



Derby City Council

Public Sector Equality Duty

Statutory equality information about achievements in 2021

1. Introduction

This booklet outlines our achievements in meeting our legal obligations under the Public Sector Equality Duty up to March 2022.

Every year, public authorities like us must publish this information, along with equality statistics about our employees and job applicants – the employment information is in a separate document [Working for the Council - employment statistics 2020/2021](#). We have just revised the format following constructive feedback from our Race Equality Hub members.

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

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

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

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

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

The Covid 19 pandemic which took hold of us in the UK in March 2020 has had a tremendous impact on equality and diversity and certainly shone a light on inequalities in health and other areas of everyday life. Then there was the dreadful killing of George Floyd in the summer of 2020 which raised the profile of race inequality and injustice across the World. More recently we’ve had the murder of Sarah Everard who was just walking home from a friend’s house



when she got abducted and murdered and has raised huge concerns about women's safety on our streets.

Following George Floyd's death, a local partnership group set up Black Lives Matter Derby to develop a Race Equality Manifesto. Statutory and other agencies were presented with the final Manifesto at the end of July 2020. Each agency was asked to respond to actions in the Manifesto and so we developed our own action plan to deliver. The actions we are taking are included in our recently published [Equality, Diversity and Inclusion Plan 2021/2024](#).

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

Despite all that has happened up to now, we have tried to keep to our equality agenda and do as much as we could in the circumstances, whilst giving a high profile to work needed to react to Covid 19 and our Black Lives Matter response.

2. What we've achieved in 2021

We strongly believe in the saying 'nothing about us, without us' and so our community groups are really important to us. Our 60+ Forum, Race Equality Hub, Access, Equality and Inclusion Hub with Parks sub-group and our Learning Difficulties Partnership Board continue to meet to help us with our equality agenda. We have had to adapt to virtual meetings and this has meant sadly that some members have struggled with this, despite the reasonable adjustments we are making. In addition, we have Voices in Action Young People's Forum. We also have our Deaf and Hearing Impaired People's Commitment Group who help us make sure we work to the Commitment we signed up to in 2013. We are looking to refresh this later in 2022.

We also liaise with women's groups and our local Derbyshire LGBT+ as they preferred to work this way rather than have formal meetings. The Equality Hubs meet every two months and are chaired by a Council Champion who is a councillor. The Hubs comprise representatives of community and diverse



organisations and individuals who help us to check our policies and procedures are working and members regularly take part in Equality Impact Assessments. We usually have two items on the agenda or themed meetings so we can discuss issues in detail.

We continue to celebrate and mark national and international days, such as International Women's Day, World AIDS Day, International Day against Homophobia, Biphobia and Transphobia, LGBT History Month, LGBT Fostering and Adoption Month, Black History Season, International Day of Disabled People, Stephen Lawrence Day, National Interfaith Week and Holocaust Memorial events and many more. For World AIDS Day, each year we set up a working group to plan out how we will mark the day with a co-ordinated approach, and this has worked out very well and the day is usually a huge success. Even during the Covid 19 restrictions we managed to wear our red ribbons on virtual meetings and post on social media about our support for the day. We also covered our AIDS Memorial tree with red ribbons. We change our Council logo so that it is also wearing a red ribbon on our social media posts.

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

To mark International Day of Disabled People, we focussed on hidden impairments and advertised the fact that we have used signage to remind people not to judge other disabled people. We've used 'Remember you can't always tell if someone is a disabled person'

Our Black, Asian and Minority Ethnic Employees Support Network usually arrange guest speakers to discuss race equality and all employees are invited, as well as community organisations. Due to Covid restrictions this has not been possible, but they have been holding virtual meetings and been advising the Council on our responses to George Floyd's death and the issues that has highlighted. For example, advice on risk assessments for Black, Asian and Minority Ethnic colleagues and letters and communications in response to Black Lives Matter. Action from their recommendations have been included in our Equality, Diversity and Inclusion Plan.

