

# Equality, Diversity and Inclusion Annual Position Statement

2022



SOUTH  
KESTEVEN  
DISTRICT  
COUNCIL

**This statement provides an overview of 2021/2022 in relation to equality, diversity and inclusion in South Kesteven. This Council promotes equality of opportunity across all its functions.**

South Kesteven District Council is committed to advancing equality, diversity and inclusion in everything it does, whether it is the services we provide, the money we spend or the people we employ. The Council is a community leader, service provider, commissioner and employer. We define an equal and inclusive district as one where all residents, service users, Council staff and Elected Members are supported to fulfil their potential, are treated with respect and are actively involved in shaping decisions that will affect the workplace and wider community.

Equality, diversity and inclusion are central to the decisions we make on how to deliver the best possible outcomes for our communities. We have maintained high standards of service delivery and our workforce continues to tackle discrimination and promote equality, diversity and inclusion effectively and efficiently in all we do.

# The Equality Act

As a local authority, we have a responsibility to meet the aims of the Public Sector Equality Duty which is set by law as part of the Equality Act 2010. The duty gives protection for all persons who might be discriminated against because of their age, race, sex, gender reassignment, disability, sexual orientation, religion or belief, pregnancy and maternity and marriage and civil partnership. We must consider the socio-economic impact of our policies, procedures and functions and any impact on those with formal or informal caring responsibilities.

The duty requires us to have **due regard** to the need to:

- **Eliminate unlawful discrimination**, harassment and victimisation and other conduct prohibited by the Act.
- **Advance equality of opportunity** between people who share a protected characteristic and those who do not.
- **Foster good relations** between people who share a protected characteristic and those who do not.

The specific duties placed on the Council are to:

- **Publish information to show our compliance with the Equality Duty** – including information relating to employees who share protected characteristics and information relating to our service users. We do this through the production of this document.
- **Set and publish equality objectives, at least every four years.** Our objectives are outlined in the following section. These can be reviewed and revised if required within this published timeline.





# Profile of the South Kesteven District

## Our District

The district of South Kesteven is one of seven within the county of Lincolnshire and borders North Kesteven to the north, South Holland in the east, the unitary authorities of Rutland and Peterborough to the south and the counties of Leicestershire and Nottinghamshire to the west.

The district covers 365 square miles with the administrative centre in Grantham and three further market towns of Stamford, Bourne and Market Deeping. Two-thirds of the population live in one of the four market towns. The remaining third live in one of over 80 villages in the area. According to Census 2021 figures, the approximate number of domestic dwellings in South Kesteven is 62,800 with Grantham being the largest urban settlement. The district is divided into 77 parishes, with 30 Wards, represented by 56 Councillors.

## Our Communities

In South Kesteven there are 393 people per square mile, this compares with an overall Lincolnshire average of 296 people per square mile. Headline figures released by the Office for National Statistics (ONS) from the Census 2021 state a population of 143,400 which shows an increase of 9,612 since the census was taken in 2011 and an increase of 18,612 since the 2001 Census. The overall population size is currently projected to increase to 155,821 by the year 2043, through a potential net increase in international and internal migration as well as usual population growth.

Mapping and local intelligence within the district shows significant increases in ethnic minority communities. The greatest concentration of diversity is located in the north of the district, specifically Grantham. This soft intelligence will be tested as more information is released by the ONS from the 2021 Census.

The greatest number of people from any one country from outside the UK making their home in South Kesteven are from Poland. Additionally there are pockets of small communities, sometimes individual families, who need our services, help and advice and are unable to speak, read or write in English. Census 2021 data provides us with a much clearer view of the make-up of our district. We continue however to benefit from soft evidence gained through our continued work with the community and faith sectors

who provide support to migrant communities through the provision of English lessons and integration and celebratory events. Document translation and the provision of interpreters to meet the needs of those whose first language is not English are provided on request.

Many of the migrant families living in South Kesteven have limited resources, working in low paid jobs even though they are qualified to carry out a skilled role in their country of origin. This could simply be because they do not have the language, cultural and interview skills to seek better employment.

The 2021 Census shows there are 42,800 people aged 60 and above resident in South Kesteven which equates to 30% of the total population of the district. The proportion of people aged 75 and over is projected to increase significantly by 2040 according to POPPI (Projecting Older People Population Information). Using figures reported in the 2021 Census, the current number of people aged 75+ in the district is 15,500, which is projected to increase to 26,800 by 2040.

