

North East Derbyshire District Council

Cabinet

13 March 2019

Single Equality Scheme 2019 - 2023

Report of Councillor R Smith, Portfolio Holder for Corporate Governance

This report is public

Purpose of the Report

- To approve and adopt the Single Equality Scheme 2019-2023 and to note the achievements and progress made under the previous scheme (2015 – 2019).

1 Report Details

- 1.1 The Single Equality Scheme 2019-2023 (**Appendix 1**) provides a framework for implementing the Council'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.
- 1.2 The Scheme sets out the Council's legal responsibilities, four corporate equality objectives with actions and measures, performance monitoring arrangements and responsibilities for equality. Within its appendices it contains a profile of the district (2), a profile of the workforce (3), and perceptions of fairness - Citizens Panel survey results (4).
- 1.3 This Scheme sets broader equality objectives taking a steer from the aims encompassed in the general equality duty. The objectives are:
- (1) Everyone can access our services, facilities and information
 - (2) Decision making and services take into account the needs of residents and communities
 - (3) Discrimination, harassment and hate crime is not tolerated
 - (4) Our workforce, and workforce policies, support equality

These objectives have received broad support when consulted upon through the Citizens Panel in November 2018 and internally (Service Managers, Portfolio Holder and Organisation Scrutiny Committee).

- 1.4 The 'actions' listed underneath each objective demonstrate that equality is well embedded at the Council and also the Council's continued commitment going forward. The 'measures' give an indication of how these actions will be evidenced.

- 1.5 The final review of the Single Equality Scheme 2015-2019 gives examples of how the Council has met its equality duties and specific equality objectives. This information will be published on the Council's website.

2 Conclusions and Reasons for Recommendation

- 2.1 The equality objectives have received broad support.
- 2.2 The Council is required to prepare and publish equality objectives every four years.

3 Consultation and Equality Impact

- 3.1 The Council's Citizens Panel were consulted on the proposed equality objectives. In November 2018 Panel members were asked to rate the importance of the equality objectives and were also given the opportunity to make comments on the objectives including whether any objective was missing.
- 3.2 All four equality objectives were considered very important/important by the panel. The comments received have not suggested any materially different equality objectives but moreover reflect broad support for the objectives proposed. Other comments emphasise the need for the Council to listen to all views expressed and to support all individuals who may need it. The full results will be published on Ask Derbyshire in March 2019.
- 3.3 The internal consultation with Service Managers, Portfolio Holder and Organisation Scrutiny Committee was specifically seeking views on the proposed equality objectives and relevant actions to include. During this process additional actions have been suggested and/or sought which has enhanced the Scheme document.
- 3.4 The Scheme recognises our legal responsibilities as set out in the Equality Act 2010.

4 Alternative Options and Reasons for Rejection

- 4.1 None. It is a statutory requirement to prepare and publish equality objectives every four years.

5 Implications

5.1 Finance and Risk Implications

- 5.1.1 None

5.2 Legal Implications including Data Protection

- 5.2.1 It is a statutory requirement to prepare and publish equality objectives every four years.

5.3 Human Resources Implications

- 5.3.1 None

6 Recommendations

- 6.1 To approve and adopt the Single Equality Scheme 2019-2023.
 6.2 That achievements and progress made under the previous scheme (2015 – 2019) be noted.

7 Decision Information

Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: <i>BDC: Revenue - £75,000</i> <input type="checkbox"/> <i>Capital - £150,000</i> <input type="checkbox"/> <i>NEDDC: Revenue - £100,000</i> <input type="checkbox"/> <i>Capital - £250,000</i> <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
Is the decision subject to Call-In? (Only Key Decisions are subject to Call-In)	No
Has the relevant Portfolio Holder been informed	Yes
District Wards Affected	All
Links to Corporate Plan priorities or Policy Framework	All

8 Document Information

Appendix No	Title				
1	Final draft Single Equality Scheme 2019 – 2023				
2	Single Equality Scheme 2015-2019 Review Document				
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)					
<table border="1"> <thead> <tr> <th>Report Author</th> <th>Contact Number</th> </tr> </thead> <tbody> <tr> <td>Kath Drury, Information Engagement & Performance Manager</td> <td>01246 242280</td> </tr> </tbody> </table>		Report Author	Contact Number	Kath Drury, Information Engagement & Performance Manager	01246 242280
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NORTH EAST DERBYSHIRE

DISTRICT COUNCIL

Single Equality Scheme

2019 - 2023

North East Derbyshire District Council Equalities Statement

North East Derbyshire District Council is committed to equalities as an employer and when 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.

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

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01246 231111

Foreword

Welcome to North East Derbyshire District Council's Single Equality Scheme. We are committed to providing good quality services shaped by an understanding of the needs of different people and ensuring that how we deliver services promotes equality and fairness, and challenges inequality and discrimination in all its forms. We are also committed to ensuring equality as an employer.

This scheme builds on the achievements of the previous Single Equality Scheme 2015-2019, and sets out actions we will take to continue to deliver improved equality outcomes for everyone.

The Council welcomes comments from all sections of the community.

(Note: Leader and CEO's signatures to be added once approved)

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Introduction

North East Derbyshire District Council is committed to the creation of a fairer North East Derbyshire for everyone.

We are committed to providing good quality services shaped by an understanding of the needs of different people and ensuring that how we deliver services promotes equality and challenges inequality. We will continue to work to understand North East Derbyshire's communities and to work effectively to reduce and eliminate all forms of discrimination, advance equality and foster good relations between all groups in society.

This Scheme recognises our legal responsibilities as set out in the Equality Act 2010 and includes the council's equality objectives. This Scheme applies to all our employees and Councillors and covers all aspects of the Council's activities.

