



Equality and Diversity Strategy 2017 to 2019



CHESTERFIELD
BOROUGH COUNCIL

ARE WE ACCESSIBLE TO YOU? IF NOT - ASK US!

- ✓ **We want everyone to be able to understand us.**
- ✓ **We want everyone to be able to read our written materials.**
- ✓ **We aim to provide you with what you need to read, speak and write to us.**

On request we will provide free -

- ✓ **Language interpreters, including British Sign Language.**
- ✓ **Translations of written materials into other languages.**
- ✓ **Materials in Braille, large print, on tape, and in Easy Read.**

Please contact us:

Telephone: 01246 345247

Text: 07960 91 02 64

Email: enquiries@chesterfield.gov.uk

Contents

1. Foreward.....	2
2. Our Commitment to Equality and Diversity (statement of intent)	2
3. Roles and Responsibilities	4
4. Local Context and Achievements	6
5. Equality and Diversity Principles	8
6. Equality and Diversity Objectives and Outcomes	9
7. Monitoring.....	12

1. Foreward

Welcome to Chesterfield Borough Council's Equality and Diversity Strategy 2017 - 2019. This Strategy and Action Plan sets out our objectives that we will be working on over the next two years to promote equality and diversity both within Chesterfield Borough Council and our communities.

Chesterfield Borough Council recognises and welcomes the diversity of our Borough. Our Strategy and Plan sets out how we will continue to celebrate this diversity.

We also recognise that a large proportion of our community are not able to access the proceeds of growth and recent investment into the town. Through embedding our Strategy and Plan into Service areas we will continue to work towards our aspiration for Chesterfield Borough to be an accessible community and an inclusive Borough, where everyone feels valued and has equal and fair access to local services.

Despite the financial challenges, we will continue to do everything to demonstrate our commitment to equality and diversity, ensuring that they are an integral part of our decision making processes.

2. Our Commitment to Equality and Diversity (statement of intent)

Our vision at Chesterfield Borough Council is 'putting our communities first'. As a Council, we are here to serve and support our communities. It is these communities that make Chesterfield Borough a great place to live, work and visit. And it is these communities that we seek to put first as a Council in all that we do.

The Council as a community leader, a service provider, employer and commissioner of goods and services, has a clear social and legislative responsibility to prevent discrimination and advance equality.

By working to eliminate discrimination and promote equality we will empower our residents and help them to realise their full potential.

Our duties under the Equality Act 2010

As a Local Authority, we are subject to the Public Sector Equality Duty which was introduced in the Equality Act 2010. This duty requires all public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by 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 who do not.

In order to support public bodies to meet the Public Sector Equality Duty there are Specific Duties which public bodies must meet:

- Set and publish equality objectives, at least every four years, and
- Publish information, at least annually, to show their compliance with the Equality Duty. This must include information relating both to its employees and to people who are affected by the public body's policies and procedures.

The other important pieces of legislation that we need to adhere to and impact on the work of both the inclusion and prevention agenda are:

- 1998: Human Rights Act
- 1996: Employment Rights Act

The Equality and Diversity Strategy sets out the Council's commitment and approach to eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity, and fostering good relations in the Borough over the next two years. It includes:

- *the roles and responsibilities for delivering the Council's Equality and Diversity Strategy*
- *the local context and achievements made so far by the Council and partners*
- *our Equality and Diversity Principles, which will guide our approach to equality and diversity*
- *our specific objectives and anticipated outcomes in relation to Equality and Diversity*
- *the way that we will monitor our progress in delivering the strategy and how we will make a real and positive difference to the lives of those affected by Chesterfield Borough Council's services*

When developing this Strategy, we have been guided by the Council's four key values:

1. Customer focused – delivering great customer service, meeting customer needs.
2. Can do – striving to make a difference by adopting a positive attitude.
3. One council, one team –proud of what we do, working together for the greater good.
4. Honesty and respect – embracing diversity and treating everyone fairly.

