

**Equality impact assessment form**

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| Directorate | Communities and Place |
| Service area | Traffic and Transportation |
| Proposal | Budget 2023/2024 EIA - Review of disabled parking bay demand pressures and introduction of charging |
| Reason for proposal | MTFP Saving |
| Sign off (Director/Head of Service) |  |
| Date of assessment | January 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** – Rachel Shardlow Group Manager

Other team members if appropriate

| **Name** | **Job title** | **Organisation** | **Area of expertise** |
| --- | --- | --- | --- |
| Tim Banton | Area Manager | DCC | Traffic Management |
| Aidan Ryrie | Area Manager | DCC | Traffic Management |
| Ann Webster | Lead on Equality and Diversity | DCC | Equality, Diversity and Inclusion |
| Equality Impact Assessment Panel members from our Employee Networks | Various | DCC | Equality and Diversity |
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**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.

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| 1. What are the main aims, objectives and purpose of the decision you want to make? | To review the current policy on providing disabled people’s parking bays due to increased demand and changes in legislation and consider the introduction of charges. The scheme is designed to allow disabled people who are blue badge holders who have no reasonable off-street parking the ability to park their vehicles as close to their homes as possible for access purposes. |
| 1. Why do you need to make this decision? | It is predicted that providing the current service will cost around £20,000 this year, as the number of requests has been increasing. post pandemic probably as people are working from home and so their cars are not being moved. This means that there are less opportunities for blue badge holders to park by their home.  Reviewing the policy is required due to the financial position of the Council and the impact on services. All service revenue budgets have either been severely reduced or removed, leaving no latitude to cover many areas of work where there is no fee or future income generation. As a result, there is no budget within the Traffic and Transportation service to deliver future blue badge parking bays based on requests, or budget available for the staff costs of assessments to be recharged.  Reviewing the policy will enable us to provide a better service that is currently under pressure, and an introduction of charges has been identified as a potential saving as part of proposals in the Medium Term Financial Plan. The saving is the delivery cost and the assessment costs.  The reality of the budget position is that the service will not be able to respond, assess or deliver blue badge bays based on requests (as in previous years) as there will be no available budget. As with other services in Traffic, such as protective entrance marking, the only option to provide financial support to continue to respond to requests is to implement a fee to the applicant to cover the costs. A few Councils charge for the service, but there are many that don’t. The service is sensitive to the change of approach, and the implications. |
| 1. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements? | Traffic and Transportation |
| 1. Who are the main customers, users, partners, colleagues or groups affected by this decision? | Blue Badge holders including children, carers, siblings, Social Services, Neighbours / other residents |

**Step 2 – collecting information and assessing impact**

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| 1. 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. | We have reviewed applications for bays over the last three years as well as policies of other local authorities. There is some variety in the approach taken by adjacent authorities with a few now charging for the assessment as well as an additional charge for providing the bay and another for remarking it when it becomes worn. Although our Lead on Equality posted a message on a disabled people’s Facebook page with over 3,000 members and she got 17 replies and only three Councils charged – Northamptonshire, Kent and Cornwall with Cornwall charging £350 a bay. However, we are mindful that we need to comply with our Public Sector Equality Duty and so comparing ourselves to other Councils who do charge may not be productive. We know that Derbyshire County Council does not charge and we have been working closely with them on equality and Combined Authority issues, including transport.  In addition, we know that disabled people have been affected much more than non- disabled people by the cost of living crisis due to the extra costs of living as a disabled person and the extra costs of food and energy and so we will be worsening the situation for them.  Also, we have to consider if it is appropriate to change for a bay, when any other blue badge holders can use it who have not paid as the bay will not be for their purpose only.  There is also the issue of Fair Trading when we are charging a disabled person for a bay that anyone can use without them paying. As the bays are only advisory there are no Traffic Regulations Orders on them so even non blue badge holders can park there and not get fined.  We will be consulting with Integrated Disabled Children’s Service, Occupational Therapy and the Lead on Equality and Diversity, Access, Equality and Inclusion Hub, and our Disabled Employees Network and 60 + Forum. Comments and feedback will be included as part of a new revised EIA on reviewing the Policy. |

