of 41.5 per 1,000 in 2012/13 to reach the latest figure of 33.1 per 1,000 in 2016/17, however rates remain above that seen across the Yorkshire and The Humber region and in England which have also followed a downward trend.

The North East Lincolnshire rate is above that seen across the Yorkshire and The Humber region (22.0 per 1,000), and is above England (18.8 per 1,000), which have also followed a downward trend.

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 were:

- 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 estimate that the proportion of the population who have a gay or lesbian identity in the Yorkshire and The Humber region is 0.9% compared with 1.3% in England as a whole.

---

7 (Source: Sexual Orientation and the 2011 census - http://www.ONS.gov.uk)
### Sexual identity

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Heterosexual or straight (%)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yorkshire and The Humber</td>
<td>93.6</td>
<td>93.6</td>
<td>92.8</td>
<td>91.8</td>
<td>91.8</td>
</tr>
<tr>
<td>England</td>
<td>93.4</td>
<td>93.6</td>
<td>93.5</td>
<td>93.0</td>
<td>92.7</td>
</tr>
<tr>
<td><strong>Gay or lesbian (%)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yorkshire and The Humber</td>
<td>1.0</td>
<td>0.9</td>
<td>1.1</td>
<td>1.1</td>
<td>0.9</td>
</tr>
<tr>
<td>England</td>
<td>1.2</td>
<td>1.1</td>
<td>1.2</td>
<td>1.2</td>
<td>1.3</td>
</tr>
<tr>
<td><strong>Bisexual (%)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yorkshire and The Humber</td>
<td>0.5</td>
<td>0.5</td>
<td>0.7</td>
<td>0.9</td>
<td>0.9</td>
</tr>
<tr>
<td>England</td>
<td>0.5</td>
<td>0.5</td>
<td>0.6</td>
<td>0.7</td>
<td>0.8</td>
</tr>
<tr>
<td><strong>Other (%)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yorkshire and The Humber</td>
<td>0.3</td>
<td>0.4</td>
<td>0.4</td>
<td>0.5</td>
<td>0.5</td>
</tr>
<tr>
<td>England</td>
<td>0.3</td>
<td>0.3</td>
<td>0.4</td>
<td>0.5</td>
<td>0.6</td>
</tr>
<tr>
<td><strong>Don’t know or refuse (%)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yorkshire and The Humber</td>
<td>4.6</td>
<td>4.5</td>
<td>5.1</td>
<td>5.7</td>
<td>5.9</td>
</tr>
<tr>
<td>England</td>
<td>4.7</td>
<td>4.5</td>
<td>4.4</td>
<td>4.5</td>
<td>4.5</td>
</tr>
</tbody>
</table>

Source: Office for National Statistics, Annual Population Survey

### Transgender Population Estimates – North East Lincolnshire 2017

Data\(^8\) collected by GIRES (Gender Identity Research and Education Society) estimated that, in 2007, the prevalence of people who had sought medical care for gender variance was 20 per 100,000, i.e. 10,000 people, of whom 6,000 had undergone transition. 80% were assigned as boys at birth (now trans women) and 20% as girls (now trans men). However, there is good reason, based on more recent data from the individual gender identity clinics, to anticipate that the gender balance may eventually become more equal.

The implications of the full report are that organisations should assume that 1% of their employees and service users might be experiencing some degree of gender variance. At some stage, about 0.2% may undergo transition. All of the above numbers are tiny proportions of an organisation’s employees and service users. Moreover, most the people in each group are unlikely to wish to be detected. The only persons who can be clearly quantified are the very few who undergo transition.

### 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 follows\(^9\):

- 0.35% of staff are aged under 20 and 8.54% are over 60
- 73.11% of the workforce is female
- 26.89% of the workforce is male
- 62.53% of the workforce is married


- 96.90% of the workforce define themselves as heterosexual or straight
- 3.57% of the workforce self-reported a disability
- 99.44% of staff reported being from an English/Welsh/Scottish/Northern Irish/British background
- 60% of staff are Christian and 37.14% reported having no religion

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require all public employers with 250 or more employees to report their Gender Pay Gap annually based on a ‘snapshot’ date. The ‘snapshot’ date for the public sector is 31st March each year, and figures must be published within a year of this date.

