

North East Derbyshire District Council

Cabinet

9 March 2016

**Single Equality Scheme 2016-2019 and
Final Review of Single Equality Scheme 2012-2016**

**Report No EAH/13/15-16/KD of Councillor Mrs E A Hill, Portfolio Holder with
Responsibility for Housing Strategy and Social Inclusion**

This report is public

Purpose of the Report

Public bodies have legal duties relating to equality which are specified in the Equality Act 2010. The public sector duty consists of a general duty with three main aims, as set out in section 149 of the Equality Act 2010; and specific duties as set out in the Equality Act 2010 (Statutory Duties) Regulations 2011. The specific duties are designed to help public bodies meet the general duty.

General duty

The general duty requires local authorities to have due regard to the need to:

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

In all its decisions and functions, authorities should give due weight to the need to advance equality in proportion to its relevance. To demonstrate due regard, the authority is required to:

- Assess the impact of its policies and practices, and the likely impact of proposed policies and practices, on furthering the three aims of the general duty.
- Set out the information that it has taken into account when it assessed the impact of its policies and practices, and the likely impact of its proposed policies and practices, on the furtherance of the three aims.
- Detail any engagement that was undertaken with those whom the public body considered have an interest in furthering the three aims.

The Act indicates that the 'need to advance equality of opportunity' includes the need to:

- a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
- c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The Act further indicates that the 'need to foster good relations' includes the need to tackle prejudice and promote understanding.

Specific Duty

To meet the specific duty, the Council should demonstrate that it provides clear information about its equality outcomes. To achieve this, it is required to:

- Publish equality data relating to the protected characteristics of its workforce.
- Publish evidence of the information that has been considered in carrying out its analysis.
- Publish equality objectives which will meet the aims of the general duty by April 2012 and review them at least every four years.
- Publish details of its engagement with protected groups in setting its equality objectives.

1 Report Details

The Single Equality Scheme 2016-2019 provides a framework for implementing the authority's obligations with regard to the general and specific equality duties and encompasses the range of protected characteristics as defined within the Equality Act 2010.

The Scheme sets out the evidence base for the Council's equality objectives, which are then set out as deliverable actions in the associated Action Plan.

The Final Review of the Single Equality Scheme 2012-2016 evidences that since its adoption by Council in 2012, 20 actions have been achieved and 2 have been withdrawn.

The achievements include:

- Successfully supporting and delivering 16 Disabled Peoples Joint Consultative group meetings. Feedback from the group confirms that satisfaction remains high and that the group provides a useful forum.
- Producing a joint Equality Impact Assessment (EIA) template and guidance to streamline the process and support service areas.
- The approval and adoption of a corporate EIA programme.
- Improved contract documentation in relation to equality requirements.
- Mandatory equality and diversity training delivered to new employees (and those seeking a refresh) and Elected Members.
- The Customer Services team have received awareness training on Mental Health, Adult Care, Autism and Asperger, British Sign Language (BSL) and

Suicide. All of which has provided the team with greater customer insight and more options to provide support.

Unfortunately due to resource constraints two actions had to be withdrawn:

- Improve, practice and participate in hate crime reviews with the North Derbyshire Hate Crime Consultative Group and Police Public Confidence Panels (part of improvement 11)
- Develop community cohesion activities/resources (improvement 13).

2 Conclusions and Reasons for Recommendation

- 2.1 For Cabinet to approve and adopt the Single Equality Scheme 2016-2019.
- 2.2 For Cabinet to approve the Final Review of the Single Equality Scheme 2012-2016.

3 Consultation and Equality Impact

- 3.1 Members of local interest groups, the Council's Disabled Peoples Consultative Group and the Improvement Group were consulted on the proposed objectives and targets within the Single Equality Scheme 2016-2019.

4 Alternative Options and Reasons for Rejection

- 4.1 Not applicable. The Council has a legal duty to demonstrate how it meets the aims of the general duty (Equality Act 2010).

5 Implications

5.1 Finance and Risk Implications

- 5.1.1 Within existing budgets.

5.2 Legal Implications including Data Protection

- 5.2.1 Production of documents meet legal requirements (Equality Act 2010).

5.3 Human Resources Implications

- 5.3.1 Identified within the documentation.

6 Recommendations

- 6.1 To approve the Single Equality Scheme 2016-2019, in compliance with the Council's statutory equality duties as specified in the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) Regulations 2011.
- 6.2 To approve the Final Review of the Single Equality Scheme 2012-2016.

7 Decision Information

Is the decision a Key Decision? (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	No
District Wards Affected	
Links to Corporate Plan priorities or Policy Framework	<u>Corporate Plan 2015-2019</u> Aim: Providing Our Customers with Excellent Service Target: Fully deliver the equality objectives identified in the Single Equality Scheme by March 2019

8 Document Information

Appendix No	Title
Appendix 1 Appendix 2	Single Equality Scheme 2016-2019 and Action Plan Final Review of Single Equality Scheme 2012-2016
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
Report Author	Contact Number
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**NORTH EAST DERBYSHIRE DISTRICT
COUNCIL**

Single Equality Scheme

2016 - 2019

We speak your language

Polish

Mówimy Twoim językiem

French

Nous parlons votre langue

Spanish

Hablamos su idioma

Slovak

Rozprávame Vaším jazykom

Chinese

我们会说你的语言

If you require this publication in
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01246 231111

Details of Document	
Title	Single Equality Scheme 2016-2019
Document type – i.e. draft or final version	Final
Location of Policy	Intranet, Internet
Author of Policy	Improvement Officer (Equality lead)
Member route for Approval & Cabinet Member concerned	Cabinet Cabinet Member for Social Inclusion
Risk Assessment completed	Not applicable
Date Equality Impact Assessment approved	Not applicable (document is a source document to be used to inform equality impact assessments)
Partnership Involvement (if applicable)	Not applicable
Policy Approved by	Improvement Group SAMT Cabinet
Date Approved	
Policy Review Date	March 2019
Date forwarded to CSI (to include on Intranet and Internet if applicable to the public)	To be published on intranet and corporate website once approved.

North East Derbyshire District Council Equalities Statement

North East Derbyshire District Council is committed to equalities as an employer and in delivering the services it provides to all sections of the community.

The Council believes that no person should be treated unfairly and is committed to eliminating all forms of discrimination, advancing equality and fostering good relations between all groups in society.

Foreword

Welcome to North East Derbyshire District Council's second Single Equality Scheme. The Council is committed to ensuring equality in all the services it provides and also as an employer. The Single Equality Scheme confirms our commitment to eliminating discrimination, advancing equal opportunities and fostering good relations.

This scheme builds on the achievements of the previous Single Equality Scheme 2013-2016, and sets out the actions the Council will take to continue to deliver improved equality outcomes for everyone.

The Council welcomes comments from all sections of the community.



Dan Swaine
Chief Executive



Cllr. Graham Baxter MBE
Leader of the Council

Single Equality Scheme 2015-2019

Contents

Section	Title	Page No.
	Foreword	5
1	Equality, Human Rights and Good Relations	8
2	Profile of North East Derbyshire	11
3	Setting Equality Objectives: the evidence	14
3.1	Age	14
3.2	Disability	15
3.3	Gender	23
3.3i	Transgender	25
3.4	Race	26
3.5	Religion or Belief	30
3.6	Sexual Orientation	31
3.7	Hate Crime and Harassment	33

Section	Title	Page No.
4	Workforce	34
5	Customer Service, Engagement and Involvement	35
6	Internal Mechanisms	38
7	Reporting and Reviewing Arrangements	38
8	Action Plan	39

1. Equality, human rights and good relations

The North East Derbyshire Single Equality Scheme sets out our approach to promoting equality, human rights and good relations between different groups. The Council's role as a community leader means that it plays a key role in building community cohesion, promoting respect and fostering tolerance.

1.1 Equality Duties

The Equality Act 2010 aims to reduce inequality by extending protection across a range of 'protected characteristics'. These are:

- Age
- Disability
- Race
- Gender
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Sexual orientation

There are two key legal requirements within the Equality Act 2010 which the Council must observe: the general equality duty and the public sector equality duty. The general equality duty sets out the broad aim to advance equality by requiring public bodies to consider equality issues in every aspect of their work. The public sector duty helps public sector organisations to implement the general duty by setting out what should they should do to achieve compliance and to advance equality.

To meet the general equality duty, the Council must demonstrate due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other prohibited conduct
- Advance equality of opportunity
- Foster good relations between different groups

To demonstrate due regard and fairness in its decision making, the Council is required to assess the equality impact of its current and proposed policies and practices. This is to ensure that the authority can identify and then mitigate or justify any adverse impact resulting from the policy or practice. More information about our programme of Equality Impact Assessments is given in Section 6.

To meet the public sector equality duty as specified in the Equality Act (Specific Duty) Regulations 2011, the Council must demonstrate that it provides clear information about the equality results it achieves. This requires the publication of data with regard to:

- Our workforce
- Our service provision
- Setting equality objectives with a focus on outcomes

- Our engagement with protected groups in setting our equality objectives

This Scheme sets out the Council's aims and objectives and the approach it will take towards achieving equality.

1.2 Human rights

Human rights are the basic rights and freedoms which belong to everyone. They are relevant to day-to-day life in protecting an individual's freedom to control their own life; effectively take part in decisions made by public authorities which impact upon their rights; and get fair and equal services from public authorities.

The Universal Declaration of Human Rights is an international agreement on the rights and freedoms of all human beings, which was developed after the second World War. The European Convention for the Protection of Fundamental Rights and Freedoms embedded human rights principles within the European Union.

