

DERBYSHIRE COUNTY COUNCIL**CABINET****26 July 2018****Report of the Strategic Director for Commissioning,
Communities and Policy****FINAL EQUALITY AND DIVERSITY STRATEGY AND REVISED EQUALITY
AND DIVERSITY POLICY****1. Purpose of the report**

To seek approval to adopt the final draft Equality and Diversity Strategy 2018-2021 and revised Equality and Diversity Policy following recent consultation.

2. Information and analysis

At its meeting on 11 January 2018, Cabinet considered the draft Equality and Diversity Strategy and the revised Equality and Diversity Policy for consultation. The new draft Strategy had been revised to 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. The revised Equality and Diversity Policy will reflect the Council's commitment to equality and inclusion, acknowledging the increasing diversity of Derbyshire communities.

Following consideration at Cabinet, a six week period of consultation was undertaken between January and March 2018 to ensure that the opinions of Derbyshire's diverse communities, customers and employees were taken into account. The consultation was promoted using a range of methods including 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, also took place. A small number of responses to the consultation were received and these, and the subsequent amendments to both the draft Strategy and revised Policy, are set out below:

Draft Equality and Diversity Strategy

Comments received on the draft Strategy emphasised the importance of taking action and implementing the strategy and ensuring that there are clear measures in place for monitoring progress.

However, a number of responses provided specific comments about priority areas of focus, suggesting that more detail should be provided within the accompanying action plan to make clear what activity will be undertaken by the Council. Specific comments include:

- The need to have actions in place to support Young Carers (under 18 years)
- The importance of continuing action to tackle the stigma around and support people with mental health conditions
- Including a reference to the continuation of work in relation to employment and LGBTQ people
- Identifying ways for more visibly and effectively promoting diversity awareness and tolerance within local communities in Derbyshire.

Revised Equality and Diversity Policy

Whilst respondents were largely satisfied with the issues covered by the revised Equality and Diversity Policy, comments received from stakeholders again emphasised the importance of taking action and ensuring links with employment and other Council policies and procedures currently in place. In addition, the following comments suggested that the Policy should:

- Make explicit reference to supporting people with mental health conditions
- Ensure that all religious communities and groups are reflected
- Be backed up with more information for employees and Elected Members so they are confident to implement its provisions
- Acknowledge the contribution which flexible working in its broadest sense could make to support Disabled people into work and to retain their employment.

The draft Strategy and revised Policy have been amended to reflect the specific comments and suggestions highlighted above and are now attached at Appendices A and B respectively for approval.

The Diversity and Inclusion Board will be responsible for implementing the Strategy and monitoring and measuring progress. In the short term the Board will be reviewing the training that is currently available for employees and Elected Members, and establishing a specific basket of performance measures which will allow the Council to monitor and report publicly its progress on a regular basis.

3. Equality Considerations

Acknowledging and embracing the feedback received as part of the consultation process is an important aspect of getting equality and diversity actions to be effective and to ensuring that the action the Council takes is beneficial to people who face disadvantage. The Equality and Diversity

Strategy and Policy will form the basis of the Council's work on equality, diversity and inclusion over the coming years and will help set the tone of how the organisation serves its customers and looks after its employees.

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. Background Papers

Held on file in the Policy and Research Team.

8. Officer Recommendations

It is recommended that Cabinet:

1. Approve the final draft Equality and Diversity Strategy 2018 – 2021 and revised Equality and Diversity Policy.

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Derbyshire County Council

Equality and Diversity Strategy 2018 – 2021

Contents

1. Introduction
2. Context
3. Our vision
4. Priority areas for action
5. Key principles
6. Delivering our priorities
7. Measuring success and reviewing progress
8. Further information

1. Introduction

Welcome to our latest strategy for equality and diversity covering the period 2018 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.

2. Context

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



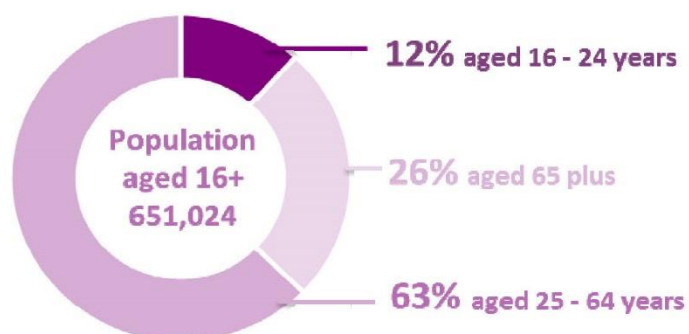
64% of residents are Christian
1% are non-Christian
28% have no religion



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 2018 – 2021 are:

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

- 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			
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>Where appropriate, 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	2018 - 19	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

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	2018 - 19	<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	2018 – 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>

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, including young 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.

