

Working for Derby City Council - equality employment statistics 2024/25





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Introduction

Welcome to our annual equality employment statistics report for April 2024 to March 2025. The statistics include recruitment, workforce profile, the gender pay gap 2024/25, and apprenticeships. They form part of our Public Sector Equality Duty requirements where we have to provide annual equality information about our colleagues and our job applicants.

This report provides an overview of our equality and diversity employment monitoring data as of 31 March 2025. The recruitment data is taken from application forms. The data only relates to colleagues who are employed directly by Derby City Council and excludes those who are engaged as temporary agency workers. We have reported on headcount only, that is the total number of colleagues employed by the Council, irrespective of how many jobs with us they may have.

The statistics do not include colleagues of Derby Homes, Derby Museums, Trust and Academy schools or agency workers.

There are several areas where we have anonymised the data relating to applicants or colleagues where there are very low numbers in certain categories, so as not to identify individuals and their data is included in the anonymised or prefer not to say data.

Council colleagues can access their own payroll/HR information using an online service known as MiPeople Self Service. As part of this, colleagues can update their own equality information. This is the data we have used for the workforce information throughout this report.

Most of our community schools have recently started using the online MiPeople Self Service and the schools use a different type of application form for job applicants. Both factors mean that we have some gaps in our data for our community schools.

Any actions in the report will be addressed through the Equality, Diversity and Inclusion Action Plan 2025/2028, which is monitored on a regular basis for progress on objectives.

We will publish this report on our internal website, MiDerby, and on our external website at www.derby.gov.uk/equality. We'll also make it available to our Equality Hubs and our employee networks.

We'd like to acknowledge the help of Open Doors Forum for their help in publicising our Apprenticeship Scheme and the open recruitment days they organise.

Summary

Overall Workforce

As of 31 March 2025, we employed 5026 people. During 2024 - 2025, 994 staff left the organisation and there were 628 new appointments.

In summary, our workforce numbers decreased from 5134 in 2023-2024 to 5026 as at 31st March 2025.

Overall, our workforce has a higher proportion of women than men with 71.77% women and 28.23% men.

Our diversity profile as of 31 March 2025 is provided from page 10.

Representation at Organisational Level

Our workforce is made up of 2.94% who are employed at senior management level, and 97.06% of colleagues who are employed at below senior management level.

At senior management level we have a higher proportion of women than men, 63.51% women and 36.49% men. We have defined “senior” as Head of Service, Service Director, Strategic Director and Chief Executive, Headteachers, Head of School, Deputy Headteachers and Assistant Headteachers for all our community schools for the purposes of our employment statistics.

Black, Asian and Minority Ethnic colleagues make up 16.45% of the workforce with 4.05% at senior management level however, it is important to note these figures are based on data that has been provided and some figures will be anonymised due to very low representation so as to not identify individuals.

Colleagues from English, Welsh, Scottish, Northern Irish or British, Indian and Pakistani backgrounds make up the three largest ethnic groups of the workforce with 83.01%. This is predominantly in line with the city's resident profile with all three groups within the 5 largest ethnic groups of the city's community profile with 79.10%. Colleagues from English, Welsh, Scottish, Northern Irish or British backgrounds make up 74.89% of the workforce and 66.22% of the city's resident profile. Colleagues from an Indian background make up 4.24% of the workforce and 4.83% of the city's resident profile. Colleagues from a Pakistani background make up 3.88% of the workforce and 8.05% of the city's resident profile.

Colleagues who are disabled people make up 11.38% of the overall workforce with 2.70% for disabled colleagues at senior management level.

Colleagues in the age range 45 to 54 have the slightly higher representation of the overall workforce at 26.54%, with the same age range have the highest proportion at senior management level at 43.92%.

Colleagues declaring their sexual orientation make up 43.93% of the overall workforce, however we do have a high proportion of colleagues who have either not declared or prefer not to say at 56.07%. The figures for sexual orientation at senior management level and above are too small to disclose to maintain anonymity.

Recruitment

Recruitment to the Council is through open competition, except in certain situations where our redeployment procedures may apply. Applicants are assessed on their ability to do the job, based on their skills, knowledge and experience.