In 2000, the Human Rights Act 1998 placed a legal duty on public authorities to ensure that their policies, programmes and services promote the safety and security of people. The Human Rights Act makes the European Convention enforceable in our courts and helps to promote greater unity and fairness through shared values. Human Rights Act obligations act as a lever to promote action by public authorities which ensures that the fundamental FREDA principles underpin equality work. These principles are: Fairness, Respect, Equality, Dignity and Autonomy.

1.2.1 Convention on the Elimination of All forms of Racial Discrimination

The Convention on the Elimination of All Forms of Racial Discrimination came into force in 1969 and underpins changes to national laws and policies which create or perpetuate racial discrimination, including indirect discrimination or unjustifiable disparate impact. The Convention outlaws practices such as the dissemination of ideas based on racial superiority or hatred, incitement to racial discrimination, acts of violence against any race or group of persons of another colour or ethnic origin, and assistance in such activities.

1.2.2 Convention on the Elimination of Discrimination Against Women

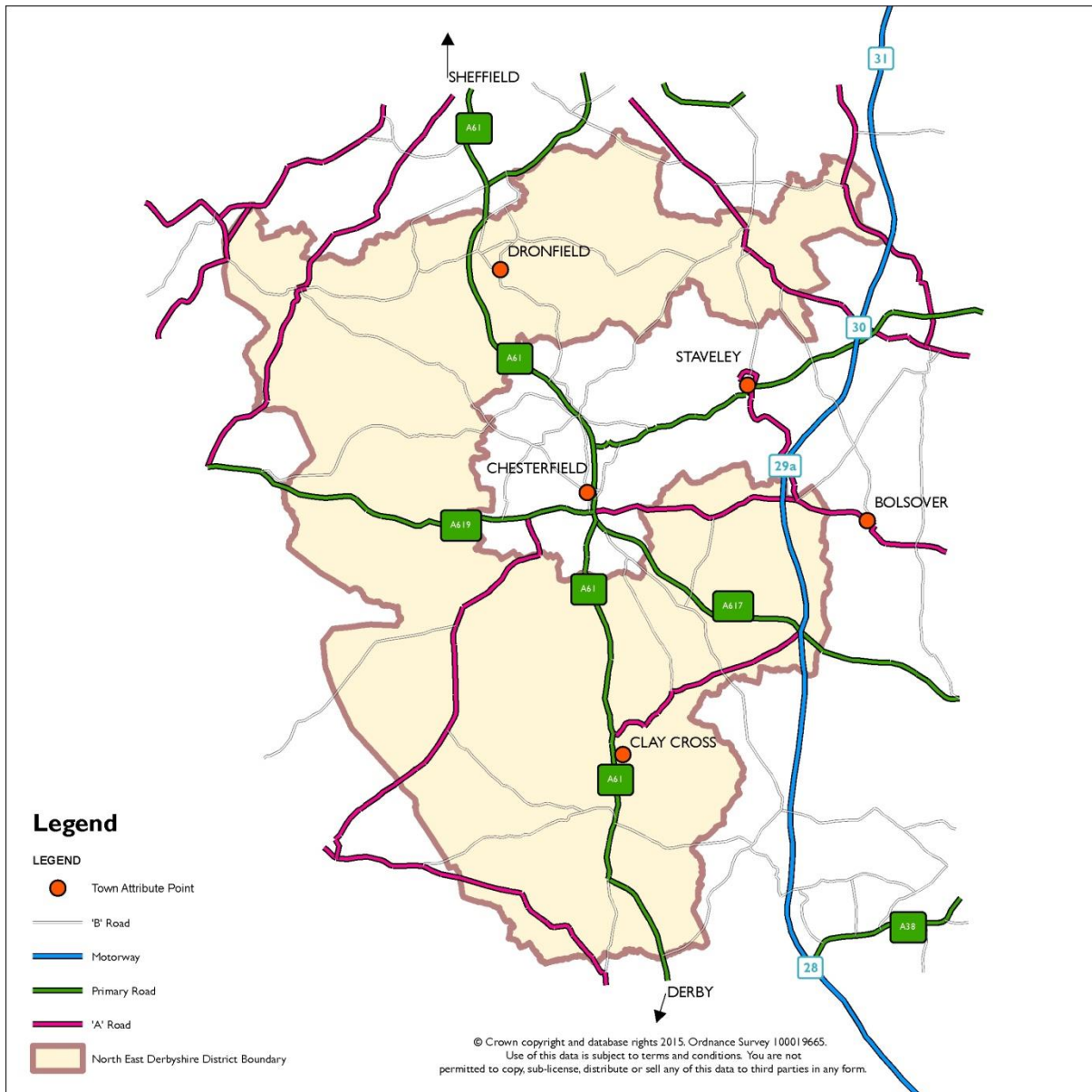
The UN Convention on the Elimination of Discrimination Against Women (CEDAW) defines what constitutes discrimination against women and sets the agenda for national action to end such discrimination. The UK government ratified the Convention in 1985 and makes periodic reports to the United Nations on progress made towards ending discrimination against women.

1.2.3 Convention on the Rights of Persons with Disabilities

More recently, the United Nations Convention on the Rights of Persons with Disabilities, ratified by the UK in 2009, establishes disability as not only a social welfare matter but a human rights issue and matter of law. Its purpose is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all disabled people.

2. Profile of North East Derbyshire

The district of North East Derbyshire is a mix of rural and small urban centres in and around a number of small towns and villages. It has a population of 99,325, covers about 100 square miles and surrounds the neighbouring borough of Chesterfield to the north, west and south. The map below shows neighbouring towns and main transport roads in and out of the district.



The district has 45,029 households. The majority of the population lives within the four main towns of Dronfield, Eckington and Killamarsh in the north of the District and Clay Cross in the south. There are 21,917 residents aged 65 and over representing 22% of the population. Projections show that by 2033, 30% of the population will be aged 65, 16% over 75 and 6% over 85 with a large deficit of numbers entering working age.

The district has areas of significant affluence and also of relative deprivation. Large

numbers of the population are affected by low income, poor health, low employment, poor education and skills, and problems accessing housing and services. Areas that demonstrate higher levels of deprivation are Clay Cross, Grassmoor, Holmewood and Heath, North Wingfield Central and Shirland. However, there are also large areas of wealth that perform well in national measures. These areas include Dronfield, Coal Aston and Wingerworth.

It has a proud industrial heritage involving mining, engineering and iron and steel production leaving a legacy in terms of its impact upon health on the working and ageing population. Although the health of people in North East Derbyshire is generally better than the England average, 6.9% of people have described their health as bad or very bad, 22% of people have a limiting long term illness or disability and 13.3% provide one hour or more unpaid care per week.

The economy of North East Derbyshire has been moving away from the coal mining and agricultural sectors, due to the decline in these sectors over the last 20-30 years. North East Derbyshire has a strong manufacturing base, which has continued to thrive despite problems nationally in this sector. The district has a business base of approximately 5,300 businesses, and the majority of these are micro enterprises (under 10 employees). However, the district is home to some large businesses, including Gunstones, Henry Boot, Rick Bestwick and William Lees, amongst many others. Unemployment in the District is lower than the national average, although the district-wide figure does hide issues of high unemployment at a ward level.

Qualification levels in the district are relatively good, with a high proportion of residents having at least an NVQ 1 or equivalent. However, levels of higher level qualifications are lower than the national average. A large proportion of residents who are in employment, do not work in the district, but commute to other areas. This is because the district has a jobs density (that is, number of jobs to number of residents) of 0.49 (as at 2012). Average earnings for the area for residents are higher than the regional average, but lower than the national average.

According to the recently published District Health Profile Summary for 2015, the gap in life expectancy between the least and most deprived areas in our District is 8.7 years for men and 4.7 years for women, which is slightly worse than the Derbyshire average (data for period 2011-13).

Elected Members

North East Derbyshire Council is one of 8 district councils in the County of Derbyshire. The Authority has 53 elected members, representing 25 wards, with a current distribution of 34 Labour, 18 Conservative and 1 Independent. The political management has been based on a Leader and Cabinet structure, with all 7 members drawn from the controlling group. There are three female Members on the Cabinet.

The percentage of elected Members at North East Derbyshire District Council who are female is 35%. Nationally, in 2013 around one third (31.7%) of councillors were female (Census of Local Authority Councillors 2013, LGA and NfER, May 2014).

Corporate Plan 2015 - 2019

The Council sets out its high level strategic priorities in its Corporate Plan, which is refreshed every four years.

Our new Corporate Aims for 2015-2019 are:

- Unlocking our **growth** potential
- Providing our **customers** with excellent service
- Supporting our **communities** to be healthier, safer, cleaner and greener
- Transforming our **organisation**

Beneath these aims sit priorities and targets to deliver them. Promoting equality and diversity is a priority within *Providing our customers with excellent service* and this Scheme sets out the actions we plan to take to deliver this in Section 8. The Single Equality Scheme and delivery of its associated Action Plan will be a key element in our accreditation application for the Customer Service Excellence standard¹ which is also a Corporate Plan target.

Rykneld Homes is the Council's Arms Length Management Organisation (ALMO), which provides housing management services to around 8,115 tenants. Rykneld homes are not included in the Council's single equality scheme however they have their own equality policies they adhere to and set their own equality objectives.

More information about Rykneld Homes can be found at their website below:

<http://www.rykneldhomes.org.uk/about-us/>

¹ The Government's national standard for customer service excellence which is overseen by the Cabinet Office.

