

Equality impact assessment form

Directorate – Communities and Place

Service area – Regeneration Projects

Name of policy, strategy, review or function being assessed – Performance Venue

Date of assessment – 18/01/2018

Name of Director/Head of Service signing it off – Catherine Williams

Decision of Cabinet, Personnel Committee or Chief Officer Group – To progress the Music and Performance Venue option onto the next stage of the project.

This is an initial EIA as a result of the recent Consultation exercise. Detailed EIAs will be carried out on;

1. The overall design process, and
 2. The procurement of an operator
- 1 and 2 above was approved by Cabinet on 4th October 2017.

Date published on website – [tbc]

October 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?

Derby Performance Venue – the selection of the option to pursue.

The assessment team

Team leader’s name and job title – Catherine Williams (Head of Regeneration Projects).

Other team members

Name	Job title	Organisation	Area of expertise
Sam Rosillo	Regeneration Manager	Derby City Council	Project Manager for the Performance Venue project
Andy Smart	Regeneration Manager	Derby City Council	Project Manager for other key city centre projects with experience

Name	Job title	Organisation	Area of expertise
			of the EIA process.
Ann Webster	Lead on Equality and Diversity	Derby City Council	Council's lead on Equality and Diversity

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.

The development of a new Performance Venue is the key priority for Derby's City Centre Masterplan 2030. It is seen as being the focal point for city centre regeneration, a catalyst for further investment and a key development in terms of supplementing the cultural offer in the city and the visitor economy. In addition, one of the Council's key pledges announced in June 2017 is that *"The Council will invest in Assembly Rooms / Debenhams / Duckworth Square sites to increase city centre footfall by 10% by 2025."*

Feasibility work has been undertaken between 2015 and 2017 to explore the most affordable and deliverable option for a new venue on the site of the Assembly Rooms and to prepare an Outline Business Case for the project. The potential for replacing the existing Assembly Rooms car park with a larger and more user friendly car park formed part of the feasibility work and is a key part of the emerging business case for the project.

During a meeting on 4th October 2017, Council Cabinet decided that a consultation exercise be undertaken to explain the advantages, disadvantages and financial viability of the options considered and seek the views of stakeholders and the public. The consultation took place between 16th November 2017 and 15th December 2017. The outcome from the consultation is to be considered in reaching a decision on which option should be pursued.

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

The project will be led by Derby City Council. External support will be required in order to design, build and operate the venue. The indicative procurement arrangements are as follows:

- Procurement of a project management led design team who will lead on the both the design of the new venue and assist the council in procuring the operator and the building contractor.
- Procurement of an operator to operate the venue on the Council's behalf.
- Procurement of a building contractor to construct the new venue and associated car park.

The following consultation/engagement activities has been undertaken/planned for the project:

- Consultation on the advantages, disadvantages and financial viability of the options considered that took place at the end of 2017.
- Establishing a stakeholder reference group that will have the opportunity to influence the project moving forward.
- Consultation/engagement on the emerging design of the venue at relevant stages of design including prior to the submission of a planning application.
- Ongoing publicity on the project through the Council's Regeneration News Update and the Newsroom.

Advice from the Council's lead on Equality and Diversity indicates the requirement for the design of the venue to comply with the Equality Act requirements and Building Regulations. The Derby Equality Hubs, Voices in Action and 50 + Forum will be engaged at key points throughout the design process and EIAs will be conducted for the procurement exercise for an operator and as the scheme is developed to address and promote equality initiatives in the design for all communities. This has been built into the programme for the project moving forward.

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

Once opened, the venue will be for all those that live, work, study and visit Derby and want to attend events that are programmed. In undertaking the recent consultation, we asked for views on the work undertaken to date on the project including the venue type and what types of events they would like to see take place within the venue.

The intention is for an external operator to be appointed to operate the venue. The appointed operator will employ the staff required to run the events that take place within the venue.

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.

Recent consultation (November 2017 – December 2017)

Consultation on the advantages, disadvantages and financial viability of the options considered took place at the end of 2017. The outcome from this consultation is set out in the report below prepared for the Council by Enventure Research:



Derby City Council -
Performance Venue C

The key findings from the consultation are outlined in the executive summary on 4 – 6. A total of 1,006 respondents completed the consultation survey about the new performance venue in Derby. An indication of the respondent profile is outlined on pages 11 – 15. The report provides a sub group analysis in detailing the findings, identifying any key trends between the different respondent profiles for example equality groups

Details of the consultation strategy are set out in Appendix 2. Comprehensive publicity for the consultation was undertaken. The consultation included a programme of events at the following locations:

- Derby University
- St Peters Church in Derby City Centre
- Derby Arena
- Derby City Council Offices, the Council House.

The consultation document included information on how the information could be accessed through alternative methods (see page 55 of the attached document).

