

Public Sector Equality Duty - Equality, Diversity and Inclusion Information 2023/2024



1 Introduction

This booklet outlines our achievements in meeting our legal obligations under the Public Sector Equality Duty from April 2023 to April 2024.

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 at Derby City Council - employment statistics 2022/2023](#)

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 Equality 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 who 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.

2 What we've achieved in 2023

Equality is embedded in all our work and in our main Council documents such as our [Council Plan 2022/2025](#) . [Scrutiny - Derby City Council](#) take equality extremely seriously and it is part of their everyday work when they are scrutinising services. We recently presented our [Equality, Diversity and Inclusion progress](#) work to our Corporate Services and Cost of Living Scrutiny Review Board.

Our Lead on Equality and Diversity ran an Equality and Diversity Course for Councillors which was extremely well attended and well received. Later in the year Councillors are being offered some Deaf Equality Training too.

An example of how we embed equality and diversity into our mainstream work is this report on gambling produced by our Public Health Team which covered equality, diversity and inclusion, but they also produced. [BSL Videos of the report](#) too.

We have shared our equality experiences with other Councils at their request including the Derbyshire Association of Local Councils, and Southampton Council as well as speaking at a national conference on disability equality at work. We have shared our Equality Impact Assessment process with our NHS colleagues too.

As we reported last year, following George Floyd's murder we included actions in our [Equality, Diversity and Inclusion Plan 2021/2024](#) from the Black Lives Matter Derby Manifesto. The Plan includes our Equality Objectives for 2021/2024 and these are to:

- develop better engagement between the Council and communities, groups, and individuals
- develop effective joint working on equality and diversity with other statutory bodies and partners
- make sure services are fair, accessible and inclusive
- improve the quality and range of equality information held and used by us, particularly equality monitoring around our services.

- improve equality in employment and procurement processes and procedures.

We are currently producing a new set of equality objectives for 2024/2027 when a new plan will be produced in partnership with our Equality Hubs and Forums and our Equality, Diversity and Inclusion Board.

After the murder of Sarah Everard, who was just walking home from a friend's house when she got abducted and murdered, we have a joint agency [Violence against Women and Girls Strategy](#). Since Sarah, there have been even more reports of attacks on women. In November 2023 we took part in the 16 Days of Activism against Violence against Women and Girls with a candlelight vigil outside the Council House. Local women's groups and individuals took part in a Reclaim the Night march ending with very moving speeches from young women who felt strong enough to speak out.

In solidarity, our Youth Mayor and Voices in Action Youth Council supported the White Ribbon Campaign against domestic violence and abuse and took the campaign to several secondary schools. They also made a video to show in schools and ended up as one of six finalists in the National Crimebeat Awards.

Other community safety initiatives to prevent violence against women and girls

We have continued to fund a range of initiatives to support the prevention of violence against women and girls, such as the Refuge provision for safe accommodation for survivors of domestic abuse. This means the provision can be extended to provide a worker to support children and young people in safe accommodation. We have also funded safe accommodation and support provision for survivors of domestic abuse with complex needs in the city as we know it's very difficult to secure this type of accommodation.

We have funded a mentoring provision for young people in domestic abuse safe accommodation in the City to make sure they

have a space to access support and advice. This also helps to integrate young people into their new communities.

We continue to fund a schools' active bystander programme to help young people recognise unhealthy relationships and misogynistic behaviour and safely challenge it.

We have also provided funding to develop a series of community dialogue events. The events took place with various groups, at women's events, online and in-person to consult on how misogyny is affecting people, especially women, in Derby and what changes are needed. We provided funding for the development of the www.derbyspeaksup.org.uk website. The website provides an online hub to bring together local resources to enhance collective efforts to tackle misogyny in Derby.

We have worked with partners to develop a Violence Against Women and Girls Forum for the City to provide a space for collaboration, networking and decision making.

Refugees, Asylum Seekers, and resettlement

We have a very caring Ukrainian Community in Derby and refugees from Ukraine have been given a very warm Derby welcome. Some of the refugees are learning English and staffing our Better Together café to help with their studies.

We also managed to support Deaf Ukrainian families with the invaluable help from local charity Communication Unlimited who sourced a Ukrainian Sign Language interpreter for us.

We have funded the development of the New Arrivals Alliance, hosted by Community Action Derby. The Alliance aims to strengthen the voluntary and community sector response. This is to make sure every new arrival in the city receives timely support from appropriate organisations to meet their needs where this is possible. The term 'new arrivals' includes asylum seekers, refugees, and those arriving through resettlement schemes.

