



South  
Derbyshire  
District Council

# Equality, diversity and inclusion annual report

2022/23

[www.southderbyshire.gov.uk](http://www.southderbyshire.gov.uk)





# Foreword

Equality is a core value of the council and underpins the way in which we deliver services to our community.

We are committed to ensure our customers, residents and staff are treated fairly and equitably by the council; giving people the opportunity to be who they are and achieve the successes they aspire to.

Our equality, diversity and inclusion annual report highlights our work over the past 12 months, both to deliver our statutory duties and to meet the aims we have set ourselves through our equality objectives for 2021-2025.

It provides an insight into our achievements and also reflects on the areas where more work is required to address inequality, discrimination, and exclusion.

The last 12 months have been challenging but we are proud of the work we have achieved to make South Derbyshire a place of choice for people to live, visit and invest.

We have taken action to promote understanding, celebrate diversity, tackle prejudice and remove or minimise disadvantage.

Our Equality, Diversity and Inclusion Strategy clearly sets out our ongoing commitment to equality, what we are looking to achieve and other arrangements for embedding equality, diversity and inclusion into everything we do now and in the future.

We will continue to work with partners to make this a reality. In the last year, the council appointed an Equality, Diversity and Inclusion Officer to put resource into supporting this work.

We are aware that more work is required to achieve our goals. This annual report continues our journey to demonstrate the various ways we have shaped our services, identified new ways of working or reached out to different parts of our community to further our commitment to placing equality, diversity and inclusion at the heart of everything we do.



**Dr Justin Ives**  
Chief Executive



**Councillor  
Robert Pearson**  
Council Leader

# Introduction

**All public sector organisations and local authorities have a legal obligation to evidence how they are meeting their statutory duties under the Public Sector Equality Duty.**

The report outlines progress against our equality objectives and our Equality, Diversity and Inclusion Action Plan 2021-2025.

## Legislative context

The Duty requires public bodies in the exercise of their functions to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- 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
- Set and publish equality objectives, at least every four years
- Publish information to show their compliance with the Equality Duty, at least annually.

Having “due regard” to the need to advance equality of opportunity involves:

- Removing or minimising disadvantages suffered by people
- Taking steps to meet the needs of people that are different from others
- Encouraging people to participate in public life or activity in which participation is low.

The Equality Act 2010 protects people from discrimination, harassment and victimisation on the basis of their protected characteristics. Each individual has some of the protected characteristics e.g. sex or age, so the Act protects everyone. The protected characteristics are:

- |                       |                           |                                   |
|-----------------------|---------------------------|-----------------------------------|
| ● Age                 | ● Pregnancy and maternity | ● Sex                             |
| ● Disability          | ● Race                    | ● Sexual orientation              |
| ● Gender reassignment | ● Religion/ Belief        | ● Marriage and civil partnership. |

The steps involved in meeting the needs of disabled people also involve making reasonable adjustments to ensure they are not disadvantaged compared to non-disabled people. This can involve making changes for staff to ensure they can attend work and for customers to make sure they can access our services.



## Supporting our communities

The pandemic and the resultant financial crisis has identified wider inequalities experienced by groups within South Derbyshire. We are fully committed to reducing these inequalities and improving the life of all residents.

We continue to work in partnership with different Government, public health, third sector and community groups to coordinate and provide support for the community.



## This work has included:

- Safe and Sound, a charity to eradicate child exploitation has visited parks and open spaces around Swadlincote and Newhall for the past 12 months supported by officers. Over 100 young people have benefitted from this work which will continue to make parks safer and more attractive
- The Council worked with South Derbyshire CVS to run a scheme which provides free security assessments and installs items such as spyholes, window alarms, door chains and bolts and locks
- We have provided sessions for people who are looking to build their confidence and self-esteem in a calm, friendly and supportive environment whilst working with nature and learning gardening skills which included adults with learning disabilities
- We supported the CVS Foodbank and the Connect South Derbyshire project to set up place based networks within Hilton, Etwall, Egginton and Hatton and supported the Warm Hub work in seven warm spaces
- A dementia and carers event delivered in Hilton supported those living with dementia and related illnesses
- A pop-up cafe has been provided in Etwall and board game evening targeting isolated individuals which was delivered in Hatton
- We have developed an activity brochure for adults to keep them active for longer
- We have promoted the South Derbyshire Youth LGBT+ group by circulating flyers with our partners, in schools and on social media
- We completed a refurbishment of disabled toilets in the Civic Offices, Willington and Ticknall
- We installed accessible parking bays in the public car park in Hatton
- We painted handrails at Greenbank Leisure Centre for visually impaired users
- The resurfacing of the Delph pedestrianised area included removing trip hazards for vulnerable users.