Reasonable adjustments for disabled applicants are made at all stages of the recruitment process, as required. We are proud to be a Disability Confident Leader for all our work and commitment around recruiting and retaining disabled people.

During 2024-2025 we had a total of 628 new starters which is broadly in line with 2023-2024 where we had 633 new starters.

In 2024-2025 6.05% of our new starters are disabled people which is an increase from 4.58% the previous year.

68.15% of our new starters in 2024-2025 were women.

20.38% of new starters in 2024-2025 were Black, Asian and Minority Ethnic people this is a decrease from last year's reported figure of 23.54%.

The age range of 35 to 44 had the highest representation for new starters at 25.32% this is an increase from last year's reported figure of 24.33%.

46.02% of new starters declared their sexual orientation, however 53.98% preferred not to say or haven't declared their sexual orientation which is reflective across the overall workforce.

Leavers

In total, 994 colleagues left Derby City Council in 2024-2025.

19.72% of leavers were Black, Asian and Minority Ethnic people, which is a slight decrease compared to last year's figure of 20.41%.

9.56% of leavers were disabled people which is a decrease compared to last year's figure of 13.61%.

71.23% of leavers were women.

44.97% of leavers had declared their sexual orientation.

Gender Pay Gap 2024/25

As in 2023/24, women colleagues continue to make up just under 70% of our workforce in 2024/25. The Council reports its Gender Pay Gap in line with the statutory requirement, and the information for 2024/25 can be found below.

It is worth noting that the gender split in our Gender Pay Gap reporting shows a slightly different percentage split to the statistics in this report. This is because the data is captured at a specific date and there are specific criteria on which the Gender Pay Gap report is compiled.

Gender Pay Gap Data – 2024/2025

Women's Hourly Rate

4.07% **11.6%**
Higher **Higher**
(mean) (Median)

Pay Quartile	Male	Female
Upper Quartile	27%	73%
Upper Middle Quartile	32%	68%
Lower Middle Quartile	38%	62%
Lower Quartile	40%	60%

Bonus Pay

No Bonus Paid

Workforce Profile

Ethnic Origin

Ethnic Grouping	Ethnic Origin	Workforce as at 31/03/2025	Senior Mgt as at 31/03/2025	Starters 01/04/2024 - 31/03/2025	Leavers 01/04/2024 - 31/03/2025	Recruitment Applicants 01/04/2024 - 31/03/2025	Apprenticeships 01/04/2024 - 31/03/2025
Asian or Asian British	Any other Asian background	0.72%	0.00%	1.27%	0.70%	1.29%	0.00%
Asian or Asian British	Bangladeshi	0.16%	0.00%	0.00%	0.00%	0.55%	0.00%
Asian or Asian British	Chinese	0.40%	0.00%	0.96%	0.40%	1.35%	0.00%
Asian or Asian British	Indian	4.24%	4.05%	3.34%	3.32%	7.82%	5.49%
Asian or Asian British	Pakistani	3.88%	0.00%	4.94%	3.42%	6.73%	3.85%
Black or Black British	African	1.45%	0.00%	3.50%	5.84%	16.68%	0.00%
Black or Black British	Any other Black, African or Caribbean background	0.62%	0.00%	0.00%	0.60%	2.30%	0.00%
Black or Black British	Caribbean	2.21%	0.00%	1.59%	2.31%	1.78%	0.00%
Mixed or Multiple ethnic groups	Any other Mixed or Multiple ethnic background	0.28%	0.00%	0.64%	0.40%	0.52%	0.00%
Mixed or Multiple ethnic groups	White and Asian	0.34%	0.00%	0.00%	0.50%	0.66%	0.00%
Mixed or Multiple ethnic groups	White and Black African	0.12%	0.00%	0.00%	0.00%	0.46%	0.00%
Mixed or Multiple ethnic groups	White and Black Caribbean	1.45%	0.00%	2.07%	1.51%	1.73%	2.20%
Not Stated	Not Declared	3.02%	0.00%	2.87%	8.65%	0.00%	0.00%
Not Stated	Prefer Not To Say or Anonymised	2.29%	7.43%	6.37%	2.41%	1.67%	6.59%
Other Ethnic Groups	Any other ethnic group	0.60%	0.00%	2.07%	0.70%	1.21%	0.00%
Other Ethnic Groups	Arab	0.00%	0.00%	0.00%	0.00%	0.29%	0.00%
White	Any other White background	2.96%	0.00%	3.98%	1.71%	5.46%	2.75%
White	English, Welsh, Scottish, Northern Irish or British	74.89%	88.51%	66.40%	67.00%	49.08%	79.12%
White	Gypsy or Irish Traveller	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%
White	Irish	0.38%	0.00%	0.00%	0.50%	0.20%	0.00%
White	Roma	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%