Seek to ensure that young carers in Derbyshire receive support from the Council, to sustain the care they provide but also to pursue careers and other opportunities.	Children's Services, Adult Care	Ongoing	The specific challenges faced by young carers are acknowledged and suitable support is offered to enable them to sustain the care they provide and to pursue career and other opportunities.
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 2018	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	Commissioning, Communities & Policy	Ongoing	Improved reporting of incidents.

violence, hate crime and other forms of abuse or hatred			<p>Victims receive the support they need.</p> <p>There are active programmes to help perpetrators change their behaviour.</p> <p>Over time individuals and communities feel safer.</p>
Expand the number of Safe Places for people with learning disabilities and those living with dementia	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	<p>Effective action is taken by appropriate agencies to respond to cyber abuse.</p> <p>Awareness programmes are in place through schools and other means of contact with the public, employees and community organisations</p>
Promoting and celebrating cultural diversity			

Work with partners and communities to celebrate the contribution of our diverse communities	Diversity & Inclusion Board	Ongoing	<p>Diversity calendar published</p> <p>A range of events are celebrated and promoted by the Council, with partners, local people and organisations.</p>
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	<p>Improved local data is available on our LGBTQ community</p> <p>Where appropriate, specific arrangements exist within services to target LGBTQ people and their needs</p>
Develop the extent to which young peoples' views of	Children's Services	2018 – 19	Complete work with the Youth Council and other

identity and diversity can shape our future approach to equality and diversity			<p>young people to understand the developing views of identity and diversity.</p> <p>Use the findings to identify future work within the Council in relation to equality and diversity.</p>
Engage with local people to identify ways to promote religious and faith based tolerance and awareness	Commissioning, Community and Policy	2018 – 21	<p>Action plan exists for implementing the Council's adoption of the definition of anti-Semitism</p> <p>Local groups and communities are being engaged actively to improve tolerance and awareness in relation to religious and cultural matters</p>
Improving health and well-being			
Continue working to reduce the stigma around mental illness	Adult Care, Human Resources (within DCC)	Ongoing	More people have access to mental health awareness training and information.

			<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-making and in helping to reduce health inequalities	Adult Care	Ongoing	Health Impact Assessments are helping to improve access to health services for disadvantaged or under-represented groups of people.
Improve access to health screening and health services for people from marginalised communities through health	Adult Care	Ongoing	People from disadvantaged communities are able to access the health services, support and screening they need.

commissioning and health promotion campaigns			
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 and information for employees of the Council	Human Resources, Departments	Ongoing	<p>Complete equalities training review.</p> <p>Training available to meet the needs of the workforce.</p> <p>Improved awareness of equality and diversity amongst employees, managers and partners/suppliers.</p>
Develop a Diversity Allies Scheme to support the implementation of this strategy	Diversity & Inclusion Board	2018 - 19	<p>Programme launched in 201/2018.</p> <p>After two years there are a group of effective allies who are helping to promote</p>

			equality and diversity across the Council and more broadly.
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 employee networks and employee panel	Human Resources, Departments	Ongoing	Employee sponsored diversity events are being held regularly Policies and procedures are being updated in response to employee feedback and involvement including that of the Trade Unions, Employee Panel and Employee Networks
Publish statutory gender pay gap data, undertake equal pay audits and	Human Resources, Departments	Annually in line with legal requirements	Gender pay gap data published and equal pay audit undertaken, issues

formulate action plan to address issues if necessary.			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
- Measures of employee satisfaction with how they are treated/ experience of harassment and bullying within Employee Survey in 2018/19

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 2018

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, mental health and autism
- 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 and 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
- Acknowledging the contribution that flexible working can make to support Disabled people into work and to retain their employment.
- 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
- Produce more information for employees and Elected Members to help them understand their obligations under this Policy.

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.