

DERBYSHIRE COUNTY COUNCIL

CABINET

11 January 2018

**Report of the Strategic Director for Commissioning,
Communities and Policy**

**CONSULTATION ON DRAFT EQUALITY AND DIVERSITY STRATEGY
AND REVISED EQUALITY AND DIVERSITY POLICY**

1. Purpose of the report

To seek approval to carry out consultation on the Council's draft Equality and Diversity Strategy and revised Equality and Diversity Policy.

2. Information and analysis

Background

The Council adopted its current equality objectives in 2011, following the introduction of the amended public sector duties under the Equality Act 2010. It was agreed to regularly review objectives and to develop a strategy and action plan for their implementation. At the same time the Council updated its Equality and Diversity Policy. An undertaking was given to regularly review and update the Policy to ensure it remained fit for purpose.

Since 2011, a number of additional changes have been introduced in law which further expand the rights of citizens to fair treatment, UK attitudes have continued to change and Derbyshire has become more diverse. Following an internal review of the current Equality and Diversity Strategy and Policy by the Diversity and Inclusion Board, work has taken place to develop a new draft Equality and Diversity Strategy and to make a small number of changes to the Policy.

The draft Strategy will ensure equality objectives support the delivery of priorities set out in the authority's new Council Plan. Having a clear strategy for the Council's work in this area is a key requirement of the Equality Framework for Local Government and will support the communication the Council's equality objectives to employees as well as the public. Revising the policy will ensure it is up to date and reflects the Council's commitment to equality and inclusion, acknowledging the increasing diversity of Derbyshire communities.

Draft Equality and Diversity Strategy

The draft strategy, attached at Appendix A for consideration, provides the context for the Council's proposed equality objectives. It is supported by an

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action plan to aid implementation and sets out a number of proposed performance measures for assessing progress.

The draft strategy outlines the Council's vision for equality and diversity as follows:

"A fair and inclusive Derbyshire, where all communities are strong places, where equality and diversity are seen as positive aspects of everyday life and where individuals get on well together and feel included in the communities in which they live, work or study".

The main objectives are as follows:

- Fair and open decision-making
- Advancing equality of opportunity for disabled people
- Acknowledging and supporting carers
- Reducing rural isolation and improving access to services
- Creating safe communities for everyone
- Promoting and celebrating cultural diversity
- Improving health and well-being
- A skilled and diverse workforce

Revised Equality and Diversity Policy

The revised Policy is attached at Appendix B for consideration. The following minor changes are proposed:

- The inclusion of rural isolation as a form of exclusion
- The inclusion of national identity, in addition to race and ethnicity
- The inclusion of gender identity, as well as gender re-assignment
- Reference to parental responsibilities, to broaden coverage from the statutory term "maternity" thus acknowledging the changing nature of families in Derbyshire and the role played by parents of all genders
- Specific reference to anti-Semitism following the issue of advice by the Secretary of State to local authorities to adopt a standard definition and to take action where necessary
- Clearer reference to the relationship the Council has with businesses through commissioning and the role the authority can play in helping to influence businesses to act fairly and inclusively
- The inclusion of a section which explains how people can make a complaint in relation to the Policy

Next steps

It is proposed that a six week period of consultation be undertaken following approval of the draft documents by Cabinet. To help ensure that the opinions of Derbyshire's diverse communities, customers and employees are taken into account the consultation will be promoted using a range of methods. These

include the “Have Your Say” webpages and social media. In addition, consultation with a range of groups and boards, which represent the wide range of protected characteristic groups in Derbyshire, will also take place. The draft Strategy and revised Policy will then, if appropriate, be amended in light of the feedback received and presented to Cabinet for formal approval.

3. Equality Considerations

Having an up to date Equality and Diversity Policy and Strategy will ensure that the Council can meet its statutory duties, deliver services fairly to the residents of Derbyshire and maintain its status as a fair and inclusive employer.

4. Other Considerations

In preparing this report the relevance of the following factors has been considered: legal, prevention of crime and disorder, financial, human resources, environmental, health, property and transport considerations.

