

Public Sector Equality Duty - Equality, Diversity and Inclusion Information 2022/2023



1 Introduction

This booklet outlines our achievements in meeting our legal obligations under the Public Sector Equality Duty up to March 2023.

Every year, public authorities like us must publish this information, along with equality statistics about our employees and job applicants – the employment information is in a separate document [Working for the Council - employment statistics 2021/2022](#) We revised the format following constructive feedback from our Race Equality Hub members.

The Public Sector Equality Duty has three main aims which are to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those that who do not.

These are sometimes called the three aims or arms of the general equality duty.

Advancing equality of opportunity means having ‘due regard’ to equality in everything we do including:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people



- encouraging people from protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

2 What we've achieved in 2022

Equality is embedded in all our work and in our main Council documents such as our [Council Plan 2022/2025](#).

In addition, [Scrutiny - Derby City Council](#) take equality extremely seriously and it is part of their everyday work when they are scrutinising services.

So, after several years of the Covid 19 pandemic which has had a tremendous impact on equality and diversity, we are trying to get back to our usual lives again.

Following George Floyd's murder we included actions in our [Equality, Diversity and Inclusion Plan 2021/2024](#) from the Black Lives Matter Derby Manifesto and continue to monitor these actions.

After the murder of Sara Everard, who was just walking home from a friend's house when she got abducted and murdered, we have a joint agency [Violence against women and girls strategy](#). Since Sarah, there have been even more reports of attacks on women.

During Covid and afterwards, the partnership between our communities was and still is exceptional and we are still working with them as one Community Covid Response Hub and now Cost of Living Hub. We have been able to produce videos in community languages, BSL and Easy Read versions as well as making sure the helpline has a text number for Deaf people to contact us.

We have a very caring Ukrainian Community in Derby and refugees from Ukraine have been given a very warm Derby welcome. Some of the refugees are learning English and staffing our Better Together café one day a week to help with their studies.



Cost of Living

Just as Covid lessened, we hit the Cost of Living Crisis and people in equality groups are disproportionately affected once again. We have a cost of Living Working Group and Action Plan which also addresses equality and diversity both for our colleagues and the residents of Derby. We've added Socio Economic Duty Implications to our report templates so that report authors think about their proposals and how it affects people on low incomes. Our Learning Difficulties Partnership Board wrote to the Equality, Advisory and Support Service about the unfairness in energy supplier discounts. Some suppliers only give a discount to disabled people who were bill payers. This meant that many people with learning difficulties missed out as they may not be energy bill payers. The letter was then passed to the Cabinet Office to deal with.

We have published accessible information around the cost of living crisis and given out warm spaces grants to our diverse communities.

Combined Authority

On top of all that's been happening we have been working with Derbyshire County Council, Nottingham City Council and Nottinghamshire County Council to become an East Midlands Combined Authority. Equality and Diversity has been integral to this work. We produced a combined equality impact assessment and held many consultation and information events with our community. Meetings were held in accessible places, and we provided BSL interpreters.

Census 2021 and a picture of Derby

We now know what our [Census 2021](#) figures are for Derby so we can plan our services appropriately and measure our employment statistics more accurately.

Here is a video we produced with BSL of our [Ambition for Derby](#) which demonstrates what a great diverse city we are.



Equality, Diversity and Inclusion Board

We have now set up an Equality, Diversity and Inclusion Board co- chaired by three Directors and attended by Service Directors and Heads of Service as well as representatives of our Employee Networks – the Board reports directly to our Senior Leadership Team and oversees and monitors our equality, diversity and inclusion work.

Equality Hubs and Forums

We strongly believe in the saying ‘nothing about us, without us’ and so our community groups are really important to us. Our 60+ Forum, Race Equality Hub, Access, Equality and Inclusion Hub with Parks sub-group and our Learning Difficulties Partnership Board continue to meet to help us with our equality agenda. We have started to have blended meetings now to try to meet our Equality Hubs members’ needs. In addition, we have Voices in Action Young People’s Forum. We also have our Deaf and Hearing Impaired People’s Commitment Group who help us make sure we work to the Commitment we signed up to in 2013. We are looking to refresh this later in 2023.