# Demographics of South Kesteven

People		Religion		Number of people aged 18-64 predicted to have a disability or dependency	
Source: ONS (Census 2021)		Source: ONS (Census 2021)		Source: PANSI sub-national population projections	
Total Residents	143,400	Buddhism	374		2025
Sex: Male	69,400	Christianity	78,626	People with a learning disability	1,916
Sex: Female	74,000	Hinduism	853	People with impaired mobility	5,016
		Judaism	126	People with a moderate care physical disability	3,602
Age		Islam	731	People with a serious personal care physical disability	770
Source: ONS (Census 2021)		Sikhism	119	People with a serious visual impairment	52
0 -15	23,700	Other	574	People with some hearing loss	9,474
16-19	7,400	No Religion	53,837	People with health conditions caused by stroke	282
20-29	13,600	Not Stated	8,165	People with type 1 or type 2 diabetes	3,000
30-39	16,200	Top 10 languages spoken in South Kesteven		People who are alcohol related health issues	3,592
40-49	17,900	(discounting English) Source: Census 2021		People who are drug dependent	2,391
50-59	21,800	Polish		Mental Health, Dementia and Suicide	
60-64	9600	Lithuanian		People with a common mental health disorder	15,135
65-69	8,600	Portuguese		People with a borderline personality disorder	1,921
70-74	9,100	Romanian		People with an anti-social personality disorder	2,602
75-79	6,900	Hungarian		People with a psychotic disorder	555
80-84	4,400	Latvian		People with two or more psychotic disorders	5,720
85 +	4,200	Russian		People with early on-set dementia (aged between 30-64)	43
Sexual Identity National figures		Tamil		Mortalities of people from suicide	6
Source: ONS Annual Population Survey 2020		Spanish			
Heterosexual	94.4%	Nepalese			
Gay/Lesbian	1.8%				
Bi-sexual	1.2%				
Other	0.7%				
Don't know/refuse to say	1.9%				



## Our Equality Objectives 2020-2024

Objective	How will we achieve this?
Strengthen knowledge and understanding of our communities.	<p>Ensure the Council's services are responsive to different needs and treat service users equitably, with dignity and respect. Listen, involve and respond to our communities effectively.</p> <p>Build a database of voluntary and community groups that serve our communities and work with them to ensure sustainability of provision and service.</p>
Build a culture of equality and inclusion into all the services, functions and projects we deliver.	<p>Incorporate the need to assess and address equality issues into the Council's project methodology and democratic processes to ensure consideration of the needs of our customers is at the heart of what we do, from the earliest stage of development, through to decision making and implementation.</p>
Prove our ongoing commitment to equal opportunity by developing a diverse, inclusive and empowered workforce and by reducing our gender pay gap.	<p>Utilise workforce data to help identify areas for improvement in the diversity and skills of our workforce to seek equality of representation at all levels across the organisation. Develop and deliver against an action plan to specifically address the Council's gender pay gap, to form part of the work programme of the Employment Committee.</p> <p>Demonstrate a positive culture with strong leadership and organisational commitment to improving equality outcomes.</p>

# Equal Access for All

We are keen to show we consider the needs of residents when providing both statutory and discretionary services. The following are a few examples of our commitment to having due regard for equality, not only through analysis of the impact of new and updated policies, but also across all levels of service delivery and facilitation.

## Communicating with our Customers

### Customer Interactions

Whilst some in-person interactions remained at a reduced level during 2021/2022 our teams continued to work with dedication to ensure our customer's needs were met.

All staff have access to Language Line for instant translation services to assist with communication with our customers whose first language is not English. Interpreter services are engaged on request for customers attending formal committee meetings.

Staff and customers have access to Text Relay to assist with calls for those with a hearing impairment.

### New Customer Feedback Platform

Rant and Rave is our transactional satisfaction platform for tenants.

Upon completion of a repair or a sign up to a new tenancy, an email or text survey is sent to the tenant to enable live feedback. This has been found to give a much needed voice to our tenants and a gauge on satisfaction levels following in-person transactions.

## Street Scene

We provide easy read, pictorial, waste information leaflets for those who have a preference for visual support, have difficulty reading, have a learning disability and for those whose first language is not English.

## Translations and Alternative Formats

We provide any document in an alternative format on request. We translate into other languages, provide documents in large print or Braille and in audio format. We work with South Lincolnshire Blind Society to ensure residents with a visual impairment have appropriately transcribed copies of our district magazine SKToday and we routinely provide translated information to food businesses for those whose first language isn't English.