5. Key Decision

No

6. Call-in

Is it required that call-in be waived for any decision on this report? No

7. Officer Recommendations

It is recommended that Cabinet:

1. Approve the draft Equality and Diversity Strategy and Policy for consultation with stakeholders.

Emma Alexander
Strategic Director for Commissioning, Communities and Policy

Derbyshire County Council

Equality and Diversity Strategy 2017 – 2021

Draft

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1. Introduction

Welcome to our latest strategy for equality and diversity covering the period 2017 to 2021. The strategy sets out:

- The challenges we face when seeking to improve the lives of local people who experience inequality or discrimination
- The values that will guide us in addressing challenges
- Our main priorities over the next four years
- How we will measure progress

The Council has a long history of tackling inequality and discrimination. Over this time our priorities have ensured that whatever the economic climate people in Derbyshire have access to employment, decent living standards and the high quality services which they need.

We take our responsibilities as an employer very seriously and have worked hard to ensure that our employees are supported and well trained to deliver the best possible services for local people.

Shrinking public sector resources will undoubtedly result in changes to the way in which we work. However, we will continue our work on equality and diversity, looking at new and different ways of working but always ensuring that the many and diverse communities of Derbyshire lie at the heart of how we work, the decisions we make, and the services we provide.

The Council remains highly committed to advancing equality, eradicating unfair treatment and promoting good relations across, and between, all our communities and this Strategy will act as the main vehicle to deliver our equality and diversity priorities moving forward.

About Derbyshire

51% of the population are female and **49%** are male



47% of the economically active population are female and **53%** are male

Life expectancy is **83** years for women and **79** years for men

20% of residents have a long term health problem or disability



12% of the working age population have a physical disability



The difference in pay between men and women stands at **19%** in favour of men

96% of residents are White British
2% are White Non-British
1% are Asian/Asian British
0.4% are Black/Black British



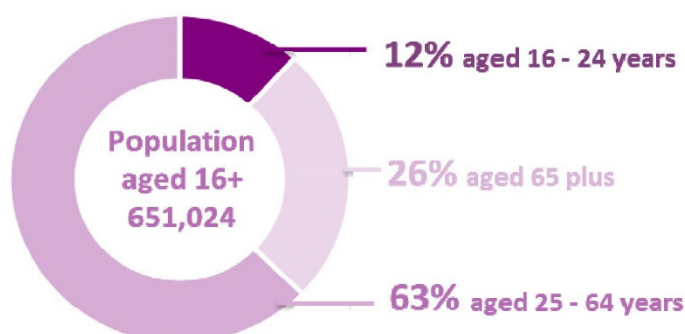
64% of residents are Christian
1% are non-Christian
28% have no religion



1.2% of residents aged 16+ identified themselves as other than heterosexual or straight in a recent survey



Population
mid-2016



About Derbyshire County Council's Workforce

47% of the economically active population in Derbyshire are female and **53%** are male



80% of the Council's workforce are female and **20%** are male

12% of Derbyshire's working age population have a physical disability



2.2% of the workforce are disabled

1.2% of Derbyshire's residents aged 16+ identified themselves as other than heterosexual or straight in a recent survey



1.6% of the Council's workforce are LGBT

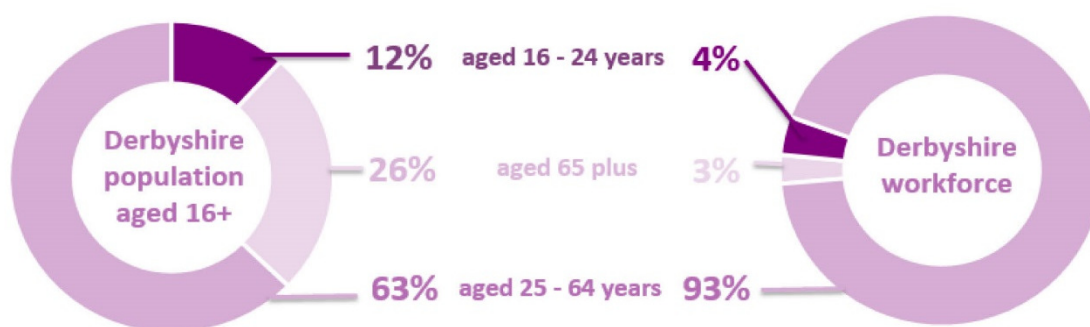
4.2% of Derbyshire's residents are from a black or minority ethnic