Legal requirements

The Equality Act 2010 (the Act) sets out the general equality duty, which in summary requires that those subject to the equality duty must, in the exercise of their functions, 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 Equality and Human Rights Commission states that "having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low."¹

The Equality Act 2010 covers the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership (only with regard to eliminating unlawful discrimination)
- pregnancy and maternity
- race

¹ The Equality and Human Rights Commission: <http://www.equalityhumanrights.com/private-andpublic-sector-guidance/public-sector-providers/public-sector-equality-duty>

- religion or belief
- sex
- sexual orientation

Definitions of these protected characteristics can be found in appendix one.

In addition to the general equality duty, the Act's specific duties require the Council to publish information to demonstrate our compliance with the general equality duty, and prepare and publish one or more equality objectives that the Council thinks it needs to achieve in order to meet one or more of the general equality duties, and then at least every four years subsequently. These objectives must be specific, measurable and published in a way that is accessible for the public.²

The publication of information includes information relating to people who share protected characteristics that are affected by the Council's policies and practices, and information related to its employees.³ This information is published on the equality page of our website.

A profile of North East Derbyshire District

A range of data to provide insight into our community and inform our equality objectives is contained at appendix two. This data also supports our equality impact assessment process and service planning. The key equality issues for North East Derbyshire District remain disability and long term ill health and age.

Information on the Council's workforce is contained at appendix three. This is also used to inform organisational planning and development needs.

The Council seeks views from its Citizens Panel about being treated fairly and with dignity and respect. This information is contained at appendix four and highlighted below:

What you told us:

- 95% (158 respondents) advised they have received no discrimination when accessing council services
- 84% of respondents advised it is easy to contact the council with 11% stating don't know.
- 95% of respondents advised they have not experienced discrimination
- 93% agree that their local area is a place where people from different backgrounds get on well together

² 'Objectives and the Equality Duty: A [Guide](#) for Public Authorities. England (and non-devolved public authorities in Scotland and Wales)' Equality and Human Rights Commission, p7

³ 'The Essential [Guide](#) to the Public Sector Equality Duty England (and Non-Devolved Public Authorities in Scotland and Wales), Equality and Human Rights Commission, 2014 p9 -10

Our equality objectives

Under each equality objective we have set out the actions we will take or continue to take to achieve the objective. We have also listed the measures too which will evidence our achievement towards each objective.

Objective 1: Everyone can access our services, facilities and information

Our aim is for all services, facilities and information to be accessible to all, and for people to be satisfied with our services and facilities.

Actions - we will:

- Monitor who is using our services and facilities and their satisfaction with them by collecting, analysing and publishing equality information from our customers.
- Use the equality information gathered from our customers, and information on our communities, to inform the design and delivery of our services and policies.
- Ensure that the information that the Council produces is accessible by using a range of alternative channels.
- Make reasonable adjustments for disabled people by providing alternative formats for our communications on request and maintaining a register of those requiring alternative formats.
- Seek customer perceptions on fair treatment in relevant surveys.
- Continue to develop online services ensuring equality requirements are met.
- Continue to ensure that all existing and new council buildings are accessible to all.
- Promote and monitor our Customer Service Standards.
- Promote and monitor our Compliments, Comments and Complaints policy.
- Support Locality Working and develop new initiatives to increase resident's use and access of local services and improve performance against the Index Multiple Deprivation.
- Co-ordinate the Healthy North East Derbyshire Approach to improve the health and wellbeing of local residents with focus on older people, addressing social isolation and maintaining independence in the home.
- Oversee the Financial Inclusion Framework to improve the services and support available to vulnerable people (primarily working with partner agencies to mitigate for the impact of welfare reform, Universal Credit, as well as working with agencies such as the local credit union).
- Co-ordinate voluntary-community sector grant funding to improve the advice, guidance and support provided to local residents and groups.
- Co-ordinate the Council's contribution towards the Armed Forces Covenant including areas including access to services, adaptations and personal support to our Armed Forces Community.
- Customer Service staff to receive training in British sign language training, lip reading training and dementia awareness training.
- Work with partner organisations (Derbyshire County Council Public Health) to reduce identified health inequalities such as health referral, active walking and active fostering.
- Deliver the Patient Advice and Liaison Service (PALS) project which will work with residents less likely to take part in physical & social activity due to their level of deprivation or social class.

- Develop a flagship community health facility in Clay Cross, which is a social hub for the town, promoting and improving active lifestyles.
- Offer discounted activities within Leisure Services to those who qualify including disability benefits.
- Offer activities for disabled people, young people, gender specific and people with medical conditions that can affect their life.

Measures – we will:

- Publish updated equality information annually on our website.
- Undertake Equality Impact Assessments (EIAs) for new and reviewed policies, services and functions and publish relevant ones on our website.
- Ask accessibility and fairness questions in relevant customer satisfaction surveys and publish results on our website.
- Increased customer take-up of online services.
- Undertake consultation and equality impact assessments on new council buildings as required.
- Publish information on the website and in council publications on how to access services.
- Update the hearing loop system in the Council Chamber to improve accessibility.
- Publish information annually on performance against our Customer Service Standards and Compliments, Comments and Complaints policy.
- Support people, who require it, to make a suggestion for improvement to our services or make a complaint, in line with our Customer Service Standards and Compliments, Comments and Complaints policy.
- Produce annual Healthy North East Derbyshire Partnership progress report to monitor the framework through the social inclusion group.
- Publish information on grant awards on the Council's website.
- Monitor progress through the Derbyshire Armed Forces Covenant meeting.
- Publicise Customer Service staff equality access training in the NEWs magazine.
- Monitor health referrals and leisure service take up through our performance management system.

Objective 2: Decision making and services take into account the needs of residents and communities

Our aim is for all communities to engage in public and civic life, and for information from all communities to be taken into account in decision making, planning and delivery of services.

Actions - we will:

- Invite residents, businesses and communities to give us their views through the Citizen Panel, Business events and forums, and Community events.
- Encourage voter registration taking into account the needs of different groups of people.
- Encourage individuals to give feedback by promoting our Compliments, Comments and Complaints policy and other service specific mechanisms for feedback e.g. suggestion schemes at Leisure Centres.

