

North East Derbyshire District Council

Single Equality Scheme 2019-23

Review 2020

Public Sector Equality Duty

Some examples of how we are meeting our equality duty:

Eliminating discrimination, victimisation and harassment
Hate crime reporting
<ul style="list-style-type: none">• Victims of hate crime can now 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
Safeguarding
<ul style="list-style-type: none">• Online 'Prevent' mandatory training course which aims to safeguard vulnerable people from being radicalised to supporting terrorism or becoming terrorists themselves being undertaken by all office based staff
Antisocial behaviour
<ul style="list-style-type: none">• 4 victims of hate crime provided support by the Council• Antisocial Behaviour Policy approved by Council
Training and guidance
<ul style="list-style-type: none">• Transgender training was organised for over 60 frontline leisure staff across the 3 leisure centres following a request from the service manager• Staff guidance was also published to assist both transgender customers and staff

Advancing equality of opportunity
Health & wellbeing during Covid19
<ul style="list-style-type: none">• The total number of residents contacting us for support during the Covid -19 pandemic was 6,937 with 97 food deliveries and 9,734 pharmacy deliveries made by the Council
Access and support
<ul style="list-style-type: none">• Became the first District Council to sign up to the British Sign Language (BSL) Charter• BSL Charter Briefing for Managers was delivered setting out what the Council needs to do to achieve the five pledges. Well attended with many service managers making improvements already e.g. using subtitles on screens in the Leisure Centres, publicising a text number more widely• The Council has completed a procurement exercise for a video relay system to provide deaf customers with the option of a BSL interpreter through video calling• The deaf community has been involved in the Clay Cross public survey, as the Council bids for a share of the government's £3.6bn Towns fund.• We have equality impact assessed video conference calling for staff and Members to check its suitability as a new communication tool for the Council

- Updated our website with a specific section for the deaf community to access health information
- Ran a BSL challenge during lockdown to raise awareness of sign language
- Reviewed our language interpretation service to ensure the languages promoted are still relevant
- An Older Peoples Strategy has been approved by the Council to work with partners to support this group
- Awarded Council Tax Hardship payments of up to £200 each for over 4,000 working age Council Tax Reduction recipients. Working age recipients were those most likely to be disadvantaged financially by the COVID19 pandemic
- Added two more Council Tax related self-service forms to our website to encourage take up of Council Tax discounts and exemptions. Also added an online Discretionary Housing Payment to our website to encourage customers to claim
- Approved to support and commit to a countywide and District Council 'local offer for children in care and care leavers'. This includes council tax discounts for Derbyshire care leavers, free access to swimming and gym, support with work placements and apprenticeships, a review of accommodation and housing protocols to ensure they are fit for purpose and active support of the promotion and recruitment of foster carers. The Council also committed to support the development of a countywide 'care leaver covenant'

Apprenticeships

- 2019/2020 - 13 apprenticeships supported (exceeded Public Sector target of 11)
- Apprenticeships are appointed based on the basis of the job role, existing skills and those who expressed a desire to continue their own personal development. A diverse range of existing employees and new starters have participated in the Apprenticeship programmes during 2019/20. This includes:
 - Finance Apprentice to support succession planning (new appointment)
 - ICT Servicedesk Apprentices (x2) to support existing development following trainee status
 - HR Apprentice to support succession planning (new appointment)
 - Revenues and Benefits Apprentices (x2) to support resilience within the team (new appointments)
 - Level 3 CMI Leadership course for first level managers new to management
 - Level 5 CMI Leadership course for operational managers seeking to develop their professional leadership skills
 - Professional Qualifications for Leisure employees to facilitate career development within the leisure sector

Fostering good relations

Promoting understanding

- Holocaust Memorial Day, January 2020– display of promotional material at Mill Lane offices raising awareness of the power of words in shaping our views
- The Council adopted the Antisemitism definition at full Council
- Reiteration of commitment to the Armed Forces Covenant and became an Armed Forces Champion
- Forging closer ties with the deaf community

Equality objectives

How we are meeting our specific objectives during 2019 – 2023:

Objective	Supporting information
Objective 1: Everyone can access our services, facilities and information	<p>Launched a new website with enhanced accessibility features. The Council continues to work to ensure full compliance with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018</p> <p>We have updated our Joint Equality Policy for Service Delivery, reviewed our equality monitoring form and guidance, and the reasonable adjustments form for customer information</p> <p>Promoted our online services to increase customer take-up. We have seen a 20% increase in online transaction from 2018-19 to 2019-20.</p> <p>Updated the hearing loop system in the Council Chamber to improve accessibility</p> <p>Re-signed the Derbyshire Armed Forces Covenant</p> <p>Publicised the signing of the BSL charter in the Council's NEWs magazine</p> <p>Monitor health referrals and leisure service take up through our performance management system</p>
Objective 2: Decision making and services take into account the needs of residents and communities	<p>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</p> <p>Our published annual summary of consultation on our website provides more details</p>
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	<p>We have reviewed, issued and published the reasonable adjustments form and guidance, and the Equality Impact Assessment (EIA) form and guidance to support Service Managers and staff</p> <p>Mental Health posters raising awareness of support available on display across the Council offices</p>

	<p>Scheduled to roll out mental health awareness training prepared (currently on hold due to Covid-19, over 60 staff to receive this training)</p> <p>Disability Confident status retained</p> <p>HR policies and procedures actively take into account equality considerations and include Trade Union consultation</p> <p>Employee Liaison Group has been introduced with representatives from all service areas</p> <p>Ran a bespoke equality training session for our planning team to support handling customer requests for alternative formats and assistance</p>
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