



Equality impact assessment form

Directorate	Corporate Resources
Service area	Digital Services Team and 13 x In-Service IT colleagues
Proposal	Consolidating IT resources within the Council to Corporate Core and redesign service
Reason for proposal	Digital Services MTFP budget savings proposal and redesign of service
Sign off (Director/Head of Service)	Andy Brammall – Director of Digital and Customer Management
Date of assessment	09/03/2023

Please read the support notes to help you in Appendix 1 before completing your assessment

The form

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

The assessment team or name of individual completing this form

Team leader's name and job title – Liz Moore – Head of HR and interim Head of OD

Other team members if appropriate

Name	Job title	Organisation	Area of expertise
Ann Webster	Lead on Equality and Diversity	Derby City Council	Equality, Diversity and Inclusion
Mark Walker	Head of ICT - Technology and Service Delivery	Derby City Council	ICT - Technology and Service Delivery
Lee Haynes	Head of Information, Transformation and Business Applications	Derby City Council	Information, Transformation and Business Applications
Lynda Innocent	Head of Financial Services Transformation	Derby City Council	Information, Transformation and Business Applications

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.

<p>1. What are the main aims, objectives and purpose of the decision you want to make?</p>	<p>All services have been asked to review their services to deliver savings in 2023/24 and beyond as part of the Medium Term Financial Planning Process.</p> <p>Following a review of our services, we have developed a proposal to restructure the service and reduce spend on an externally provided process for recording performance and development conversations.</p> <p>The restructure proposal includes the proposed deletion of 1.81 FTE vacancies across the following roles:</p> <ul style="list-style-type: none"> • IT Support Officer (1 FTE) • IT Support Technician (0.81 FTE) <p>The proposal also includes the proposed deletion of 8 FTE posts which are currently occupied posts.</p>
<p>2. Why do you need to make this decision?</p>	<p>We need to restructure due to a reduction in budget, as set out in the MTFP, and as explained by the Chief Executive and Strategic Directors in recent communications about the Council's financial position.</p> <p>Although change is required predominantly to meet the Council's significant budget challenge, in designing a structure that can deliver the needs of the Council going forward, a number of considerations are reflected in the design:</p> <ul style="list-style-type: none"> • To commence mitigation of the dispersed nature of Digital and IT across different departments of the Council which presents a risk in respect of governance, co-ordination and prioritisation of resources to focus on the things that matter most and benefit from economies of scale. • To centralise and rationalise roles that have evolved within Communities and Place, People Services and Corporate Resources and are focussed on localised in-service IT, rather than corporate wide priorities. • To afford reduction in duplication and associated potential for failure demand and conflicting priorities.

	<ul style="list-style-type: none"> • To reduce the opportunity for “islands of knowledge” and “single points of failure” to perpetuate. • To facilitate increased capability, flexibility, resilience and succession management. • To standardise good practice and consistent professional support and security of systems and infrastructure. • To resize and redesign functions associated with service withdrawals and automation (including withdrawal of service desk telephone channel, evolution of self-service password reset capability, self-service file and email restore, and automated device deployment). • To modify allocation of resources to changing priorities including digital security, supporting a more mobile, agile and digitally enabled workforce, collaboration technologies, high priority digitally enabled transformation such as Social Care, supporting cost of living and exclusion responses, and co-ordinated enablement of wider council-wide change. • To clarify and simplify confused reporting lines and areas of accountability. • To clarify a service design template that reflects industry good practice. (Skills for the Information Age (SFIA)), specifically: <ul style="list-style-type: none"> ▪ Business Partnering, Digital Governance and Strategy ▪ Digital Development ▪ IT Service Support and Improvement ▪ Information Governance ▪ Infrastructure, Defence and Innovation ▪ IT Communications and Collaboration Technologies ▪ Line of Business Applications
<p>3. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements?</p>	<p>The delivery of the service is the responsibility of the Director of Digital and Customer Management.</p>

	There is no external consultation needed in relation to these proposals, but relevant team members and the Trade Unions are currently being consulted.
4. Who are the main customers, users, partners, colleagues or groups affected by this decision?	<p>Colleagues in the Digital Services Team, and specifically defined IT roles within People Services, Communities and Place and Corporate Resources</p> <p>The proposed reduction of the roles will have an impact on service delivery, as well as on team colleagues. The mitigation to lessen the impact on the team and our customers is set out below.</p>