1.9% of the workforce are from a black or minority ethnic group



The profile of the Council's workforce by religion reflects the profile of Derbyshire residents



Produced by the Policy and Research Division, Derbyshire County Council
 Sources: 2016 Mid-Year Population Estimates, ONS, Census 2011 Annual Population Survey, DCC HR, Public Health Outcomes Framework, Integrated Household Survey. V1.0
 You can find more detailed ethnicity data on the Derbyshire Observatory at <http://observatory.derbyshire.gov.uk>

3. Our vision

“A fair and inclusive Derbyshire, where all communities are strong places where equality and diversity are seen as positive aspects of everyday life, where individuals get on well together and feel included in the communities in which they live, work or study”

The vision will direct our work moving forward and sets the context for priority areas for action over the next four years.

4. Priority areas for action

Our priority areas for action for 2017 – 2021 are:

- Fair and open decision-making
- Advancing equality of opportunity for disabled people
- Acknowledging and supporting carers
- Reducing rural isolation and improving access to services
- Creating safe communities for everyone
- Promoting and celebrating cultural diversity
- Improving health and well-being
- A skilled and diverse workforce

Priorities support the priorities and values set out in our new Council Plan – Working for Derbyshire, whilst building on the work that we have undertaken over previous years. Priorities also reflect the issues and challenges that we know exist across the diverse range of local communities in the county and where we know the Council could make further improvements.

5. Key Principles

We recognise that we cannot change things on our own or deal with discrimination in isolation and that we have limited resources which need to be applied carefully and effectively. We also know that we can learn from those we serve and employ and that we need to support people to become confident and self-supporting. The following are therefore key principles that we will follow when delivering our priorities:

We will:

- Take equality and diversity into account when using, or deciding upon the deployment of limited resources
- Collaborate with partners and communities to tackle inequality, discrimination and harassment

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- Listen to all our communities, taking full account of their needs and opinions, tackling those issues which result in inequality and discrimination
- Whenever possible, improve the range of opportunities available and support for people to be independent and resilient

6. Delivering our priorities

To ensure that we work towards our vision and deliver identified priorities, we have developed the following action plan which sets out the key activity we will undertake.

Our action plan

| Fair and open decision-making | | | |
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| Action | Lead responsibility | Timeframe | Progress measure |
| Ensure that EIAs are used to inform decisions about Council services and changes affecting the workforce | Departments | Ongoing | <p>All major decisions about the delivery of services are informed by a comprehensive equality impact assessment</p> <p>Significant restructures are subjected to an EIA to assess impact on groups of employees</p> |
| Develop a corporate toolkit for carrying out an assessment of cumulative impact of service and budget decisions | Commissioning, Communities and Policy | 2017-18 | The Council is able to monitor the overall and cumulative impact of decisions at least annually, and this is being used to shape future decisions |
| Ensure that all protected characteristic groups can take part in consultation on | Departments | Ongoing | Improved levels of participation amongst all |

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| proposals to change services and policies | | | protected characteristic groups |
| Advancing equality of opportunity for disabled people | | | |
| Help implement the corporate strategy for people with autism | Diversity and Inclusion Board, Adult Care | 2017-18 | <p>More employees have completed Autism Awareness training.</p> <p>Improved access to employment for people with autism</p> <p>Council services are sensitive to the needs of people with autism.</p> |
| Help implement the corporate strategy for Disability Employment | Adult Care | 2017 – 21 | <p>More disabled people are being assisted to gain employment and training, and to sustain existing employment.</p> <p>Employers have a more positive approach towards employing people with disabilities.</p> |

