

Equality impact assessment form

Directorate - Communities and Place

Service area – Regeneration Projects

Name of policy, strategy, review or function being assessed- City Centre Master Plan Delivery – Connected Cycle City and Place-making - St Peter's Street

Date of initial assessment – 4 May 2017

Name of Director/Head of Service signing it off – not yet completed

Decision of Cabinet, Personnel Committee or Chief Officer Group

Date published on website

July 2017



Derby City Council



Equality impact assessment – please read this section first before you do the assessment

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by taking the equality implications into account. Equality impact assessments **must be done before** decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:

- understand your customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website**. It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

Equality groups and protected characteristics

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments
- Gender identity – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

Contact for help

Ann Webster – Lead on Equality and Diversity

ann.webster@derby.gov.uk

Tel 01332 643722 Minicom 01332 640666 Mobile 07812301144

The form

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures
- Key decisions such as allocating funding to voluntary organisations, budget setting
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

What’s the name of the policy you are assessing?

Connected Cycle City and Place-making – St Peter’s Street

The assessment team

Team leader’s name and job title – Andy Smart - Project Management/Helen Oakes – Urban Designer

Other team members

Name	Job title	Organisation	Area of expertise
Steven Millington	Senior Traffic Technician	DCC	Traffic Management
Jaina Parmar	Landscape Architect	DCC	Design
Kelly Falconbridge	Project Liaison	DCC	Stakeholder Management
Connie		Voices in Action	Young People’s equality

Name	Job title	Organisation	Area of expertise
Frederico		Voices in Action	Young People's equality
Tiny		Voices in Action	Young People's equality
Amrit		Voices in Action	Young People's equality
Judi Bateman		Diversity Forum	Disability equality
Claire Winfield and volunteer		Sight Support Derbyshire	Visually impaired people's equality
Moira Findlay		Diversity Forum and 50 Plus Forum	Disability Equality and Older People's equality
Andy Findlay		Diversity Forum and 50 Plus Forum	Disability Equality and Older People's equality
Pamela Thompson	Adults and Diverse Communities Participation Officer	DCC	Equality and community engagement
Ann Webster for part of the EIA	Lead on Equality and Diversity	DCC	Equality
Dermot Bishop	Rehab Officer	DCC	Visually impaired people's equality
Claire Winfield by email and phone	Chief Executive	Sight Support Derbyshire	Visually impaired people's equality

Step 1 – setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side tracked.

1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.

As part of the City Centre Master Plan - Connected Cycle City and Place-making - St Peter's Street - the proposal is to align cycle access with other access vehicles on St Peter's Street before 10am and after 5pm, seven days a week.

This supports and encourages people to use more sustainable forms of transport. It also encourages the economic regeneration of the main retail core of the city centre in line with creating a vibrant city centre.

It improves access along the north south axis of the city centre connecting the World Heritage Site with Castleward and the Railway Station. Three appendices are attached to this document outlining the proposals

Three appendices are shown at the end of this document outlining the proposals.

This is an initial EIA to gather thoughts and ideas for pushing the project forward.

2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

Derby City Council will lead on the delivery of this project and procure a competent contractor to install the proposal

3 Who are the main customers, users, partners, employees or groups affected by this proposal?

Everyone who visits, works in and lives in Derby.

Step 2 – collecting information and assessing impact

4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.

For many years now there has been a conflict between some cyclists using the pedestrianised St Peter's Street and disabled people, particularly Deaf people and visually impaired people. There have been some actual accidents and near misses from what disabled people tell us they have experienced. Despite clear notices and fixed penalty notices from the Police on targeted campaigns to stop cyclists, it hasn't made much difference. So, we needed to look at how we could deal with this issue in another way to make sure using St Peter's Street becomes safer for disabled people, older people and parents with toddlers.

Leicester city centre was identified as a city to visit to look at how they deal with cyclists in pedestrianised areas. Pedestrians and cyclists share the streets. A small

team of officers and disabled members of our Diversity Forum went on two visits to Leicester on a fact finding mission. They observed cyclists, both mounted and dismounted and looked carefully at the position of street furniture, including advertising boards, paving materials used and their texture and contrast to the surrounding area. On the journey home the group highlighted the positives and negatives about the Leicester system for allowing cyclists to share the streets with pedestrians...