The Public Health and Private Sector Housing team have supported homeowners and private landlords to improve housing conditions, improve domestic energy efficiency and ensure that legal standards are being met in all private rented homes.

The Team have also supported homeowners in the district to make their houses safe as well as making sure that landlords are keeping rented houses fit to live in.

The team receives referrals from agencies such as social services, Derbyshire Fire and Rescue and hospital discharge teams in Derby and Burton to help vulnerable and disabled people living in poor housing conditions.



## Encourage and enable a skilled and diverse workforce, to build a culture of equality, diversity and inclusion in everything we do

### During 2022/23, we have:

- Provided different training events for our staff and councillors in equality, diversity and inclusion including training in the completion of Equality Impact Assessments. This training is being extended to our partners
- Delivered training in the use of the corporate equality monitoring categories to provide for a consistent approach in the collation and use of equality data
- Promoted apprenticeship opportunities across the Council and provided work experience opportunities for young people and students
- Enriched our learning resources with the development of eLearning resources and supporting materials for managers and staff to use at any time
- Continued to develop our approach to flexible working and supported this with the provision of training and equipment for staff working at different locations, including those that need specialist equipment





- Increased the number of trained mental health first aiders in the workplace that includes staff working in front line occupations
- Completed and published our Gender Pay report that showed a mean gender pay gap of 0% - all men and women across the Council earning the same average wage
- Published our Annual Workforce profile that provides a breakdown of our workforce by a number of different equality categories that informs where we are in developing a workforce that is representative of our community
- We have taken positive action to promote the Access to Work scheme that enables financial or other support for current or future employees. For more information, see [www.southderbyshire.gov.uk/access-to-work](http://www.southderbyshire.gov.uk/access-to-work).
- We continue to attend careers events, job fairs and other events to promote employment and training opportunities in South Derbyshire
- We progressed our Supporting Aspirations action plan to support disadvantaged young people in South Derbyshire people to realise their aspirations
- Corporate safeguarding training has been developed as an e-learning resource.

## Demonstrate inclusive leadership, partnership, and a clear organisational commitment to being a leader in equality, diversity and inclusion

We are committed to leading on the equalities agenda in South Derbyshire. We consulted on our action plan for 2022/23 with representatives from the Equality, Diversity and Inclusion Steering Group, Leadership Team, Heads of Service and trade unions. This plan has been continually monitored through the year and 90 per cent of actions were achieved with an updated set of actions developed for 2023/24.







## Our achievements include

- Holding Equality, Diversity and Inclusion Steering Group meetings with a wide membership of voluntary, community and faith-based groups as well as trade unions, Elected Members, employees and senior council officers
- Introducing an Equality Impact Assessment framework that allows us to assess opportunities and risks when new policies, strategies and decisions are made
- We have developed a diversity calendar of events marking key festivals and days/weeks of action
- We are a key partner in the South Derbyshire Community Safety Partnership, a multi-agency group that works to reduce crime and the fear of crime, signposting people to available support
- We promoted Hate Crime Awareness Week and supported the 16 Days of Action Domestic Abuse Campaign
- Work has also been carried out to promote the help and support available for people and employees suffering with physical and mental health issues, particularly in campaigns for Mental Health Awareness Week.

## South Derbyshire Place

We are a key partner of South Derbyshire Place bringing together the NHS, social care and the voluntary organisations in healthcare settings: in hospital, a clinic, a care home or the community.

We have worked in partnership with Swadlincote Primary Care Networks to set up a GP-Led home visiting service for the housebound, including those in local care homes. This has reduced the likelihood of people needing to be admitted to hospital or a decline in their condition.

Since February 2023, we have run an enhanced falls recovery service offering a live response for individuals in our area who have had a fall at home or elsewhere. Our responders from CareLink have received training in first aid and can assess the person who has fallen and provide observations to healthcare professionals. This has reduced the number of people who have had to go to hospital after a fall.