Step 2 – collecting information and assessing impact

5. Who have you consulted and engaged with so far about this change, 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.	<p>There is currently ongoing consultation with the Digital Services Team and 13 x In-Service IT colleagues about the restructure proposal, which has yet to conclude. Two hybrid meetings (in the Council Chamber and on Teams) have taken place as part of the consultation. Reasonable adjustments will continue to be offered throughout the consultation to make sure it is accessible. One-to-one meetings are also being conducted where required or requested. Service Management across the Council are also providing feedback and guidance.</p> <p>Feedback and comments/questions will be considered and responded to as part of our consultation process.</p>
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6. Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change 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. Only fill in the mitigation box if you think the decision will have a negative impact and then you'll need to explain how you are going to lessen the impact.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
Age – older and younger people	We do know that despite the Equality Act older people still have difficulty getting jobs and it may have been a long time since they applied for jobs and attended interviews.		Yes	The Council's Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.</p>			<p>Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant's role is not at risk but there is a potential "bumping" opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn't limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.</p> <p>The Council doesn't tolerate discrimination, harassment and bullying, and we have relevant policies in place.</p>
<p>Disability – 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</p>	<p>We know that many disabled people struggle to get jobs and keep them, despite the Equality Act. Losing a job can be devastating, particularly when they work with supportive colleagues and have a range of reasonable adjustments in place. There is always</p>		<p>Yes</p>	<p>The Council's Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for</p>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
learning difficulties, people living with autism and people with physical impairments	<p>the fear that the next employer may not be as understanding.</p> <p>Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.</p>			<p>Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant's role is not at risk but there is a potential "bumping" opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn't limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our Disabled Employee Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.</p> <p>Any reasonable adjustments will be considered. Carers needs and requirements will also be considered.</p> <p>The Council doesn't tolerate discrimination, harassment and bullying, and we have relevant policies in place.</p>
Gender identity- trans and those people who don't identify with a	We know that many trans people do face discrimination and harassment in employment		Yes	The Council's Consultation, Restructuring and Redundancy

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<p>particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity.</p>	<p>despite the Equality Act and so applying for and being interviewed for new jobs can be a very anxious time for fear of this happening.</p> <p>Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.</p>			<p>Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant's role is not at risk but there is a potential "bumping" opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn't limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our LGBTQ+ and Allies Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.</p> <p>The Council doesn't tolerate discrimination, harassment and bullying, and we have relevant policies in place.</p>
<p>Marriage and Civil Partnership</p>	<p>Losing a job can often cause difficulties within relationships, but support is available. Our own Employee Assistance Programme (EAP) counselling</p>		<p>Yes</p>	<p>The Council's Consultation, Restructuring and Redundancy</p>

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	<p>services offering now extends to members of our colleagues' household as well as colleagues themselves.</p> <p>Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024</p>			<p>Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant's role is not at risk but there is a potential "bumping" opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn't limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our LGBTQ+ and Allies Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.</p> <p>In addition, any colleagues in civil partnerships or same sex marriages will be encouraged to discuss family life in the same way as straight/heterosexual couples do.</p> <p>The Council doesn't tolerate discrimination, harassment and</p>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				bullying, and we have relevant policies in place.
<p>Pregnancy and maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>Finding a new job when pregnant can be very challenging, despite the Equality Act. Not all employers are understanding about returning to work or in fact being pregnant.</p> <p>Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.</p>		<p>Yes</p>	<p>The Council's Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant's role is not at risk but there is a potential "bumping" opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn't limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.</p> <p>If an employee's role becomes redundant whilst they are on</p>

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				<p>maternity / birthing, adoption or shared parental leave, special provisions apply to them.</p> <p>Redundancy - where there is no change in the post but there are fewer posts available:</p> <ul style="list-style-type: none"> • If the employee is in a selection pool where there are unchanged posts and a headcount reduction, they will be slotted into the post ahead of other colleagues. • If no post exists, they must be given first refusal on any available suitable alternative employment elsewhere in the authority if it exists. <p>Restructure - where new posts are created and existing posts are deleted:</p> <ul style="list-style-type: none"> • If the employee is a slot or a match to a new post in the structure, then the employee must be offered the role without having to apply or go through any competitive process. <p>The Council doesn't tolerate discrimination, harassment and bullying, and we have relevant policies in place.</p>