- Small kerb up stands to be avoided, all or nothing
- Avoid big level differences, as at Jubilee Square
- Smooth surfaces too much, Cank Street, more texture to drainage channels
- Good textured edges to bike stand areas at the top of Gallowtree Gate and the use of bound gravel around trees (planted in the ground)
- avoid slim or any stainless steel bollards
- Ok with public realm grey against light stone
- Avoid large amounts of tumbled setts, only use in small strips, such as around street furniture areas
- Dish channels to be avoided, our approach would be to drain below the surface.
- Place all street furniture in designated areas, using contrasting materials
- Controlled access to minimise and regulate vehicles; how is it operated?
- Good delineation using coloured tarmac as in Silver Street
- Using combined locations for signage, on street lighting columns and so on
- There appeared to be better placement of A boards, designated places, within street furniture areas?
- A boards are a distraction 'useless', takes people's view away from main shop, why are they used?
- Street cafes are not wheelchair accessible and do we have the climate. McDonalds as a Pilot?
- One incident of fast cycling, but on the whole not an issue with considerate cyclists
- The slope on St Peter's Street is an issue, as there are no slopes in Leicester.

In addition it was identified that despite there being no time restraints on Leicester cyclists for sharing the streets with pedestrians, the cyclists appeared to be steadily moving through the pedestrianised area giving due care and respect to pedestrians.

There is some concern that if we still restrict cyclists to certain times when they can and cannot use St Peter's Street, we may still face the same problems, rather than educating all cyclists to respect pedestrians – more discussion needed on this particular issue.

We have consulted with our young people’s forum – Voices in Action, our Disabled People’s Champion Councillor Paul Pegg and our Older People’s Champion Councillor Robin Turner, as well as the Council’s Leadership and Cabinet Members. The Disability Equality Hub met on Thursday 7 September 2017 and discussed the proposed Traffic Regulation further to allow cycling on St Peter’s Street up to 10 am and after 5 pm in-line with other vehicles. The majority of the Disability Equality Hub members who had not been part of the initial EIA were in objection to cycling at all in St Peter’s Street in particularly visually impaired people and Deaf people. In addition a representation of visually impaired people from Leicester had recently taken a petition about shared spaces to Downing Street to protest about the shared spaces in Leicester - more discussion needed about this.

5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. If it’s negative, fill in the mitigation section as well to explain how you are going to lessen the impact.

Age

What do you already know?	Positive impact	Negative impact	Mitigation
We do know that some older people cannot get out of the way quickly if speeding cyclists cross their path, so allowing cyclists to use St Peter’s Street even in restricted times may result in people still feeling fearful of using the street.		yes	We will provide more cycle signs, better lighting columns and street furniture zones, and contrasting paving making it clear where cyclists can or cannot travel. In addition, better monitoring and policing of cyclists who abuse the times and areas they can travel on St Peter’s Street. New benches will be provided with arm rests for rest areas.
Some younger members of the EIA team felt that	yes		

the bridge could do with some design work on it to brighten it up			
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Disability

What do you already know?	Positive impact	Negative impact	Mitigation
<p>We know that some visually impaired people are fearful of St Peter's Street due to the fact that they may face an accident with a cyclist.</p> <p>Although motor vehicles are already allowed in St Peter's Street, they are much larger than a fast cyclist coming towards or behind or in between people.</p> <p>Deaf people cannot hear cyclists coming up behind them and so are also fearful of an accident.</p> <p>Inconsiderate cyclists often get in the way of wheelchair users and mobility scooter users, as well as mobility impaired people, making it difficult to get away in time.</p>		yes	<p>We will provide more cycle signs, better lighting columns and street furniture zones, and contrasting paving making it clear where on the street cyclists can or cannot travel. In addition, better monitoring and policing of cyclists who abuse the times and areas they can travel on St Peter's Street.</p> <p>New benches will be provided with arm rests for rest areas.</p>