Ethnic Origin – Yearly Workforce Comparison

Ethnic Grouping	Ethnic Origin	Workforce as at 31/03/2024	Workforce as at 31/03/2025	Difference
Asian or Asian British	Any other Asian background	0.64%	0.72%	0.07%
Asian or Asian British	Bangladeshi	0.14%	0.16%	0.02%
Asian or Asian British	Chinese	0.35%	0.40%	0.05%
Asian or Asian British	Indian	4.38%	4.24%	-0.14%
Asian or Asian British	Pakistani	3.86%	3.88%	0.02%
Black or Black British	African	2.03%	1.45%	-0.57%
Black or Black British	Any other Black, African or Caribbean background	0.66%	0.62%	-0.05%
Black or Black British	Caribbean	2.20%	2.21%	0.01%
Mixed or Multiple ethnic groups	Any other Mixed or Multiple ethnic background	0.25%	0.28%	0.03%
Mixed or Multiple ethnic groups	White and Asian	0.35%	0.34%	-0.01%
Mixed or Multiple ethnic groups	White and Black African	0.12%	0.12%	0.00%
Mixed or Multiple ethnic groups	White and Black Caribbean	1.38%	1.45%	0.07%
Not Stated	Not Declared	2.96%	3.02%	0.06%
Not Stated	Prefer Not To Say or Anonymised	1.91%	2.29%	0.38%
Other Ethnic Groups	Any other ethnic group	0.43%	0.60%	0.17%
Other Ethnic Groups	Arab	0.08%	0.00%	-0.08%
White	Any other White background	2.79%	2.96%	0.18%
White	English, Welsh, Scottish, Northern Irish or British	75.09%	74.89%	-0.20%
White	Gypsy or Irish Traveller	0.00%	0.00%	0.00%
White	Irish	0.39%	0.38%	-0.01%
White	Roma	0.00%	0.00%	0.00%

Disability

Disability	Workforce as at 31/03/2025	Senior Mgt as at 31/03/2025	Starters 01/04/2024 - 31/03/2025	Leavers 01/04/2024 - 31/03/2025	Recruitment Applicants 01/04/2024 - 31/03/2025	Apprenticeships 01/04/2024 - 31/03/2025
Yes	11.38%	2.70%	6.05%	9.56%	11.99%	11.54%
No	75.61%	84.46%	76.59%	69.42%	88.01%	81.87%
Not Declared	12.51%	12.84%	16.08%	20.52%	0.00%	4.95%
Refused or Anonymised	0.50%	0.00%	1.27%	0.50%	0.00%	1.65%

Disability – Yearly Workforce Comparison

Disability	Workforce as at 31/03/2024	Workforce as at 31/03/2025	Difference
Yes	11.30%	11.38%	0.08%
No	75.71%	75.61%	-0.10%
Not Declared	12.56%	12.51%	-0.05%
Refused or Anonymised	0.43%	0.50%	0.07%

Impairment Type

Impairment Type	Workforce as at 31/03/2025
Deaf/Hard of Hearing	5.42%
Mental Health	8.04%
Mobility Impairment	15.56%
Neurodivergent such as Learning Difficulty/ Epilepsy/ Autism/ ADHD	19.06%
Other	35.31%
Reason not declared	13.64%
Visual Impairment	2.97%