We liaise with women’s groups in our community and our local Derbyshire LGBT+. The Equality Hubs meet every two months and are chaired by a Council Champion who is a councillor. The Hubs comprise representatives of community and diverse organisations and individuals who help us to check our policies and procedures are working and members regularly take part in Equality Impact Assessments. We usually have two items on the agenda or themed meetings so we can discuss issues in detail.

Access for Disabled people

The Access, Equality and Inclusion Hub continues to advise and support us with access improvements. Their Parks Sub-Group Chair works tirelessly on a voluntary basis to make sure we have plans to have accessible play equipment in



them. In addition, we secured funding for more Changing Places toilets on our parks and in the city centre. The Hub's input was invaluable.

We opened an award winning Moorways Sports Village with a water park and swimming pools. We consulted with our Access Hub all along and have included wet chairs with lifts into the pool and wet chairs for the water park. A mechanism has been implemented so that Deaf people know when their time is up in the water. We have good colour contrast signage and a Changing Places toilet as well as accessible changing room.

We have other projects where we involve disabled people from the start, such as our planned new Entertainment Arena, Market Hall refurbishment where we commissioned Mik Scarlett, who is a well-known presenter and trainer of disability equality to train all staff involved at the planning stage.

Our Street Licensing Policy states no access for disabled people, then no licence. Each application is checked for access to make sure they are accessible for disabled people and do not obstruct the pavement.

We continue to check on blue badge abuse in the city. Our Civil Enforcement Officers go on regular patrols accompanied by some of our Equality Hub members to target blue badge abusers.

Celebrating and marking diversity

We continue to celebrate and mark national and international days, such as International Women's Day, World AIDS Day, International Day against Homophobia, Biphobia and Transphobia, LGBT History Month, LGBT Fostering and Adoption Month, Black History Season, International Day of Disabled People, Stephen Lawrence Day, National Interfaith Week and Holocaust Memorial events and many more. For World AIDs Day, each year we set up a working group to



plan out how we will mark the day with a co-ordinated approach, and this has worked out very well and the day is usually a huge success. Even during the Covid 19 restrictions we managed to wear our red ribbons on virtual meetings and post on social media about our support for the day. We also covered our AIDs Memorial tree with red ribbons. We change our Council logo so that it is also wearing a red ribbon on our social media posts.

For Interfaith Week, we work with Derby's Multifaith Centre to celebrate the many religions and beliefs we have in Derby.

Each year, Holocaust Memorial Day is planned by our community working together and they put on some very moving events.

To mark International Day of Disabled People, we focussed on hidden impairments and advertised the fact that we have used signage to remind people not to judge other disabled people. We've used 'Remember you can't always tell if someone is a disabled person' This is on our accessible toilet doors but also on blue badge parking bays in our Moorways Sport Village too.

We continue to be a key partner with International Women's Day Derby who put on a very successful event at Derby Museum of Making in March 2023. We provided the BSL interpreters for the event, which included a peaceful march through the city centre with huge puppets of famous women, including our own Suffragette Alice Wheeldon.

We have worked very positively with our LGBTQ+ community on fostering and adoption and mark LGBT Fostering and Adoption Week with lots of media coverage. We've also raised awareness in our Black communities through our Race Equality Hub to encourage more Black people to foster.

We used our Better Together café staffed by refugees one day a week and people with learning difficulties twice a week to mark International Women's Day with a gallery of



postcards designed by the adult learners on the #EmbraceEquity theme. The Better Together café has been shortlisted for an Innovation in Building Diversity and Inclusion Award – we are one of only four finalists out of 22 applications.