Gender identity- trans

What do you already know?	Positive impact	Negative impact	Mitigation
No equality impact, other than as a pedestrian			

Marriage and Civil Partnership

What do you already know?	Positive impact	Negative impact	Mitigation
No equality impact, other than a pedestrian			

Pregnancy and maternity

What do you already know?	Positive impact	Negative impact	Mitigation
We know that some inconsiderate cyclists may have near misses with small children and parents pushing pushchairs, as well as heavily pregnant women who may not be able to get out of the way quick enough		Yes	We will provide more cycle signs, better lighting columns, and street furniture zones, contrasting paving making it clear where on the street cyclists can or cannot travel. In addition, better monitoring and policing of cyclists who abuse the times and areas they can travel on St Peter's Street

Race

What do you already know?	Positive impact	Negative impact	Mitigation
No equality impact other than a pedestrian			

Religion or belief or none

What do you already know?	Positive impact	Negative impact	Mitigation
No equality impact other			

than a pedestrian			

Sex

What do you already know?	Positive impact	Negative impact	Mitigation
No equality impact other than a pedestrian			

Sexual orientation

What do you already know?	Positive impact	Negative impact	Mitigation
No equality impact other than a pedestrian			

Important - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?

There is planned to be restricted cycling hours of before 10am and after 5pm, at the same time as other vehicles have access for loading and unloading –There will be clear signing and the creation of street furniture zones, with appropriate facilities for disabled people. There will be a space where people will expect a cyclist and any other vehicle to be.

Cycle symbol paving stones will be installed in the centre of the street. Good contrasting materials as used at St Peters Cross and The Spot. Street furniture zones will have a tapping edge. All new benches will have arm rests. Improved cycle parking using 'Sheffield' stands in public realm grey, to give good contrast and vertical uprights so that they are easily identified

Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

Outcome 1		No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3	yes	Continue the policy despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

Outcome 3 once the further details of this EIA are complete. Legitimising pedal cycles in pedestrianised streets is subject to a Traffic Regulation Order and this involves consulting stakeholder groups such as disability groups, pedestrian groups and so on and the general public

Why did you come to this decision?

Outcome 3 appears to fit best following the EIA and discussion with those involved. Attached is a list of thoughts and ideas from the meeting.

This decision was made based on the fact that there are vehicles in the pedestrianised area at the times when cycling can happen. To mitigate against concerns contrasting materials, street furniture zones, paving signs and standard signs will provide good mitigation.

The design team will also monitor impact and it is proposed to follow up the EIA after implementation.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

Step 4 – equality action plan – setting targets and monitoring

8 Fill in this table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.

Equality Action Plan –setting targets and monitoring

Age

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Have further discussions, following implementation and monitoring about whether a restricted time for cyclists should continue or use a variation of the Leicester scheme	People will know that they are sharing the street with cyclists in set zones, rather than all over the place like at the moment	Helen Oakes – Urban Designer and Andy Smart Regeneration Manager	On-going throughout the project and the operation of the Policy once it is completed

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Have discussions with Derbyshire Police about the possibility of random awareness campaigns	It will encourage cyclists to respect the time zones when they can cycle on St Peter's Street	Helen Oakes – Urban Designer and Andy Smart Regeneration Manager	
Look into some design features that will brighten up the bridge	It will look more attractive and make the environment more pleasant	Helen Oakes – Urban Designer and Andy Smart Regeneration Manager	

Disability

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Have further discussions, following implementation and monitoring about whether a restricted time for cyclists should continue or use a variation of the Leicester scheme	People will know that they are sharing the street with cyclists in set zones, rather than all over the place like at the moment	Helen Oakes – Urban Designer and Andy Smart Regeneration Manager	On-going throughout the project and the operation of the Policy once it is completed
Have discussions with Derbyshire Police about the possibility of random awareness campaigns	It will encourage cyclists to respect the time zones when they can cycle on St Peter's Street	Helen Oakes – Urban Designer and Andy Smart Regeneration Manager	
Have discussions with Sight Support Derbyshire about the proposed Derby Scheme	It will make sure we get the scheme right for Derby	Helen Oakes – Urban Designer and Andy Smart Regeneration Manager	
Have discussions with Vista in Leicester about the visually impaired people's concerns	We will learn from any difficulties Leicester has experienced so	Ann Webster – Lead on Equality and	