- Review our opportunities for engagement and involving individuals, groups and communities and have an effective communication strategy to support this process.
- Actively review our Statement of Community Involvement to promote opportunities for communities and residents to engage with our plans for managing development across the District and decision making on planning applications.

Measures – we will:

- Publish our Engagement Plan annually on the website.
- Publish consultation and satisfaction survey reports on our website and share results and planned actions through suitable communication methods.
- Run an annual awareness campaign which highlights the different ways you can register for the electoral roll
- Publish an updated Statement of Community Involvement.

Objective 3: Discrimination, harassment and hate crime is not tolerated

Our aim is to encourage everyone to report incidents of harassment, discrimination, victimisation and hate crime, and to be confident that it will be dealt with robustly.

Actions - we will:

- Carry out regular surveys to monitor public perceptions of discrimination when accessing our services and in the wider community.
- Record and monitor hate crime and hate incidents reported to the Council. We will take action where appropriate.
- Maintain access to language translation and interpretation services, including British Sign Language.
- Support communities to foster good relations between people with different backgrounds
- Record incidents of harassment, discrimination and victimisation in the workforce and take action as appropriate
- Support this objective through our workforce policies and promote our Harassment and Bullying procedure.
- Remove offensive graffiti from council property and in our control within 24 hours of the report being received by the Council.
- Work with land/property owners to influence a speedy removal of offensive graffiti within their control.

Measures – we will:

- Publish consultation results and reports on public perceptions of discrimination.
- Run regular features on hate crime reporting to encourage reporting via the website and council publications.
- Publicise targeted events with people of different backgrounds to maximise access and awareness.

- Report on the percentage of offensive graffiti removed from council property and in our control within 24 hours of the report being received by the Council.
- Run regular workforce campaigns to promote supporting workforce policies and procedures.

Objective 4: Our workforce, and workforce policies, support equality

We recognise that our employees are our most valuable asset and are committed to:

- Ensuring that all employees are treated with dignity and respect and that no form of intimidation, bullying or harassment is tolerated.
- Making training, development and progression opportunities available to all staff.
- Ensuring that all of our employment policies and practices reflect our commitments to equality and fairness.
- Fostering good relations between people of different groups within the workforce.

Our aim is for all employees and Councillors to support equality through their actions and behaviour.

Actions - we will:

- Provide equality training for staff and Councillors to raise awareness and support our policies.
- Provide Customer Service Standards and Compliments, Comments and Complaints training to all new appointees and those requiring refresher training to ensure staff are aware of their commitments.
- Provide specialist training to support equality where required or identified e.g. deaf awareness, mental health awareness.
- Gather recruitment and employment equalities information and monitor to ensure our policies are working.
- Use workforce equality information to inform workforce policies.
- Ensure our recruitment and employment practices support disabled people by providing reasonable adjustments where appropriate.
- Run regular staff surveys and gather perceptions on fairness.
- Raise awareness of equality issues and events through communication campaigns internally and externally.
- Promote equality positively within and outside the Council.
- Measure satisfaction with apprenticeships.

Measures – we will:

- Put an equality training programme together each year to support employee/Councillor induction and refresh needs.
- Build in any specialist training identified through our learning and development processes.
- Report recruitment and employment equalities information to Union Consultative Group on a bi-annual basis.
- Retain the Disability Confident Employers standard.
- Publish the results of staff surveys and the actions to be taken.

- Run regular workforce campaigns and communications to support equality.
- Publish a workforce profile annually on our website.

How we will manage our progress

Progress against the corporate equality objectives will be reviewed on a quarterly basis under the Council's performance monitoring arrangements with information being published annually on our website.

Equality impact assessments for completion, any actions identified from the analysis of equality information and relevant equality targets will be included within Service Plans. Equality actions in Service Plans will be monitored quarterly as part of our Corporate Performance Monitoring process, which is reviewed by the Strategic Alliance Management Team and Cabinet Members.

Responsibilities for equality

North East Derbyshire District Council is committed to equalities and has a structure in place for the continued embedding and scrutiny of equalities, from departmental to Cabinet level. The Portfolio Holder for Corporate Governance has the equalities portfolio, as does one Head of Service.

Senior managers and managers

All Heads of Service and managers have a key role in creating a workplace environment where unlawful discrimination, harassment and bullying are not tolerated. All managers are responsible for ensuring that our equality commitments and the requirements of this Scheme are embedded within their teams and service delivery. All managers support the corporate equality objectives and identify and undertake service level equality actions.

Employees

Employees have a key role in promoting equality and this Scheme. Employees should understand the relevance and importance of equality to their roles, be committed to delivering good quality services shaped by the needs of different people, and report any equality issues to their managers.

The corporate officer for equalities provides support for equality impact assessment completion, monitors the completion of the corporate equality objectives and equality actions from Service Plans and monitors and updates the Single Equality Scheme. They also support the collection and publication of equality information.

Councillors

The support of Councillors in the development of a fairer North East Derbyshire and in the achievement of the corporate equality objectives is essential. Councillors have a vital community leadership role in relation to equality and in engaging with communities and acting as conduits for community information.

How we will cascade this information

The updated Single Equality Scheme and corporate equality objectives will be communicated to staff through team meetings, the extranet and equality awareness training. Councillors will receive information about the Single Equality Scheme and the corporate equality objectives as part of their induction programme in 2019 and in Member Briefings. The Scheme and corporate equality objectives will also be published on our website for members of the public to view.

Appendix one – definitions of the protected characteristics

Please find below further information about the key terms used in this document.

The protected characteristics

These are the grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Definitions of these protected characteristics can be found below:

Age: This refers to a person belonging to a particular age group, which can mean people of the same age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds, or people over 50).

Disability: A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment: The process of changing or transitioning from one gender to another.