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| Ensure that people with learning disabilities are involved in the co-design of social care and other services | Adult Care, Children's Services | Ongoing | People with a learning disability are able to influence the design and delivery of social care services. |
| Continue to improve access to services, information and education for Deaf, hard of hearing and visually impaired people | Departments | Ongoing | <p>Deaf and visually impaired people are influencing the design and delivery of Council services.</p> <p>Deaf and hard of hearing children are receiving a better quality of education, receiving the support they need.</p> <p>The use of BSL is being actively supported by the Council through its services and training.</p> |
| Acknowledging and supporting carers | | | |
| Seek to improve the levels and range of support which the Council offers to carers | Adult Care, Children's Services | Ongoing | More carers are receiving advice and support from the Council. |

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| Reducing rural isolation and improving access to services | | | |
| Ensure that consideration is given within equality impact assessments to the needs of people in rural areas | Departments | From 2017 -18 | Wherever possible decisions about Council services support life in rural communities. |
| Sustain public and voluntary transport in rural areas | Economy, Environment & Transport | Ongoing | Public transport in rural areas is meeting the needs of people without their own forms of transport and helping to sustain life in rural communities. |
| Create safe communities for everyone | | | |
| Continue to work with partners to respond effectively to domestic violence, hate crime and other forms of abuse or hatred | Commissioning, Communities & Policy | Ongoing | <p>Improved reporting of incidents.</p> <p>Victims receive the support they need.</p> <p>There are active programmes to help perpetrators change their behaviour.</p> |

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| | | | Over time individuals and communities feel safer. |
| Expand the number of safe places for people with learning disabilities | Commissioning, Communities & Policy; Adult Care | Ongoing | The numbers and type of venue used as Safe Places has increased. |
| Take appropriate action with partners to tackle cyber bullying and abuse, including where this is based on protected characteristics or cultural identity. | Children's Services; Commissioning, Communities & Policy; Adult Care | Ongoing | Effective action is taken by appropriate agencies to respond to cyber abuse. Awareness programmes are in place through schools and other means of contact with the public, employees and community organisations |
| Promoting and celebrating cultural diversity | | | |
| Work with partners and communities to celebrate the contribution of our diverse communities | Diversity & Inclusion Board | Ongoing | Diversity calendar published A range of events are celebrated and promoted by the Council, with partners, local people and organisations. |

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| Use commissioning, procurement and the allocation of grant-aid to advance equality of opportunity, to reduce inequality and enhance relationships between diverse communities | Departments | Ongoing | There is clear evidence that the Council's services which are delivered under procurement arrangements provide good and appropriate access for all parts of the community. |
| Continue work to improve awareness and access to services for LGBTQ people | Diversity and Inclusion Board | Ongoing | Improved local data is available on our LGBTQ community Where appropriate, specific arrangements exist within services to target LGBTQ people and their needs |
| Develop the extent to which young peoples' views of identity and diversity can shape our future approach to equality and diversity | Children's Services | 2018 – 19 | Complete work with the Youth Council and other young people to understand the developing views of identity and diversity. Use the findings to identify future work within the |

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| | | | Council in relation to equality and diversity. |
| Improving health and well-being | | | |
| Continue working to reduce the stigma around mental illness | Adult Care, Human Resources (within DCC) | Ongoing | <p>More people have access to mental health awareness training and information.</p> <p>Fewer hate crimes against people with a history mental illness.</p> <p>People with a history of mental health problems are being supported into work and to retain employment.</p> <p>Council services are responsive to changes in the types of support needed by people with a history of mental illness.</p> |
| Further develop the use of Health Impact Assessments to help shape in decision- | Adult Care | Ongoing | Health Impact Assessments are helping to improve access to health services for disadvantaged or under- |

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| making and in helping to reduce health inequalities | | | represented groups of people. |
| Improve access to health screening and health services for people from marginalised communities through health commissioning and health promotion campaigns | Adult Care | Ongoing | People from disadvantaged communities are able to access the health services, support and screening they need. |
| Improve access to and take-up of health and well-being advice and services by men | Adult Care | Ongoing | More men are attending screening services and seeking help earlier to avoid terminal and other serious illness. |
| A skilled and diverse workforce | | | |
| Improve access to equality and diversity training for employees of the Council | Human Resources, Departments | Ongoing | Complete equalities training review. Training available to meet the needs of the workforce. Improved awareness of equality and diversity amongst employees, |