Religion or Belief

Religion or Belief	Workforce as at 31/03/2025	Senior Mgt as at 31/03/2025	Starters 01/04/2024 - 31/03/2025	Leavers 01/04/2024 - 31/03/2025	Recruitment Applicants 01/04/2024 - 31/03/2025	Apprenticeships 01/04/2024 - 31/03/2025
Buddhist	0.08%	0.00%	0.00%	0.00%	0.55%	0.00%
Christian	18.15%	19.59%	16.56%	19.11%	37.52%	19.78%
Hindu	0.42%	0.00%	0.00%	0.00%	3.05%	0.00%
Jewish	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Muslim	2.23%	0.00%	3.66%	2.31%	10.64%	4.40%
No Religion	22.96%	14.86%	27.23%	23.04%	37.29%	44.51%
Other Religion	0.68%	0.00%	0.00%	0.91%	1.29%	0.00%
Prefer Not To Say or Anonymised	2.98%	4.05%	2.71%	2.92%	5.18%	2.20%
Religion Not Stated	51.17%	61.49%	48.73%	50.40%	1.52%	25.27%
Sikh	1.33%	0.00%	1.11%	1.31%	2.96%	3.85%

Religion or Belief – Yearly Workforce Comparison

Religion or Belief	Workforce as at 31/03/2024	Workforce as at 31/03/2025	Difference
Buddhist	0.14%	0.08%	-0.06%
Christian	18.25%	18.15%	-0.11%
Hindu	0.37%	0.42%	0.05%
Jewish	0.00%	0.00%	0.00%
Muslim	2.16%	2.23%	0.07%
No Religion	22.20%	22.96%	0.76%
Other Religion	0.78%	0.68%	-0.10%
Prefer Not To Say or Anonymised	3.12%	2.98%	-0.14%
Religion Not Stated	51.58%	51.17%	-0.40%
Sikh	1.40%	1.33%	-0.07%

Gender

Gender	Workforce as at 31/03/2025	Senior Mgt as at 31/03/2025	Starters 01/04/2024 - 31/03/2025	Leavers 01/04/2024 - 31/03/2025	Recruitment Applicants 01/04/2024 - 31/03/2025	Apprenticeships 01/04/2024 - 31/03/2025
Women	71.77%	63.51%	68.15%	71.23%	59.37%	67.58%
Men	28.23%	36.49%	31.85%	28.77%	40.31%	32.42%
Not Declared	-	-	-	-	0.32%	-

Gender – Yearly Workforce Comparison

Gender	Workforce as at 31/03/2024	Workforce as at 31/03/2025	Difference
Women	72.50%	71.77%	-0.73%
Men	27.50%	28.23%	0.73%

Gender Identity

Gender Identity	Workforce as at 31/03/2025	Senior Mgt as at 31/03/2025	Starters 01/04/2024 - 31/03/2025	Leavers 01/04/2024 - 31/03/2025	Recruitment Applicants 01/04/2024 - 31/03/2025	Apprenticeships 01/04/2024 - 31/03/2025
Man/Boy	8.95%	8.11%	12.90%	9.46%	38.79%	18.13%
Non-binary	0.08%	0.00%	0.00%	0.00%	0.43%	0.00%
Not Declared	68.78%	76.35%	57.01%	70.62%	2.16%	50.00%
Other	0.00%	0.00%	0.00%	0.00%	0.26%	0.00%
Prefer not to say or Anonymised	0.36%	0.68%	0.80%	0.40%	2.47%	0.00%
Woman/Girl	21.83%	14.86%	29.30%	19.52%	55.89%	31.87%

Gender Identity – Yearly Workforce Comparison

Gender Identity	Workforce as at 31/03/2024	Workforce as at 31/03/2025	Difference
Man/Boy	8.10%	8.95%	0.85%
Non-binary	0.10%	0.08%	-0.02%
Not Declared	72.20%	68.78%	-3.42%
Other	0.00%	0.00%	0.00%
Prefer not to say or Anonymised	0.29%	0.36%	0.07%
Woman/Girl	19.30%	21.83%	2.52%