Marriage and civil partnership: Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and maternity: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race: Refers to a group of people defined by their race, colour, nationality (including citizenship) ethnic or national origins.

Religion or belief: Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex: Refers to whether a person is a man or a woman.

Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

This information has been sourced from the Equality and Human Rights Commission website: <http://www.equalityhumanrights.com/private-and-public-sectorguidance/guidance-all/protected-characteristics>

Appendix two – a profile of North East Derbyshire District

North East Derbyshire

People

With lower birth rates and higher life expectancy, the shape of the UK population is transforming. The proportion of those of working age is shrinking whilst those of pensionable age is increasing. Derbyshire's working age population is projected to fall by 4% (19,629) by 2039. Nationally an increase of 4% is expected. This will mean there are fewer working age residents supporting those aged 65 and over (Derbyshire Local Economic Assessment, 2018).

Our population in North East Derbyshire is growing and its profile is changing. 15.6% of our population is aged 65 or over.

Derbyshire: Population estimates by sex, June 2017

	Total	Males	Females
Derbyshire	791,966	389,401	402,565
Amber Valley	125,898	61,965	63,933
Bolsover	79,098	39,099	39,999
Chesterfield	104,579	51,202	53,377
Derbyshire Dales	71,849	35,422	36,427
Erewash	115,314	56,543	58,771
High Peak	92,063	45,414	46,649
North East Derbyshire	100,780	49,277	51,503
South Derbyshire	102,385	50,479	51,906

Source: ONS, Mid-Year Population Estimates, June 2017 © Crown copyright

North East District: Population by sex, 2011 and 2017

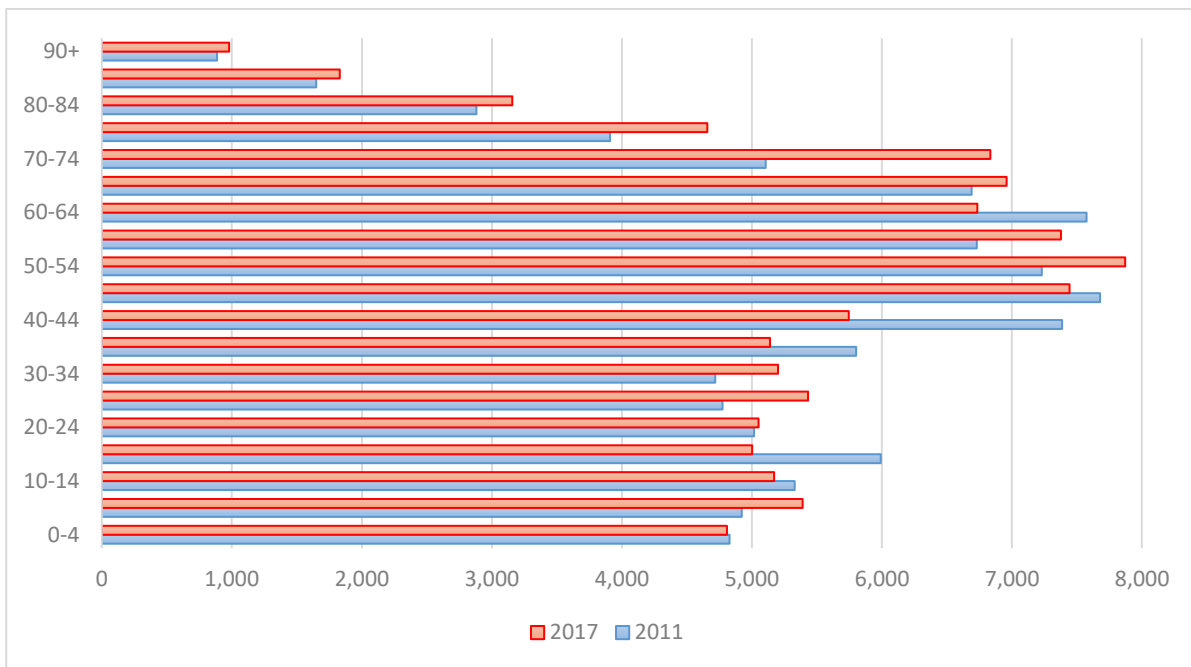
	Males		Females	
	2011	2017	2011	2017
North East Derbyshire	48,567	49,277	50,533	51,503

Source: ONS, Census 2011 and Mid-Year Population Estimates, June 2017

© Crown copyright

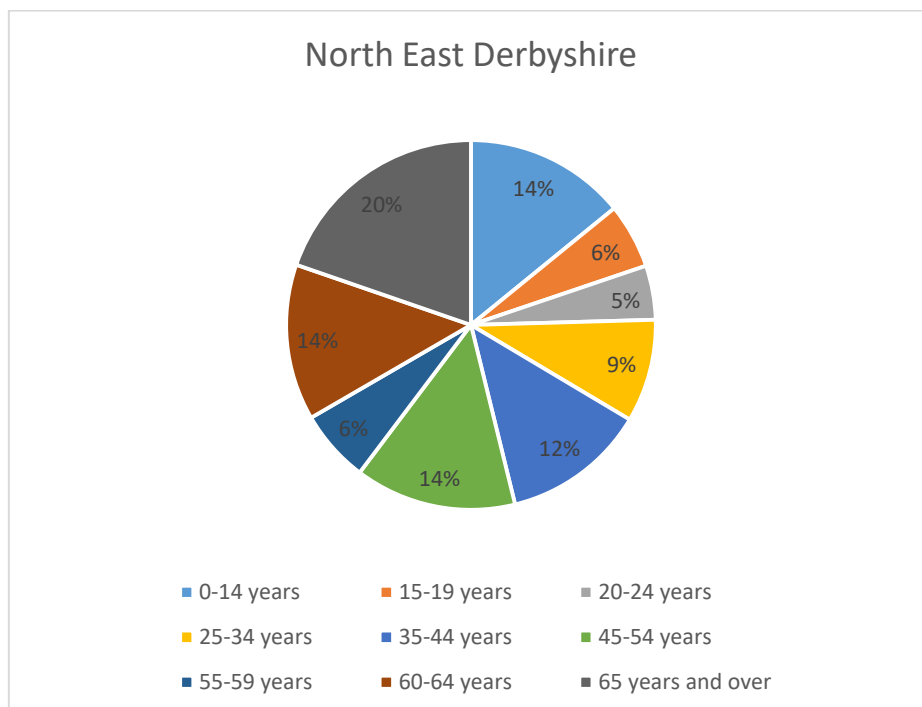
The bar chart below shows the age distribution of the district's population in both 2011 and 2017. The population aged 65 years or more has grown to 14.5% of the total population. 5,966 people were aged 80 or over, an increase of 550 since 2011.