1. 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 | Disabled people who are blue badge holders are from a range of ages from disabled children to older people and their access needs vary as we know from the applications we receive. With young children, issues are more compound in that there may be younger siblings to get in and out of the car as well as the disabled child or children. As mentioned in the ‘Disabled people’s’ section below the cost of living crisis has hit families hard, so an extra cost for marking out an essential blue badge bay is not a cost that can be afforded by many.  New evidence in Barnardo’s report ‘At what cost?’ the impact of the cost of living crisis in children and young people shows that:   * more than half of parents (54%) have been forced to cut back on food spending for their family over the past 12 months * one in five parents said they have struggled to provide sufficient food due to the current cost-of-living crisis, and over a quarter (26%) said their child’s mental health has worsened due to the situation      * parents have admitted resorting to desperate measures, with a quarter (26%) having sold possessions, one in five (20%) having taken on new credit cards, extra debt or a payday loan, and sixteen respondents have even left pets at rescue centres due to the rising cost-of-living.   For older people affected by the cost of living crisis the ONS Survey has found:   * 78% of over 50s say their cost of living has increased in the past month compared to 71% in November 2021 * 50% of 50-69 year olds and 47% of over 70s reported that they would be unable to save any money in the coming twelve months compared to 35% for both age groups in November 2021 * 75% of people aged 50-69 and 67% of over 70s are now using less fuel at home in response to rising living costs compared to 57% of people aged 50-69 and 52% of over 70s this April * in today’s ONS release, 48% of 50–69 year olds said they’d had to spend more than usual on their regular shop compared to 41% of 50–69 year olds in April.   The ONS data indicates that older generations are being particularly affected by the cost-of-living crisis. The proportion of 50–69 year olds and over 70s cutting back on their fuel use at home now stands at 12 and 4 percentage points higher than the average across all age groups of 63%.  So disabled children’s families and older people who are blue badge holders are finding it very hard, and so it is not acceptable to put a charge for marking out bays to add another financial burden to them on top of everything else.  Disabled older people may become more isolated, and lonely if they are worried about leaving the house for fear of not finding a parking place when they get back. In addition, if they could afford to pay, the bay would not be for their own use and others who had not paid could use it. |  | **Yes** | No mitigation as we need to be mindful of our Public Sector Equality Duty and pay due regard to equality by:   * 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. |
| **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 learning difficulties, people living with autism and people with physical impairments | We know that for disabled people who are blue badge holders that their vehicles are technical aids to their access and independence. They are not just vehicles like non-disabled people use them.  Some disabled people have become a disabled person since they have lived at their home and if they do not have off-street car parking and live on a busy street with lots of neighbours with cars then this is a serious access problem. The disabled person may not be able to afford to move into a more accessible home with off- street parking.  For many years we have provided free marked out bays for certain blue badge holders who due to the severe nature of their impairments have no option but to park by their home. Without this facility we know from what they have told us and from their application forms, that they feel they would be prisoners in their own homes for the fear of not finding a parking space when they came back from going out.  When the bay is marked out once certain criteria is met, it is not for the sole use of the blue badge holder and so any other blue badge holder who may not have as many restrictions as the resident can park there. So, the resident would pay under this proposal, but other blue badge holders could park there without paying and as it is advisory only, even non blue badge holders can park there.  Scope has produced a report on the cost of living crisis and disabled people ‘Do the right thing- supporting disabled people through the cost of living crisis Nov 2022. Here is their summary…  ‘We are in the middle of the worst cost of living crisis for decades, one that disabled people did not cause, but are being hit hardest by. Disabled people feel let down and forgotten by the government and are struggling with the price of essentials such as energy or food, often having to make devastating decisions about what to prioritise. At Scope, we know that life costs more if you’re disabled. Even before this current crisis, disabled people already faced extra costs of £583 per month on average. For almost a quarter (24%) of families with disabled children, extra costs amount to over £1,000 a month.  1 High energy bills are making the situation far worse - even with government schemes in place. Over a third of disabled adults feel that their impairment or condition has an impact on how much energy they use and 9 in 10 (91%) are worried about energy bills this winter. There are also many disabled people who are not in work and welfare payments are their only income. Benefit rates have seen a significant real-terms cut due to not keeping pace with rising costs - up to £678 in real terms for someone receiving income based Employment and Support Allowance as of October 2022.  2 Prior to the cost of living crisis, more than 4 in 10 families who rely on disability benefits were living in poverty.3 We are incredibly concerned that huge numbers of disabled people will be pushed into further destitution this winter. Over half (51%) of disabled people are concerned about affording food over the next few months. Disabled families need help and support through this crisis. Scope’s dedicated Disability Energy Support service has seen an almost 500% increase in the number of referrals, compared with this period last year. And in September 2022 alone 44,000 people accessed Scope’s cost of living advice and support, a 72% increase compared to this time last year’  So, the last thing that disabled people need right now is the Council making a charge for marking out a disabled people’s parking bay meant for access and equality reasons when it is not even for their own use. |  | **Yes** | No mitigation as we need to be mindful of our Public Sector Equality Duty and pay due regard to equality by:   * 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 other activities where the participation rate is disproportionately low   This proposal is creating a disadvantage for disabled people who live in smaller properties and need to use their car as a technical aid, so it has to be parked near to their home for their own safety and access needs. |