Gender Reassignment

Gender Reassignment	Workforce as at 31/03/2025	Senior Mgt as at 31/03/2025	Starters 01/04/2024 - 31/03/2025	Leavers 01/04/2024 - 31/03/2025	Recruitment Applicants 01/04/2024 - 31/03/2025	Apprenticeships 01/04/2024 - 31/03/2025
Gender identity is the same as sex registered at birth	16.43%	16.22%	26.43%	13.58%	79.10%	26.37%
Not Declared	83.13%	83.11%	72.61%	86.02%	15.07%	73.63%
Prefer not to say or Anonymised	0.44%	0.68%	0.96%	0.40%	4.46%	0.00%
Yes	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Gender identity is the same as sex registered at birth – Identity not listed	0.00%	0.00%	0.00%	0.00%	0.40%	0.00%
Gender identity is the same as sex registered at birth – No specific identity	0.00%	0.00%	0.00%	0.00%	0.29%	0.00%
Gender identity is the same as sex registered at birth – Non-binary	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%
Gender identity is the same as sex registered at birth – Trans Man	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%
Gender identity is the same as sex registered at birth – Trans Woman	0.00%	0.00%	0.00%	0.00%	0.23%	0.00%

Gender Reassignment – Yearly Workforce Comparison

Gender Reassignment	Workforce as at 31/03/2024	Workforce as at 31/03/2025	Difference
Gender identity is different from sex registered at birth - Identity not listed	0.00%	0.00%	0.00%
Gender identity is different from sex registered at birth - Trans Man	0.00%	0.00%	0.00%
Gender identity is the same as sex registered at birth	12.56%	16.43%	3.87%
Not Declared	87.13%	83.13%	-4.00%
Prefer not to say or Anonymised	0.31%	0.44%	0.13%
Yes	0.00%	0.00%	0.00%

Sexual Orientation

Sexual Orientation	Workforce as at 31/03/2025	Senior Mgt as at 31/03/2025	Starters 01/04/2024 - 31/03/2025	Leavers 01/04/2024 - 31/03/2025	Recruitment Applicants 01/04/2024 - 31/03/2025	Apprenticeships 01/04/2024 - 31/03/2025
Asexual	0.08%	0.00%	0.00%	0.00%	0.78%	0.00%
Bisexual	0.88%	0.00%	1.43%	0.70%	3.91%	0.00%
Gay Man	0.66%	2.70%	0.00%	0.70%	1.29%	2.20%
Gay Woman/Lesbian	0.82%	0.00%	1.43%	0.60%	1.70%	0.00%
Heterosexual/Straight	41.27%	31.76%	42.52%	42.35%	84.85%	70.88%
Not Declared	54.06%	64.19%	51.43%	53.22%	0.35%	23.63%
Other	0.24%	0.00%	0.64%	0.60%	0.78%	0.00%
Pansexual	0.00%	0.00%	0.00%	0.00%	0.49%	0.00%
Prefer Not To Say or Anonymised	2.01%	1.35%	2.55%	1.81%	5.87%	3.30%

Sexual Orientation – Yearly Workforce Comparison

Sexual Orientation	Workforce as at 31/03/2024	Workforce as at 31/03/2025	Difference
Asexual	0.00%	0.08%	0.08%
Bisexual	0.78%	0.88%	0.10%
Gay Man	0.68%	0.66%	-0.03%
Gay Woman/Lesbian	0.70%	0.82%	0.11%
Heterosexual/Straight	41.22%	41.27%	0.05%
Not Declared	54.30%	54.06%	-0.25%
Other	0.23%	0.24%	0.01%
Pansexual	2.08%	2.01%	-0.07%
Prefer Not To Say or Anonymised	0.00%	0.08%	0.08%