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
about the Leicester scheme	that we can create as barrier free environment in the Derby Scheme as possible	Diversity	

Marriage and Civil Partnership

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Pregnancy and maternity

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements
Have further discussions, following implementation and monitoring about whether a restricted time for cyclists should continue or use a variation of the Leicester scheme	People will know that they are sharing the street with cyclists in set zones, rather than all over the place like at the moment	Helen Oakes – Urban Designer and Andy Smart Regeneration Manager	On-going throughout the project and the operation of the Policy once it is completed
Have discussions with Derbyshire Police about the possibility of random awareness campaigns	It will encourage cyclists to respect the time zones when they can cycle on St Peter's Street	Helen Oakes – Urban Designer and Andy Smart Regeneration Manager	

Race

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Religion or belief or none

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Sex

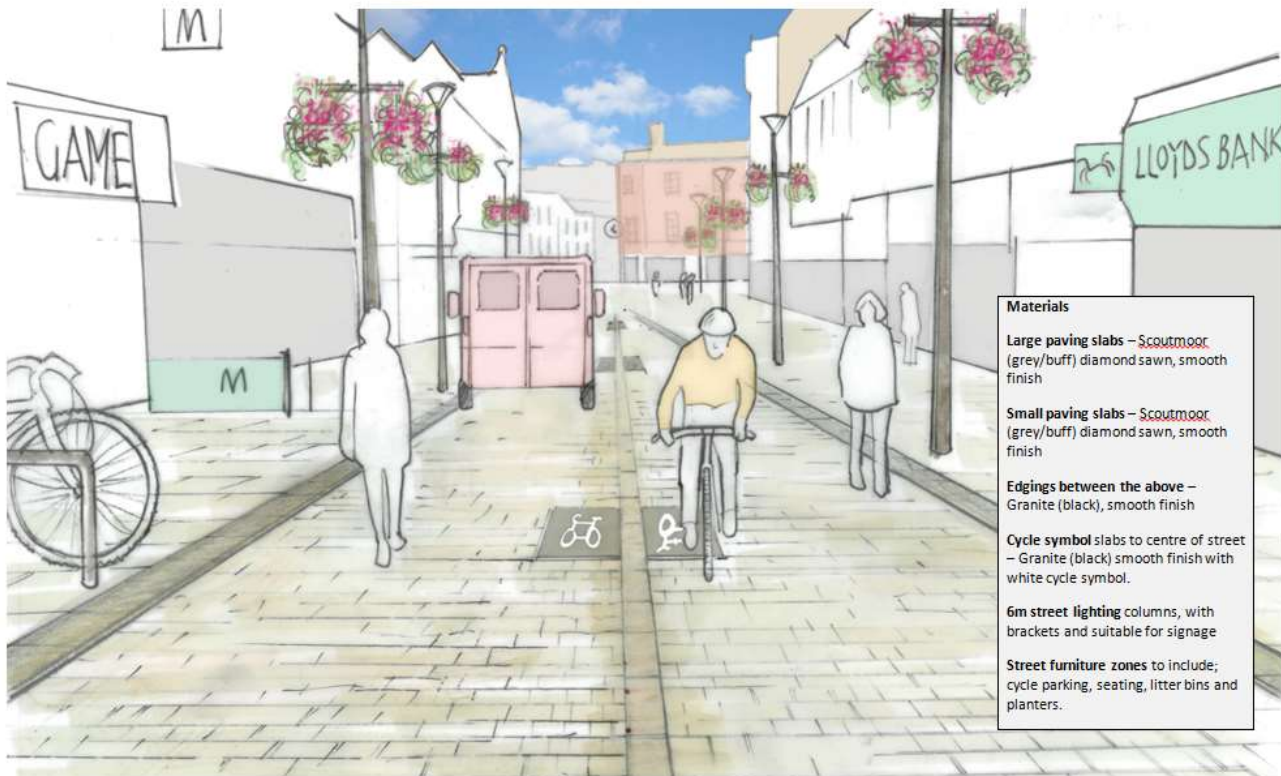
What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Sexual orientation

