

Appendix C - Equalities Objectives in the Council Business Plan 2018 - 2020

The Equality Act 2010 brought together all previous equality legislation in England, Scotland and Wales. The Act includes the public sector equality duty (the equality duty), which replaced the former duties relating to race, disability and gender equality. The equality duty came into force on 5 April 2011. The duty requires public bodies to publish at least one equality objective to achieve any one of the things mentioned in the aims of the general duty:-

- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.
- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.

Equalities objectives had to be published for the first time by 6 April 2012 and then at least every 4 years. We first published our equalities objectives in the council business plan approved by Council in February 2012. Our equalities objectives were reviewed and published in the council business plan approved by Council in February 2016.

The Equality and Human Rights Commission guidance is that equality objectives are seen as part of the business plan. The equalities objectives have been updated to reflect the changes in the council business plan.

As well as these equality considerations, the measures within the Council Business Plan have also been developed taking into account a number of other relevant considerations including the Joint Strategic Needs Assessment, the Joint Health and Wellbeing Strategy, the Child Poverty Strategy and the Council's duty under section 17 of the Crime and Disorder Act 1998.

Commissioning Strategy	Proposed equality objective (Commissioning strategy outcome)	Measures	Protected characteristics	Aims of the Public Sector Equality Duty
Protecting the public	Increase public confidence in how we tackle domestic abuse	<p>Reported incidents of domestic abuse (Measure 7)</p> <p>Domestic homicides (Measure 8)</p> <p>Repeat victims of domestic abuse to MARAC (Measure 9)</p>	<ul style="list-style-type: none"> - Race - Sex - Sexual orientation 	<p>Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.</p> <p>Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.</p>
	Reduce the number of young people committing a crime	<p>Juvenile First Time Offenders (Measure 15)</p> <p>Juvenile Re-offending (Measure 125)</p>	<ul style="list-style-type: none"> - Age - Race - Sex 	<p>Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.</p> <p>Foster good relations between people who share a protected characteristic and people who do not share it.</p>
Children are safe and healthy	Children are safe and healthy	<p>Looked After Children (Measure 23)</p> <p>Children who are subject to a child protection plan (Measure 24)</p> <p>Average time taken to move a child from care to an adoptive family (Measure 25)</p> <p>Average time taken to match a child to an adoptive family (Measure 26)</p>	<ul style="list-style-type: none"> - Age - Disability - Sex 	Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.

Safeguarding adults	Safeguarding adults whose circumstances make them vulnerable, protecting them from avoidable harm and acting in their best interests where they lack capacity	Safeguarding cases supported by an advocate (Measure 28) Percentage of completed safeguarding enquiries where risk was identified, where the 'source of risk' is a service provider (Measure 114) Percentage of outstanding Deprivation of Liberty (DoL's) applications completed (Measure 115)	<ul style="list-style-type: none"> - Disability - Age - Sex - Race 	Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
Wellbeing	People are able to live life to the full and maximise their independence	Percentage of people supported by the Wellbeing Service to improve their outcomes (Measure 110) Percentage of people accessing housing-related support services that are successfully 'supported to access and maintain their settled accommodation' (Measure 112) Percentage of emergency and urgent deliveries and collections completed on time within Integrated Community Equipment Services (Measure 113)	<ul style="list-style-type: none"> - Age - Disability - Sex 	Advance equality of opportunity between people who share a relevant characteristic and people who do not share it.
Community resilience and	Make a positive difference for our	We want to make a positive difference for our	All protected characteristics	Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited

assets	communities. When we review or introduce a new policy or activity, commission, begin a new project, decommission or help communities to do things for themselves, we will always assess the impact on people with protected characteristics. This analysis helps us to make informed decisions.	communities. When we review or introduce a new policy or activity, commission, begin a new project, decommission or help communities to do things for themselves, we will always assess the impact on people with protected characteristics. This analysis helps us to make informed decisions (Measure 40)	will be considered as part of EIAs.	by or under the Act. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
	Communities and residents are supported to be involved in local decision making and have their views taken into account	People supported who have accessed volunteer opportunities through Lincolnshire County Council (Measure 105)	- Age - Disability	Advance equality of opportunity between people who share a relevant characteristic and people who do not share it. Foster good relations between people who share a relevant protected characteristic and people who do not share it.
Readiness for adult life	Young people are supported to reach their potential	Achievement gap between disadvantaged pupils and their peers at Key Stage 4 (Measure 42) 16-17 year old Looked After Children participating in Learning (Measure 45) Care Leavers in suitable accommodation (Measure 46)	- Disability - Age - Sex - Race	Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
Readiness for	There is a secure	Achievement at a good level	- Age	Advance equality of opportunity between people who