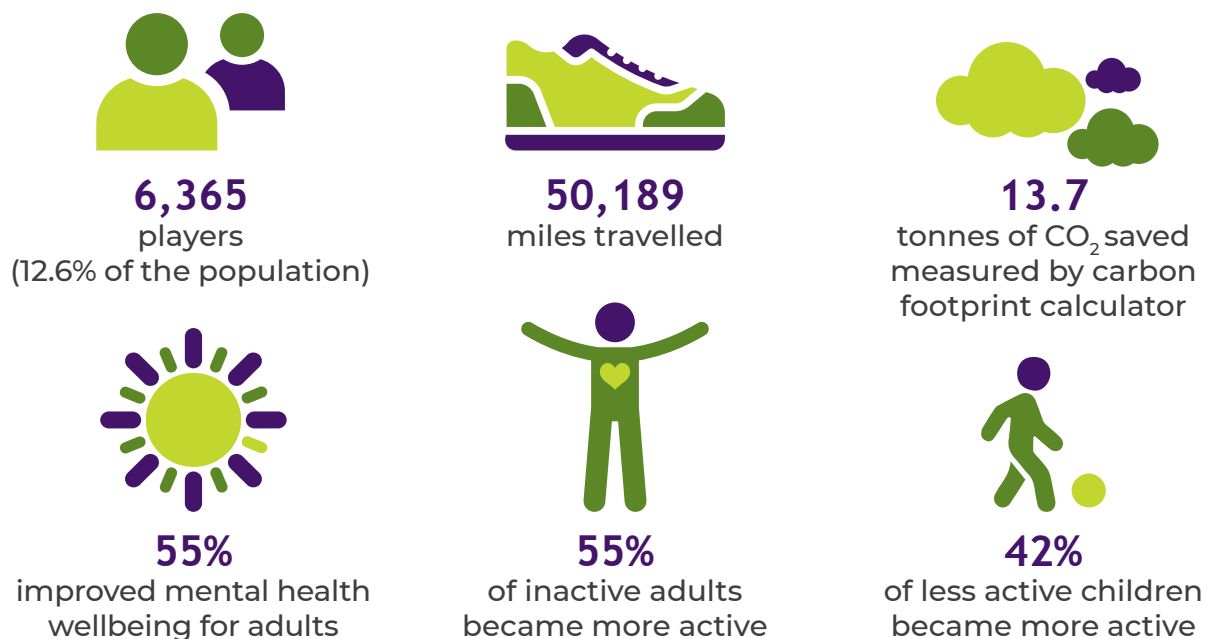


## Beat the Street<sup>1</sup>

Place members have also worked to address childhood obesity.

We ran the Beat the Street campaign in South Derbyshire to encourage families to take more exercise.

The headline results are as follows:



<sup>1</sup>Beat the Street Swadlincote Post-game report 2023



## Donna's Story

“

My partner and I saw the post on Facebook and thought it was a great idea. It's helped me to get out there and exercise even if the weather isn't great. I've struggled with my mental health in the past and have found exercise to be a big help. Having this game makes a run/walk a bit more fun.

I love that the game is so inclusive, with participants across the lifespan taking part. My mum is in her late 60's and my youngest has just turned two. They both thoroughly enjoy taking part at their own pace, and both have seen great increases in their fitness and endurance levels.

”

Registration data was collected from people at the start of the game, providing audience insight into who was taking part; their age, gender and postcodes. 3,370 people completed an optional survey on their ethnicity, physical activity levels, long term conditions, disability and mental wellbeing.

### The games over proportionately engaged those from:

- ethnically diverse communities
- disabled communities
- deprived communities.



## Involve and enable our diverse communities to play an active role in society and put the resident's voice at the heart of decision-making

### We continue to implement the Equality, Diversity and Inclusion Strategy and action plan.

Both documents are on our website and regularly updated to provide people with details of our work, to celebrate our achievements and set clear targets to embed equality, diversity and inclusion into our services.

We continued to deliver a broad range of cultural and other events that enabled local groups of people and/volunteers to participate in activities that promote equality, diversity and inclusion.