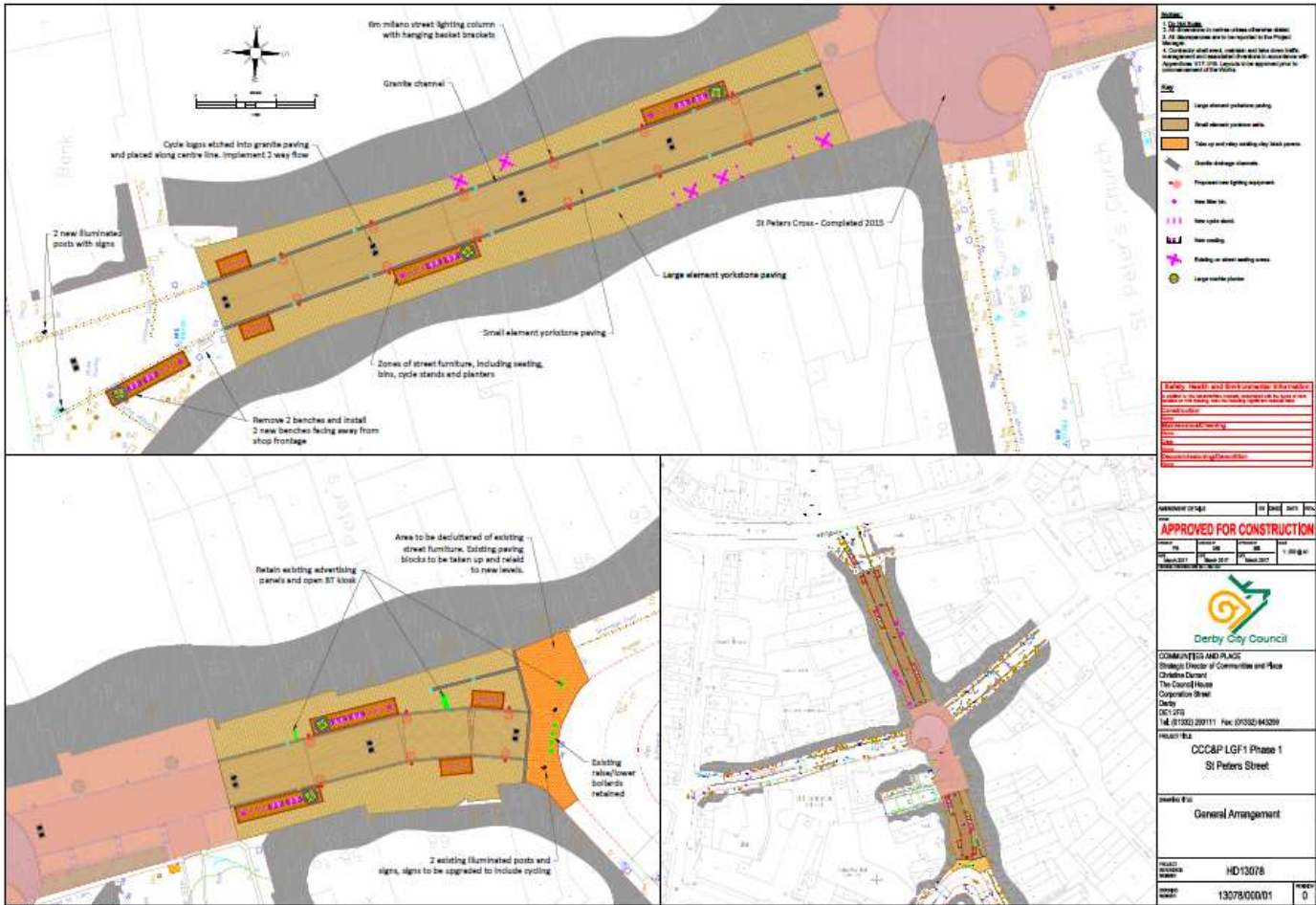
What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Appendix 1

St Peters Street, looking towards Victoria Street, before 10am and after 5pm



Appendix 2 – General arrangement



Scale:
 1. 1:500
 2. 1:1000
 3. 1:2000
 4. 1:5000
 5. 1:10000

Notes:
 1. All dimensions are in metres unless otherwise stated.
 2. All dimensions are to be rounded to the nearest millimetre.
 3. All dimensions are to be rounded to the nearest millimetre.
 4. All dimensions are to be rounded to the nearest millimetre.
 5. All dimensions are to be rounded to the nearest millimetre.