The Equality and Diversity Strategy complements and supports the delivery of the priorities within the Chesterfield Borough Council Plan, which are:

- *To make Chesterfield a thriving Borough*
- *To improve the quality of life for local people*
- *To provide value for money services*

3. Roles and Responsibilities

Our Constitution governs how decisions are made, how we operate and the procedures that are followed to ensure that these are efficient, transparent and accountable. Decisions are taken by councillors through the Council and its committee meetings, most of which are open to the public.

The day-to-day delivery of local services is carried out by various staff through the Council's management structure. The Chief Executive and Senior Leadership Team has overall responsibility for managing the Council, and work together with the Corporate Management Team to oversee progress against the Council's stated priorities, and the outcomes delivered as a result of the Council's plans and services they provide to residents. Equality Impact Assessments (EIAs) are used by decision makers including Council, Cabinet, Committees and Officers to determine the impact of the Council's initiatives, and to put appropriate mitigating action in place to minimise negative impact on groups protected by the Equality Act and the wider community.

Achieving and promoting equality and diversity is a responsibility shared by all elected members, the Senior Leadership Team, Corporate Management Team, managers, staff, contractors, partners, stakeholders and residents.

Equality and Diversity Forum

The Equality and Diversity Forum is a group of representatives from statutory partners, community groups and local individuals with an interest and/or expertise in equality and diversity. The Forum members work together to share ideas, best practice and to raise awareness in the community of equality and diversity. The Forum acts as a critical friend for the Council's services and plays a key role in the scrutiny and development of Equality Impact Assessments which inform the Council's decision making process. Support is provided by the Council to facilitate the Forum's activities, which include organising a number of themed awareness raising and training events throughout each year. The Forum adopts a partnership approach, pooling resources with partners to maximise the positive impact of its work in the community.

Elected Members

Elected members must fulfil their statutory responsibilities under the Equality Act to promote good community relations in all their work, particularly in their community leadership role. They must also make informed decisions, which consider the impact on people with protected characteristics and key community groups.

Senior Leadership Team

The Senior Leadership Team (SLT) must champion and lead by example, using the Public Sector Equality Duty to encourage the integration of equality and diversity issues in all aspects of the Council's work. SLT should actively help to promote equality and diversity issues and actions within services, and ensure that good quality Equality Impact Assessments are completed and used (where appropriate).

Corporate Management Team and Managers

The Corporate Management Team must maintain an overview of equality and diversity for their service and ensure effective development, implementation and monitoring of service equality and diversity objectives and related actions, including ensuring completion and appropriate challenge of Equality Impact Assessments.

Employees

Employees should demonstrate commitment to equalities by:

- Championing equality and diversity in the Borough when undertaking their work
- Taking active steps to challenge discrimination and harassment in the workplace and the community including hate crime reporting
- Making informed decisions and proposals, which consider the impact on people with protected characteristics and key community groups
- Understanding, complying and feeding into the equality and diversity processes in their services.

Employees receive a comprehensive training package detailing their roles and responsibilities and raising awareness of equality and diversity related matters.

Contractors

Contractors who deliver services on behalf of Chesterfield Borough Council must comply with the Equality Act 2010, including incorporating the Council's Public Sector Equality Duty commitments in all dealings and practices on behalf of the Council in all areas assessed as relevant to the duty.

Partners

Partners must be aligned to the Council's Equality and Diversity Policy and the objectives set out in this strategy.

Stakeholders

The Council should engage with stakeholders to ensure they can contribute to the process of setting, monitoring and reviewing equality and diversity objectives and action plans.

4. Local Context and Achievements

Chesterfield is the second largest settlement in Derbyshire (Derby City is the largest). It is a relatively compact and mainly urban area. The market town of Chesterfield acts as the sub-regional centre for north eastern Derbyshire and provides a range of retail, commercial, leisure and cultural facilities.