### Examples include:

- Modernising internal processes to allow residents to join the housing register and view and express an interest in vacant council homes along with progressing work to enable direct online access to housing rent accounts and repair ordering
- Supporting the distribution of new funding and grants schemes that included a multi-agency welfare group to support tenants and other residents through the on-line Universal Credit process to minimise delays in processing claims
- Supporting the Safer Homes and Sanctuary Scheme services to improve home security for victims of crime and domestic abuse
- Completing a review of our public buildings ensure that they are accessible to all and have plans in place to further develop these facilities working with community groups and users
- Continuing to offer an assisted bin collection service for residents
- Making better use of technology to enable access to our services which includes making more of our services available online including allowing people to request and pay for council services
- Recognising that digital exclusion remains a barrier for some people in the community, we provide information in different formats such as printed media, noticeboards and holding area forums across the district.





## Legal and Democratic Services - Elections

Reducing barriers that prevent people from exercising their democratic right to vote is a key objective of the council's elections team.

### The following items have been put in place to encourage people to be able to vote:

- Pencil comfort grips
- Visually impaired devices to aid voting
- Large ballot papers
- Magnifying glasses
- Arrangements for private removal of face coverings for Voter ID check
- Pictorial guides on how to vote
- Ensuring all polling stations have ramps.

**Deliver responsive services and customer care that is accessible and inclusive to individual's needs and respects cultural differences.**

The events over the past three years have really focussed our work on how we can better support people in our community. We have had to adapt to recognise the challenges facing people in our community to deliver responsible and accessible services.

**A summary of activities during 2022/23 include:**

- A range of events for young people aged 11-16 that include activities on inclusion and celebrating differences. On average about 50 young people attended per week
- The Summer Playschemes had 5,606 participants and it has been identified that the provision of additional specialist equipment will make activities more inclusive and can be accessed in a safe and enjoyable environment







- Continue to develop an approach with partners to use community programmes to reduce social isolation and improve mental health
- The Environmental Education Project provide a range of nature-based activities to engage with a diverse group of users across the district and wider catchment area. One of the visits with a local school was filmed by the Forest Education Network. The videos are available to watch here: [Forest Education Network \(England\) - Royal Forestry Society \(rfs.org.uk\)](https://www.foresteducationnetwork.org.uk/)
- Over 400 people attended Liberation Day which is targeted at those aged over 60 to provide support and information for them to continue to live independently and provide an opportunity to meet other people and reduce isolation
- The Festival of Leisure attracted thousands of people to experience different activities to support their physical and mental health and wellbeing
- The “We are undefeatable campaign” was promoted to support people living with long-term health conditions to be regularly, physically active
- A community network group has been established in Hilton and has repurposed an SDDC community building to be used and run by the community network group
- The Get Active project benefitted older adults which included a walking programme along with chair-based exercise with walk leaders being trained to support people with Parkinsons disease
- The Environmental Education Project team has weekly conservation and site maintenance volunteering opportunities which provide alternative fitness development. The sessions include people of all ages, allowing for intergenerational skill sharing particularly between newly retired adults and young people trying to develop their skills for a career in conservation.

## Understand our diverse communities and embed that understanding in how we shape policy and practice across the Council.

We are committed to using our insight of our community to support the continued development of the services we deliver, either directly or in partnership.

In addition to this, we have established resources on our website that provides details on:

- How our community profiles compare nationally and regionally
- Details of different community groups that are established and can be used for engagement activities
- Our corporate Equality, Diversity and Inclusion Steering Group includes network of groups and the South Derbyshire CVS which enables us to nurture and build collaborative and mutually beneficial relationships.

Further examples of different services where we have worked to develop our understanding of our diverse communities include:

- The Housing Solutions Team take positive action to identify and support vulnerable people with applications for council housing
- The South Derbyshire Health and Wellbeing Group have supported the CVS Foodbank which has contributed to financial inclusion
- New Community Grant Application Process was successfully developed which provided additional weighting given to projects in more deprived areas. Also, additional questions on the environment, safeguarding impact and involved groups from different backgrounds
- The Council has progressed the completion of Equality Impact Assessments on new projects, policies and procedures to assess the impact on different groups of people and take action to progress opportunities to further equality and minimise any risks to people who may be disadvantaged.





## South Derbyshire CVS

### The CVS supports other local groups such as;

- Social livez Project: offering support for adults with diverse abilities providing activities including practising the five ways to wellbeing, crafts and cooking lessons. This has grown from five to more than 50 people taking part and has recently moved to Midway Community Centre to offer more space for their activities
- Swadlincote Collective Hub: Providing support for young people in Swadlincote including LGBT+ youth group and holiday clubs offering a safe space for young people during school holiday with activities to promote health and wellbeing.