Legend:

- Large element yorkstone paving
- Small element yorkstone paving
- Take up and relay existing sky light panels
- Double drainage channels
- Proposed new lighting equipment
- New blue bin
- New cycle stand
- Paving in street seating areas
- Large wooden planter

Approval and Construction Information

Author	Drawn	Checked	Approved
Issue	Revision	Date	By

APPROVED FOR CONSTRUCTION

Derby City Council
 COMMUNITY AND PLACE
 Strategic Director of Communities and Place
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PROJECT No:
 CC&P LGF1 Phase 1
 St Peter's Street

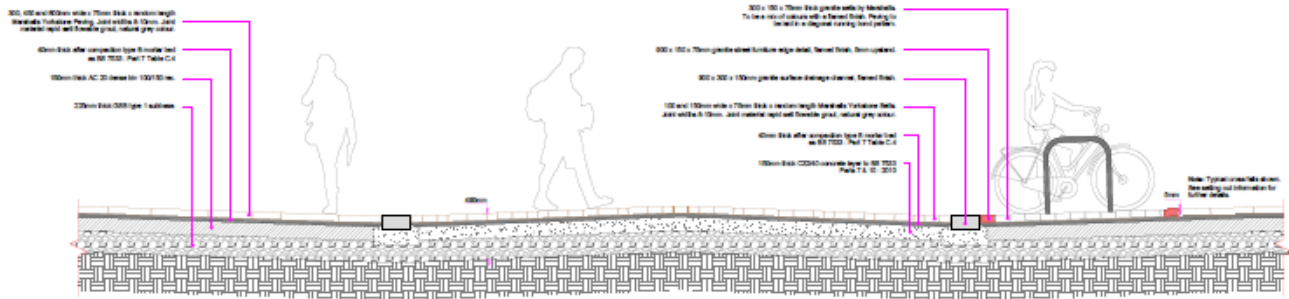
WORK No:
 General Arrangement

PROJECT No:
 HD13078

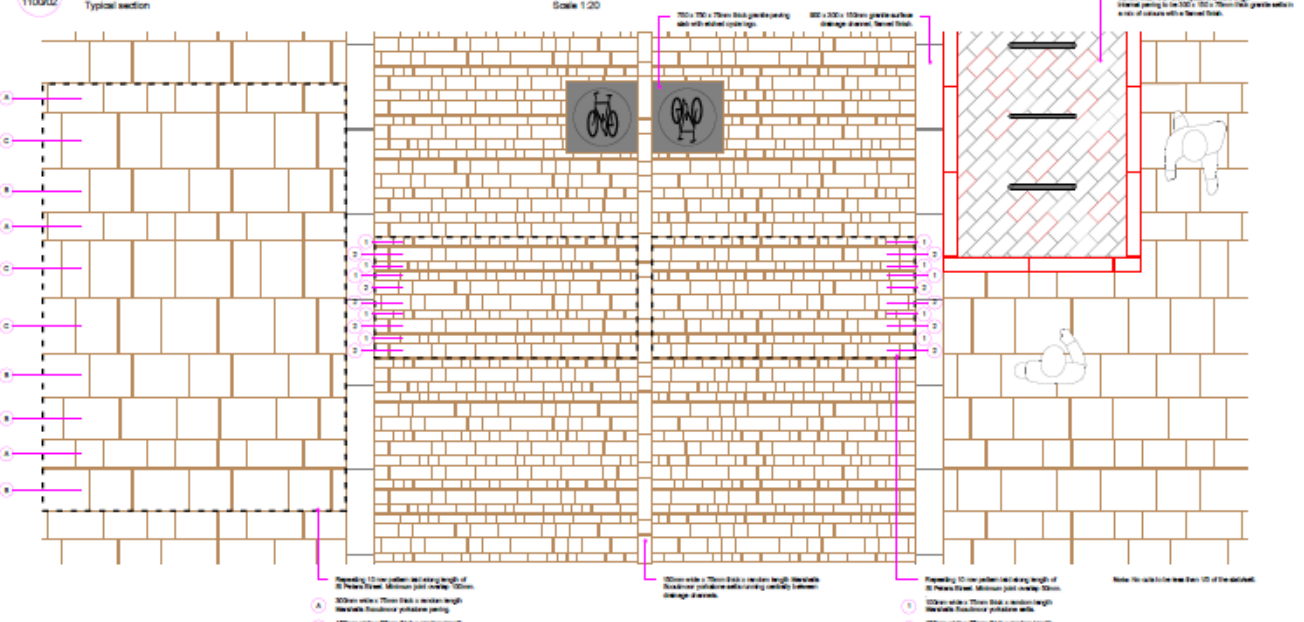
DATE:
 13/07/2011

REVISION:
 0

Appendix 3 - Typical cross section and paving layout



A YORK STONE PAVING AND SETTS WITH SURFACE DRAINAGE CHANNEL
110Q02 Typical section Scale 1:20



B YORK STONE PAVING AND SETTS WITH SURFACE DRAINAGE CHANNEL
110Q02 Plan Scale 1:20

Appendix 4 – EIA list of thoughts and ideas

This is a list that was captured from the initial EIA on 4 May 2017.

- Will 'corduroy' tactile paving be used to tell cyclists where to be?
Response - This is not part of the plan as it is generally used at crossing points, such as 'Toucan/Pelican' light controlled crossings and to indicate a change in level.
- Will the position of the new lighting columns be in the way of pedestrians, also will the hanging baskets cast shadows?
Response - The columns follow the line of the street furniture zones and help mark the edge of the space where vehicles will be. The lighting design takes account of the 'hanging baskets'; however this will be reviewed once in place.
- The materials are not as much of a contrast that I thought?
Response - These are materials that are part of the public realm materials palette, and show a contrast. A 'root and branch' review of the materials palette is planned for this financial year. The Disability Equality Hub is a key stakeholder and will play an active role in this.
- What happens when the weather is cold and wet and there is snow on the ground?
Response – The Streetpride team will undertake gritting activity in these circumstances.
- Dish channels are not welcome
