



North East
Derbyshire
District Council

Single Equality Scheme 2019 - 2023

Review 2021 - 2023

Contents

Public Sector Equality Duty	3
<hr/>	
Eliminating discrimination, victimisation and harassment	3
• Hate crime reporting	3
• Antisocial behaviour	3
• Training and guidance	3
• Corporate Complaints	3
• Eliminating discrimination	3
<hr/>	
Advancing equality of opportunity	3
• Access and support	3
<hr/>	
Fostering good relations	4
• Promoting understanding	4
<hr/>	
Equality objectives	5

Public Sector Equality Duty

Some examples of how we are meeting our equality duty:

Eliminating discrimination, victimisation and harassment

Hate crime reporting

- Victims of hate crime can report incidents online from our self-service portal.
- We continue to provide support and assistance to victims of hate crime including referrals to partner agencies.
- Hate incident guidance and reporting form reviewed and refreshed.

Antisocial behaviour

- Nine victims of hate crime provided support by the Council.

Training and guidance

- Over 70 staff received Equality Induction and refresher training.
- Over 40 staff across the Council ranging from Customer service to Environmental health staff received Deaf Equality training.
- Member equality training delivered.

Corporate Complaints

- No complaints alleging discrimination when using a council service upheld.

Eliminating discrimination

- In November 2022 99.3% of respondents to our citizen panel survey said they had not experienced discrimination when using Council services.

- In the same survey 84% of respondents said it was easy to contact the Council. With 96% of respondent agreeing that the Council provides information in an accessible format.
- When asked if respondents felt they had been discriminated against whilst in the district excluding using Council Services 97% said they had not.

Advancing equality of opportunity

Access and support

- The Council has significantly refreshed its Access for all statement adding BSL video call and Relay UK call options and also its Events Checklist to support its BSL Charter pledges and engagement generally.
- Regularly promoting materials and guidance through its communication channels to support mental health and well being.
- Continue to promote the use of Equality Impact Assessments internally to consider potential equality impacts and opportunities.
- Consultation with the British Deaf Association was undertaken on the proposed CCTV in taxis policy to support the engagement pledge under the BSL Charter.
- 10 Bespoke BSL videos have been produced, including learning basic BSL sign language and Q & A style video to explain how to use InterpretersLive!
- Over 20,000 vulnerable and disadvantaged households have been supported through investment in the voluntary and community sector in 2021 - 2022. We are on course to achieve this again in 2022 - 2023.
- The Council continues to invest and work with others to deliver improvements to its leisure facilities to make them more inclusive and environmentally friendly.
- Co-commissioned the 'Six Pillars' project with Derbyshire County Council and Bolsover District Council to support the emotional health and wellbeing of young people in the District.

- Maintain the Healthy North East Derbyshire Partnership Wellbeing Grants Fund to support voluntary and community sector groups who make a positive difference to the health of people across North East Derbyshire District.
- Extended the council tax discount currently offered to Derbyshire care leavers to care leavers who are from other areas now living in the district.
- Work in partnership with the Foster service to provide funded swimming lessons to children in Foster care.
- Introduced free use for carers accompanying someone needing care in order to use a leisure facility.
- Changing Places toilet facilities installed at Killamarsh Active.
- Partnered with Alice's View Children Centre to ensure that we offer an accessible buggy push walk for new mums and those with toddlers.
- Supported the delivery of the Green springs test and learn pilot by supporting the new adults' wellbeing group at Kenning Park which has targeted those that suffer with poor mental health.
- Provide ladies only swimming sessions which are still popular across our pools.
- Continue to provide a discount scheme that provides reduced fees for those on a Leisure or Concessionary pass.
- Issued 159 leisure memberships to Ukrainian refugees (as at 28.02.23).
- Run free The Power of You sessions at Killamarsh Active which is aimed at women who need support in building self-confidence and esteem.

- Updated existing changing room signs at Sharley Park Leisure Centre to support the LGBT community following feedback from a customer.
- Hosted two Kurling tournaments this year, aimed at older adults coming together addressing physical activity and social isolation.

Fostering good relations

Promoting understanding

- A BSL engagement event was held at Dronfield leisure centre to update the deaf community on progress under the Council's BSL action plan. The event focused on leisure services including a tour, demonstrate how the BSL video call service works and give an opportunity for deaf residents to raise questions. The event was well attended by deaf residents who enjoyed the event.
- Uses it communication channels and district wide reach to celebrate diversity and promote awareness by running campaigns on health issues such as dementia and highlighting a range of days such as International Women's.

Equality objectives

How we are meeting our specific objectives:

Objective	Supporting information
Objective 1: Everyone can access our services, facilities and information.	The Council continues to work to ensure full compliance with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 i.e. making our website disability friendly.
	Uses a service to monitor accessibility of our website which scores very highly.
	Implemented a video relay service to allow deaf residents to request video BSL interpreting.
	Publicised the hidden disabilities sunflower scheme.
	Monitor health referrals and leisure service take up through our performance management system.
	Commissioned a digital inclusion project in partnership with the County Council to help local people improve their digital/ICT/online access skills, following a digital skills survey.
	Refurbishment of Killamarsh Leisure centre with a changing places facility to support users with physical disabilities such as spinal injuries, muscular dystrophy and multiple sclerosis.
	Provide an assisted bin collection service (3930 properties) and an assisted garden maintenance service (2416 properties).
	Produced welcome packs for Ukrainian guests arriving in the District as part of the Homes for Ukraine Scheme, offering free access to the Council's leisure facilities. Available in Ukrainian, Russian and English.
Objective 2: Decision making and services take into account the needs of residents and communities.	We publish consultation and satisfaction survey reports on our website (and Ask Derbyshire https://www.askderbyshire.gov.uk/) and share results and planned actions through various communication channels. Information is made available to decision makers prior to them making a decision.
Objective 3: Discrimination, harassment and hate crime is not tolerated.	See 'eliminating discrimination, victimisation and harassment' section.
Objective 4: Our workforce, and workforce policies, support equality.	Provided equality refresher training sessions to office based staff and materials to those who work off site.
	The Leader and the Managing Director hold regular engagement sessions with employee representatives to provide information, receive views and support inclusive decision making.
	Transgender guidance for Leisure Services reviewed and re-issued.
	Leisure staff received Parkinson's awareness training focusing on how classes and activities can be adapted for people living with Parkinson's.
	A signatory to Disability Confident which supports disabled people in recruitment and at work.

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.

Access for All statement

You can request this document or information in another format such as large print or language or contact us by:

- Phone: [01246 231111](tel:01246231111)
- Email: connectne@ne-derbyshire.gov.uk
- Text: [07800 00 24 25](tel:07800002425)
- BSL Video [Call](#): a FREE, three way video call with us and a BSL interpreter.
- Call with [Relay UK](#) via textphone or app on [0800 500 888](tel:0800500888). FREE phone service for anyone who has difficulty hearing or speaking.
- Visiting our [offices](#) at Wingerworth: 2013 Mill Lane, [S42 6NG](#).