The New Arrivals Alliance commissioned a consultant to carry out an appraisal of the current support provided. The Consultant produced a report with recommendations for a collective voluntary

sector approach to supporting new arrivals in Derby. This report is based on the findings of interviews with 48 representatives from 37 different organizations supporting asylum seekers and refugees in Derby. Additionally, focus groups were held with 21 service users from Upbeat Communities who had recently arrived in Derby seeking asylum or as refugees.

Cost of Living

Since Covid, the partnership between our communities is exceptional and we are still working with them, this time to support our Cost of Living agenda. We have been able to produce a BSL video message from our Cost of Living, Equalities, and Customer Inclusion Cabinet Member and our publicity is in clear print and plain language and available in a range of languages as required. We have also given warm space grants to our diverse communities. We are now looking at the possibility of a Deaf Welcome Space Hub, as Deaf people have told us they would prefer a place where they can communicate with other Deaf people.

We have a Cost of Living Working Group Chaired by the Cabinet Member and an Action Plan which also addresses equality and diversity both for our colleagues and the residents of Derby. We have produced some Cost of Living helpline cards that we take to various events, such as the Deaf-initely Women's event for International Women's Day. The helpline has an accessible text number for Deaf people.

We've added socio-economic implications to our report templates so that report authors think about their proposals and how it affects people on low incomes. We have also embedded socio-economic impact into our equality impact assessment template, whilst stressing that this is a voluntary adoption, so as not to confuse it with the nine legal protected characteristics.

We are key players in Derby's Poverty Commission and are proud that Derby is hosting its first ever [Child Poverty Summit](#) in April 2024, which makes for some shocking insight into child poverty.

The Poverty Commission's purpose is to:

- understand the nature of poverty and inequality in Derby
- scrutinise the scope, range and impact of poverty
- communicate to stakeholders about the nature of poverty
- examining the causes of poverty
- make recommendations and proposals for alleviating poverty.

The Poverty Commission aims to hold to account all key players in the Derby for anything that is recommended by the Commission.

Combined Authority

We have been working very closely with Derbyshire County Council, Nottingham City Council and Nottinghamshire County Council to become an East Midlands Combined Authority and this has all gone through now. Equality and Diversity has been integral to this work. We produced a combined equality impact assessment and held many consultation and information events with our community. Meetings were held in accessible places, and we provided BSL interpreters.

In addition, we have delivered specific presentations to our Deaf Community again with the support of Communication Unlimited. The language around 'combined authority' is quite complex for BSL users, so we needed to make it easier to be translated in to BSL.

The voting for the Combined Authority Mayor is on 2 May 2024 and Deaf people told us that they needed more accessible information about the candidates before they felt confident to vote. So, using our Public Sector Equality Duty we have asked each of the candidates to produce BSL videos of their leaflet. We know we do not have the powers to make them, but at least we can try and encourage them to do this. Derby has the highest population of Deaf people in the Country according to figures from the 2021

Census, so we feel it's important we do all we can to support our Deaf and hard of hearing people's community.

Census 2021 and a picture of Derby

We now know what our [Census 2021](#) figures are for Derby so we can plan our services appropriately and measure our employment statistics more accurately.

Here is a video we produced with BSL of our [Ambition for Derby](#) which demonstrates what a great diverse city we are.

Our Let's Talk Derby Consultation Platform collects equality and diversity data from citizens who choose to complete the equality questions.

Equality, Diversity, and Inclusion Board

We reported last time that we had set up an Equality, Diversity and Inclusion Board co-chaired by three Directors and attended by Service Directors and Heads of Service as well as representatives of our Employee Networks – the Board reports directly to our Senior Leadership Team and oversees and monitors our equality, diversity and inclusion work. We have been operating for over a year now and have recently had two away days to plan our new draft Equality Objectives for 2024/2027. These are currently being drawn up before we take them to our Equality Hubs and Forums for their contribution and agreement. They will then be formally presented to our Senior Leadership Team to be signed off.

In addition, the Board is also working on the actions that go with these equality objectives so we can produce our new 2024/2027 Equality Diversity and Inclusion Plan and start work on it.

Equality Hubs, Forums, Customer Communication Reference Group and Derby Equality and Diversity Network

The Equality Hubs meet every two months and are chaired by Council Champions. 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 agendas or themed meetings so we can discuss issues in detail.