Age Profile

Age Group	Workforce as at 31/03/2025	Senior Mgt as at 31/03/2025	Starters 01/04/2024 - 31/03/2025	Leavers 01/04/2024 - 31/03/2025	Recruitment Applicants 01/04/2024 - 31/03/2025	Apprenticeships 01/04/2024 - 31/03/2025
Age 16 to 24	5.47%	0.00%	18.15%	7.55%	16.22%	20.33%
Age 25 to 34	16.24%	3.38%	22.93%	18.71%	33.81%	31.32%
Age 35 to 44	23.64%	29.05%	25.32%	19.01%	26.28%	25.82%
Age 45 to 54	26.54%	43.92%	21.18%	17.10%	14.32%	18.68%
Age 55 to 64	23.66%	23.65%	11.62%	26.16%	8.45%	3.85%
Age 65 and over	4.46%	0.00%	0.80%	11.47%	0.78%	0.00%
Anonymised	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Unspecified	-	-	-	-	0.14%	-

Age Profile – Yearly Workforce Comparison

Age Group	Workforce as at 31/03/2024	Workforce as at 31/03/2025	Difference
Age 16 to 24	5.40%	5.47%	0.08%
Age 25 to 34	16.60%	16.24%	-0.36%
Age 35 to 44	23.16%	23.64%	0.48%
Age 45 to 54	26.88%	26.54%	-0.34%
Age 55 to 64	23.55%	23.66%	0.11%
Age 65 and over	4.42%	4.46%	0.04%

Other Information

Working with our communities and our colleagues

We have a team of very valued volunteers who are members of our Equality Hubs and Forums. They help us with our Equality Impact Assessments, and they also give us advice on our policies and practices.

We also have several employee networks for our colleagues, who help us to promote equality, diversity, and inclusion at work; provide support to each other and remove barriers both in the workplace and in the services that we deliver. You can find out more about our Equality Hubs and Forums on our website.

<https://www.derby.gov.uk/council-and-democracy/consultations/equality-services/>

Our Employee Networks information is on our website <https://www.derby.gov.uk/jobs-and-careers/working-for-us/equality-diversity-inclusion/> We have more detailed information about our Employee Networks on our internal MiDerby pages. In addition, we have a Menopause Friends Group for our colleagues and have just set up a Neurodiversity Network. We are planning an Annual Report of Employee Network Activities and when this is complete it will be posted on our website.

We'd like to say a big thank you for the huge commitment of both our Equality Hubs, Forums and Employee Networks' members who contribute so much to our Equality, Diversity and Inclusion Agenda.

You can also read on our website about how every year, together with the city's equality groups, we celebrate and mark the International Days of equality and diversity.

<https://www.derby.gov.uk/community-and-living/equality-diversity/celebrating-equality-diversity-in-derby/>

Policy

During 2024/25, we have refreshed a number of employment policies, and we have reviewed existing Equality Impact Assessments. We also carry out Equality Impact Assessments when we develop new policies. We liaise with our Equality Hubs, Forums and employee networks when we develop new policies, or refresh existing policies, ensuring the policies are inclusive.

Training and Development

The Council delivers mandatory equalities e-learning training to all non-schools Council colleagues with a Council email address via an e-learning platform. Colleagues are required to accept our Equality, Dignity and Respect Policy, the Bullying, Harassment, Victimisation and Discrimination Policy and the Diversity Equality and Discrimination e-Course, through the Mi-Learning platform. The current completion rate is 78% for the mandatory e-learning policies and e-course. For colleagues who don't have access to the e-learning platform, their manager arranges face to face sessions for key policy acceptance. In addition to the mandatory training, there is a range of self-directed e-learning across the ED&I subject matter.

Our social care workforce learning and development teams also run face to face training for social care colleagues on a range of subjects including, but not limited to, Disabled Children in Early Help and Fostering, Unconscious Bias, Gender and Identity, Transitioning, Autism, Dual Sensory and Culturally sensitive approach to assessment.

Grievances or workplace complaints

There was a total of 4 Grievances raised in 2024/2025, 1 was related to race, 1 was related to disability and 1 was regarding alleged bullying and harassment.

Grievances related to equality have reduced by 40% in the last 12 months.

All other Grievances covered multiple issues or were raised for other reasons.

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 **07812 301144** 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 **07812 301144** 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 **07812 301144** 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 **07812 301144** 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
پر ہم سے رابطہ کریں derby.gov.uk/signing-service یا **301144 07812** یا **643722 01332**



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