Chesterfield is a major centre of employment (over 48,000 people work in the Borough) attracting almost 20,000 in-bound commuters on a daily basis. Its employment catchment area covers a large part of the surrounding districts of Bolsover and North East Derbyshire, as well as drawing in people from Derbyshire Dales and Sheffield.

Key equalities related information from the Census and other information sources such as the area Health Profile and Index of Multiple Deprivation include:

- Demographic information - On Census day 2011 Chesterfield Borough had a population of 103,800 - 5000 more than on Census day 2001. The Borough has a higher proportion of residents from minority ethnic backgrounds than in Derbyshire, with the main populations in St. Leonards, St. Helen's, Holmebrook and Brockwell. In 2001, 98.1% of the Chesterfield Borough population were White British compared to 94.9% in 2011.
- The Borough has a higher percentage of households with no access to a car or van than Derbyshire, East Midlands and England at 27.1%. The highest percentages (over 40%) are in Rother and St. Helens compared to just 11.2% in Walton.
- The majority of Chesterfield Borough residents live within a 20 minute walk of essential services, including GPs, Pharmacies, Schools, Post Offices etc. (a significant percentage within 10 minutes).
- Housing - The Borough has a far lower percentage of owner occupiers than in Derbyshire. The highest percentages are in Walton and West; the lowest percentages are in Rother, Middlecroft and Poolsbrook. The Borough has a considerably higher percentage of social housing than in Derbyshire, East Midlands and England. The private rented sector appears to be growing rapidly with particular concentrations in Holmebrook, St. Leonards and St. Helens.
- Working and Learning Communities -21% of residents in Chesterfield Borough have higher level qualifications; this is lower than in Derbyshire, East Midlands and England. The highest percentage of residents with higher level qualifications is in the west of the Borough – Walton and West (39.8%), the lowest over in the East (Middlecroft and Poolsbrook – 11.6%). There is a higher percentage of residents in Chesterfield Borough who are economically inactive due to long-term sickness or disability.
- Chesterfield is the 85th most deprived area in England out of 326 English local authorities.
 - There are significant concerns about entrenched and worsening deprivation in several Chesterfield neighbourhoods for example Grangewood is now in the 1% most deprived neighbourhoods in England. In order to make detailed observations about communities, areas are divided into Lower Super Output Areas (LSOAs). All six of the Chesterfield LSOAs in the 10% most deprived in 2015 have deteriorated since 2010.
 - Deprivation inequality has risen in Chesterfield Borough with the areas within the 10% least deprived in England improving their position across a range of domains and the 10% most deprived deteriorating.

- While employment deprivation has improved generally in Chesterfield Borough, a third of neighbourhoods within the Borough remain the 20% most deprived in England.
- Health - The health of people in Chesterfield is varied compared with the England average. Deprivation is higher than average and about 3,700 children (21%) live in poverty. Life expectancy is 10.1 years lower for men and 7.8 years lower for women in the most deprived areas of Chesterfield than in the least deprived areas. In Year 6, 18.2% of children are classified as obese, and 26.5% of adults are classified as obese. The rate of self-harm hospital stays, smoking related deaths, drug misuse and early deaths from cardiovascular disease are worse than average. Health and disability is a major concern for Chesterfield Borough. The Borough is ranked the 25th most deprived in England in terms of health, and half of the LSOAs are within the 20% most deprived within England.

Despite extensive investment to strengthen Chesterfield's economy, these figures suggest that a significant percentage of our community are not currently accessing the proceeds of growth due to a variety of factors including poor health, caring responsibilities, poor educational and skills attainment etc.