Therefore, the authority is required to publish its gender pay gap for each year on the North East Lincolnshire Council (NELC) website and on the gov.uk website.\textsuperscript{10}

We are required to calculate and publish the following gender pay data:
- Gender pay gap (mean and median averages)
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation’s pay structure

The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency. It has been estimated that the under-utilisation of women’s skills costs the UK economy 1.3 - 2% of GDP annually, and that eradicating the full-time gender pay gap would contribute additional spending into the economy of £41b each year.

<table>
<thead>
<tr>
<th>NELC Gender Pay Gap</th>
<th>Mean average</th>
<th>Median average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>£13.96</td>
<td>£11.37</td>
</tr>
<tr>
<td>Female</td>
<td>£13.07</td>
<td>£11.35</td>
</tr>
<tr>
<td>Difference</td>
<td>3.3%</td>
<td>-0.2%</td>
</tr>
</tbody>
</table>

As an organisation, we use job evaluation to set a salary against each post, rather than against individuals, therefore whether male or female, all employees in the same position would receive the same hourly rate of pay. This explains why our average hourly rate across the organisation is so close.

Since 2017, our mean average has increased; males were paid 3.3% higher than females. The gap between the median averages has closed, and is now just 0.2% higher for women than men. These changes have happened naturally, as we have not made any changes since last year’s submission in terms of how we advertise or recruit. The increases in hourly rates are due to the 1% pay award from April 2017, Living Wage increased from £8.25 to £8.45 at the same time; this has meant the lowest paid employees have closed their pay gap on the rest of the organisation.

The average pay gap between men and women across the UK in 2017 was 11.5%. Within Local Government the average gap was 6.6%, North East Lincolnshire Council are still below the national average.

\textsuperscript{10} NELC Gender Pay Report 2018
Median Pay Gap
The median average show the hourly rate for females is 8.3% higher than men across the organisation, reflecting the balance of females in higher paid occupational groups.

### Quartile Pay

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top quartile</td>
<td>74%</td>
<td>26%</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>74%</td>
<td>26%</td>
</tr>
<tr>
<td>Lower quartile</td>
<td>67%</td>
<td>33%</td>
</tr>
<tr>
<td>Grand total</td>
<td>73%</td>
<td>27%</td>
</tr>
</tbody>
</table>

As an employer, we elected to pay the Foundation Living Wage, which was £8.45 per hour on the snapshot date, to employees aligned to Job Evaluation Grade 11 or lower. This means any employees in the lower pay quartile all receive a minimum hourly rate of £8.45, with the exception of apprentices, and those on our graduate schemes.

Compared to last year our mean average has moved towards higher male earnings, however the median has closed to 0%. We have not made any changes to the way we manage the pay gap since last year, we have kept recruitment open and unbiased, and pay rates continue to be based on the posts, rather than individuals.

Despite the increase in the mean average to 3%, the gap is still smaller than other Local Government organisations within the Yorkshire and Humber region. The median difference had also moved closer to parity, meaning the organisation has similar numbers of men and women in both lower, and higher, paid roles.

As with last year, these results show that we should not need to make any major changes to our internal processes.
<table>
<thead>
<tr>
<th>Understanding our data</th>
<th>NELC</th>
<th>North East Lincolnshire</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AGE</strong></td>
<td>Our average employee is...</td>
<td>The average working age person is...</td>
</tr>
<tr>
<td>The average age of our workforce is older than the borough average</td>
<td>45 years old</td>
<td>41 years old</td>
</tr>
<tr>
<td><strong>GENDER</strong></td>
<td>23%</td>
<td>54%</td>
</tr>
<tr>
<td>Our workforce is mostly female - typical for the public sector - but the borough’s overall workforce is mostly male</td>
<td>77%</td>
<td>46%</td>
</tr>
<tr>
<td><strong>ETHNICITY</strong></td>
<td>98% White British</td>
<td>95% White British</td>
</tr>
<tr>
<td>Our workforce has a slightly lower BME percentage than the general population of the borough</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>RELIGION</strong></td>
<td>56%†</td>
<td>61%†</td>
</tr>
<tr>
<td>Our workforce is more religiously diverse, but less religious overall</td>
<td>3% other</td>
<td>2% other</td>
</tr>
<tr>
<td></td>
<td>41% no religion</td>
<td>30% no religion</td>
</tr>
<tr>
<td><strong>DISABILITY</strong></td>
<td>2%</td>
<td>11%</td>
</tr>
<tr>
<td>Our workforce has a lower rate of disability than the borough average</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SEXUAL ORIENTATION</strong></td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Our workforce has the same proportion of LGBT people as the regional average</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>MARRITAL STATUS</strong></td>
<td>62%</td>
<td>45%</td>
</tr>
<tr>
<td>Our workforce is more likely to be married or in a civil partnership, than adults across the borough as a whole</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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 Impact Assessment
Equality Impact Assessments help us to identify how a planned service, policy or strategy affects local issues such as our key priorities for Stronger Economy and Stronger Communities. It also helps us to identify the impact on the protected characteristics as defined in the Equality Act 2010. The Impact Assessment should be completed as early as possible in the life of any project, and revisited after the “product” has been working for a few months.