Population by 5 year age group: 2011 and 2017



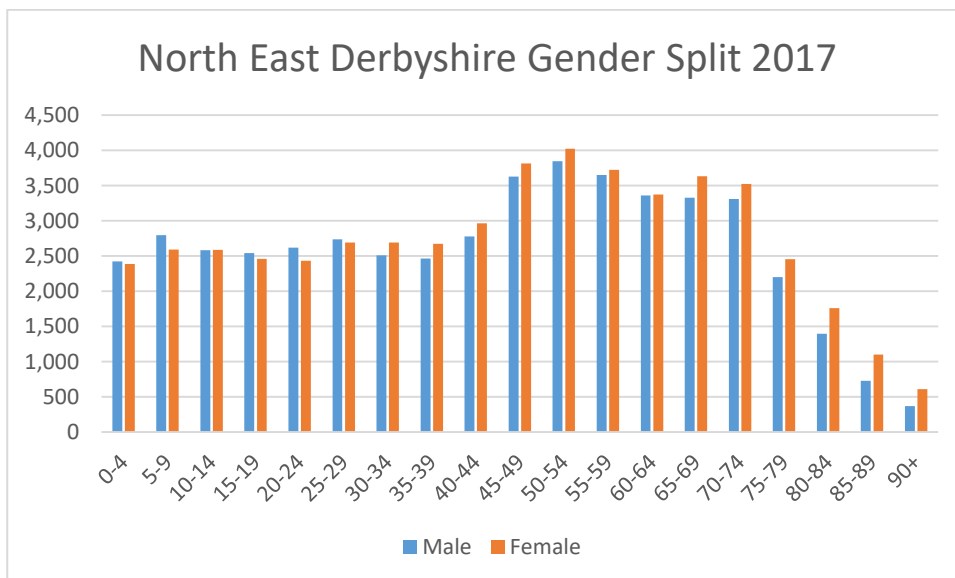
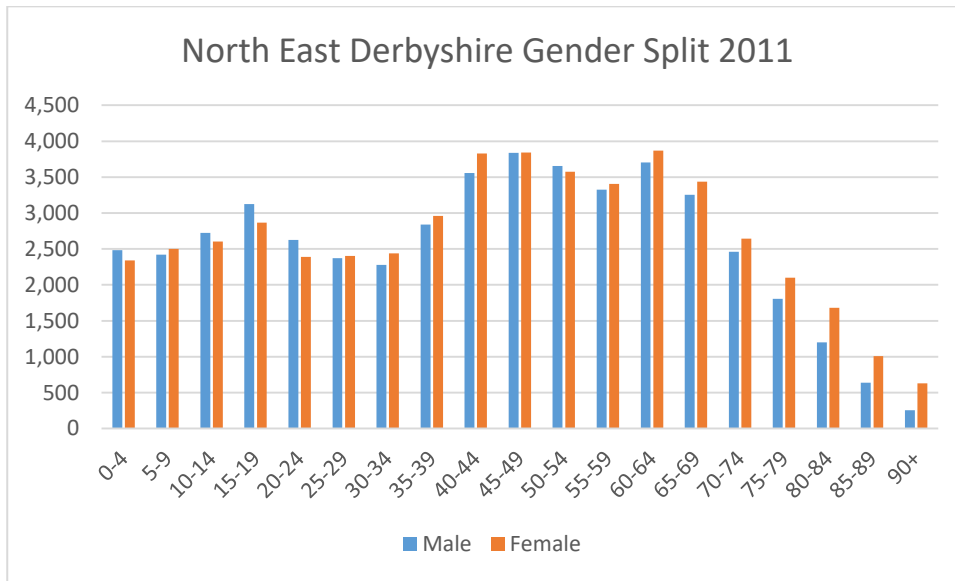
Source: ONS, Census 2011 and Mid-year population estimates 2017 © Crown copyright

Population percentages by 5 year age group, 2017



The charts below show the age distribution of the district's population by sex and illustrate the increasing numbers of women in the district who are living into very old age, compared to men.