We strongly believe in the saying 'nothing about us, without us' and so our community groups are very 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 started to have blended meetings now to try to meet our Equality Hubs members' needs. In addition, we have Voices in Action Young People's Council. We also have our Deaf and Hard of Hearing 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 Commitment later in 2024 once the scheme has been revised by the British Deaf Association.

We liaise with women's groups in our community and our local Derbyshire LGBT+ community. We have just signed up to their Rainbow Accreditation Scheme to help us focus on LGBTQ+ equality in a more structured way.

Our 60+ Forum membership dwindled during Covid, but then so many older people kept asking us to revive it. So, with the help of our Councillor Older People's Champion, we had a big re-launch in April 2024.

We have just set up a Customer Communication Reference Group made up of people from the community and our Equality Hubs. The purpose of the group is to give us feedback on their customer journey whether this is through the door, on-line, by phone or text phone or on our website and social media channels. The group works in partnership with key colleagues and will be involved in testing any new software such as Artificial Intelligence and giving us lots of ideas to implement as appropriate.

We have just had some feedback that sensory borrow bags are very useful in places like our Council House where people may have to wait. We know that waiting around is not good for many

neurodiverse people, so we have just bought a borrow bag, ear defenders and lots of fidget toys that people can use. Our customer facing staff and security team have recently taken part in some Autism Awareness and Equality Training and the borrow bag was suggested by the trainer.

At the request of several other colleagues who work on Equality, Diversity, and Inclusion in the public sector in Derby we have re-started Derby Equality and Diversity Network. The Network members share ideas of successful equality initiatives. The aim is for us all to offer a very good customer and employee experience in Derby whatever public sector agency you visit or work in. It also acts as a support network. We had our first meeting in a long time in April 2024.

Access for Disabled people

The Access, Equality and Inclusion Hub continues to advise and support us with access improvements. Their Parks Sub-Group Chair works tirelessly on a voluntary basis to make sure we have plans to have inclusive play equipment in parks and open spaces. In addition, we secured funding for more Changing Places toilets on our parks and in the city centre. The Hub's input was invaluable as was our Parks Team.

So, since last time we have included more inclusive play equipment in our parks, such as roundabouts and accessible swings and a BSL Play Board.



We mentioned last year how we had just opened an award winning Moorways Sports Village with a water park and swimming pools. We consulted with our Access Hub all along and have included wet chairs with lifts into the pool and wet chairs for the water park.

A mechanism has since been implemented so that Deaf people know when their time is up in the water.

We have good colour contrast signage and a Changing Places toilet as well as accessible changing room. Feedback from disabled people has been very good since the opening and the operators have been able to iron out any teething problems. They regularly get groups of disabled people attending the pool as well as individuals.

We have other projects where we involve disabled people from the start, such as our planned new Entertainment Arena, Market Hall refurbishment where we commissioned Mik Scarlett, who is a well-known presenter and trainer of disability equality to train all staff involved at the planning stage.

We have just opened a Football Hub with a fully inclusive playground, changing places toilet and lots of accessible parking.

Our Street Licensing Policy states no access for disabled people, then no licence. Each application is checked for access to make sure they are accessible for disabled people and do not obstruct the pavement.

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.

Our Parking Services have now just taken over the responsibility for blue badge applications and renewals. Throughout the country there is a huge backlog, but the Team rose to the challenge and now disabled people wait for four weeks, instead of 20 weeks.

We are renting out some of the empty spaces in our Council House and we have had some other public sector agencies moving in. Some of their colleagues needed reasonable adjustments and we provided this for their staff as well as inviting them to join our Disabled Employees Network. The moves went very well, and we have had lots of complimentary messages of thanks.

Celebrating and marking diversity events

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, Windrush 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. 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. The logo is also changed with the Pride in Progress colours when we mark LGBTQ+ events too.

Open Doors Forum, who are members of our Race Equality Hub and Black Table Talks have been working with our Organisation and Development Team in HR, Rolls Royce, Derby College, and Derby Homes to arrange an Apprenticeships and Career Opportunities event to mark Stephen Lawrence Day.



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

Each year, Holocaust Memorial Day is planned by our community working together and they put on some very moving events.

To mark International Day of Disabled People and also Disability History Month, our Lead on Equality and Diversity who is a wheelchair user gave a presentation to our Colleague Conference on how her life had changed over the years. Our Disabled Employees and Carers Network's Chairs spoke about the Network and how they had recently embraced colleagues who are carers in the Network.