school	foundation for all children to progress through school and life	of development in the Early Years Foundation Stage (Measure 47) Achievement gap between disadvantaged pupils and their peers at Foundation stage (Measure 48)	<ul style="list-style-type: none"> - Disability - Sex - Race 	share a relevant protected characteristic and people who do not share it.
Learn and Achieve	Improve educational attainment for all pupils	Permanent exclusions (Measure 67) Percentage of pupils achieving the threshold in English and mathematics at Key Stage 4 (Measure 104)	<ul style="list-style-type: none"> - Age - Disability - Sex 	Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
Specialist Adult Services	Enhanced quality of life and care for people with learning disability, autism and or mental health	Adults with learning disabilities who live in their own home or with family (Measure 49) Adults who receive a direct payment (Learning Disability or Mental Health) (Measure 51) Percentage of adults aged 18-64 with a mental health problem living independently (Measure 117)	<ul style="list-style-type: none"> - Disability - Age - Sex 	Advance equality of opportunity between people who share a protected characteristic and people who do not share it
	People have a positive experience of care	Percentage of adults with a learning disability in receipt of long term support for 12 months or more who have been reviewed in the period (Measure 118)	<ul style="list-style-type: none"> - Disability 	Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.

		Percentage of adults aged 18-64 with a mental health need in receipt of long term support for 12 months or more who have been reviewed in the period (Measure 119)		
Carers	Carers feel valued and respected and able to maintain their caring roles	<p>Carers included or consulted in discussions about the person they care for (Measure 56)</p> <p>Carers supported in the last 12 months per 100,000 (Measure 59)</p> <p>Percentage of carers who reported that they had as much social contact as they would like (Measure 120)</p> <p>Percentage of eligible carers (caring for adults) who have received a review of their needs in the period (Measure 121)</p>	<ul style="list-style-type: none"> - Age - Sex - Disability 	Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
Adult Frailty and long Term Conditions	Enhance the quality of life for people with care and support needs	<p>Adults who receive a direct payment (Adult Frailty and Long Term conditions) (Measure 63)</p> <p>Percentage of people who report that services help them to have control over their daily</p>	<ul style="list-style-type: none"> - Age - Disability - Sex 	Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.

		life (Measure 123)		
	Delay and reduce the need for care and support	<p>Permanent admissions to residential and nursing care homes aged 65+ (Measure 60)</p> <p>Percentage of requests for support for new clients, aged 65 and over, where the outcome was long term support services (Measure 122)</p> <p>Percentage of completed episodes of Reablement where the outcome was either no ongoing support or support of a lower level (Measure 124)</p> <p>People in receipt of long term support who have been reviewed (Measure 65)</p>	<ul style="list-style-type: none"> - Age - Disability - Sex 	Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
Learn and Achieve	Improve educational attainment for all pupils	<p>Permanent exclusions (67)</p> <p>Percentage of pupils achieving the threshold in English and mathematics at Key Stage 4 (Measure 104)</p>	<ul style="list-style-type: none"> - Age - Disability - Sex 	Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.

<p>How we do our business</p> <p>Enablers to the business</p> <p>Partnership engagement and support</p>	<p>Impact and increase employment and apprenticeship opportunities currently offered to young people aged 16 - 24 within Lincolnshire County Council.</p>	<p>Growth in apprenticeships and the knock on effect of the employment of young people (Measure 106)</p>	<ul style="list-style-type: none"> - Age - Disability 	<p>Advance equality of opportunity between people who share a protected characteristic and people who do not share it</p>
--	---	--	---	---