### We have recognised and raised awareness of diversity by supporting;

- Holocaust Memorial Day
- LGBTQ+ History Month including a video by the LGBTQ+ representative on the Equality, Diversity and Inclusion Steering Group
- International Women's Day
- Ramadan and held an awareness session for staff
- National Apprentice Week.



## Looking ahead

We are making good progress but there is still much more to do. Working with our Equality, Diversity and Inclusion Steering Group and other stakeholders and partners, we will continue to build on the progress we have made this year.

### Some of our upcoming projects and initiatives include:

- Launching the Customer Access Strategy to listen and learn from our residents and customers
- Using Equality Impact Assessments to support the decision-making process that takes account of any opportunities to progress equality, diversity and inclusion and assess the risk of negative impacts on different groups
- Introduce the voluntary use of pronouns for work related correspondence by officers, supported by awareness and access to supporting materials for our customers
- Providing sign language training for staff who deal with customers
- Adopt an Equality, Diversity and Inclusion Policy
- Continue to develop our internal training and learning resources to raise awareness of the workforce in relation to our equality commitments
- Review our schedule of festivals and events that will be recognised and supported in 2024/25 using various communication channels
- Continuing to build partnership working with external partners to advance equality, diversity and inclusion in South Derbyshire
- Continuing to work with partners to address the challenges faced by parts of community in terms of isolation and digital exclusion
- Working with communities to deliver services that are based on current data and research around the needs of our communities for example: financial hardship, food poverty, health inequalities, protection from hate-crime, disabilities, social mobility, education and older people and carers
- Working with schools, colleges and academic centres to progress key actions under the Supporting Aspirations project for improving the social mobility of young people
- Supporting initiatives to support carers with South Derbyshire CVS and partners





- Working in partnership to deliver the volunteer development programme with a range of activities including supporting LGBTQ+ young people and safeguarding
- Review access to our parks and open spaces to ensure they are inclusive to all users and identify improvements
- Support the development of more fully accessible off-road routes
- Review access to the Council Offices for mobility users – both staff and customers
- Use census data and online resources to inform our services. Ward profiles will accurately be updated to reflect the new communities the Council serves
- We will continue to work with a range of partners, including statutory bodies to address issues around community safety and addressing hate crime
- We will continue to improve workplace equality and diversity through the delivery of the People Strategy with a refreshed focus on apprenticeships and entry level roles to develop a talent pool of young employees.

## Obtaining alternative versions of this document

If you would like this document in another language, or if you require the services of an interpreter, please contact us. This information is also available in large print, Braille or audio format upon request.

**General enquiries:** Call 01283 595795 or visit [www.southderbyshire.gov.uk/contact](http://www.southderbyshire.gov.uk/contact)

Jeśli chcieliby Państwo otrzymać ten dokument w innym języku lub potrzebują Państwo usług tłumacza, prosimy o kontakt. Informacje te są również dostępne na życzenie w wydaniu dużym drukiem, w alfabecie brajla lub w wersji audio.

如果你需要这份文件的中文翻译，或者需要传译员的帮助，请联系我们。这些数据也备有大字体印本、盲人点字和录音带，欢迎索取。

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ਜੇ ਤੁਹਾਨੂੰ ਇਹ ਦਸਤਾਵੇਜ਼ ਕਿਸੇ ਦੂਸਰੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦਾ ਹੈ, ਜਾਂ ਕਿਸੇ ਦੁਭਾਸ਼ੀਏ ਦੀਆਂ ਸੇਵਾਵਾਂ ਦੀ ਲੋੜ ਹੈ ਤਾਂ ਸਾਡੇ ਨਾਲ ਸੰਪਰਕ ਕਰਨ ਦੀ ਕ੍ਰਿਪਾ ਕਰੋ ਜੀ ਇਹ ਜਾਣਕਾਰੀ ਮੰਗ ਕਰਨ ਤੇ ਵੱਡੇ ਅੱਖਰਾਂ, ਬ੍ਰੇਅਲ ਜਾਂ ਆਡਿਉ ਦੇ ਰੂਪ ਵਿਚ ਵੀ ਉਪਲੱਬਧ ਕਰਵਾਈ ਜਾ ਸਕਦੀ ਹੈ।

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