We continue to be a key partner with International Women's Day Derby who put on a very successful festival event in a large marquee on Derby Market Place in March 2024. As usual this included a peaceful march through the city centre with huge power puppets of famous women, including a puppet of our own Derby Suffragette Alice Wheeldon.



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.

Our Trading Standards and Fostering and Adoption Teams attended Derby Pride 2023 and we supplied and funded the BSL interpreter for the event.



We also supported another International Women’s Day event at Derby Museum of Making – this time it was for Deaf and Deafblind women organised by Deaf-initely Women. Our Derby Adult Learning Service were there as they have been doing a lot of work recently with Deaf people and access to courses.

For many years now, we still work with Show Racism the Red Card to hold events for young people. This year’s event was at our Derby Arena.



We also work with Show Racism the Red Card on ‘Wear Red Day’ too when we encourage all our colleagues to wear red to show solidarity in stamping out racism.

Employee Networks

Our Disabled and Carers Employees Network has been working on a new system and form for reasonable adjustments which should be introduced in mid 2024. This was following feedback from members. The Fibromyalgia Sub-Group which was started last year is still going well and the Network now plans a

Neurodiversity Group at the request of some of our disabled colleagues.

Our Black, Asian and Minority Ethnic Employees Support Network held a successful health awareness event in 2023. The Network is particularly interested in our Equality Employment Statistics. They have also just given out information about Ramadan, fasting and healthy eating to our local mosques and community groups.

Our LGBTQ+ and Allies Employee Network has been meeting virtually, and face to face and plan events to raise awareness of LGBTQ+ Equality. They have a newsletter on-line to let our colleagues know of events and articles of interest to read. We continue to fly the Pride in Progress and Trans flags 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 have some rainbow and trans equality badges for colleagues to wear on their lanyards. We have also signed up to Derbyshire LGBT+ Rainbow Accreditation scheme to work through various actions to be accredited.

We have set up a Menopause Friends Group for Council colleagues which has proven to be very successful.

Influencing others

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. We mentioned in last year's report that during Covid 19, we challenged businesses who unfairly treated disabled people who could not wear a face covering due to their condition, including two major high street stores.

We also wrote to all supermarkets in Derby reminding them to make sure they complied 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're still contacting businesses when customers have told us they do not feel they are following the Equality Act and we've pointed them in the right direction.

We designed an on-line Autism equality course for all our colleagues to learn about Autism. Our Streetpride colleagues, such as refuse collectors, drivers and street cleaners have all recently taken part in equality, diversity and inclusion training which went down very well according to feedback.

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 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 provide Deaf Equality Courses for employees and basic BSL courses for our customer facing employees – these are delivered by the British Deaf Association and also our own Adult Learning Service.

As Disability Confident Leaders of the DWP's Disability Confident Scheme we continue to support other employers who also want to take part. We recently held a jobs fair of Disability Confidence Employers which was successful, and our as mentioned earlier our Lead on Equality and Diversity was one of the main speakers at a national Disability Equality at Work Conference.

We also approached a national agency on the guidance they issued about the Right to Flexible Working, where we felt it needed amending to reflect reasonable adjustments for disabled people

and they happily agreed with us. They changed the guidance and re-issued.

Equality impact assessments

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 not being a legal requirement, we believe that they help us to demonstrate that we are paying 'due regard' to equality in our decision making, which is a legal requirement. 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.

As mentioned earlier we have embedded socio-economic impact in our equality impact assessment template, but making it clear this has been voluntarily adopted by our Council, so as not to confuse it with the nine protected characteristics under the Equality Act.

The Hubs and Employee Networks are invaluable during our budget equality impact assessments. We set up an EIA Panel who scrutinise the EIAs that colleagues complete.

3 Monitoring and moving forward

We monitor our equality objectives and actions through our Equality, Diversity, and Inclusion Board. As mentioned earlier, the Board is now working on our new draft Equality Objectives for 2024/2027 and will be involving our Equality Hubs and Forums to discuss them shortly.

This booklet is on our internal website [MiDerby](#) and on our external website at [Equality and Diversity](#). For more details please contact our Lead on Equality and Diversity on **01332 643722, Mobile 07812301144** or **Relay UK 18001 01332 643722** derby.gov.uk/signing-service/ or ann.webster@derby.gov.uk

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 mobile 07812301144** or derby.gov.uk/signing-service/

Punjabi

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Polish

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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 643722 mobile 07812301144** alebo na stránke derby.gov.uk/signing-service/

Urdu

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