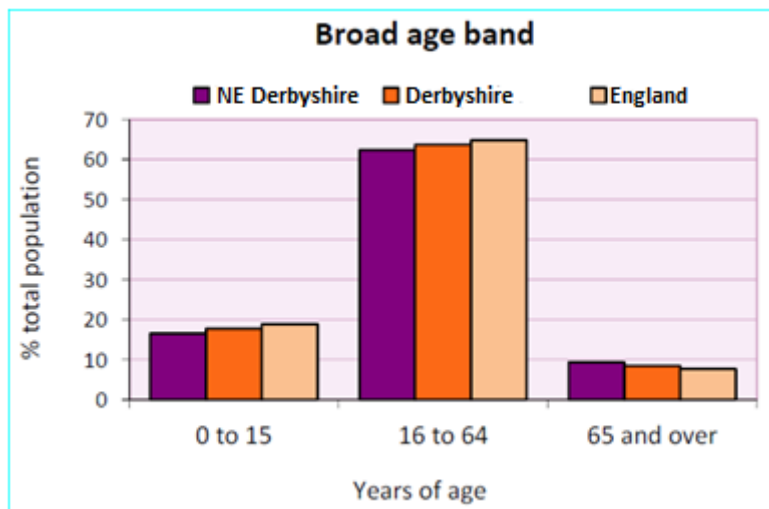
3. Setting equality objectives: the evidence

The following section draws together a range of data to provide insight into our community and inform our equality objectives. The information is analysed by protected characteristic and other relevant categories such as hate crime and socio-economic disadvantage. As more information from the Census and other sources about our ethnic minority groups is now available, this has been presented in this Scheme. The key equality issues for North East Derbyshire District remain disability and long term ill health and age.

3.1 Age

The graph below shows the age distribution of the district's population.

Population by age, 2011



Source: NOMIS / ONS, Census 1991 - 2011 © Crown copyright

The table shows:

- Until 65 the age population of North East Derbyshire is below the national and regional average.
- The over 65 population of the district is slightly higher than the national and regional average.

From 2001 to 2011 the population of North East Derbyshire increased by 2100 (2.2%)

LA Name	2011 population	2001 population
North East Derbyshire	99,000	96,900

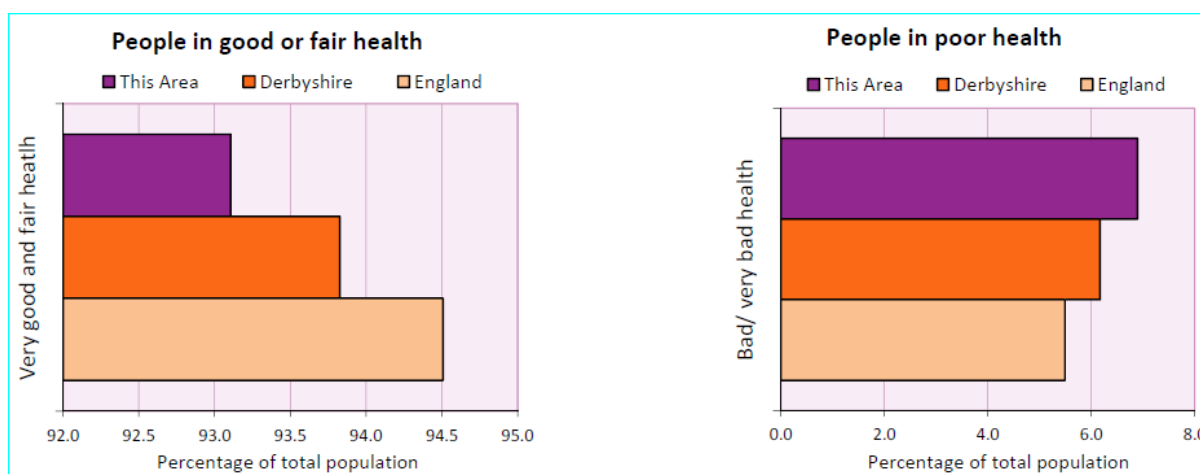
3.2 Disability and long term ill health

General Health

The Census collects data which gives an indication of the state of health and well being in the population. However, as the questions relating to general health in the Census 2011 were slightly different from those asked in 2001, it is not possible to give an accurate comparison with data from 2011.

- In 2011, 6.9% of the population of North East Derbyshire district considered themselves to have bad health; with a further 22% describing their day-to-day activities being limited.
- In 2011, 13.3% of the population of North East Derbyshire district provide some level of unpaid care.

The chart below compares health status across North East Derbyshire district, Derbyshire and England and illustrates the higher levels of poor health in the district as a proportion of the total population.



General Health

Long term health problem or disability which limits daily activity

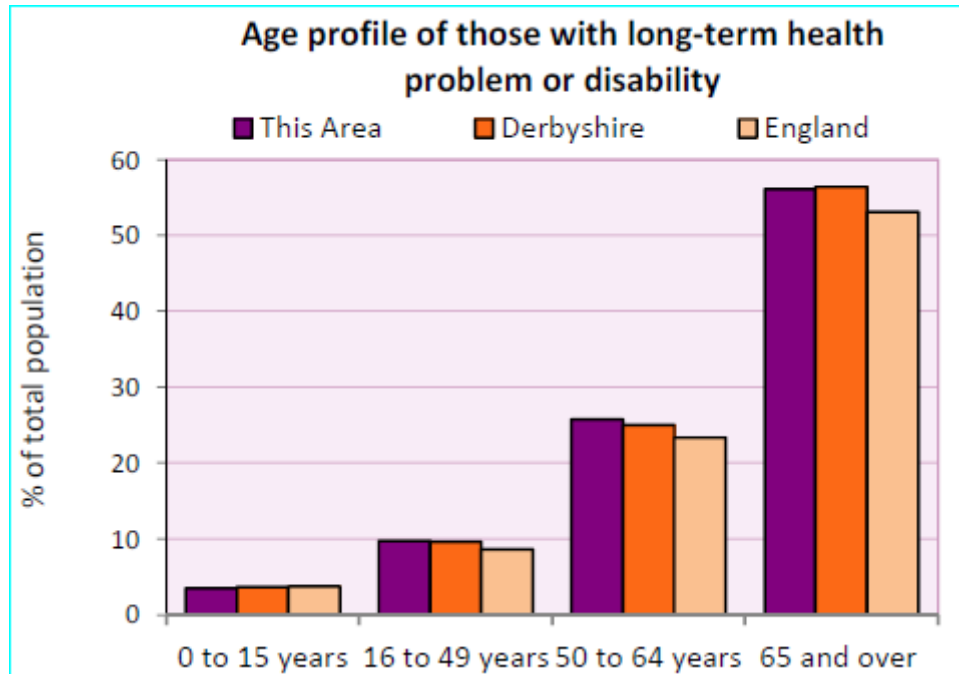
This section describes the health of the population of North East Derbyshire district with regard to health problems or disabilities which limit daily activity.

Most people suffer periods of ill health at some time, but these are usually temporary problems that do not have a sustained effect on day to day activities, such as going to work or socialising with friends and family. However, some health problems and disabilities are long-lasting and reduce a person's ability to carry out the activities people usually do day-to-day and which most of us take for granted.

ONS, Disability in England and Wales, 2011 and Comparison with 2001
http://www.ons.gov.uk/ons/dcp171776_296871.pdf

As the chart below illustrates, levels of activity limitation were higher in North East Derbyshire district than Derbyshire and England between 16-64 years old.

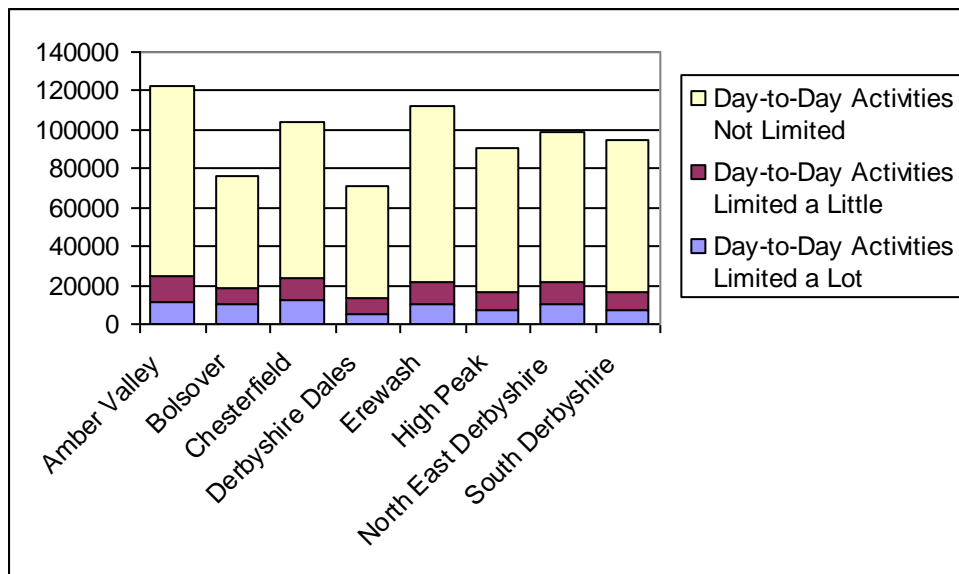
Long-Term Health Problem or Disability: North East Derbyshire district, Derbyshire and England