Response – Existing dish channels will be removed and replaced with flat channels, as at St Peter's Cross.
- Does the street now need more formal crossings to help guide people to safe crossing points?
Response – St Peter's Street is on one level and shared with other forms of transport. Formal crossings are not appropriate in these locations.
- What is to happen with the poor drop crossings at and around The Spot and Babington Lane?
Response – These are outside the scope of this project; however there is other work planned in Babington Lane as part of a Traffic and Transport project to improve footways around the post office area. Confirm these works.

- I find it difficult to walk between my bus stop and Charnwood Street. I need more places to sit on this route.
Response - The street furniture zones include new benches with armrests. There are ten new benches proposed.
- The planters are in the way and not easy to find if you use a stick to move around, because of its shape
Response - Planters are proposed in these works, matching those already at St Peter's Cross. They will be located in the new street furniture zones, so should not be an obstruction. The street furniture zone includes a 5mm raised edge to help guide those with long canes.
- The bridge could be lit with bright lights
Response - This was raised by a young person. They will provide some further ideas.
- Will the benches at St Peter's Cross be removed, as they narrow the street too much?
Response – There is no plan to remove these benches.
- Cycle symbols in the paving to be backed up with signs of lighting columns.
Response – These will be considered by the design team with a view to establish them on either a temporary or permanent basis.

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
Minicom: 01332 640666

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt: **01332 643722** Tel. tekstowy: 01332 640666

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 ਟੈਲੀਫੋਨ **01332 643722** ਮਿਨੀਕਮ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: 01332 643722 Minicom 01332 640666

Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **01332 643722** منی کام 01332 640666 پر ہم سے رابطہ کریں۔



Derby City Council