Population by sex and age, 2011 and 2017

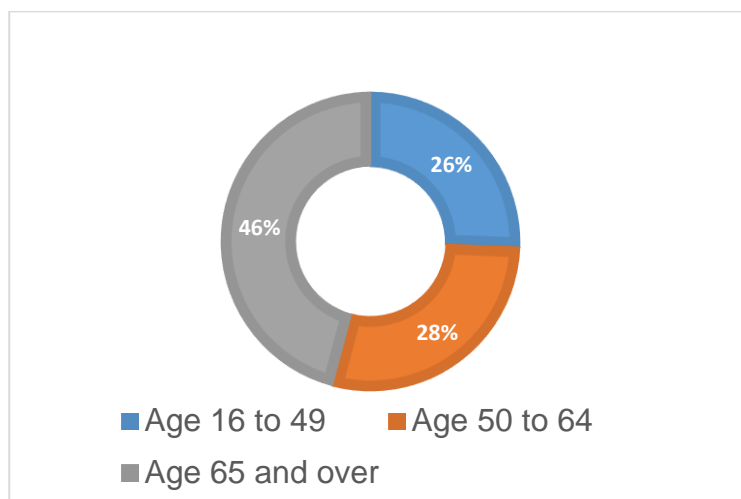


Disability and long term ill health

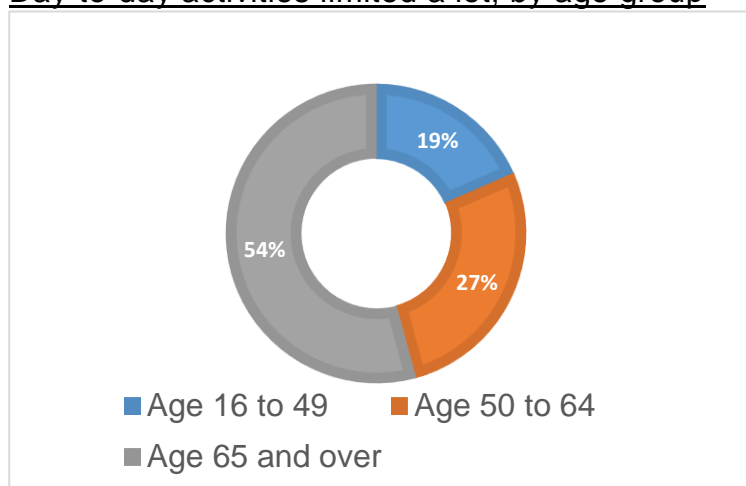
2 in 10 North East Derbyshire residents have some day-to-day activity limitation

The charts and table below show how day-to-day activity limitation can increase with age.

Day-to-day activities limited a little, by age group



Day-to-day activities limited a lot, by age group



North East Derbyshire District: Day-to-day activity limitation, 2011

Age	Day-to-day activities limited a little	Day-to-day activities limited a lot	Day-to-day activities not limited
Age 0 to 15	320	249	15,755
Age 16 to 49	2,126	1,788	36,270
Age 50 to 64	3,045	2,508	16,044
Age 65 and over	5,677	6,049	9,192
Total – all ages	11,168	10,594	77,261

Source: ONS, Census 2011 © Crown copyright



Derbyshire: Valid Blue Badges issued and held, 2017

	Valid Blue Badges held / issued without further assessment	Valid Blue Badges held / issued subject to further assessment	Valid Blue Badges held by / issued to organisations	Total valid Blue Badges held by / issued to organisations and individuals
Blue Badges held	17,377	30,170	467	48,018
Blue Badges issued	6,119	11,582	186	17,890

Source: Dept. of Transport, Valid Blue Badges issued and held: England, by Local Authority 2017 © Crown copyright

Race

Below is a table highlighting ethnicity in North East Derbyshire. The largest group in the area is White British with 96.9% followed by White Other (1.1%) Asian (0.8%) Mixed / multiple ethnic groups (0.7%) Black / African / Caribbean / Black British (0.2%) and Other 0.1%

Population by ethnic group, North East Derbyshire

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

Source: ONS, Census 2011 © Crown copyright.

Sexual Orientation

Sexual orientation monitoring has increased over the past decade. We do not have data analysis to district level however data has been collect at regional level. Below is a table highlighting differences between 2012 – 2016 in the East Midlands. There has been no significant changes in sexual preferences.

	2012	2016
Heterosexual	94.5	92.7
Gay or lesbian	1.0	1.0
Bisexual	0.4	0.6
Other	0.3	0.9
Don't know or refuse	3.8	4.9

Annual Population Survey (APS). Office for National Statistics 2017

Gender Reassignment

There is no robust data on the UK trans population exists. The Government equalities office tentatively estimate that there are approximately 200,000-500,000 trans people in the UK. The Office for National Statistics is researching whether and how to develop a population estimate.

41% of trans men and trans women responding to a Stonewall survey (2017) said they had experienced a hate crime or incident because of their gender identity in the last 12 months. They also found that 25% of trans people had experienced homelessness at some point in their lives. The national LGBT survey found similar results, with 67% of trans respondents saying they had avoided being open about their gender identity for fear of a negative reaction from others.

Religion or belief

Below is a breakdown of different faiths in the area. The largest faith group is Christianity followed by No religion.

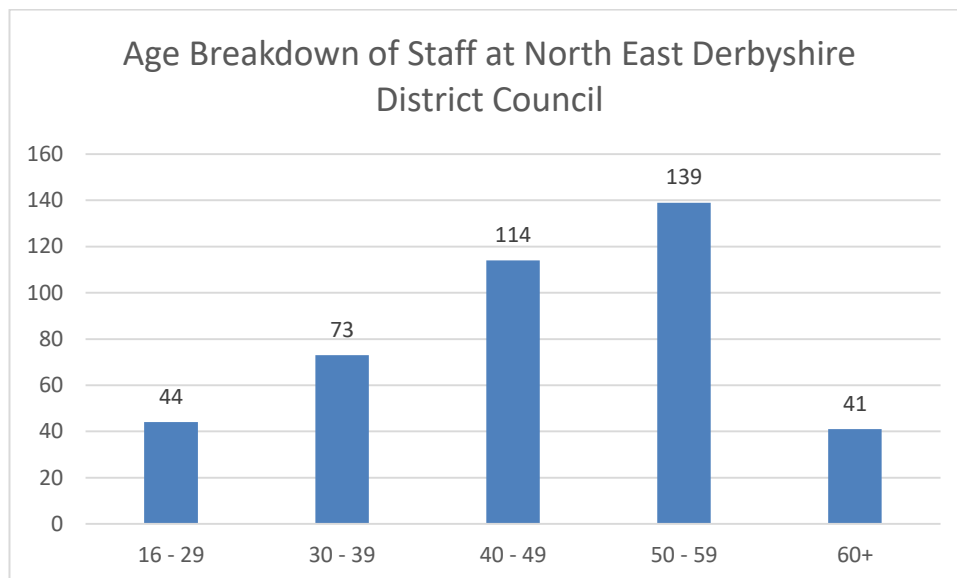
All categories:	99,023
Religion	
Has religion	67,736
Christian	66,773
Buddhist	115
Hindu	92
Jewish	48
Muslim	268
Sikh	131
Other religion	309
No religion	24,465
Religion not stated	6,822

Census 2011

Appendix three – a profile of the Council’s Workforce

North East Derbyshire District Council employees 411 employees. There are 203 (49.4%) female staff and 208 (50.6%) male staff.