You can find out more about Chesterfield's communities in our State of the Borough Report which can be accessed here: <https://www.chesterfield.gov.uk/living-here/neighbourhoods/state-of-the-borough.aspx>

5. Equality and Diversity Principles

We have set out the following principles to govern our approach to Equality and Diversity:

1. Putting the needs of our communities at the heart of delivery and embedding and mainstreaming equality into the work of Chesterfield Borough Council.
2. Making sure that when taking decisions, we consider information and feedback from our communities and the impact our decisions may have on them, through the development and completion of Equality Impact Assessments.
3. Monitoring, assessing and evaluating the impact of our strategies, policies, programmes, projects and commissioning on equality. Taking mitigating action to minimise any adverse impacts on people who share a protected characteristic.
4. Being open, honest and transparent, publishing and ensuring easy access to equality information and outcomes.
5. Ensuring consultation and engagement is central to the development and delivery of our services, in line with the Council's Community Engagement Strategy.
6. Working in partnership with other organisations, the voluntary sector, and local businesses to promote, recognise and celebrate difference within the context of fairness and equality.
7. Working in partnership to promote, recognise and celebrate diversity and to create communities which challenge discrimination and embrace difference.
8. Working towards developing a workforce which is representative of local communities and ensuring employment policies are fair and robust.
9. Drawing on best practice to continuously improve and strengthen our approach to equality and diversity in the workplace and wider community.

6. Equality and Diversity Objectives and Outcomes

Equality objective 1: Encourage mutual understanding and respect between all community members, including but not limited to: people with a disability, newly-arrived migrants, asylum seekers and refugees, gypsies and travellers, people of different ethnicities and race, people of different faiths, gender and sexual orientation.			
Action	Lead Service	Target date	Outcomes linked to the Council Plan
1. Continue to work in partnership with communities to organise a range of equality and diversity themed awareness activities and events, through the Equality and Diversity Forum.	Policy and Communications	Ongoing	<ul style="list-style-type: none"> - Working with residents to create communities which challenge discrimination and embrace difference. - Working in partnership with other organisations, the voluntary sector, and local businesses to promote, recognise and celebrate difference within the context of fairness and equality. <p>(Links to Council Plan Priority Area 2: To improve the quality of life for local people)</p>
2. Ensuring that translation and interpretation made available by Chesterfield Borough Council meets the needs of local communities by reviewing and revising our current arrangements.	Policy and Communications	March 2018	<ul style="list-style-type: none"> - Drawing on best practice to continuously improve and strengthen our approach to equality and diversity and our communication with residents. - (Links to Council Plan Priority Area 3 – To provide value for money services and ensure we are able to deliver the services our communities need.)
3. Review, revise and relaunch our hate crime reporting process.	Policy and Communications	March 2019	<ul style="list-style-type: none"> - Ensuring that employees understand their responsibilities and are able to provide the best possible support to vulnerable people. - Working to create communities which challenge discrimination and embrace difference. <p>(Links to Council Plan Priority Area 2: To improve the quality of life for local people)</p>

Equality objective 2: Encourage and support involvement from all communities in the shaping, development, delivery and monitoring of local services, and ensure that service changes address the needs of our communities in an equitable way, taking account of the needs of people with protected characteristics.

Action	Lead Service	Target date	Outcomes linked to the Council Plan
4. Review and revise the corporate arrangements for equalities monitoring in line with best practice and in partnership with local communities.	Policy and Communications	March 2018	<ul style="list-style-type: none"> - Monitoring and assessing the impact of our strategies, policies, programmes, projects and commissioning on equality, and, where appropriate, improve upon any adverse impacts. - Being open and transparent, publishing and ensuring easy access to equality information and outcomes. <p>(Links to Council Plan Priority Area 3 – To provide value for money services)</p>
5. Review and update the data set collected and published as part of the Public Sector Equality Duty in line with best practice and in partnership with local communities.	Policy and Communications	March 2018	<ul style="list-style-type: none"> - Monitoring and assessing the impact of our strategies, policies, programmes, projects and commissioning on equality. Taking mitigating action to minimise any adverse impacts on people who share a protected characteristic. - Being open and transparent, publishing and ensuring easy access to equality information and outcomes. <p>(Links to Council Plan Priority Area 3 – To provide value for money services)</p>
6. Providing corporate equality advice and support, for example, to the town hall refurbishment project to improve accessibility.	Policy and Communications	2017/2018	<ul style="list-style-type: none"> - Ensuring that we are meeting the needs of our employees during the Town Hall refurbishment, including temporary and longer term arrangements. Ensuring that the Town Hall is as accessible as possible for employees, tenants and wider public. <p>(Links to Council Plan Priority Area 2: To improve the quality of life for local people, and Council Plan Priority Area 3 – To provide value for money services and ensure we are able to deliver the services our communities need.)</p>