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<p>Race - the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community</p>	<p>We know that Black, Asian and Minority Ethnic people do still face discrimination and harassment in employment despite the Equality Act. Applying for new jobs and going through interviews can be additionally extremely stressful because of this and the fear of working with new colleagues.</p> <p>Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.</p>		<p>Yes</p>	<p>The Council's Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant's role is not at risk but there is a potential "bumping" opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn't limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our Black and Asian Minority Ethnic Employee Support Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.</p> <p>The Council doesn't tolerate discrimination, harassment and</p>

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				bullying, and we have relevant policies in place.
<p>Religion or belief or none - the effects on religious and cultural communities, customers and colleagues</p>	<p>We know that people can face discrimination and harassment in employment because of their beliefs, whether religious or not, and so applying for new jobs and attending interviews can be very stressful for fear of working with different colleagues.</p> <p>Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.</p>		<p>Yes</p>	<p>The Council's Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant's role is not at risk but there is a potential "bumping" opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn't limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.</p> <p>The Council doesn't tolerate discrimination, harassment and</p>

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				bullying, and we have relevant policies in place.
<p>Sex - the effects on both men and women and boys and girls</p>	<p>Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document, which includes our Gender Pay Gap statistics. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.</p>		<p>Yes</p>	<p>The Council's Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant's role is not at risk but there is a potential "bumping" opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn't limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.</p> <p>The Council doesn't tolerate discrimination, harassment and</p>

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				bullying, and we have relevant policies in place.
<p>Sexual orientation - the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality</p>	<p>We know that people suffer discrimination and harassment in employment because of their sexuality. So, applying for a new job and attending interviews can be particularly stressful due to this fear and of working with new colleagues.</p> <p>Our Race Equality Hub and our Employee Networks have worked with HR on our latest Equality at Work Employment Statistics document. They are now working on an action plan to complement our Equality, Diversity and Inclusion Plan 2021/2024.</p>		Yes	<p>The Council's Consultation, Restructuring and Redundancy Policy and procedures will be followed to ensure a fair and consistent process. Applications for Voluntary Redundancy that could mitigate compulsory job losses will be considered including where an applicant's role is not at risk but there is a potential "bumping" opportunity. Where appropriate the Redeployment Policy and procedures will also be followed. We will offer colleagues a range of comprehensive support through the appropriate Council services. This includes, but isn't limited to, our Employee Assistance Programme (EAP), the Employment Hub in the city, our chaplaincy service, our LGBTQ+ and Allies Network and support in job application and interview skills training. Help is also available from our Employment and Skills Section who offer the Derby Jobs Weekly, a newsletter of key employment opportunities in and around Derby plus other useful information for people looking for employment.</p> <p>In addition, any colleagues in civil partnerships or same sex marriages</p>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
				<p>will be encouraged to discuss family life in the same way as straight/heterosexual couples do.</p> <p>The Council doesn't tolerate discrimination, harassment and bullying, and we have relevant policies in place.</p>

Important - For any of the equality groups you don't have any information about, then please contact our Lead on Equality and Diversity for help. You can also get lots of information on reports completed 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!

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 proposal 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	<p>Continue the proposal 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:</p> <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 proposal when the EIA shows actual or potential unlawful discrimination

Why did you come to this decision?

The review of the service to support the Council's Medium Term Financial Plan, resulting in the proposal outlined above, means that 1.81 FTE vacant posts and 8 FTE posts, which are occupied, will be deleted if the proposal is implemented following consultation. However mitigating actions have been detailed in this EIA to lessen the impact as much as possible.

Appendix 1

Equality impact assessment form– 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 about our services and functions that affects people and **before** that decision is made. This also includes quick Covid 19 related decisions.

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.

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 complete 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. The nine protected characteristics are age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

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.

This completed form should be attached to any Corporate Leadership, Senior Leadership, Cabinet or Personnel Committee report to help decision makers take the equality implications into account when they make the decision. Equality impact assessments **must be done before** decisions are made.

You'll find that completing 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.

Unless this is a quick Covid 19 decision, 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 Equality Hubs and 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.

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

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 must be easy to understand.

Contact for help

Ann Webster – Lead on Equality and Diversity

ann.webster@derby.gov.uk

Tel 01332 643722 mobile 07812301144

[Sign Language Service](#)

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, 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 64XXXX** 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 64XXXX** 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. Prosim, kontaktujte nás na tel. č.: **01332 64XXXX** alebo na stránke derby.gov.uk/signing-service/

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 640000** یا derby.gov.uk/signing-service/ پر ہم سے رابطہ کریں