Below is a graph showing the age breakdown of staff. There are 10.7% of staff aged 16-29 years old, 17.8% of staff aged 30-39, 27.7% aged 40-49 years old, 33.8% aged 50-59 years old and 10% over 60 years old



[Disability Confident](#) is a government scheme which encourages businesses to recruit and retain disabled people and people with health conditions for their skills and talent. Disability Confident Employers are recognised as going the extra mile to make sure disabled people get a fair chance. North East Derbyshire District Council is a Disability Confident Level 2 Employer, meeting two key criteria:

- Getting the right people for your business
- Keeping and developing your people

At February 2019 the Council had 16 (3.9%) employees of whom declared themselves as disabled.



Appendix four – perceptions of fairness (Citizens Panel results)

In November 2018 we asked our citizen panel questions about equality and diversity in the local area. We ask these questions every two years. The full Citizen Panel report will be published on [Ask Derbyshire](#) in February 2019.

Q1. Do you believe that in using Council services you have experienced discrimination (because of any of the following)?

In 2018 - 95% (158 respondents) advised they have received no discrimination when accessing council services. This compares to 96% (250 respondents) in 2016.

Q2. It is easy for me to contact the Council using the different ways available

In 2018 - 84% of respondents advised it is easy to contact the council with 11% stating don't know. This compares to 88% with 8% stating don't know in 2016.

Q3. There are no physical barriers to me accessing Council premises e.g. steps, blocked ramps, sufficient disabled parking.

In 2018 – 61% of respondents agreed there were no physical barriers to access council premises, 38% of respondents stated don't know and 1% advising there were physical barriers. This compares to 64% of respondents agreed there were no physical barriers to access council premises in 2014 with 35% of respondents advising don't know and 1% advising there were physical barriers.

Q4. The Council provides me with information in a suitable format e.g. large print or text message.

In 2018 – 62% of respondents agreed the council provides information in suitable formats, 37% of respondents advising don't know and 1% disagreeing. This compares to 61% of respondents agreed the council provides information in suitable formats in 2014 with 36% of respondents advising don't know and 3% disagreeing.

Q5. Thinking about your experiences living within North East Derbyshire District but NOT including dealing with North East Derbyshire District Council, do you believe that over the past year you have experienced discrimination because of, Gender, Race, Age, Religion and Belief, sexual orientation, disability or other characteristics?

In 2018 – 95% of respondents advised they have not experienced discrimination. 2% of residents commented on facing discrimination on the grounds of age and 2% on the grounds of disability, 2% on the grounds of gender, 1% on the grounds of race, 1% on the grounds of religion or belief and 3% on other grounds. This compares to 97% of respondents advised they have not experienced discrimination in 2016 with 1% of residents commented on facing discrimination on the grounds of age and 2% on the grounds of disability.

Q6. To what extent do you agree or disagree that your local area is a place where people from different backgrounds get on well together?

In 2018 - 93% agree that their local area is a place where people from different backgrounds get on well together. This compares to 92% in 2016.

North East Derbyshire District Council

Single Equality Scheme 2015-19 Review

Public Sector Equality Duty

Some examples of how we are meeting our equality duty:

Eliminating discrimination, victimisation and harassment

Hate crime reporting

In 2017, the Council reviewed its response to hate incidents.

- Launched a new form and online reporting tool to encourage reporting of hate incidents in our community.
- Publicised our reporting methods through our website, social media and The News which is delivered to every household in the District.
- Issued new guidance to support staff reporting hate incidents.
- Trained 58 frontline staff to respond to hate incidents.
- Delivered awareness sessions for Councillors.
- Environmental and Licensing services designed a new leaflet and card to raise awareness of hate crime and how to report it among taxi drivers and those who work in local businesses such as fast food takeaways.

Safeguarding

- Basic safeguarding awareness training now forms part of corporate training which all new employees are required to attend and current employees who require refresher training. This is delivered by three officers of both Councils (NEDDC/BDC) who have attended safeguarding training provided by Derbyshire County Council in order to deliver this. This training has also been delivered to Elected Members.
- Safeguarding training was delivered by Safeguarding Children Training and Consultancy to front line officers in 2015, 16 and 17. Updated refresher training is due to be delivered in March 2019 and exploration of delivering Safeguarding Awareness via alternative methods such as online is underway to ensure accessibility to information for all.
- All employees who require a Disclosure & Barring Service (DBS) check as part of their job role, are now required to register onto the DBS Update Service which allows us to do an online check on an annual basis to see if there has been any change in status. In terms of our safeguarding practice, this is an improvement on having a DBS recheck every 3 years and supports candidates in facilitating the recruitment process as registering with the update service enables portability of DBS status between employers.

- The Council has created and established a Countywide safeguarding group. The group is chaired by the Council's safeguarding lead which has since become a sub group of both the Derbyshire Safeguarding Children's Board and the Derbyshire Safeguarding Adults Board – a significant addition to the safeguarding network.

Antisocial behaviour

- The Council's Anti-Social Behaviour Policy has been reviewed to reflect changes in legislation and in particular the Anti-Social Behaviour, Crime and Policing Act 2014 which came into effect in October 2014. The policy reinforces the legislation and is published on our website.
- We have assisted partners in reducing crime and antisocial behaviour by supporting 55 targeted crime reduction campaigns.