The impact Assessment is 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 must give 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

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 2018 and March 2019, 95 members of staff successfully completed this course. We also offer a voluntary Equality Act 2010 awareness course, completed by 2 members of staff in the same period.

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.

11 Equality Impact Assessment form
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 the customer and us.
- 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 2017/18, with a comparison against the previous 2 years.

<table>
<thead>
<tr>
<th>Complaints</th>
<th>2018/19</th>
<th>2017/18</th>
<th>2016/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stage one complaints</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>responded to</td>
<td>690</td>
<td>608</td>
<td>511</td>
</tr>
<tr>
<td>Stage two complaints</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>responded to</td>
<td>31</td>
<td>33</td>
<td>40</td>
</tr>
</tbody>
</table>

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

During 2018/19, the council received the following representations concerning children’s social care statutory services:
- Complaints – 112 were received and dealt with
- Compliments – 1 were received and acknowledged

This compares with 99 complaints and 2 compliments in 2017/18.

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

<table>
<thead>
<tr>
<th>Gender</th>
<th>Number</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female - Adult</td>
<td>87</td>
<td>78</td>
</tr>
<tr>
<td>Male - Adult</td>
<td>21</td>
<td>19</td>
</tr>
<tr>
<td>Joint - Adult</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Male – Young Person</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Female – Young Person</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>112</td>
<td>100</td>
</tr>
</tbody>
</table>
Employee Policies
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.
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, sex 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

<table>
<thead>
<tr>
<th></th>
<th>Racial</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Crime</td>
<td>Incidents</td>
<td>Total</td>
<td>Crime</td>
<td>Incidents</td>
<td>Total</td>
</tr>
<tr>
<td>2013/14</td>
<td>106</td>
<td>155</td>
<td>261</td>
<td>12</td>
<td>28</td>
<td>40</td>
</tr>
<tr>
<td>2014/15</td>
<td>91</td>
<td>132</td>
<td>223</td>
<td>10</td>
<td>18</td>
<td>28</td>
</tr>
<tr>
<td>2015/16</td>
<td>87</td>
<td>116</td>
<td>203</td>
<td>8</td>
<td>10</td>
<td>18</td>
</tr>
<tr>
<td>2016/17</td>
<td>117</td>
<td>107</td>
<td>224</td>
<td>36</td>
<td>21</td>
<td>57</td>
</tr>
<tr>
<td>2017/18</td>
<td>141</td>
<td>85</td>
<td>226</td>
<td>31</td>
<td>14</td>
<td>45</td>
</tr>
<tr>
<td>2018/19</td>
<td>171</td>
<td>60</td>
<td>231</td>
<td>35</td>
<td>14</td>
<td>49</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>LGBT</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Crime</td>
<td>Incidents</td>
<td>Total</td>
<td>Crime</td>
<td>Incidents</td>
<td>Total</td>
</tr>
<tr>
<td>2013/14</td>
<td>10</td>
<td>63</td>
<td>73</td>
<td>10</td>
<td>63</td>
<td>73</td>
</tr>
<tr>
<td>2014/15</td>
<td>8</td>
<td>32</td>
<td>40</td>
<td>8</td>
<td>32</td>
<td>40</td>
</tr>
<tr>
<td>2015/16</td>
<td>9</td>
<td>18</td>
<td>27</td>
<td>9</td>
<td>18</td>
<td>27</td>
</tr>
<tr>
<td>2016/17</td>
<td>19</td>
<td>18</td>
<td>37</td>
<td>19</td>
<td>18</td>
<td>37</td>
</tr>
<tr>
<td>2017/18</td>
<td>16</td>
<td>17</td>
<td>33</td>
<td>16</td>
<td>17</td>
<td>33</td>
</tr>
<tr>
<td>2018/19</td>
<td>22</td>
<td>16</td>
<td>38</td>
<td>22</td>
<td>16</td>
<td>38</td>
</tr>
</tbody>
</table>
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
NELC publishes a series of linked equalities profiles that are updated as the information becomes available. This precludes the traditional, out-dated publication of a physical document that can only be a snapshot in time; http://www.nelincsdata.net/profiles/profile?profileId=153&geoTypeId=4&geoids=00FC
The Community Profile is used to inform the specifics for each protected characteristic as described above.