## Supporting our Customers and our Communities

### Community Funding

We provide funding to local charities, community and faith groups to support the work they do in their neighbourhoods to bring people together, help improve mental wellbeing, reduce loneliness and social isolation. This year we have supported several small communities to install benches and picnic tables for people to meet informally. We have also supported projects which have been developed to deliver:

- bring people back into the community through wildlife and arts projects
- create a sensory garden for people with visual disabilities
- improve access to community spaces
- support a mental health support group for young parents through the purchase of play equipment
- provide play and outdoor gym equipment in a number of community spaces within the district.

## Support for Refugees

Over the past year the Council has supported the resettlement of refugees from Afghanistan who continue to reside in two bridging hotels in the district. Officers worked with community and faith groups to provide English lessons and supported the families who fled Afghanistan in 2021.

Council officers have worked with residents on the Homes for Ukraine scheme. Sponsor hosts from across the district have opened their homes to refugees from Ukraine. The support of our communities to this scheme continues to provide a warm welcome to those fleeing conflict.

## Mental Health Allies

The Council has a Mental Health Working Group made up of cross-party elected Members and Officers to represent our communities. We recognise it is “good to talk” and have 26 trained First Aiders for Mental Health. Our first aiders are Officers and Elected Members to ensure everyone in need has the opportunity to talk to someone they feel comfortable with. Since taking on the Mental Health Challenge, we have worked with health colleagues, community groups and charities to support people and to help promote positive mental health. Through this network, we have helped to expand signposting and awareness of support services available to our staff, our Elected Members and within our communities.

## Changing Places

The Council secured £160,000 of Government funding to go towards the provision of four Changing Places toilet facilities across our district in 2021. Locations are Bourne, Grantham and Stamford.

The four sites were chosen following consultation with disability support groups.

Changing Places toilets are larger, accessible toileting facilities for severely disabled people, with equipment such as hoists, curtains, adult-sized changing benches and space for carers.

## Foodbanks

Foodbanks were introduced in communities to support people who struggle to afford to buy enough food to feed their family. The four foodbanks in South Kesteven are all part of the Trussell Trust network.

Foodbanks provide emergency food and other essential items to those in financial crisis. The Council continues to support Foodbanks in Bourne, Deepings, Grantham and Stamford by allocating ring-fenced funding helping to sustain their work.

## Befriending the lonely

We continue to work with community groups in the north and south of the district who provide befriending services and Chat Cafés and drop-in sessions to support residents who are lonely or socially isolated. The volunteer befrienders offer conversation and a listening ear.

## Disabled Facilities Grants (DFG)

The Council has a statutory responsibility to provide means tested DFGs to adapt the homes of disabled people. Discretionary top-up payments may be made for works which exceed the mandatory grant limit.

In 2021/22 111 grants were approved and 95 adaptations were completed. The total value of the completed works was £647,000.

## Assisted Waste Collections

We provide both a permanent and temporary assisted collection service. This service is for households where no resident at the property is able to put the waste out for collection because of frailty, disability or ill health.



# Our Workforce

During the year 2021/2022 there were a total of 497(FTE) employees within the Council. 136 people ended their employment with the Authority, and we had 75 new starters.

The statistics show 8% of the workforce are aged 25 and under and action is being taken to increase the attractiveness to young people of working for the Council. Actions include targeted recruitment advertising through relevant social media channels and promoting career development opportunities through apprenticeships and 'grow our own' initiatives.

Workforce development and succession planning is underway to address the potential loss of knowledge and skills due to the proportion of the workforce aged 55 and over (30% of the workforce).

Statistics for sexual orientation and religion or belief are not known for a large proportion of the workforce. Supplying personal data is optional but the Council is undertaking work to address any concerns people may have for not sharing this information. This includes:

**Figures shown below represent percentage of workforce.**

Sex	All Employees	New Starters	Leavers
Male	52%	45%	56%
Female	48%	55%	44%
Not stated	-	-	-
Transgender	All Employees	New Starters	Leavers
	0.1%	0.1%	-

the development of an internal equality, diversity and inclusion group that will determine the information to be collected and the purpose for collecting it. These figures should improve over time through staff turnover. Mandatory equality information now forms part of our recruitment process, with the option of 'Prefer Not to Say' and this should reduce the % of information that is not known.

One of the aims of the Council's People Strategy 2022-2025 is to look at ways to increase the diversity of our workforce, to ensure it reflects the demographics of our district. One action taken to achieve this is to remove the potential of unconscious bias through implementing Name Blind Recruitment as part of our recruitment process. This anonymous recruitment is a process of removing the candidate's name and any other identifying factors from assessment driving the process.