As an employer

- Delivered corporate equality training to over 140 staff across the Strategic Alliance (North East Derbyshire District Council and Bolsover District).
- Several policy and procedure reviews have been undertaken including sickness absence, disciplinary, Disclosure & Barring Service, recruitment and reflecting equalities and diversity best practice has been a key feature of these reviews.
- A workforce profiling exercise has been undertaken and each Head of Service has been provided with information regarding their service areas to identify any patterns or trends that need to be addressed.
- The Human Resources (HR) Team have rolled out a corporate internal training programme delivering a range of support to managers and employees such as Supporting Employees at Work, Sickness Management.
- The HR & Payroll Team have undertaken a significant corporate project to upgrade and improve the HR & Payroll Systems including reviewing and improving equalities monitoring data.

Perceptions

In November 2018 we asked our citizen panel questions about equality and diversity in the local area. (The full Citizen Panel report is available on [Ask Derbyshire](#). We previously asked these questions in November 2014.

- In 2018 - 93% (197 respondents) advised they have received no discrimination when accessing council services. This compares to 86% (415 respondents) in 2014.
- In 2018 – 95% of respondents advised they have not experienced discrimination living within the district. 10% of residents commented on facing discrimination with the highest areas being age and disability. This compares to 86.5% of respondents advised they have not experienced discrimination in 2014 with 9% of residents commented on facing discrimination with the highest areas being disability and age.

Advancing equality of opportunity

Health & wellbeing

- NEDDC Leisure Satisfaction survey November 2018, respondents were most satisfied with easy access to the building and facilities (83.6%)
- To date we have delivered to 3449 adults, health intervention programmes with a personal exercise plan delivered via the exercise referral scheme.
- During the past 3 years over 85% of primary schools in the district have received child focused health intervention programme to Key Stage 2 year groups each academic year.

Access

- Customer Service Satisfaction Survey 2018 – satisfaction with access by contact channel, 89.30% for telephony service, 83.41% for the email service and 95.96% for face to face service.
- Customer service staff have received British sign language training, lip reading training and dementia awareness training.

Apprenticeships

- 2017/2018 - 7 apprenticeships (Public Sector target – 9) 1 was a new apprentice post and 6 came from existing staff.
- 2018/2019 - 13 apprenticeships (exceeded Public Sector target of 11) 4 were new apprentice posts and 9 came from existing staff.

Fostering good relations

Promoting understanding

The Council has taken part in nation-wide charitable campaigns and local events to promote understanding:

- **Holocaust Memorial Day**, January 2018– display of promotional material at Mill Lane raising awareness of the power of words in shaping our views.
- **Tupton Carnival** - 70 people attended this community event. Information and advice available. Promotional material also handed out.
- **Tupton Youth Activities** - over 100 young people attended and age appropriate advice given.
- **Men in Sheds** - where local residents – men and women – can come together to participate in woodworking, skills sharing and socialising, which has now constituted as a group in its own right.
- The establishment of the Grassmoor Fun Day, an event open to all in the community (held annually, usually in July).
- **The Pitstop Diner**, a monthly Community Café and social eating project where people from all backgrounds can access a cheap nutritious meal.

- **Dadding About** project in Mickley, an area of higher deprivation and anti-social behaviour, which engaged local males by bringing them together to build strong relationships with each other, with their children, with the school and within their immediate community.
- **Eckington Together Event**, which aimed to reduce social isolation and increase access to local support services for local residents from a range of backgrounds, age groups and personal needs.
- **Shirland Community Café** which is targeted to all local people over 50 to socialise, take part in a range of games (e.g. kurling, boccia, quizzes and bingo) and enjoy tea, coffee and scones together.

We provide a financial contribution towards local older people's clubs and luncheon clubs and funding the local Community Voluntary Service (CVS) to ensure community and voluntary groups are supported in their establishment and development within the District.

Perceptions

- The November 2018 Citizen panel found 93% agree that their local area is a place where people from different backgrounds get on well together. This compares to 92% in 2016.

Equality objectives

How we have met our specific objectives during 2015 – 2019:

Objective	Supporting information
Ensure that decision making processes and policy development are fair and compliant with statutory equalities duties	We have produced a Joint Equality Policy for Service Delivery, reviewed our equality monitoring form and guidance, and the reasonable adjustments form for customer information.
Service improvements identified via Equality Impact Assessment	<p>Improved services online including self-serve and webchat.</p> <p>Installed 3 accessible toilets in reception at our offices at Mill Lane, Wingerworth.</p> <p>Chair and facilitate a Derbyshire wide safeguarding group.</p> <p>Completed equality impact assessments on significant changes to services including Relocation to Mill Lane, Local plan and the Joint Corporate Enforcement Policy. A total of 30 impact assessments have been conducted by North East Derbyshire District Council or jointly with stakeholders.</p>

<p>Transforming services through the use of technology</p>	<p>A total of 1488 self-accounts have been created with 5316 service requests submitted via our self-service option. Services online include paying bills, setting up direct debits and new benefits claims. Residents can request services including litter, dog fouling, registering to vote etc.</p> <p>We have developed web chat to support customers and residents using our website.</p>
<p>Promote specific information needs system to encourage disabled and older people to register and equalities generally</p>	<p>We have promoted our reasonable adjustments form for customer information within our contact centres and through the NEWs magazine.</p>
<p>Identify any specialist equality & diversity training needs and consider providing training</p>	<p>Equalities and diversity is a key element of all training delivered and the Council ensures any training provider sourced does meet the organisations expectation in this area.</p> <p>All new employees receive equalities training as part of their induction with the Council. This training is also provided to Elected Members.</p> <p>Customer service staff have received British sign language training, lip reading training and dementia awareness training.</p>
<p>Produce and publish report analysing findings from Citizens Panel equalities surveys</p>	<p>We ask our Citizen Panel a suite of questions to monitor perceptions of fairness every two years. This information is published below:</p> <p>Citizen Panel November 2018 Citizen Panel November 2016</p>