Source: ONS, Census 2011 © Crown copyright

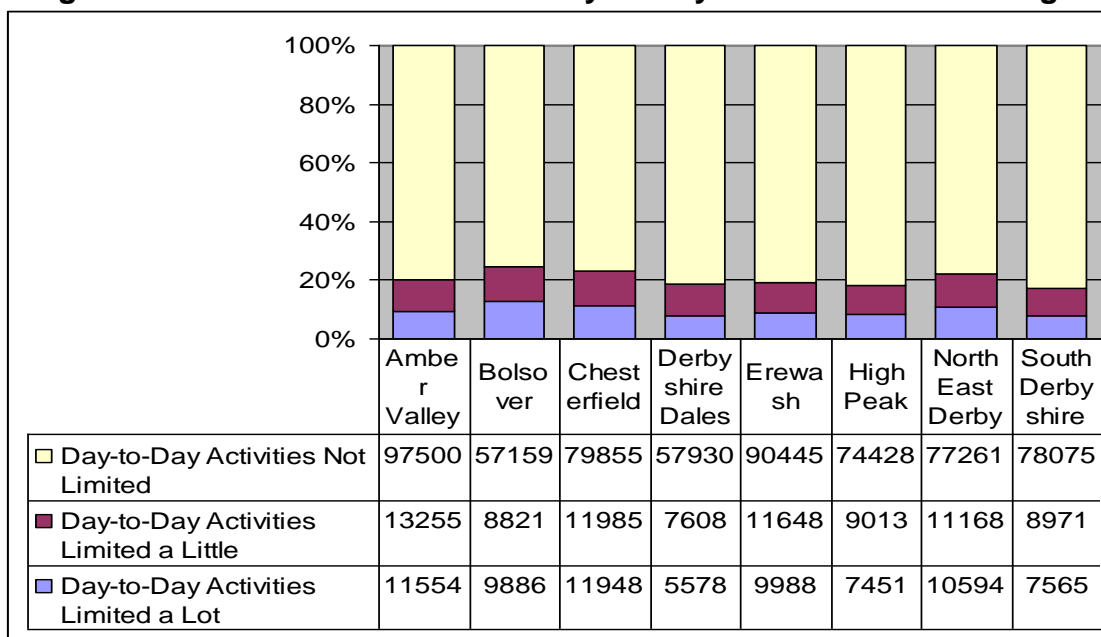
However, as the two charts below illustrate, a comparison of all Derbyshire district / borough council data shows that Amber Valley, Chesterfield, North East Derbyshire and Erewash each had higher numbers of people with daily activity limitation.

Long-Term Health Problem or Disability: Derbyshire districts / boroughs



Source: ONS, Census 2011 © Crown copyright

Long-Term Health Problem or Disability: Derbyshire districts / boroughs



Source: ONS, Census 2011 © Crown copyright

Provision of unpaid care

A person is a provider of unpaid care if they look after or give help or support to family members, friends, neighbours or others because of long-term physical or mental ill health or disability, or problems related to old age. *This does not include any activities as part of paid employment.* The data does not tell us whether the care is provided for a person within the household, nor does it tell us the nature of the care provided.

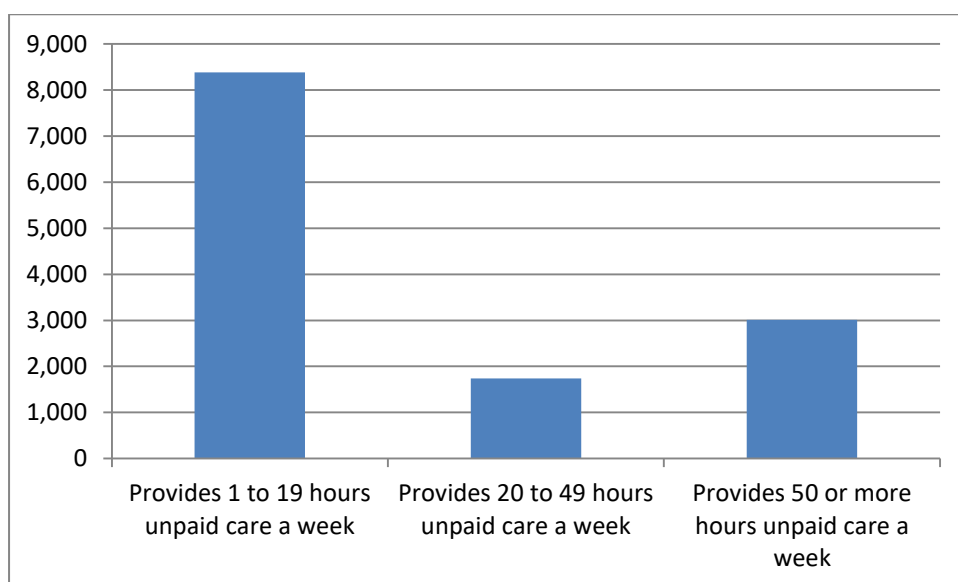
In England, in 2011, 5.43 million people provided unpaid care for someone else. Of these, around 3.12 million were females (58%) and around 2.29 million were males (42%), representing 11.8% of the total female population and 8.9% of the total male population in England.

The amount of unpaid care provided increased with increasing age, with those aged 50 to 64 providing the most care. This was also the age group with the greatest gender inequality with 24% of women aged 50 to 64 providing unpaid care, compared with 17% of men in the same age group.

In North East Derbyshire 13.3% of the population provided unpaid care, compared to 12.1% in Derbyshire 10.2% in England. Levels of unpaid care for 50 hours or more per week were significantly higher (3.04%) in North East Derbyshire than the East Midlands (2.5%) region and England (2.4%).

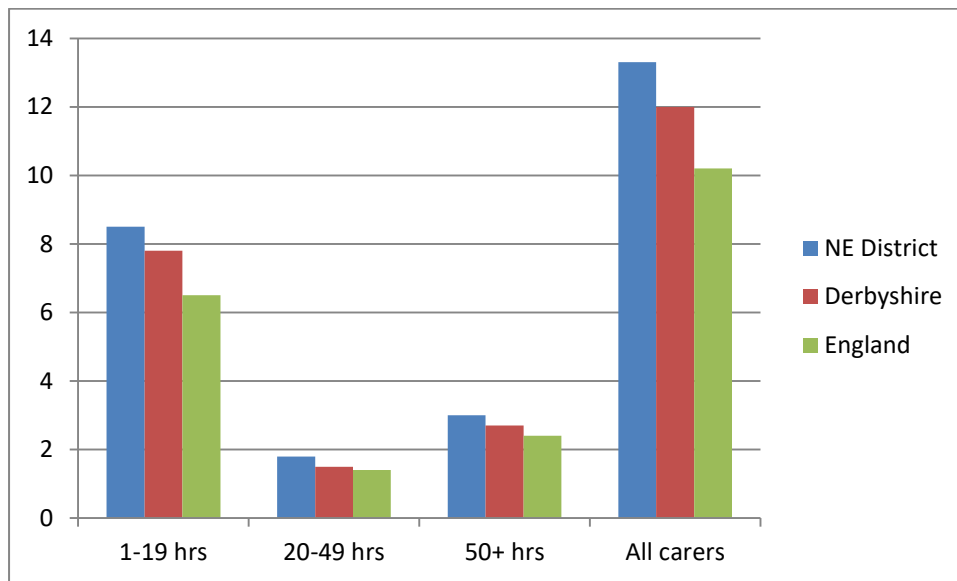
- 3011 people were providing care for 50 hours per week or more
- 1742 people were providing care for 20 to 49 hours per week
- 8382 people were providing care for 1 to 19 hours unpaid care a week

Provision of unpaid care: 2011



Source: ONS, Census 2011 © Crown copyright

Provision of unpaid care (% of total population)



Compared with 2001, only four of the ten local authorities providing the highest percentages of unpaid care (1-50+ hours) in 2011 were in the top ten in 2001; these were North East Derbyshire, Staffordshire Moorlands, St Helens and Bolsover. The smallest change has been in North East Derbyshire where it has remained constant as the local authority which provides the most unpaid care.

<http://www.ons.gov.uk/ons/rel/census/2011-census-analysis/provision-of-unpaid-care-in-england-and-wales--2011/art-provision-of-unpaid-care.html>

In July 2009, Derbyshire County Council's electronic database for Social Services contained 8704 people who were identified as carers, of whom 170 were young carers. Estimates suggest that 70% of carers in Derbyshire are caring for people over the age of 65 years.

http://www.derbyshire.gov.uk/images/Completed%20EIA%20Joint%20Commisisioning%20Strategy%20Services%20for%20Carers%202009_tcm44-112361.doc

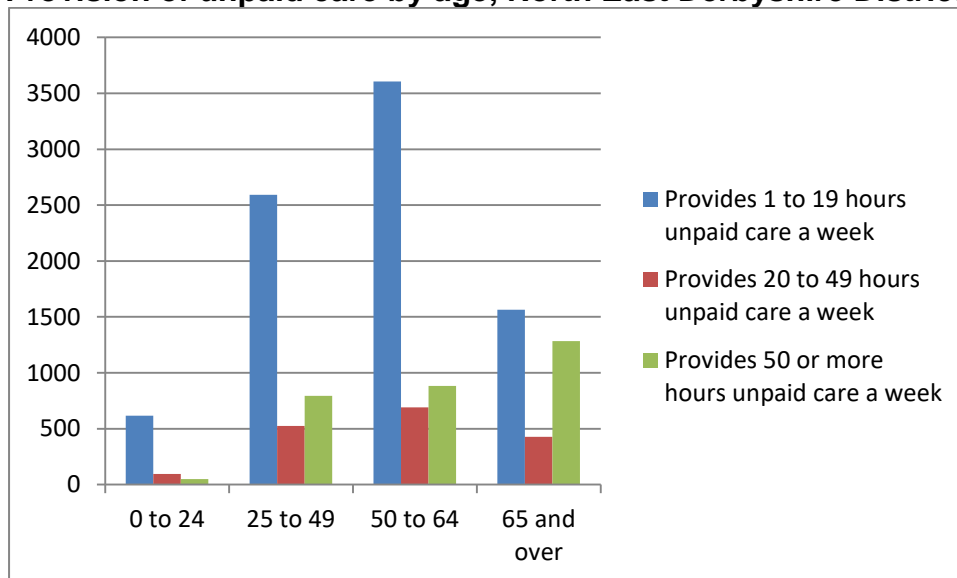
However, across the county the number of people receiving carers' services or assessments from Derbyshire County Council is significantly smaller than the number of people who identified themselves as carers in the Census responses (Draft Joint Strategic Needs Assessment, 2012 - 2013).