Future consultation and engagement

We plan to undertake the following consultation/engagement on the project:

- Consultation on the advantages, disadvantages and financial viability of the options considered that took place at the end of 2017.
- Establishing a stakeholder reference group that will have the opportunity to influence the project moving forward.
- Consultation/engagement on the emerging design of the venue at relevant stages of design including prior to the submission of a planning application.
- Ongoing publicity on the project through the Council's Regeneration News Update and the Newsroom.

Advice from the Council's lead on Equality and Diversity indicates the requirement for the design of the venue to comply with the Equality Act requirements and Building Regulations. The Derby Equality Hubs, Voices in Action and 50 + Forum will be engaged at key points throughout the design process and EIAs will be conducted for the procurement exercise for an operator and as the scheme is developed to address and promote equality initiatives in the design for all communities. This has been built into the programme for the project moving forward.

- 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
<p>Various trends were identified during the recent consultation by the different age groups, which are detailed in the consultation report. In particular, the views on the preferred event types will need to be built into the project moving forward.</p> <p>Ensure that these views are considered in discussing the potential future programme of events through the operator procurement process</p>	Y		.

Disability

What do you already know?	Positive impact	Negative impact	Mitigation
When asked whether they considered themselves to be a disabled person, 5% of respondents to the consultation said that	Y		•

What do you already know?	Positive impact	Negative impact	Mitigation
<p>they did. However, no trends were identified in the survey responses received during the consultation from those that considered themselves to be disabled.</p> <p>The requirements for disabled people will need to be considered in the design of the venue. This will be done through:</p> <ul style="list-style-type: none"> • Ensuring the appointed design team has the relevant skills/capability to consider this in the design. <p>Undertaking further EIAs at the relevant stages of the design process.</p> <p>In addition we will work with our Deaf Forum and Deaf and hearing Impaired People's Commitment Group</p>			

Gender identity- trans

What do you already know?	Positive impact	Negative impact	Mitigation
<p>1% of respondents said that their gender was not the same as they were assigned to at birth. No key trends were identified from the consultation responses</p>	<p>Y</p>		

What do you already know?	Positive impact	Negative impact	Mitigation
<p>received.</p> <p>Ensure that gender identity is considered in undertaking further project work, and in all future EIAs – we will work with Derbyshire LGBT+ to make sure we get things right .</p>			

Marriage and Civil Partnership

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Feasibility work to date has indicated the potential for weddings/civil ceremonies to take place within the venue under a number of the options explored. The potential for this to be included in the venue will need to be further explored as the project progresses.</p> <p>Consider the potential for the venue to host weddings and civil ceremonies in progressing the designs for the project and appointing an operator</p>	Y		.

Pregnancy and maternity

What do you already know?	Positive impact	Negative impact	Mitigation
<p>No trends were identified through the consultation in relation to pregnancy and maternity.</p> <p>Consider how the requirements of mothers/fathers and babies/toddlers can be catered for in the design of the venue. For example, accessibility for pushchairs for the new venue and making sure any operator does not discriminate against breast feeding mothers</p>	Y		.

Race

What do you already know?	Positive impact	Negative impact	Mitigation
<p>97% of respondents to the consultation stated that they were White or White British, with only 1% indicating that they were of an Asian or Asian British background, of Dual Heritage or belonged to any other ethnic group. This proportion is not reflective of the wider split across the City of Derby based on the 2011 census information.</p> <p>No key trends were identified from the consultation responses received.</p>	Y		

<p>Consider how a wider diversity of people can be engaged with during future consultations, including our Race Equality Hub. This will ensure their aspirations for the venue are considered in design and the future operation of the venue. As well as the Race Equality Hub, we will seek the advice of our Neighbourhood Managers to engage with our local communities.</p>			
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Religion or belief or none

What do you already know?	Positive impact	Negative impact	Mitigation
<p>The consultation showed that almost nine in ten (87%) respondents who held a religious belief said they were Christian. 1% said they belonged to Hindu, Muslim or Sikh religion and 7% indicated that they preferred not to say. This proportion is not reflective of the wider split across the City of Derby based on the 2011 census information.</p> <p>No key trends were identified from the consultation responses received.</p>	<p>Y</p>		

Consider how a wider diversity of people can be engaged with during future consultations. This will ensure their aspirations for the venue are considered in design and the future operation of the venue. We will seek the advice of our Neighbourhood Managers to engage with our local communities and our Race Equality Hub			
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Sex

What do you already know?	Positive impact	Negative impact	Mitigation
<p>There was a fairly even split of gender, with 52.5% of respondents reporting to be female and a further 47.5% male.</p> <p>The subgroup analysis in the consultation report indicates key trends between male and female respondents.</p> <p>We will continue to consider this theme as part of the detailed EIAs and involve our Gender Equality Hub.</p>	Y		.