Employee Networks

Our Disabled Employees Network has been working on a new system and form for reasonable adjustments which should be introduced in early 2023. This was following feedback from members. They have also just started a Fibromyalgia Sub-Group which is going well and now plan a Neurodiversity Group at the request of some of our disabled colleagues.

Our Black, Asian and Minority Ethnic Employees Support Network has recently reformed with a new set of terms of reference. They are planning a health awareness event this year. The Network is particularly interested in our Equality Employment Statistics. They have also just given out information about Ramadan, fasting and healthy eating to our local mosques and community groups.

Our LGBTQ+ and Allies Employee Network has been meeting virtually, and face to face and plan events to raise awareness of LGBTQ+ Equality. They have a regular newsletter on-line to let our colleagues know of events and articles of interest to read. We continue to fly the Pride in Progress and Trans flags on key events. We also mark Bi-Visibility Day too and LGBT History Month as well as International Day against Homophobia, Biphobia and Transphobia. In addition, we had to purchase some more rainbow badges and trans equality badges for colleagues to wear on their lanyards as they have gone down so well. We have also signed up to Derbyshire LGBT+ Rainbow Accreditation scheme to work through various actions to be accredited.



Sadly, we didn't take part in Derby Pride in 2022, due to us being in an official period of mourning following the Queen's death. We did fly the Pride in Progress flag and posted support on-line. There is going to be a huge Derby Pride in 2023 on Markeaton Park in Derby and several of our services will be there to support the day. We also fund the BSL interpreters for the event.

We set up a Menopause Friends Group for Council colleagues which has proven to be very successful.

Influencing others

We regularly use our Public Sector Equality Duty to challenge discrimination and advance equality in outside bodies, such as in access for disabled people. We know we do not have the powers to police the Equality Act, but we can do all we can to try to encourage other agencies to work to equality legislation and beyond. During Covid 19, we challenged businesses who unfairly treated disabled people who could not wear a face covering due to their condition, including two major high street stores. We've also wrote to all supermarkets in Derby reminding them to make sure they comply with the Equality Act when making social distancing arrangements as we received many complaints about blue badge bays being coned off for people to queue in, carers not being allowed into the stores with disabled people and disabled people were unable to queue, not being allowed at the front of a queue.

More recently we have produced a news item reminding businesses not to refuse assistance dogs in their premises, following a concern from a Guide Dog user who was told they could not take their dog into a store.

We designed an on-line Autism equality course for all our colleagues to learn about Autism. Our Streetpride colleagues, such as refuse collectors, drivers and street cleaners have all recently taken part in equality, diversity and



inclusion training which went down very well according to feedback.

Our Lead on Equality and Diversity has just delivered a presentation on equality, diversity and inclusion to our colleague conference reminding colleagues of our responsibilities under the Equality Act and Public Sector Equality Duty. She also presented at the Derbyshire Association of Local Councils to share our equality knowledge with them.

When we receive customer complaints and feedback, if any of these are in relation to an equality and diversity issue, they are automatically passed to our Lead on Equality and Diversity to examine.

We continue to work with three third party providers to provide all our interpretation and translation requirements, apart from Easy Read and British Sign Language - we use an organisation who works with people with learning difficulties to do our Easy Read and local suppliers of British Sign Language Interpreters.

We provide Deaf Equality Courses for employees and basic BSL courses for our customer facing employees – these are being delivered by the British Deaf Association and also our own Adult Learning Service.

As Disability Confident Leaders of the DWP's Disability Confident Scheme we continue to support other employers who also want to take part. We recently held a jobs fair of Disability Confidence Employers which was successful.

Equality impact assessments

We still believe strongly in involving community representatives to help us with our equality impact assessments and these are published on our [equality webpages](#). Despite equality impact assessments no longer being a legal requirement, we believe that they help us to demonstrate that we are paying 'due regard' to equality in



our decision making. We designed a shorter version of our EIA form so that Directorates could complete these for changes for quick decisions in relation to Covid 19. This worked very well and meant we could examine any negative impact quickly and make changes before the Covid 19 action was taken. The form has been revised again since as we learn to live with Covid.