Our LGBTQ+ and Allies Employee Network has been meeting virtually and produced a report on the Council's culture and LGBTQ+ equality. The recommendations have been included as actions in our Equality, Diversity and



Inclusion Plan. We continue to fly the Rainbow and Trans flag on key events. We also mark Bi-Visibility Day too and LGBT History Month as well as International Day against Homophobia, Biphobia and Transphobia. In addition, we had to purchase some more rainbow badges and trans equality badges for colleagues to wear on their lanyards as they have gone down so well.

Sadly, we didn't have a large Pride in 2021, but we did fly the rainbow flag and posted support on-line. There is going to be a huge Derby Pride in 2022 on Markeaton Park in Derby.

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

We still believe strongly in involving community representatives to help us with our equality impact assessments and these are published on our [equality webpages](#). Despite equality impact assessments no longer being a legal requirement, we believe that they help us to demonstrate that we are paying 'due regard' to equality in our decision making. We designed a shorter version of our EIA form so that Directorates could complete these for changes for quick decisions in relation to Covid 19. This worked very well and meant we could examine any negative impact quickly and make changes before the Covid 19 action was taken. The form has been revised again since as we learn to live with Covid.

Equality is embedded in all our work and in our main Council documents such as our [Council Plan 2022/2025](#) and [Local Recovery Plan 2021/22](#)

In addition, [Scrutiny - Derby City Council](#) take equality extremely seriously and it is part of their everyday work when they are scrutinising services. Our Lead on Equality and Diversity was also invited to present to Southampton City



Council on our access for disabled people's achievements as an example of good practice.

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

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

We continue to be a key partner with International Women's Day Derby who put on a very successful event at Derby Museum in March 2022. We provided the BSL interpreters for the event, which included a peaceful march through the city centre with huge puppets of famous women, including our own Suffragette Alice Wheeldon.

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

We work very closely with Derby's Deaf and hearing impaired people's community through our Deaf and Hearing Impaired People's Commitment Group and Access, Equality and Inclusion Hub. We also provided BSL versions of Covid guidance to go on our website and Facebook page.

We continue to deliver Deaf Equality Courses for employees and basic BSL courses for our customer facing employees – these are being delivered by the British Deaf Association.

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

As Disability Confident Leaders of the DWP's Disability Confident Scheme we continue to support other employers who also want to take part.



Our councillors have all recently attended a session on unconscious bias and an equality and diversity course. Our Directors have also attended an unconscious bias and race equality course.

3. Our equality objectives 2021/2024

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

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

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

- More Directorates are using our Equality Hubs and 60 + Forum.
- Community Talks events created and proven to be very successful in engaging the wider Black, Asian and Minority Ethnic community.
- Taking part in more equality events throughout the year with our partners.
- Organised a successful event for the Black Community with Operation Black Vote to encourage more Black people to vote, but also to consider going into Politics.
- More equality impact assessments involving community groups.
- Post of Community Development Manager now made into a mainstream post to work with our communities and very well received.
- Close work with Community Action Derby, particularly on health inequalities and the Health Inequalities Partnership.
- Lots of initiatives to support Stephen Lawrence Day last April
- Set up a Task and Finish Employment Group, involving HR, our Race Equality Hub and other Networks to look at ways of improving the layout and information in our annual employment statistics, resulting in a fresh new approach and new document.



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

- Community Action Derby is exploring an Equality Alliance and we are working closely with them on this.
- Derby Equality and Diversity Network was relaunched, but then Covid 19 hit us, so we've paused again
- Following a hugely successful Big Health Day event a few years ago at Derby Arena where disabled people took part in a range of sporting and health initiatives, we hope to repeat this event in 2022.
- Involved many partners and voluntary organisations in completing our equality impact assessments.
- Set up a Parks Sub-Group of our Access, Equality and Inclusion Hub to work with partners and colleagues on improving park accessibility.
- Working with Joined up Care Derbyshire in their Equality, Diversity and Inclusion Group
- Working with Derbyshire LGBT+ Network
- Working with the Patient Experience Board on equality and diversity through the Independent Community Inclusion Group
- Set up a Partnership Board with local partners .