Provision of unpaid care by age, North East Derbyshire District

Age	Provides 1 to 19 hours unpaid care a week	Provides 20 to 49 hours unpaid care a week	Provides 50 or more hours unpaid care a week
0 to 24	616	96	50
25 to 49	2,593	526	794
50 to 64	3,606	692	884
65 and over	1,565	428	1283
Total	8,830	1,742	3,011

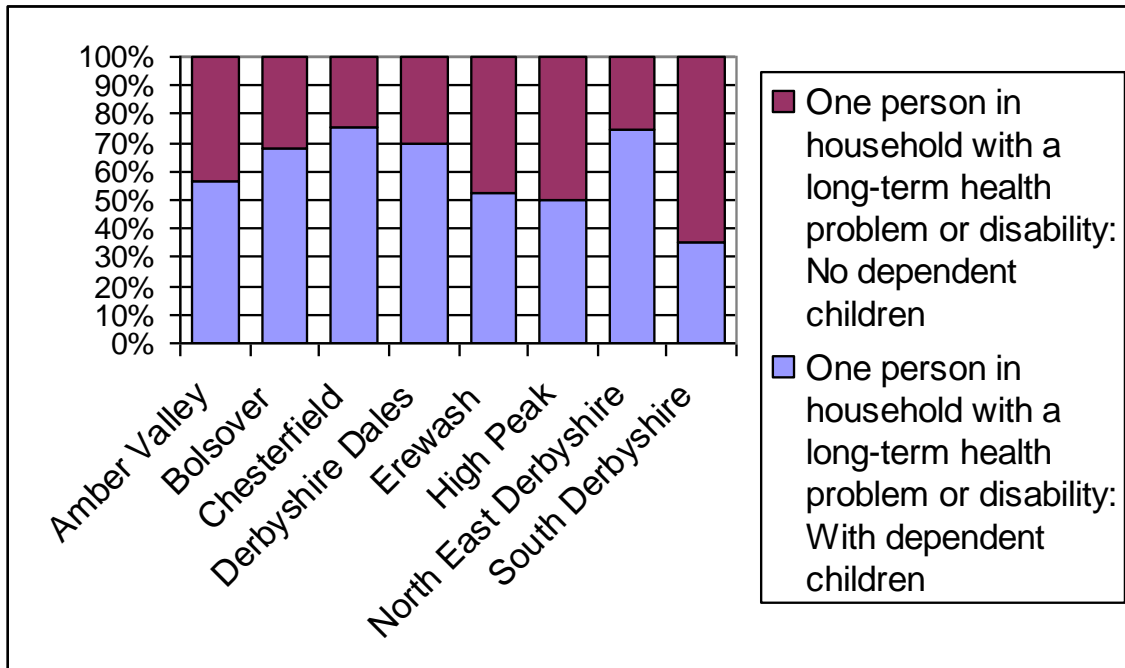
Source: Census 2011 © Crown Copyright

Provision of unpaid care by age, North East Derbyshire District



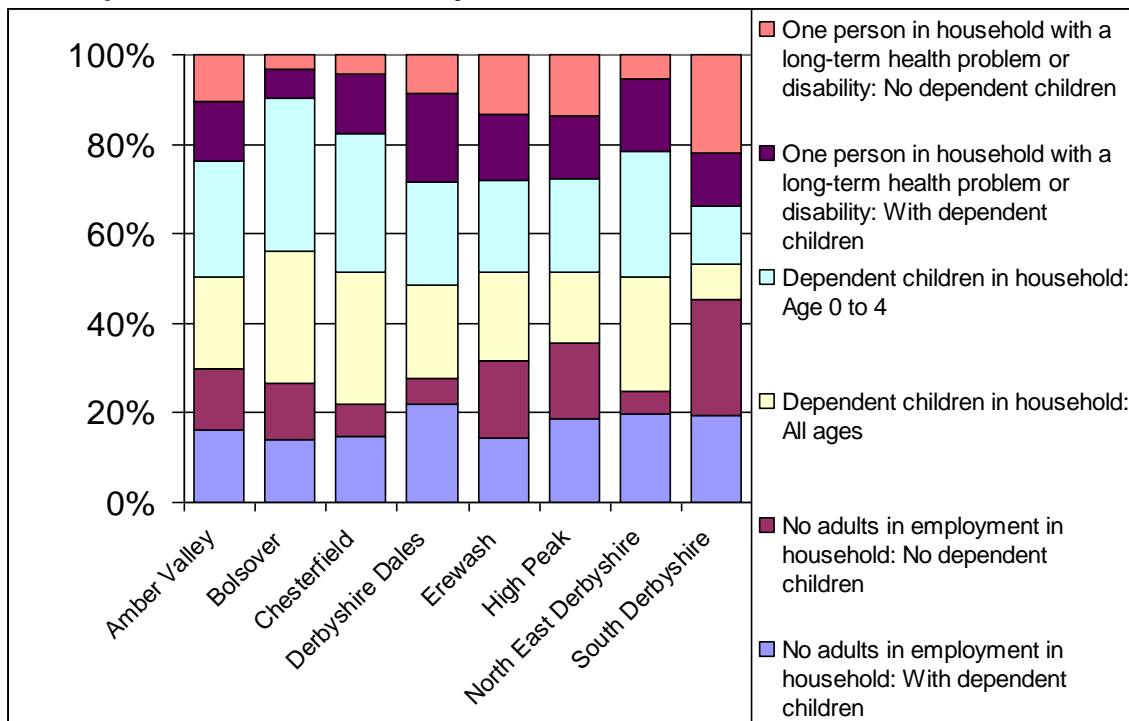
Source: Census 2011 © Crown Copyright

Households with one person who has a long term health problem or disability and dependent children: Derbyshire



Source: ONS, Census 2011 © Crown copyright

Households with one person who has a long term health problem or disability and dependent children: Derbyshire



Source: ONS, Census 2011 © Crown copyright

Carers who look after relatives or friends are saving England £108bn a year

	Carers 2015	Value in 2001	Value in 2011	Value in 2015
	Number	£m	£m	£m
England	5,7123,98	55443	100973	108418
Derbyshire	96,945	974	1696	1819

Source: Valuing Carers 2015, Careers UK

3.3. Gender

The resident population of North East Derbyshire District is 49% male (48,564) and 51% female (50,459).

Lone parents

According to Census 2011 data, there were 2266 lone parent households with dependent children in the North East Derbyshire District in 2011.

The table below shows the numbers of lone parents by sex and by employment.

- 1543 (68.09%) lone parents were in employment
- 1008 parents were in part-time employment, of whom 82% were female
- 74.5% of lone parents were in full-time employment were female
- 723 (31.9%) lone parents were not in employment, of whom the majority were female (89%).

Lone parents by sex and employment status, North East Derbyshire

Family status: Lone parents	Male lone parent: In part-time employment	Male lone parent: In full-time employment	Male lone parent: Not in employment	Female lone parent: In part-time employment	Female lone parent: In full-time employment	Female lone parent: Not in employment
2266	26	174	78	834	509	645

Source: Census 2011

Economic activity rates, working age population

The economic activity rates of the working age population are lower for females living in the district (64.2%), compared to Derbyshire (65.1%) and to England (64.7%).

Economic activity rates by percentage of people aged 16-74, North East Derbyshire District, Derbyshire and England, Census 2011

	North East Derbyshire District (%)	Derbyshire (%)	England (%)
Men	72.8	74.8	75.2
Women	64.2	65.1	64.7

According to the Low Pay Commission's 2014 report on the National Minimum Wage, North East Derbyshire has a minimum wage job rate of 13.3%.

Despite accounting for 30% of all jobs, part-time workers held 60% of National Minimum Wage jobs, mainly in hospitality, retail and cleaning. The groups which contain a high proportion of National Minimum Wage jobs are women, young workers, older workers, disabled people, ethnic minorities, migrant workers and those with no qualifications. Low wages are linked to smaller employers, part-time work and gendered occupations.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/288847/The_National_Minimum_Wage_LPC_Report_2014.pdf

The Council's Economic Development and Housing Strategy aims to promote equality of opportunity and diversity, ensuring that all groups can contribute to and benefit from economic growth and housing provision. It is likely that the outcomes of the Strategy will affect sections of the community in different ways by specifically targeting particular groups of individuals to overcome disadvantage and inequality, for example relating to economic participation or homelessness.

The data presented in the table below shows employment in the District by occupation.

Employment by occupation, North East Derbyshire District, Census 2011

	North East Derbyshire (level)	North East Derbyshire (%)	Derbyshire (%)	England (%)
1 Managers, directors and senior officials	5178	11.1	10.9	10.9
2 Professional occupations	6719	14.3	15.1	17.5
3 Associate professional & technical	5128	10.9	11	12.8
Soc 2010 major group 1-3	17025	36.3	37	41.2
4 Administrative & secretarial	5760	12.3	10.9	11.5
5 Skilled trades occupations	6364	13.6	13.3	11.4
Soc 2010 major group 4-5	12124	25.9	24.2	22.9
6 Caring, leisure and other service occupations	4535	9.7	9.6	9.3
7 Sales and customer service occupations	3914	8.4	7.9	8.4
Soc 2010 major group 6-7	8449	18.1	17.5	17.7
8 Process plant & machine operatives	4182	8.9	9.6	7.2
9 Elementary occupations	5078	10.8	11.7	11.1
Soc 2010 major group 8-9	9260	19.7	21.3	18.3

Source: NOMIS / ONS Annual population survey © Crown copyright

3.3i Transgender

Transgender is:

.. a very broad term to include all sorts of trans people. It includes cross dressers, people who wear a mix of clothing, people with a dual or no gender identity, and transsexual people. It is also used to define a political and social community which is inclusive of transsexual people, transgender people, cross-dressers (transvestites), and other groups of “gender-variant” people.