Equality objective 3: Empower equality and diversity organisations, the voluntary sector, local businesses and communities by monitoring and publishing equality and diversity information and outcomes so that they feel they can understand the reasons for Council decisions and challenge them if they feel it necessary.

Action	Lead Service	Target date	Outcomes linked to the Council Plan
7. Review and revise the Equality Impact Assessment process in line with best practice.	Policy and Communications	March 2018	<ul style="list-style-type: none"> - Ensuring an evidence and needs based approach is taken in all decision making through the development and completion of Equality Impact Assessments for strategies, policies, programmes and projects and our commissioning activities. <p>(Links to Council Plan Priority Area 2: To improve the quality of life for local people, and Council Plan Priority Area 3 – To provide value for money services and ensure we are able to deliver the services our communities need.)</p>
8. Maintain the State of the Borough report in line with latest available information.	Policy and Communications	March 2019	<p>Ensuring an evidence and needs based approach is taken in all decision making by providing consistent and up-to-date community and workforce data.</p> <p>(Links to Council Plan Priority Area 2: To improve the quality of life for local people, and Council Plan Priority Area 3 – To provide value for money services and ensure we are able to deliver the services our communities need.)</p>
9. To respond effectively to the gender pay gap reporting requirements.	Policy and Communications/ Human Resources	March 2018	<ul style="list-style-type: none"> - Monitoring and assessing the impact of our strategies, policies, programmes, projects and commissioning on equality. Taking mitigating action to minimise any adverse impacts on people who share a protected characteristic. - Being open and transparent, publishing and ensuring easy access to equality information and outcomes. <p>(Links to Council Plan Priority Area 3 – To provide value for money services)</p>

Equality objective 4: Provide employees with training and development opportunities so that they have the skills, abilities and confidence to recognise and respond appropriately and sensitively to diversity and discrimination, both within the workplace and when delivering services.

Action	Lead Service	Target date	Outcomes linked to the Council Plan
10. Review and update the package of equality and diversity related training provided for Chesterfield Borough Council employees and Members, including introducing a range of additional awareness raising modules on various themes.	Policy and Communications	March 2018	<ul style="list-style-type: none"> - Providing an introduction into the Council’s values regarding equalities, and underpinning legislation. - Reducing discrimination. - Raising awareness of the impact of equality and diversity on the authority, employees and our communities. - Ensuring that equalities is embedded within all council services. - Ensuring employees understand their responsibilities. <p>(Links to Council Plan Priority Area 3 – To provide value for money services and ensure we are able to deliver the services our communities need.)</p>
11. Launch the revised Equality Impact Assessment process with service briefings / training sessions	Policy and Communications	March 2019	<ul style="list-style-type: none"> - Ensuring that employees and members understand the Equality Impact Assessment process and their responsibilities. <p>(Links to Council Plan Priority Area 3 – To provide value for money)</p>

7. Monitoring

The Equality and Diversity objectives are aligned to the priorities in the Council Plan 2015/19. The Council will identify the actions it will take to achieve these objectives through the ongoing corporate performance management framework.

Progress will be monitored by the Equality and Diversity Forum, and presented in regular performance reports. The achievements will also be reported every year through the Equality and Diversity Annual Report to show the work being done by the Council in accordance with the Equalities Act 2010 and the objectives within the strategy to promote diversity and recognise and celebrate difference.