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

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



- Fostering and adoption created an inclusive campaign to encourage people in equality groups to consider fostering with a new campaign launched in April 2021. They also did a focussed campaign to encourage people in the Black Community to foster.
- We reviewed our Armed Forces Covenant Action Plan.
- We used our contacts with schools to encourage school leaders and governing bodies of the important priority of race equality and inclusion.
- Our Access, Inclusion and Equality Hub Parks Sub-Group has been auditing our parks for access for disabled people. We do have a good record of accessible parks, but now we have identified the need for more accessible play and outdoor gym equipment and also for Changing Places Toilets on two of our key parks. We were successful in the Government's Funding Scheme for Changing Places toilets so we can develop more in Derby.
- Our new Moorways Sports Village is due to open in Spring 2022 and this has state of the art access for disabled people, such as lifts to enable disabled swimmers to go directly into the pools with dignity, accessible changing places and toilets, flashing light fire alarm system, hearing loops, clear signage, good colour contrast and a sensory pool area.
- We carried out a major needs assessment and launched a consultation on domestic abuse to inform our strategies on Domestic Abuse, Sexual Violence against Women and Girls. We also launched a Safe Places Scheme too. This work will be carried on throughout 2022

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

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



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

- We successfully re-applied and became a Disability Confident Leader for the second time – our Disabled Employees Network has been advising us on access to various IT systems we use and we will be setting up a Task and Finish Group to look at implementing reasonable adjustments.
- Several members of our Employee Networks are now taking part in equality impact assessments.
- We refreshed the LGBTQ+ and Allies Employee Network and increased membership. Covid put a halt on the face to face activities we used to have, but we will be having a relaunch soon to pick up where we left off.
- As mentioned earlier we worked with our Race Equality Hub to improve the way our employment statistics are presented and for initiatives to improve the representation of Black, Asian and Minority Ethnic people in senior roles.
- Our HR Service has studied the employment statistics and are coming up with an Action Plan from the areas identified.
- We have designed an online Autism Equality Course which will be available for our colleagues to learn the basics about equality for people living with autism and we have been running face to face sessions for groups of colleagues through our contractor. More in depth training is planned.

4. Deaf and Hearing Impaired People’s Commitment pledges

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

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

- We have held a range of Deaf Equality training sessions for our colleagues and this is also being offered to councillors too.



- We have produced some BSL videos of our services and more are planned – we produced a BSL Video for the recent Voter ID Project which was well received by the Deaf Community and also the Cabinet Office who are using it as a best practice example.
- We have a Video Relay Service and mobile for texting our main Derby Direct.
- We produced a BSL Video for the public facing website for our Deaf Services Team.
- We are providing our Covid 19 information in BSL and also have a text number for the helpline. We are providing a BSL version of our Derby Narrative
- We involved Deaf people right at the start of our Moorways Sports Village development and have recently provided a tour for Deaf people with BSL interpreters around the Sports Village to make sure we have got things right before it's opened to the public.

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

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

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

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

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

- This pledge is on-going.



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

- We produced a [new guide](#) for colleagues working with Deaf and hearing impaired people and an Accessible Communications Protocol.
- Our customer facing colleagues at the Council House have learnt some basic British Sign Language to help greet our customers initially.

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

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

5. Monitoring and moving forward

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

We have just set up our Equality, Dignity and Inclusion Board made up of key colleagues who have the authority to make change. The Board also includes colleagues from our Employee Networks and reports to our Senior Leadership



Team. A major function of the Board is to oversee the work of the Equality, Diversity and Inclusion Plan 2021/2024 to make sure it is delivered.

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

For more details please contact our Equality and Diversity Team on 01332 643722 Mobile 07812301144 derby.gov.uk/signing-service/ or ann.webster@derby.govuk



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** or derby.gov.uk/signing-service/

Punjabi

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

Polish

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

Slovak

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

Urdu

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