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| | | | managers and partners/ suppliers. |
| Develop a Diversity Allies Scheme to support the implementation of this strategy | Diversity & Inclusion Board | 2017-18 | <p>Programme launched in 201/2018.</p> <p>After two years there are a group of effective allies who are helping to promote equality and diversity across the Council and more broadly.</p> |
| Work to recruit and retain a skilled diverse workforce | Human Resources, Departments | Ongoing | Identify appropriate action to address under-representation within the workforce of any groups and to deal with occupational imbalances |
| Continue to develop and support opportunities for employees from diverse backgrounds to influence employment practices in the Council, including by supporting the role of the | Human Resources, Departments | Ongoing | <p>Employee sponsored diversity events are being held regularly</p> <p>Policies and procedures are being updated in response to employee feedback and involvement including that</p> |

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| employee networks and employee panel | | | of the Trade Unions, Employee Panel and Employee Networks |
| Publish statutory gender pay gap data, undertake equal pay audits and formulate action plan to address issues if necessary. | Human Resources, Departments | Annually in line with legal requirements | Gender pay gap data published and equal pay audit undertaken, issues identified and addressed where appropriate. |
| Maintain our Disability Confident Level 2 membership and consider progressing to Level 3, taking resourcing levels and cuts into account. | Human Resources, Departments | By 2019 | The Council is delivering the requirements of the Disability Confident Scheme and as a result disabled people are more represented within the Council's workforce. |
| Adopt the Dying to Work Charter | Human Resources, Departments | 2018 | Charter adopted and policies being reviewed to meet commitments. |

7. Measuring success and reviewing progress

We will review progress against our priorities on a regular basis. In order to help assess our progress, we will monitor the following performance measures:

- EIAs completed are published and include analysis of the views and needs of diverse communities
- The number of disabled people helped into employment and training by the Council
- The number of carers supported by the Council
- User levels of public and community transport
- Satisfaction levels with Council services amongst people with learning disabilities, people with autism, Deaf people, LGBTQ people and people with a history of mental illness are being monitored and used to shape Council services
- A regular calendar of diverse events are celebrated across Derbyshire and within the Council
- Key indicators of health inequality are improving over time
- The proportion of younger, older, female, BME, Disabled and LGBT Council employees, including at senior levels of the organisation
- The number of employees undertaking equality and diversity based training
- The number of diversity allies recruited within the authority
- The mean and median gender pay gap in the Council.

The strategy and action plan will be reviewed annually and updated as necessary. A report, outlining the progress we are making will be published every two years.

8. Further information

If you have any comments or feedback that you would like us to take into account in respect of this Strategy, or if you require a copy of this document in an alternative format, please contact the Policy and Research Division at policy@derbyshire.gov.uk or call 01629 538304.

Appendix B

Equality and Diversity Policy 2017

Derbyshire County Council believes that promoting equality and diversity through all its work is important. The Council will work with partners and communities to deliver the following vision:

“A fair and inclusive Derbyshire, where all communities are strong places, where equality and diversity are seen as positive aspects of everyday life and where individuals get on well together and feel included in the communities in which they live, work or study”

The Council will work to advance equality and diversity in relation to the following:

- Age
- Disability, including deafness
- Gender re-assignment and gender identity
- Marital status and civil partnership
- Pregnancy and parental responsibilities
- Race, ethnicity and national identity
- Religion and belief, including non-belief
- Sex or gender
- Sexual orientation
- Other forms of disadvantage or exclusion, including financial exclusion and rural isolation.

To achieve the vision, Council is committed to the following overarching aims:

- Promoting equality of opportunity in everything the Council does, including the public sector equality duty
- Taking effective action to eradicate discrimination, intolerance, abuse, harassment and intimidation in all its forms
- Treating everyone fairly, with dignity and respect at all times
- Challenging unacceptable behaviour, discrimination, abuse, harassment or bullying wherever this occurs, including anti-Semitism and Islamophobia.