Whittle et al (2007: 58)

The Equality Act 2010 provides protection for a range of transsexual people who are proposing to undergo, are undergoing or have undergone the process of changing their sex. The Act further defines gender reassignment as a personal rather than medical process which may involve different stages, from change of name, title and/or appearance through to surgical intervention. To receive protection, the Act does not require a person to be under medical supervision during the transition process nor does the process have to be irrevocable.

With regard to personal information, Section 22 of the Gender Reassignment Act 2004 states that:

It is an offence for a person who has acquired protected information in an official capacity to disclose the information to any other person.

The Council holds all data securely as required by the Data Protection Act 1998.

Although there is no firm data, estimates suggest that nationally, there are between 5000 – 6000 transsexual adults (Press for Change), which indicates that an estimated 6 adults in North East Derbyshire district could be transsexual. More recent national data shows that people are transitioning at younger ages than previously.

The Council has strong links with local transgender groups, Derbyshire County Council's LGBT Group and Derbyshire Friend, which provided LGBT training for our staff.

3.4 Race

Ethnic groups

In 2011, the total population of North East Derbyshire was 99,023. The largest ethnic group was White British, which constitutes 96.9% of the population, with the second largest ethnic group being White Other at 1.1%. A further 0.8% of residents identified as Asian or Asian British; 0.7% as mixed / multiple ethnic groups and 0.2% Black African / Black Caribbean or Black British (Census 2011).

The table below shows the population of the District by ethnic group.

Population by ethnic group, North East Derbyshire District

White British	White Other	Mixed / multiple ethnic groups	Asian / Asian British	Black / African / Caribbean / Black British	Other ethnic group / Arab
95968	1116	786	795	236	112
96.9%	1.1%	0.7%	0.8%	0.2%	0.1%

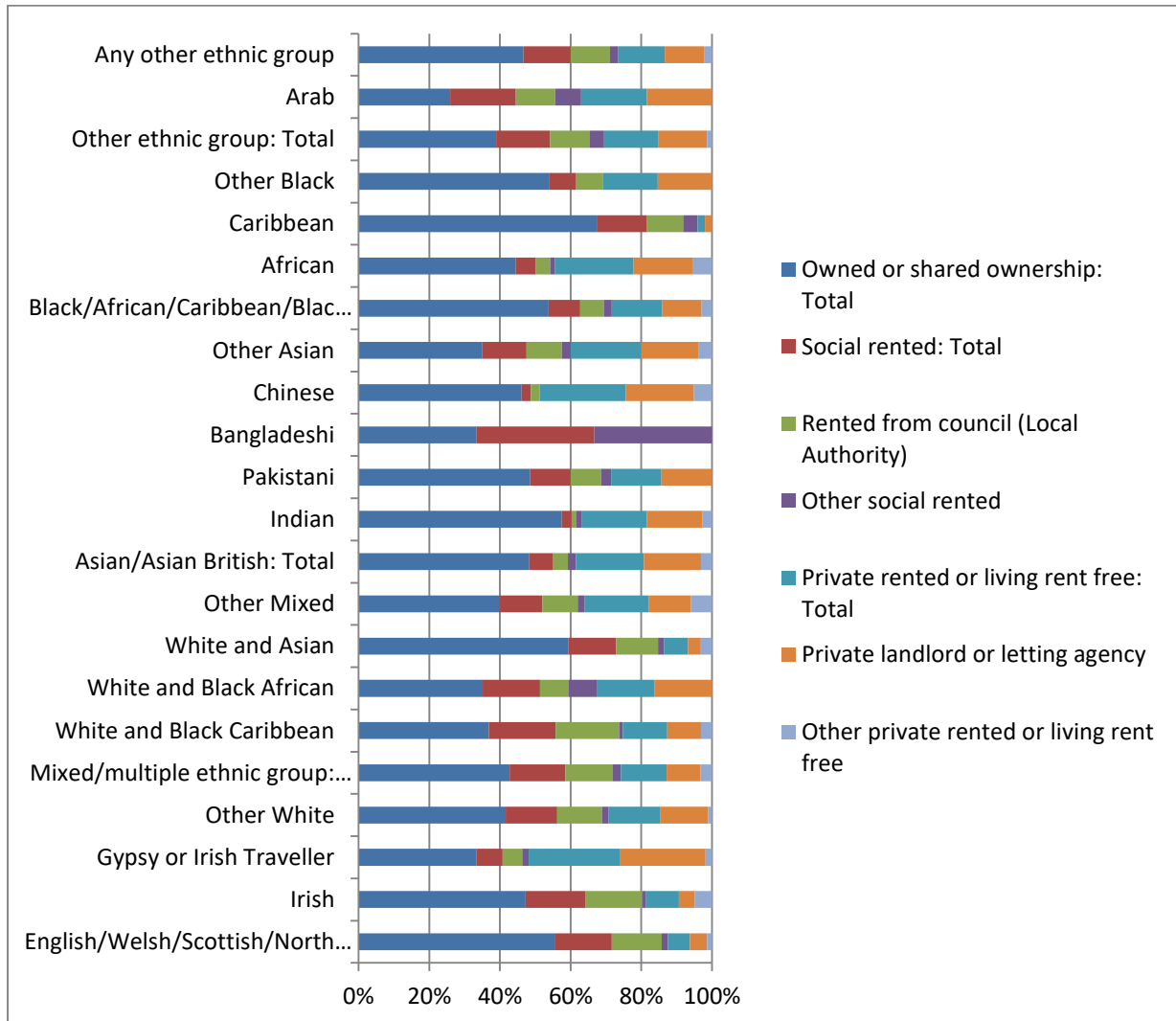
Source: ONS, Census 2011 © Crown copyright

Analysis of Census data gives an age profile of ethnic minority groups living in the District, showing that most are of working age. This is set out in the chart below.

Households by tenure by ethnic group

A total of 71% of households which defined themselves as White British were owner occupiers, with approximately a third owning their home outright.

Tenure by ethnic group



Source: NOMIS, Census 2011 © Crown copyright

The Department for Work & Pensions collects data on new registrations for National Insurance numbers of adult overseas nationals entering the UK. The most recent data for North East Derbyshire district (as shown in the table below) shows that while the number of new registrations decreased from 90 in 2011-12 to 70 in 2012-2013, it increased in 2013-2014 to 95.

North East Derbyshire has received the lowest number of registrations from adult overseas nationals in the past 2 years. In the past 9 years they have received the lowest or second lowest number of registrations compared to other Derbyshire districts/boroughs.

National Insurance No. registrations to adult overseas nationals entering the UK, 2002-2014: Derbyshire Districts/Boroughs

	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Amber Valley	72	86	94	206	275	233	181	127	148	144	151	171
Bolsover	30	31	72	138	277	168	190	142	237	302	446	385
Chesterfield	12 1	153	155	260	263	278	201	157	207	138	146	173
Derbyshire Dales	45	70	104	227	230	217	160	93	99	74	81	97
Erewash	85	110	117	221	272	283	178	123	186	145	129	145
High Peak	58	76	124	174	247	248	190	150	147	113	116	121
North East Derbyshire	55	74	78	109	123	116	126	83	103	90	77	95
South Derbyshire	80	100	104	207	189	188	179	94	143	114	116	114

Source: DWP, August 2014

Derbyshire has a Gypsy Traveller community with its own representative group, the Derbyshire Gypsy Liaison Group, and a distinct and separate Showmen itinerant community, which consists of family businesses providing equipment for fairs and festivals across the country and throughout the year. The data shows the type of accommodation in which our Gypsy and Irish Traveller communities were living at the time of the Census 2011.

**North East Derbyshire - Gypsy and Irish Traveller community:
Accommodation type**

Count	Authorised sites (with planning permission)	No. of Caravans on Sites on Gypsies own land. Tolerated	No. of Caravans on Sites on Gypsies own land. Not Tolerated	No. of Caravans on Sites on land not owned by Gypsies. Tolerated	No. of Caravans on Sites on land not owned by Gypsies. Not Tolerated	Total
Jan 2012	33	0	2	0	0	35
Jul 2011	35	0	2	0	0	35
Jan 2011	36	0	0	0	0	35
Jul 2010	31	0	0	0	0	36
Jan 2010	33	0	2	0	0	33

Source: Census 2011

3.5 Religion or Belief

Human rights and anti-discrimination laws underpin each person's right to hold their own religious belief or other philosophical belief similar to a religion. People also have the right to have no religion or belief.

Generally, a belief should affect an individual's life choices or the way they live, for it to be included in the definition. For example, humanism and atheism are protected philosophical beliefs but political beliefs would not be protected.

The Equality Act 2010 protects people's rights to hold religious beliefs and to be treated fairly, whatever their religion or belief, but does not ban anything to do with religious celebration. This means that people remain free to take part in religious celebrations such as Christmas, Diwali, Eid or Chanukah.

It is difficult to gain a clear picture of religion and belief across the population as data only refer to broad identity or religious affiliation to particular faiths, and not to the extent of belief or practice. The most reliable data is drawn from the Census.

The question on religion was the only voluntary question in the 2011 census; 7.2% of people in England and Wales chose not to answer the question.

Between 2001 and 2011, there was an overall decrease in the numbers of people who identified as Christian in England and Wales from 71.7% to 59.3% with an increase in those reporting no religion from 14.8% to 25.1%.