| **Gender identity-** trans and those people who don’t identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity. | As well as the issues faced by disabled people in general, there are additional issues for disabled trans people such as not affording to continue with hormone treatment as food and fuel costs are so high, so any extra costs for a blue badge bay marking would not be acceptable.  Many transpeople rely on support groups and safe places to go to, yet if they cannot afford to pay for a blue badge parking bay they will lose out of this support as cannot be guaranteed a car parking space when they get back. |  | **Yes** | No mitigation as we need to be mindful of our Public Sector Equality Duty and pay due regard to equality by:   * 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. |
| **Marriage and Civil Partnership** | Many partners of blue badge holders are their carers too and so this extra cost will have a negative impact and so is inappropriate. |  | **Yes** | No mitigation as we need to be mindful of our Public Sector Equality Duty and pay due regard to equality by:   * 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. |
| **Pregnancy and maternity -** women who are pregnant or who have recently had a baby, including breast feeding mothers | Disabled people who are pregnant or have just had a baby face particular challenges in changes in mobility and they may not have needed a parking space before, even though they are blue badge holders, yet need one during and after pregnancy. Given the cost of living crisis and that facing families it is inappropriate to charge for the blue badge bay marking. |  | **Yes** | No mitigation as we need to be mindful of our Public Sector Equality Duty and pay due regard to equality by:   * 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. |
| **Race -** the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community | We do get a lot of applications from Black, Asian and Minority Ethnic disabled people due to the inner city houses mainly being terraced and with no off street parking.  Again Black, Asian and Minority Ethnic disabled people and their families have been struggling with the cost of living crisis. The Runnymead Trust reported that:  ‘It should come as no surprise that this crisis will impact ethnic minorities and vulnerable communities disproportionately. These are the same demographics that have already been unequally hit by the pandemic with higher death rates, higher unemployment rates and higher levels of poverty. In May 2022, the New Economics Foundation (NEF) published an analysis warning that Black, Asian and other minority ethnic households will experience an average increase in the cost of living 1.6 higher than their white counterparts. The reason being is that individuals on low or insecure incomes are often forced into pricier arrangements such as prepayment meters, higher-cost credit, or being unable to buy everyday goods such as food in bulk.  In particular, food insecurity has become a growing concern in recent years due to the exponential rise in people needing to use food banks. So much so that there are now more food banks in the UK than there are McDonald’s restaurants. Food insecurity is defined as either having smaller meals or skipping them entirely due to being unable to afford or easily access food. According to the Trussell Trust, a record number of food parcels were given out in 2021(2.5 million) and since 2015 the number of people needing help to access food has increased year on year. Food Foundation has stated that minority ethnic families are already twice as likely to be suffering from food insecurity, with 1 in 5 minority ethnic households currently food insecure compared to 1 in 10 white households.  Food security is incredibly important for it reflects the material deprivation that many must endure in the UK, as well as exacerbating health inequalities.  So, adding a charge to marking out a blue badge bay for Black, Asian and Minority Ethnic disabled people will be inappropriate. |  |  | No mitigation as we need to be mindful of our Public Sector Equality Duty and pay due regard to equality by:   * 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. |
| **Religion or belief or none -** the effects on religious and cultural communities, customers and colleagues | Not having a blue badge bay marked outside their home if they cannot afford it, will affect some disabled people’s religious activities such as not being able to go to the mosque or church or other place of worship as no assurance they will have a parking space when they come back. So again, inappropriate to make a charge. |  |  | No mitigation as we need to be mindful of our Public Sector Equality Duty and pay due regard to equality by:   * 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. |
| **Sex -** the effects on both men and women and boys and girls | All disabled people will be affected by this proposal if they need a blue badge parking bay outside their home. The extra costs are inappropriate. |  |  | No mitigation as we need to be mindful of our Public Sector Equality Duty and pay due regard to equality by:   * 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. |
| **Sexual orientation -** the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality | LGBTQ+ disabled people face all the issues of disabled people as highlighted in this EIA with additional barriers such as not being able to go to support groups or LGBTQ+ events for fear of no car parking space when they come back if they can’t afford to pay for a bay, so this proposal is inappropriate. |  |  | No mitigation as we need to be mindful of our Public Sector Equality Duty and pay due regard to equality by:   * 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. |