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 201812
This year’s report continues on from previous reports looking at health and wellbeing throughout people's lives. The report focuses on vulnerable communities to highlight the health inequalities experienced by many communities in the borough. By focusing on these groups, the report draws attention to the experiences of the communities that often accompany financial hardship and arguably amplify the impact on health and wellbeing.

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.

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.

12 http://www.nelincsdata.net/resource/view?resourceId=2465
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. See the specific reports published to the NELC website for further details:

Grimsby Town Centre
The consultation was open from 17th July 2018 to 14th August 2018 (4 weeks). In total, there were 1210 responses; 1085 of those were online responses with 125 paper copies completed. Respondents could take part by completing the survey online or by completing a paper survey at Lincs Inspire libraries or the Customer Access Point. North East Lincolnshire Council officers also conducted a number of face-to-face interviews. The consultation was promoted twice on NELC’s Facebook page whilst shared by Families First, Live Well NEL, I Can NEL and 82 people. It reached 15,194 people with 809 clicking the survey link. On Twitter it was promoted twice alongside 19 retweets and 15 likes by people. This was a project between Safer NEL, Humberside Police, Freshney Place and Stagecoach. We asked for views about Grimsby town centre including why you visit, how you travel, your shopping habits, what you like, what would encourage you to visit more, how safe you feel, if anything puts you off the town and your view on anti-social behaviour.

Social value
There were 52 responses. Social Value requires commissioners, those who plan and buy local services, to think about how they achieve their goals in a more joined up way. Rather than thinking about services in isolation or in the short term, this new policy requires commissioners to consider long-term costs, sustainability and how including Social Value outcomes can possibly reduce pressures and make the most of opportunities in other areas.

Town deal
There were 392 responses. We wanted to know your views on some of the proposals for the town centre, access issues, and things that could be developed to encourage more visitors. In July 2018, Government signed up to the Greater Grimsby Town Deal proposals worth around £67m. These proposals, over time, will realise more than 8,800 new jobs and nearly 10,000 new homes in the borough. As part of the £67m Town Deal we asked residents and businesses for views on town centre proposals and other things that could be developed. You said…That the minster quarter needed open/green spaces, new/improved buildings, seating and culture. We did…We developed some preliminary drawings with these in mind and put these out for the public vote.

WORK FOR 2019 / 20
Assess and understand the local impact of the Integrated Communities Action Plan. The Integrated Communities Action Plan contains a range of cross-government measures to support the government’s commitment to build strong integrated communities where people – whatever their background – live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. This will create stronger, more confident and integrated communities, where people, whatever their background, can live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. Once it is fully understood for its local impact, NELC hopes to embrace the aims and objectives set out in the plan.
Strengthen the use of the Equality Impact Assessment by raising awareness of it and the value of using it in regard to not only meeting our Equality Duty but also for the positive impact it can have in the development of strategy and policy and service design and delivery.

The council is in the process of procuring access to translation and Interpretation services via the Eastern Shires Purchasing Organisation (ESPO) Framework. We aim to have a new provider in place before September 2019 in which support can be accessed for a range of translation and interpretation needs, including face-to-face, telephone and document translation. We are currently working towards developing an online platform in which information about services can be accessed along with pre-set costings and quality assurance standards in line with the ESPO Framework that can be accessed on a 24/7 basis by all services that may require the support.