Disability	All Employees	New Starters	Leavers
Disabled	3%	3%	2%
Not Disabled	24%	37%	14%
Not stated	73%	60%	85%



Age	All Employees	New Starters	Leavers
<20	1%	5%	-
20-25	7%	16%	6%
26-30	9%	12%	10%
31-35	6%	12%	7%
36-40	8%	11%	7%
41-45	11%	9%	13%
46-50	11%	13%	6%
51-55	16%	11%	15%
56-60	15%	7%	15%
61-65	10%	4%	8%
66+	5%	-	13%
Not stated	-	-	-

Religion or Belief	All Employees	New Starters	Leavers
Christian	12%	17%	4%
Buddhist	0.16%	-	-
Hindu	-	-	-
Jewish	-	-	-
Islam	0.16%	-	0.74%
Sikh	-	-	-
Other	4%	3%	3%
No Religion	5%	8%	6%
Prefer not to say	0.00	0.00	0.00
	8.39	12.00	3.68
	69.52	60.00	82.35
	-	-	-
Not Stated	8%	12%	4%
Unknown	70%	60%	82%

Sexual Orientation	All Employees	New Starters	Leavers
Bisexual	0.32%	-	-
Gay	0.65%	-	1%
Heterosexual	27%	41%	17%
Lesbian	-	-	-
Prefer not to say	5%	3%	-
Not Stated	-	-	1%
Unknown	68%	56%	80%

Race	All Employees	New Starters	Leavers
British	67%	40%	60%
White: British	-	-	-
White: Irish	-	-	-
White: Roma/Gypsy (also covers Irish Travellers)	-	-	-
White: Other White	2%	-	-
Mixed: White and Black Caribbean	0.16%	-	1%
Mixed: White and Asian	0.16%	-	1%
Mixed: Other Mixed	-	-	-
Asian or Asian British: Indian	0.16%	-	1%
Asian or Asian British: Pakistani	-	-	-
Asian or Asian British: Other Asian	-	-	-
Black or Black British: Caribbean	-	-	-
Black or Black British: African	-	-	-
Black or Black British: Other Black	0.32%	1%	-
Chinese or Other Ethnic Group: Other Ethnic Group	0.16%	-	1%
Other Ethnic Group: Arab	-	-	-
Not stated	2%	3%	1%
Not known/provided	29%	56%	37%

# Alternative formats and languages

To ensure all residents of South Kesteven have access to our information material, our information is available in a range of different languages and formats, including large print, Braille, audio tape and computer disc.

To request a document in a specific language or format, you can ring us or email us on:

☎ 01476 40 60 80  
✉ [pr@southkesteven.gov.uk](mailto:pr@southkesteven.gov.uk)

This information can be made available in large print, Braille, on audio tape or computer disc. If you, or someone you know, might benefit from this service, please contact us.

## **Polski / Polish:**

Skontaktuj się z nami, korzystając z powyższych danych, jeśli potrzebujesz przetłumaczyć ten dokument na swój język

## **Lietuviškai / Lithuanian:**

Susisiekite su mumis naudodami aukščiau pateiktą informaciją, jei jums reikia šio dokumento, išversto į jūsų kalbą

## **Português / Portuguese:**

Entre em contato conosco usando os detalhes acima se precisar deste documento traduzido para o seu idioma

## **Română / Romanian:**

Vă rugăm să ne contactați folosind detaliile de mai sus dacă aveți nevoie de traducerea acestui document în limba dvs

## **Magyar / Hungarian:**

Kérjük, vegye fel velünk a kapcsolatot a fenti elérhetőségeken, ha szüksége van erre a dokumentumra az Ön nyelvére lefordítva

## **Latviski / Latvian:**

Lūdzu, sazinieties ar mums, izmantojot iepriekš norādīto informāciju, ja jums ir nepieciešams šis dokuments jūsu valodā

## **русский / Russian:**

Пожалуйста, свяжитесь с нами, используя приведенную выше информацию, если вам нужен перевод этого документа на ваш язык.

## **தமிழ் / Tamil**

இந்த ஆவணத்தை உங்கள் மொழியில் மொழிபெயர்க்க வணேடும் என்றால், மலே உள்ள விவரங்களைப் பயன்படுத்தி எங்களதைத் தொடர்பு கொள்ளவும்

## **Español/ Spanish**

Póngase en contacto con nosotros utilizando los detalles anteriores si necesita que este documento se traduzca a su idioma.

## **Nepali / Nepalese:**

यदि तपाईंलाई यो कागजातलाई आफ्नो भाषामा अनुवाद गर्न आवश्यक छ भने कृपया माथिको विवरणहरू प्रयोग गरेर हामीलाई सम्पर्क गर्नुहोस्

# Contact Details

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