The Hubs and Employee Networks were invaluable during our budget equality impact assessments. We set up an EIA Panel who scrutinised the EIAs that colleagues had completed. The Panel found four budget proposals that they recommended 'stop and think again'. Three out of these four proposals identified did not go ahead, thanks to the work of the Panel.

3 Our equality objectives 2021/2024

During 2021 we finalised our [Equality, Diversity and Inclusion Plan 2021/2024](#) with lots of input from our Employee Networks, Equality Hubs and Black Lives Matter Derby and Black Communities Matter.

Our Equality Hubs were unanimous in wanting to keep the same overall objectives, but with new actions. Here's what we've done so far...

Equality objective 1 - Develop better engagement between the Council and communities, groups and individuals...

- More Directorates are using our Equality Hubs and 60 + Forum.
- Community Talks events created and proven to be very successful in engaging the wider Black, Asian and Minority Ethnic community.
- Taking part in more equality events throughout the year with our partners.



- Organised a successful event for the Black Community with Operation Black Vote to encourage more Black people to vote, but also to consider going into Politics. We are planning a similar event for Deaf people jst before the May 2023 elections.
- More equality impact assessments involving community groups.
- Close work with Community Action Derby, particularly on health inequalities and the Health Inequalities Partnership and also the cost of living crisis.
- Lots of initiatives to support Stephen Lawrence Day in April
- Set up a Task and Finish Employment Group, involving HR, our Race Equality Hub and other Networks to look at ways of improving the layout and information in our annual employment statistics, resulting in a fresh new approach and new document.
- We supported the Refugee and Asylum Seeker Coordination group meetings to provide a multi-agency response to operational issues to identify current or emerging issues and to escalate strategic issues. We contributed to the Household Support Fund to support asylum seekers and refugees. provided ESOL, child education support, specialist health services, emergency food parcels and other activities. Supported the Association of Ukrainians to welcome and support refugees to the city through cultural and integration activities. Bespoke information and advice sessions provided at the Ukrainian centre weekly.
- Held a consultation with our Black Community about our plans for an East Midlands Combined Authority.



Equality objective 2 - Develop effective joint working on equality and diversity with other statutory bodies and partners

- Community Action Derby is exploring an Equality Alliance and we are working closely with them on this.
- Working with our Statutory Partners on setting up a system on equality employment statistics to share with each other and identify progress and where we need to work harder.
- Following a hugely successful Big Health Day event a few years ago at Derby Arena where disabled people took part in a range of sporting and health initiatives, we hope to repeat this event in the future
- Involved many partners and voluntary organisations in completing our equality impact assessments.
- Set up a Parks Sub-Group of our Access, Equality and Inclusion Hub to work with partners and colleagues on improving park accessibility.
- Working with Joined up Care Derbyshire in their Equality, Diversity and Inclusion Group
- Working with Derbyshire LGBT+ Network
- Working with the Patient Experience Board on equality and diversity through the Independent Community Inclusion Group
- Set up a Partnership Board with local partners.
- Along with Police, Police and Crime Commissioner, Integrated Care Board and Derbyshire County Council, funded a high harm perpetrators' of domestic violence and abuse service.
- Held a Conference in 2021 at Landau Forte School. The majority of Derby city secondary schools in



attendance, plus a selected few special schools and county schools. A survey went out to young people asking for their views on the history curriculum and suggestions of resources to include in the curriculum. Eighty responses received and presented at the conference. We had several speakers including Mia Mazzocchi, Stuart Lawrence, Kyle Hudson and Bennie Kara. Follow ups conducted with schools which have found curriculum improvements and most of the resource suggestions have been included in curriculum re-designs.