In 2011, 67.4% of North East Derbyshire district residents were Christian compared to 80.0% in 2001; 24.7% had no religious belief compared to 12.6% in 2001; and 7% did not state any religion compared to 12.2% in 2001.

The table below compares Census data from 2001 with 2011.

Religion or belief, North East Derbyshire 2011

	2001	2011
Christian	80.1%	67.4%
Buddhist	0.1%	0.1%
Hindu	0.1%	0.1%
Jewish	0.1%	0.1%
Muslim	0.1%	0.3%
Sikh	0.1%	0.1
Other religion	0.2%	0.3%
No religion	12.2%	24.7%
Religion not stated	7.3%	6.9%

Source: ONS, Census 2001 and 2011 © Crown copyright

3.6 Sexual Orientation

There are no reliable figures for the lesbian, gay and bisexual community in the UK as no national survey has attempted to capture this information. Stonewall, a national organisation which represents lesbian, gay and bisexual people, estimates that between 5-7% of the population are lesbian, gay or bisexual.

Although there was no specific question in the Census 2011 relating to an individual's sexual orientation, some data is available with regard to civil partnerships and same sex households.

- In 2011, there were 53 same sex households in North East Derbyshire district;

Civil partnerships were introduced in 2005 so there is no comparable data in any previous Census.

- In Census 2011, 554 people in North East Derbyshire declared themselves to be in a registered civil partnership or cohabiting same sex couples

Living arrangements: usual residents aged 16 years or over by type of household (North East Derbyshire)

- 81,958 persons aged 16 years and over living in households
- 43,316 (52%) are married couples and 9,654 (11.7%) are co-habiting couples

Living arrangements	No. of residents aged 16 and over in households
Living in a couple: Married or in a registered same-sex civil partnership	43,316
Living in a couple: Cohabiting	9,654
Not living in a couple: Single (never married or never registered a same-sex civil partnership)	15,809
Not living in a couple: Married or in a registered same-sex civil partnership	618
Not living in a couple: Separated (but still legally married or still legally in a same-sex civil partnership)	1,411
Not living in a couple: Divorced or formerly in a same-sex civil partnership which is now legally dissolved	5,009

Living arrangements	No. of residents aged 16 and over in households
Not living in a couple: Widowed or surviving partner from a same-sex civil partnership	6,141

Source: ONS, Census 2011 © Crown

3.7 Hate crime and harassment

According to the Crown Prosecution Service, almost 85% of hate crime prosecutions now result in a conviction (CPS, 7th Hate Crimes and Crimes against Older People Report, October 2014). In January 2012, we saw the first successful prosecution nationally for a hate crime on grounds of sexual orientation in Derby, which demonstrated how a multi-agency co-ordinated approach to hate crime can encourage both reporting and positive outcomes for victims (Derbyshire Friend, 2013).

The following data is taken from Derbyshire Police and includes data from Derby City as well as the Derbyshire administrative county.

Hate crimes in England and Wales by police force area, 2014/15

Police force area	Monitored hate crime strand					Total number of motivating factors	Total number of offences
	Race ³	Religion	Sexual orientation	Disability	Transgender		
Derbyshire	413	6	49	18	3	489	469

The council has a specific policy and reporting mechanism for victims and 3rd parties to report incidents.

4. Workforce

Monitoring of employment policies

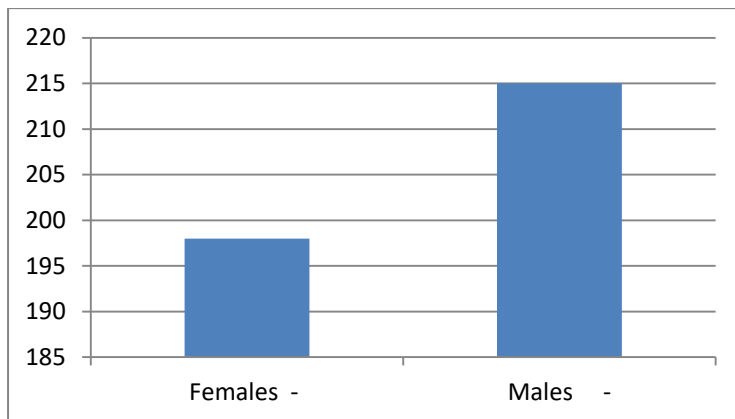
The Council currently has a number of ways it monitors the effects of its policies on employees which are co-ordinated by the Human Resources & Payroll Department. The authority undertakes equalities monitoring at all stages of the employment process. This is achieved through methods such as employee surveys and exit questionnaires. Monitoring information is collected for gender; ethnicity; disability; age; sexual orientation; and religion or belief.

North East Derbyshire District Council is proud to be a Living Wage Employer. The Council are also holders of the Investors in People standard which is a national standard that seeks to encourage organisations to develop their people and ensure that everyone performs well. North East Derbyshire has held this standard for a number of years now, investing in learning and development opportunities to equip the workforce with the skills and knowledge to deliver excellent public services and policies which support their work / life balance.

In accordance with legal requirements the Council will publish details of our Senior Pay:

<http://www.ne-derbyshire.gov.uk/council-democracy/budgets-spending/senior-manager-pay/>

Employee Data



As of June 2015 the Council has 413 employees in total covering both part time and full time posts. This equates to 362 FTE. The Council is reasonably balanced with 198 female employees (47.94%) and 215 male employees (52.06%).

Further information can be found in the Equality and Diversity section of our website:

<http://www.ne-derbyshire.gov.uk/community-living/equality-diversity/>

5. Customer service, engagement and involvement

Equality Impact Assessment

The Council maintains its focus on equality through assessing relevant policies and plans. Equality Impact Assessments (EIAs) are used as a tool to identify any adverse impact on our employees and residents. The impact assessment process is an important driver for improving our services and actions to achieve these improvements are incorporated into service plans. A corporate approach ensures that our assessments are robust and we take the opportunity to consult more widely with the Disabled Peoples Joint Consultative Group and stakeholders as required.

As part of our approach within our Strategic Alliance with Bolsover District Council, we have streamlined impact assessment processes and documentation to support joint services and reduced the volume of EIAs by taking a proportionate approach. Joint Equality Impact Assessment template and guidance are available to staff via the intranet and we have undertaken joint Equality Impact Assessments with partners where appropriate.

The authority's approved Equality Impact Assessments are published in the Equality and Diversity section on the Council's website:

<http://www.ne-derbyshire.gov.uk/community-living/equality-diversity/equality-data/>

Communication and Customer Service

Through publications such as *The News*, we are able to keep our residents informed about our services, our plans for the future and any enforcement action we take. The Council uses plain English in its corporate communications to reach a wide audience and offers alternative formats on request. Our staff have access to interpretation and translation services to ensure our services and communications are accessible to those with language barriers or specific needs arising from a disability.

Website

The Council is committed to providing a website that is accessible to the widest possible audience, regardless of technology or ability

The aim for our website is to meet the Web Accessibility Initiative (WAI) "Double-A" standard. There are a number of ways and features we use to make our site as accessible as possible. This includes being able to alter text size, selecting high contrast and a text only version of the website. For more information please visit.

<http://www.ne-derbyshire.gov.uk/about-north-east-derbyshire/using-this-site/website-accessibility/>

Social media

The authority has a Facebook page and uses Twitter. This provides a way of communicating information about Council services and activities to hard to reach groups and the wider public through media that they choose to use.



Twitter @Neddc

<https://twitter.com/neddc>



Facebook

<https://www.facebook.com/pages/North-East-Derbyshire-District-Council/126052857447586>

Customer Service

In addition to our telephone contact service the Council provides services (in conjunction with Rykneld Homes) across the district in Dronfield, Eckington, Killamarsh, North Wingfield, Wingerworth, Clay Cross and Chesterfield.

Like many authorities North East Derbyshire is transforming services through technology to offer more choice in reporting problems, making payments or getting information on-line.

Due to a substantive increase in contacts with the Council arising from the government's welfare reform agenda, our Contact Centre staff have undertaken a range of training (including disability and mental health awareness) and worked closely with local advice and other agencies to improve how we respond to customers.

The Council engages with customers through annual National Customer Service Week and other events, using feedback to measure satisfaction with our services and identify where improvements can be made.

Our Comments, Compliments and Complaints service, which was reviewed in 2014, enables us to monitor any issues and resolve problems related to equalities needs or perceived discrimination.

Engagement and Involvement

Disabled Peoples Joint Consultative Group

The group acts as a champion of disabled peoples issues in the District and a consultative body on key council policies that impact on disabled residents lives.

The main aims of the group are to:

- Advise the Councils' Cabinet on the implementation and interpretation of legislation with regard to the delivery of council services.
- Identify and promote equality of opportunities for disabled people
- Raise awareness of equal opportunities and disability
- Make formal representations to other bodies on matters relating to all disability issues.

The group meets quarterly at Council House, Mill Lane

Citizens Panel

The Citizens Panel enables the authority to engage with our residents and seek their feedback on services as well as a wide range of issues. All survey findings are published on the Ask Derbyshire website. Findings from surveys enable us to identify any areas or services where people perceive that there are issues or where they perceive they have been treated unfairly so where possible, these can be addressed.

Local forums and groups (stakeholders)

Where possible, the authority engages with local interest groups across most of its functions. The Council produces an annual Engagement Plan setting out its planned consultation and satisfaction measurement work across all its services. Both statutory and non-statutory engagement is undertaken using a variety of methods including surveys, focus groups, workshops and public meetings.

6. Internal mechanisms

Improvement Group

This group is responsible for ensuring that departments are engaged with driving forward continuous improvement and ensure that the Council is delivering against recognised standards as part of our Corporate Plan 2015-2019 aim for Transforming our Organisation.