Specifically, in relation to the Council's role supporting communities and delivering local services, it will seek to:

- Promote equality of opportunity, diversity and inclusion in Derbyshire's communities
- Support the development of cohesive places where everyone is treated fairly no matter what their background

- Work with partners and local businesses to improve opportunities for the people of Derbyshire, especially those who experience disadvantage and discrimination
- Celebrate the diversity of Derbyshire's population, tapping into and acknowledging the talent that people from all communities have to offer.

Derbyshire County Council is currently one of the largest employers in the county and therefore it has an important responsibility in championing equality and diversity in all the work it undertakes, specifically through approaches to employment and training. The Council is committed to:

- Making every Councillor, manager, employee and contractor employed by the County Council responsible for carrying out this Policy
- Encouraging all employees to develop their knowledge, skills and abilities to carry out their duties effectively and fairly
- Providing training and advice to employees in relation to equality and diversity, so they embody the Council's values
- Ensuring all employees treat their colleagues and the public with dignity and respect at all times
- Promoting a positive work-life balance for every employee, by supporting all employees working on a part-time basis.
- Taking appropriate and effective action to deal with any prejudice based harassment or bullying
- Considering the needs and opinions of communities, customers and employees so the best possible standards of service are delivered
- Celebrating the talent and diversity of Derbyshire and its people
- Working to promote equality, and diversity, whilst challenging all forms of discrimination and prejudice
- Requiring partners, contractors and suppliers to have appropriate policies and practices in place which promotes equality and diversity
- Regularly monitoring, assessing and consulting on the impact of policies and services, to ensure that inequality is minimised and they reflect the diverse needs of Derbyshire's population
- Ensuring recruitment processes remain fair and the Council employs a talented workforce who demonstrates the equality and diversity standards required by the organisation
- Publish information in relation to the public sector equality duty and the gender pay gap on a regular basis.

Who is responsible for implementing this Policy?

The Equality and Diversity Policy applies to all employees and Elected Members of the County Council. This Policy also extends to any other person, group or organisation employed or commissioned by the Council to deliver services or carry out work on its behalf.

How will the County Council ensure that this Policy is implemented?

The Council will make sure that anyone associated with its work is aware of the Equality and Diversity Policy and understands their role and responsibilities.

The Cabinet Lead for Health and Communities has agreed to act as an Elected Member Champion for equality and diversity. Strategic Directors will be responsible for ensuring that Departments work within the remit of this Policy when carrying out their functions. Every manager will ensure that employees of the Council understand their role in the delivery of this Policy.

Feedback gathered from customers, residents and employees will enable the Council to monitor and assess progress in this area of work and understand more about:

- The take-up, satisfaction and effectiveness of services
- Recruitment and selection procedures
- The composition of the workforce
- The impact of employment procedures
- Involvement of employees and residents in decision-making
- The experiences of residents
- Comments, compliments and complaints made in relation to equality and diversity.

This means that the Council will, on occasion, need to ask members of the public or employees for information in relation to diversity monitoring. Throughout this the Council will:

- Only ask for the information it needs
- Provide a clear explanation of why it needs the information and how it will be used
- Take care to ensure that individuals cannot be identified from the information collected, especially where the results of monitoring are made public or shared
- Comply with the law and other Council policies in relation to confidentiality, data protection and freedom of information
- Regularly analyse the data collected to identify improvements in both policies and practices as an employer and as a provider of local services.

Complaints in relation to this Policy

The Council takes all complaints seriously. If anyone feels that the Council has failed to implement the Equality and Diversity Policy in the service they receive a complaints procedure is available. Further information can be found in the guide on [comments, compliments and complaints](#)

Review of the Policy

The Council will continually seek to develop its approach to equality, diversity and inclusion by identifying good practice in employment and service delivery. The Council will review this Policy on a regular basis, usually at least every three years, to ensure that it reflects the latest legislation, best practice and other Council policies.

For further information or if you have any queries about this policy please contact the Policy and Research Division at policy@derbyshire.gov.uk or call 01629 538304.