Equality objective 3 – Making sure our services are fair, accessible and inclusive

- Market Hall refurbishment project hired key national equality and inclusion expert Mik Scarlett to deliver advice and training to all involved with the project so we can make this historic building one of the best in inclusivity - Equality Hubs, 60 + Forum and Voices in Action have been involved in the whole project.
- Working with our Access, Equality and Inclusion Hub to explore ways to improve the tactile paving on dropped kerbs in the Morledge area to make them more accessible for all disabled people. The Hub is also working with the Council on more regeneration projects.
- Looking deeper into options for car park charges for blue badge holders in Council car parks and potential for prosecuting blue badge abusers.
- Equality in procurement strengthened.
- Fostering and adoption created an inclusive campaign to encourage people in equality groups to consider fostering with a new campaign launched in April 2021. They also did a focussed campaign to encourage people in the Black Community to foster.



- We reviewed our Armed Forces Covenant Action Plan.
- We used our contacts with schools to encourage school leaders and governing bodies of the important priority of race equality and inclusion.
- Our Access, Inclusion and Equality Hub Parks Sub-Group has been auditing our parks for access for disabled people. We do have a good record of accessible parks, but now we have identified the need for more accessible play and outdoor gym equipment and also for Changing Places Toilets on two of our key parks. We were successful in the Government's Funding Scheme for Changing Places toilets so we can develop more in Derby.
- Our new Moorways Sports Village opened in Spring 2022 and this has state of the art access for disabled people, such as lifts to enable disabled swimmers to go directly into the pools with dignity, accessible changing places and toilets, flashing light fire alarm system, hearing loops, clear signage, good colour contrast and a sensory pool area.
- We carried out a major needs assessment and launched a consultation on domestic abuse to inform our strategies on Domestic Abuse, Sexual Violence against Women and Girls. We also launched a Safe Places Scheme too. This work will carry on throughout 2022 and 2023. One of the projects we support is one which educates parents and other adults on making sure children do not have access to pornography on their phones. This followed alarming statistics of children as young as nine have access to this on phones.
- Completed a Domestic Abuse and Sexual Abuse needs assessment. Produced a Support in Safe Accommodation Strategy for survivors of domestic



abuse, commissioned refuge provision with a specific focus on South Asian Communities. Commissioned a project to work with Imams to raise awareness of domestic abuse within the community. Worked with a local organisation to provide active bystander training.

Equality objective 4 – Improve the quality and range of equality information held and used by us, in particular equality monitoring around our services

- Our LGBTQ+ and Allies Employee Network have suggested some newly worded categories for trans and gender identity equality monitoring.
- We have already amended the equality monitoring for gender identity following discussions with our LGBTQ+ and Allies Employee Network and have completed new wording for maternity and paternity policies and for our fostering policy.

Equality objective 5 – Improve equality in employment and procurement processes and procedures

- We successfully re-applied and became a Disability Confident Leader for the second time – our Disabled Employees Network has been advising us on access to various IT systems we use and we have set up a Task and Finish Group to look at implementing reasonable adjustments.
- Several members of our Employee Networks are now taking part in equality impact assessments.
- We refreshed the LGBTQ+ and Allies Employee Network and increased membership. We now have a combination of face to face meetings and virtual and this is working well.
- As mentioned earlier we worked with our Race Equality Hub to improve the way our employment statistics are presented and for initiatives to improve the



representation of Black, Asian and Minority Ethnic people in senior roles.

- Our HR Service has studied the employment statistics and are coming up with a set of actions from the areas identified.
- We have designed an online Autism Equality Course which is available for our colleagues to learn the basics about equality for people living with autism and we have been running face to face sessions for groups of colleagues through our contractor. More in depth training is planned.

4 Deaf and Hearing Impaired People's Commitment pledges

We signed up to the Deaf and Hearing Impaired People's Commitment in 2013. The pledges and our actions are...