The group focuses on issues around:

- Customer service excellence
- People and performance
- Equality and diversity

The group may establish 'task and finish' groups to deal with developments requiring more intensive work. It has mandatory representation from all departments. Departmental representatives cascade information from the meeting within their department and also share good practice at the meetings.

Scrutiny

All councils are required by law to provide an Overview and Scrutiny function which is carried out by elected members. This ensures that Cabinet is held accountable in its decision making. Scrutiny Committees at North East Derbyshire undertake service and other reviews, and scrutinise Council policies to ensure that they are effective.

7. Reporting and reviewing arrangements

The Single Equality Scheme is supported by an associated Action Plan (see Section 8) which sets out the steps the Council will take to deliver our equality objectives. This Action Plan will be updated regularly and made available to the public via the Council's website.

Progress on delivery of the Single Equality Scheme 2016-2019 will be reported to Cabinet and through the internal mechanisms outlined in Section 6 above. Progress reports also inform the corporate and service planning process and feed into annual service plans.

8. Action Plan: North East Derbyshire - Single Equality Scheme 2016- 2019

Improvement	Lead Officer	Target date	Expected outcome	Resources	Progress	Actual outcome
1. Publish Single Equality Scheme and undertake regular reviews	JADCSI IO	April 2016	Publish Scheme setting out equality information to inform objectives and the steps to be taken to achieve them	Officer time		
	JADCSI IO	Mar 2019	Update action plan half yearly and report to Improvement Group annually	Officer time		
		May 2019	Produce final Review and disseminate outcomes			
2. Meet Corporate Plan target to fully deliver actions in the Single Equality Scheme by March 2019	JADCSI IO	Mar 2019	All actions delivered	Officer time		

3. Meet requirements of public sector equality duty	JADCSI JAD HR&P IO	March 2019	Publication of required equalities data annually	Officer time		
4. Equality impact assessment programme	JADCSI IO	March 2019	Ensure that decision making processes and policy development are fair and compliant with statutory equalities duties	Officer time		
5. Support the Council's achievement of quality standards – Customer Service Excellence & Investors in People	JADCSI JAD HR&P IO	March 2019	Engagement with local equalities interest groups and satisfaction with engagement Service improvements identified via Equality Impact Assessment	Officer time		
6. Provide equalities & other information for Community & Voluntary sector	IO	March 2019	Produce relevant equality information by working together with relevant external agencies and key partners to support the	Officer time		

Partnership to inform local voluntary sector Anti-Poverty and Health & Wellbeing Strategies			production of relevant equality information			
7. Transforming services through the use of technology	JADCSI CCM IO	March 2019	Ensure that on-line self service transactions are accessible and promote these services to local equalities interest groups	Officer time		
8. Contribute to informing delivery of the Council's Economic Development & Housing Strategy to ensure access by hard to reach / disadvantaged groups to commissioned	IO	March 2019	Provide information on equalities issues to inform EIAs on individual commissioned projects	Officer time		

projects						
9. Maintain record of customer specific information needs to ensure that customers receive information in the format appropriate to their needs.	IO	March 2019	Records maintained and shared with relevant officers in line with information-sharing and data protection policy			
10. Promote specific information needs system to encourage disabled and older people to register their needs with NEDDC	CO IO	March 2018	Publish 2x articles in <i>News</i> to raise awareness of system and encourage customers to register their specific information needs Produce and publicise case studies showing how this service benefits customers	Officer time		
11. Identify any specialist equality &	JADHR &P JADCSI	March 2019	Specialist equality & diversity training identified and	Officer time Costs of external		

diversity training needs and consider providing training	CCM IO		delivered	trainers		
12. Promote the Council's Disabled People Joint Consultative to raise awareness of its role and encourage new members to join	CO IO	March 2019	Produce and publish 3 articles in the NEWS publication and 3 articles in the citizen panel survey.	Officer time		
13. Produce and publish report analysing findings from Citizens Panel equalities surveys	IO	March 2017	Report produced and published on the Council's website.	Officer time		

Abbreviations used:

JADCS&I Joint Assistant Director Customer Service & Improvement
JADHR&P Joint Assistant Director Human Resources and Payroll
CCM Contact Centre Manager
CO Communications Officer
IO Improvement Officer

**Action Plan: North East Derbyshire District Council - Single Equality Scheme 2012 – 2016
(Updated February 2016)**

Improvement	Lead Officer	Target date	Expected outcome	Resources	Progress	Actual outcome
1. Publish Single Equality Scheme and undertake regular reviews	Improvement Officer	June 2013	Publish Scheme	Officer time	First Draft SES April 2013	SES published Completed
	Improvement Officer	Mar 2014 Mar 2015 Mar 2016	Produce Annual Review of Scheme	Officer time	The scheme has been reviewed in June 2015	SES reviewed annually Completed

2. Meet requirements of public sector equality duty	Improvement Officer	July 2013 Apr 2014 Apr 2014	<ul style="list-style-type: none"> - Publication of required equalities data in existing formats - Publication of required equalities data in open formats - Publish open data annually 	Officer time	<p>SES incorporates a range of equalities data; data analyses held by Improvement Officer.</p> <p>All data has been published in March</p>	<p>SES data published in 2013</p> <p>SES data published in 2014</p> <p>SES data published in 2015</p> <p>Completed</p>
3. Equality impact assessment programme	Improvement Officer	May 2013	<p>Monitor Impact Assessment process; ensure it remains fit for purpose; & feeds into decision-making processes:</p> <ul style="list-style-type: none"> - Review & report to ESG / DPCG 	Officer time	Summary of services provided to vulnerable people completed March 2014, to inform EIA rolling programme.	<p>EIA processed reviewed. Joint template and procedure in place.</p> <p>Rolling programme</p>

			- EIAs of review to Equality Steering group		Reports to ESG & DPCG	being developed. Completed
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4. Promote involvement in civic & public life	Improvement Officer	Mar 2015	Evaluation of Disabled peoples consultative group - Feedback on satisfaction with involvement	Officer time		Satisfaction survey complete and report produced Completed
	Improvement Officer	Mar 2015	Citizen's Panel - % by gender - % who are disabled - % who are BME	Officer time		Data received and analysed Completed
	Improvement Officer	Mar 2015	Feedback / evaluation from engagement events - Peoples'	Officer time		Evaluations being undertaken by service areas

			experience of involvement			Standard form to be developed outside of the SES for corporate use
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5. Evidence implementation of SES through the Equality Framework	All	Mar 2014	Maintain Achieving level through self assessment	Officer time	Target has been achieved through self assessment of the criteria	Completed
6. Further develop standardised procurement which takes into account requirements of SES	Improvement Officer	Mar 2014	Develop Working Group to assess, prioritise & monitor key contracts	Officer time	Large contracts are more rigorously assessed for equality policy compliance through standard documentation.	Completed

		Mar 2014	Review procurement documentation & processes			Full suite of model documentation being reviewed by East Midlands Centre of Excellence to address requirements of Equality Act 2010. Completed
7. Raise awareness of mental health issues to address needs of customers and staff	Improvement Officer	May 2013	Consider training for managers & front line staff	Officer time		Training has been delivered to front line staff in the call centre Dec 2014 Completed

8. Raise awareness of needs of deaf and hard of hearing customers and staff	Improvement Officer	Mar 2015	Consider training for managers & front line staff			Equality Training has been delivered to customer services front line staff. March 2015 Training has been delivered to frontline staff regarding BSL – July 2013 Completed
	Improvement Officer	Mar 2014	Consider meeting criteria of RNID standard			
	Improvement Officer	Mar 2013	Consider BSL training for front line staff			
9. Carry out scheduled reviews to Equal Pay Audit	Human Resources Officer		Carry out a light touch review of the Equal Pay Audit.	Officer time		A equal pay audit has now been completed

10. Workforce diversity	Human Resources Officer	Mar 2013	<p>Local Performance Indicator retained to 2011:</p> <ul style="list-style-type: none"> - Top 5% of earners who are female - Top 5% of earners who are disabled - % of workforce who are disabled - % of workforce who are BEM 	Officer time	Equality data has been published in the SES.	<p>Equality data has been published in the SES.</p> <p>Completed</p>
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	Improvement Officer	Mar 2013	Publish workforce monitoring data.	Officer time		Equality data has been published in the SES. Completed
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11. Raise awareness and address hate incidents and harassment	Improvement Officer	Mar 2013	Monitoring of workforce policies	Officer time	.	HR policies have been screened with new polices being EIA when necessary. Completed
	Human Resources officer		Monitoring of workforce polices via Employee Survey	Officer time Costs of external support for survey analysis allocated		Staff survey Completed

	Improvement Officer	Ongoing	Monitor Hate Incident Reports		Ongoing	Completed
	Improvement Officer	Ongoing	Improve practice and participate in case reviews where appropriate - N. Derbyshire Hate Crime Consultative Group - Police Public Confidence Panels		Suspended due to staff resources.	Withdrawn

12. Audit of services to vulnerable people	Improvement Officer	Ongoing	Identify gaps & priorities		<p>The Disabled people's group has replied to DCC Consultations on services provided by the adult social care unit</p> <p>Scrutiny review into vulnerable people with mental health issues</p> <p>Training delivered to front line staff.</p>	Completed
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13. Develop community cohesion activities / resources	Improvement Officer		Explore development of joint project work with partner agencies - Consider developing a multicultural event - Consider developing a shared history project bringing together local people		Currently on hold due to budget constraints	Withdrawn
14. Actions to address any relevant targets set in Corporate Plan 2011-2015	Improvement Officer	Mar 2013	Identify any relevant targets and determine actions in service plans to achieve them		Programme developed to Equality impact asses key CP targets 2015-19	Completed