**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?

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| **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** | **For the Policy Review only** | **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:   * sufficient plans to stop or minimise the negative impact * mitigating actions for any remaining negative impacts * plans to monitor the actual impact. |
| **Outcome 4** | **For the charging proposal** | **Stop and rethink** the proposal when the EIA shows actual or potential unlawful discrimination |

Why did you come to this decision?

**We have a legal responsibility to comply with the Equality Act and the proactive Public Sector Equality Duty. This proposal creates more difficulties financially and access wise for disabled people and so we need to think again about it. We also need to consider the issue of Fair Trading as the bays are not for the sole use of the disabled people we are charging. We have researched if any Councils have faced Judicial Review about charging for a bay that is not for the disabled person’s sole use and we have not come across any, but we do not want Derby to be the first. In addition, if we did face this they would look at the whole Council budget not just Traffic and Transportation. During our research with some disabled people on a Disabled people’s UK Facebook page one member stated that Councils that charged seemed to get away with it. The proposal is also not an example of removing or minimising disadvantage which is required under the Public Sector Equality Duty.**

**However, the EIA Panel did agree to the policy being reviewed with full consultation with our Lead on Equality and Diversity, Access, Equality and Inclusion Hub, Disabled Employees Network, 60+ Forum and Occupational Therapists from Children’s and Adult Services as well as carrying out an EIA of any revised policy. One of the reasons for this is that we can look at the scheme again to see where we can make cuts in implantation rather than charge disabled people.**

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the proposal. You also need to make sure that there are actions in the Mitigation Box to lessen the effect of the negative impact. This is so 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 so important that the equality impact assessment is done thoroughly, as this is what the Judge will consider

**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](mailto:ann.webster@derby.gov.uk)

Tel 01332 643722 mobile 07812301144

[Sign Language Service](https://www.derby.gov.uk/signing-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/**](https://m365.eu.vadesecure.com/safeproxy/v4?f=cz0ZWu24j28Vl3BzVuSdCoMCDHCpL9JaioWisQGi8S3bCtXk5W_yq3A1dfyVYoVx&i=PzsE2Gw3YTbfFz6VRd0Fp7PxwveHyJEAnSRCrEBoAvjp2JnIw93iHpjapoZiIAzMglI-pzPfWmh3zAXeaCy-cA&k=eT2K&r=WEhxufS7rROOSKWC-Ni-ndX3MbR3jmgif-yU_rjLBEeXieKDl9GVjsBYwsEYj00cS2TOCi-p9sppx0CalkJbVw&s=276a2020258c8586ddb25bb54ee75c8fa638b7e241f542e2eb47998ae5359519&u=http%3A%2F%2Fwww.derby.gov.uk%2Fsigning-service%2F)

**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/**](http://www.derby.gov.uk/signing-service/)

**Slovak**  
Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosím, kontaktujte nás na tel. č.: **01332 64XXXX** alebo na stránke [**derby.gov.uk/signing-service/**](http://www.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 **640000 01332**  یا **derby.gov.uk/signing-service/** پر ہم سے رابطہ کریں