Sexual orientation

What do you already know?	Positive impact	Negative impact	Mitigation
Over four in five	Y		.

<p>respondents (84%) said they were heterosexual, with a further 3% reporting they were either bisexual or a gay man.</p> <p>No key trends were identified from the consultation responses received.</p> <p>We will continue to consider this theme as part of the detailed EIAs and work with Derbyshire LGBT+ (our LGBT Equality Hub)</p>			
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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?

Key actions to implement moving forward are as follows:

- Undertake further EIAs at relevant points as the project progresses. These include:
 - During key points of the design process.
 - Prior to the procurement of an operator and making sure that equality is written into specification of an operator.
- Ensure that the design team appointed to undertake work on the project incorporates sufficiently qualified team members to advise on key design principles to encourage inclusivity in the design of the venue.
- Undertake a lessons learnt exercise relating to the recent consultation event to see what other measures can be put in place to reach out to groups across Derby for future consultations relating to the project.
- Discuss with our internal Lead on Equality and Diversity and Participation Officer – Adults and Diverse Communities on how best to engage with key groups in moving forward with the design for the new project.

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	x	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		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)

The decision to progress the Music and Performance Venue option onto the next stage of the project has been taken considering the outcome of the consultation that took place. In progressing the project forward, we will undertake the key actions identified above.

Why did you come to this decision?

A range of views and opinions on the advantages, disadvantages and financial viability of the options for a new performance venue were expressed during the consultation period. All of the consultation responses have been analysed by Enventure Research. There was no clear majority in terms of the preference stated for a venue type. Views from a wide diversity of people from different backgrounds have been taken into account in reaching this decision with the consultation report identifying key trends from the sub group analysis.

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
<p>The requirements for all age groups will need to be considered in the design of the venue. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project.</p> <p>Work with our 50m +Forum</p>	<p>The design and operation of the venue will meet the requirements of all age groups.</p>	<p>Throughout the project.</p> <p>Lead - TBC</p>	<p>EIA to be undertaken on an iterative basis.</p>

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
<p>The requirements for disabled people will need to be considered in the design of the venue. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project.</p> <p>Work with our Disability Equality Hub and Deaf Forum as well as our Deaf and hearing Impaired People's Commitment Group</p>	<p>The design and operation of the venue will meet the requirements of those with a disability.</p>	<p>Throughout the project.</p> <p>Lead - TBC</p>	<p>EIA to be undertaken on an iterative basis.</p>

Gender identity - trans

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
<p>The requirements for all people will need to be considered in the design of the venue. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project.</p> <p>Work with Derbyshire LGBT+ our LGBT Equality Hub</p>	<p>The design and operation of the venue will meet the requirements of all people.</p>	<p>Throughout the project.</p> <p>Lead - TBC</p>	<p>EIA to be undertaken on an iterative basis.</p>

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
<p>The requirements for all people will need to be considered in the design of the venue. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project.</p>	<p>The design and operation of the venue will meet the requirements of all people.</p>	<p>Throughout the project.</p> <p>Lead - TBC</p>	<p>EIA to be undertaken on an iterative basis.</p>

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
<p>Consider how the requirements of mothers/fathers and</p>	<p>The venue will be accessible to mothers/fathers and</p>	<p>Throughout the project.</p>	<p>EIA to be undertaken on an iterative basis.</p>

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
babies/toddlers can be catered for in the design of the venue. For example, accessibility for pushchairs for the new venue.	babies/toddlers	Lead - TBC	

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
Consider how a wider diversity of people can be engaged with during future consultations. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project. Work with our Race Equality Hub	The design and operation of the venue will meet the requirements of all people.	Throughout the project. Lead - TBC	EIA to be undertaken on an iterative basis.

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
The requirements for all people will need to be considered in the design of the venue. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the	The design and operation of the venue will meet the requirements of all people.	Throughout the project. Lead - TBC	EIA to be undertaken on an iterative basis.

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
<p>project.</p> <p>Work with our race Equality Hub</p>			

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
<p>The requirements for all people will need to be considered in the design of the venue. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project.</p> <p>Work with Derby International Women's Day Committee – our Gender Equality Hub</p>	<p>The design and operation of the venue will meet the requirements of all people.</p>	<p>Throughout the project.</p> <p>Lead - TBC</p>	<p>EIA to be undertaken on an iterative basis.</p>

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
<p>The requirements for all people will need to be considered in the design of the venue. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage</p>	<p>The design and operation of the venue will meet the requirements of all people.</p>	<p>Throughout the project.</p> <p>Lead - TBC</p>	<p>EIA to be undertaken on an iterative basis.</p>

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
<p>and consult throughout the project.</p> <p>Work with Derbyshire LGBT+ (our LGBT Equality Hub)</p>			

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