Pledge 1 – Providing access for Deaf and hearing impaired people to information and services

- We have held a range of Deaf Equality training sessions for our colleagues and this is also being offered to councillors too.
- We have produced some BSL videos of our services and more are planned – we produced a BSL Video for the recent Voter ID Project which was well received by the Deaf Community and also the Cabinet Office who are using it as a best practice example.
- We have a Video Relay Service and mobile for texting our main Derby Direct.
- We produced a BSL Video for the public facing website for our Deaf Services Team.
- We provided our Covid 19 information in BSL and also have a text number for the helpline. We provided a BSL



version of our Derby Narrative and also on the cost of living crisis.

- We involved Deaf people right at the start of our Moorways Sports Village development and have provided a tour for Deaf people with BSL interpreters around the Sports Village to make sure we have got things right before it's opened to the public.
- We are making sure that the hearing enhancement system in our new Entertainment Arena is of a quality that meets Deaf and hearing impaired people's needs.

Pledge 2 – Provide learning and high quality teaching of British Sign Language

- Our Adult Learning Service continues to provide BSL training as part of their service and offers the service to our colleagues.

Pledge 3 – Provide learning and high quality teaching of lip speaking skills

- Our Deaf and Hearing Impaired People's Commitment group continue to look at suppliers for this type of training as there are not many suppliers around.

Pledge 4 – Supporting families with Deaf or hearing impaired family members

- This pledge is on-going.

Pledge 5 – Making sure that when our employees are working with Deaf people that they can communicate effectively through British Sign Language interpreters

- We produced a [new guide](#) for colleagues working with Deaf and hearing impaired people and an Accessible Communications Protocol.



- Our customer facing colleagues at the Council House have learnt some basic British Sign Language to help greet our customers initially.

Pledge 6 – Consulting with local Deaf and hearing impaired people regularly

- We were key partners in our first Derby Sign Fest which was a tremendous success for Derby - our colleagues took part in the Sign Sing Flash Mob and several took part in Deaf Equality Workshops throughout the week.
- Our Deaf and Hearing Impaired People's Commitment group had been meeting to discuss progress of the pledges, but not for the last two years due to Covid 19 restrictions. However, we have been discussing access for Deaf people on a regular basis with the British Deaf Association and other Deaf people virtually. Representatives also are members of our Access Equality and Inclusion Hub who have been meeting virtually with support from BSL interpreters at meetings.
- As mentioned earlier we had two meetings with our Deaf Community about our proposal for an East Midlands Combined Authority.

5 Monitoring and moving forward

We monitor our equality objectives through our performance management tool – DORIS. Reports on DORIS are produced quarterly and presented to our Directors at Corporate Leadership Team meetings.

We have just set up our Equality, Diversity and Inclusion Board made up of key senior colleagues who have the authority to make change. The Board also includes colleagues from our Employee Networks and reports to our Senior Leadership Team. A major function of the Board is to oversee the work of the Equality, Diversity and Inclusion Plan 2021/2024 to make sure it is delivered.



This booklet is on our internal website [MiDerby](#) and on our external website at www.derby.gov.uk

For more details please contact our Lead on Equality and Diversity on **01332 643722**, **Mobile 07812301144** or **Relay UK 18001 01332 643722** derby.gov.uk/signing-service/ or ann.webster@derby.gov.uk

We can give you this information in any other way, style or language that will help you access it. Please contact us on **01332 643722 mobile 07812301144** or derby.gov.uk/signing-service/

Punjabi

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਇੱਥੇ ਸੰਪਰਕ ਕਰੋ: **01332 643722 mobile 07812301144** ਜਾਂ derby.gov.uk/signing-service/

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 643722 mobile 07812301144** lub derby.gov.uk/signing-service/

Slovak

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosím, kontaktujte nás na tel. č.: **01332 643722 mobile 07812301144** alebo na stránke derby.gov.uk/signing-service/

Urdu

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Derby City Council

The Council House Corporation
Street Derby DE1 2FS



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