

Chesterfield Borough Council

Equalities Annual Report
2014/2015

DRAFT

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1. INTRODUCTION FROM COUNCILLOR SHARON BLANK, EXECUTIVE MEMBER FOR CUSTOMERS AND COMMUNITIES

1.1 Welcome to Chesterfield Borough Council's Equalities Annual Report for 2014/2015. This report highlights the work we have been doing over the last year to promote equality with our partners and the wider community.

1.2 Our organisational vision is "Chesterfield Borough Council – Putting Our Communities First". Chesterfield Borough Council is committed to treating people fairly in everything we do as a service provider, employer and community leader. We want to ensure that our employees and the people we serve receive fair and equal treatment in all aspects of our work.

1.3 Update on the Corporate Values to be included.

1.4 We have continued to implement our Equality, Diversity and Social Inclusion Strategy (2012 - 2015) and related Policy, which will be updated during 2015. The Policy and Strategy set out the Council's commitment to promoting and advancing equality and social inclusion while celebrating the diversity within our communities. The Policy includes our overall commitment to equality, diversity and social inclusion, specific commitments in relation to our role as an employer, implementation of the policy, and our approach to equality monitoring. The Council also decided to expand the scope of the policy beyond the Equality Act 2010 to include tackling inequality arising from other forms of disadvantage such as social and economic deprivation and health inequalities.

1.5 The Equality, Diversity and Social Inclusion Strategy includes an action plan which outlines the actions we'll be taking over the next three years to promote equality, diversity and social inclusion and tackle discrimination, as a service provider and employer. Over the next year, we will be reviewing and updating this Strategy to ensure that it continues to reflect the needs of the local community.

1.6 We are very proud of our achievements during the past year, and our continued promotion of equalities and celebration of diversity within our services and out in the wider community. We believe we are continuing to make a real difference to the quality of life of our residents, businesses and visitors. We would like to take this opportunity to highlight some of our key equalities achievements and outcomes during the year.

2. CHESTERFIELD EQUALITY AND DIVERSITY FORUM

2.1 It has been another great year for Chesterfield Equality and Diversity Forum which has continued to grow, with members of the group working together to share ideas and raise awareness in the community of equality and diversity.

The Forum also consults, involves and engages with local people on equalities matters relating to the wider community as well as Chesterfield Borough Council's policies and activities, providing a critical friend role on equality matters for many of the Council's services during consultation and engagement. The Forum also continues to play a key role in the scrutiny and development of Equality Impact Assessments, as part of the Council's decision making process.

- 2.2 Forum meetings can include guest speakers, briefings, training sessions and discussions about hot topics and local services.

A message from Nicky Hoskin-Stone, Chair of the Chesterfield Equality and Diversity Forum

Awaiting content from Nicky

- 2.3 A key aim within the Forum's action plan is to raise awareness of equalities and issues affecting local people. The Forum now has 187 members who receive regular information about the meetings, events and equalities news. Some of the participants represent a community group, or statutory organisation, while others are there as individuals from the community with an interest in promotion of equality.

- 2.4 This year, we talked to some of our members about the value of the Equality and Diversity Forum – here are some of the things they had to say:

- *Making a difference – eg. Inputting into EIAs and policies, making constructive comments and suggestions – A-boards, corporate branding etc. Supporting each other – disseminating information and networking.*
- *Great value for money! Very different from the Forum in its previous form (5 years+ ago), but the new approach to smaller, themed events means that we cover more equality issues, can respond to local issues, and spread events throughout the year.*
- *Networking between groups, inputting into policies, and events, particularly Holocaust Memorial Day.*
- *Partnership working, making new contacts, welcoming friendly atmosphere, welcoming new ideas, issues and events.*
- *Awareness of community matters, opportunity to promote and learn about organisations, talking to other organisations face to face and identifying solutions to overcome the problems that diverse groups face. Also improving services and organisational working practices by being more inclusive. Keeping up to date about organisations and what they do.*
- *Enables diverse groups to have a voice and access support they may need.*
- *A big benefit of the Equality and Diversity Forum is the interchange of ideas and information between people working towards supporting our community.*
- *The highlight of 2014/15 for me was the 'Faiths in our Community' event which I found particularly interesting and wish could be shared with a wider audience to help spread understanding and compassion.*

2.5 Equality and Diversity Forum Events and activities

During 2014/2015 the Equality and Diversity Forum have continued to organise and host a number of events throughout the year on a range of equality themes that are relevant to the community.

The themes for this year's events were chosen by Forum participants during a workshop where we discussed issues that are relevant to our local community. We continued to work on these events in partnership with a number of partner organisations to maximise the impact we can all make in the community and to pool our limited resources. Because of the increasing popularity of the Equality and Diversity Forum events, and the number that are held throughout the year, we also established an event planning working group as a sub-group of the forum, to coordinate the events. We would like to thank all those who have given up their time to support and help plan the following events that have taken place over the past year.

2.5.1 International Day Against Homophobia and Transphobia (IDAHO)

Since 2005, May 17 has been dedicated to the International Day Against Homophobia and Transphobia, marking the day in 1990 when the World Health Organization removed homosexuality from its list of mental disorders.



During the week leading up to IDAHO day (17th May 2014), we hosted an exhibition in the Town Hall. With permission from Transcend (Derby's Transgender Support Group) the exhibition included the 'Living My Life Exhibition' which celebrates the lives of local trans

people in Derbyshire. The exhibition, created by local people, aims to provide information and guidance to anyone who identifies as a trans person or who thinks that they may be trans. It also signposts people to other sources of support and information. It includes photos, information and testimonials from people about their lives and experiences.

Alongside this, we exhibited poetry written by young members of Chesterfield's Write Here group who worked with writer River Wolton, a

former Derbyshire Poet Laureate, and members from Sheffield, Chesterfield and Derby LGBT groups worked with writer Sarah Thomasin. They explored the stories and experiences about the persecution of LGBT people in the holocaust and the continuing persecution in today's world.

On IDAHO day, partners and colleagues, including the Council's leader and Chief Executive met at the Town Hall to demonstrate support, and this is captured in the photo above. The rainbow wrist bands and lanyards were kindly provided by Unison.



Left: Part of the 'Living my Life' Exhibition booklet which was produced by the Centre for HIV and Sexual Health in partnership with TransBareAll as part of the Pacesetters programme to reduce health inequalities.

2.5.2 Our History, Our Story – Polish Heritage Event

This was another exhibition and event organised in partnership between the Equality and Diversity Forum, Links CVS and Signpost to Polish Success. The purpose of the event and exhibition was to promote understanding of Polish heritage in the local area. It was felt by the Equality and Diversity Forum that this is a particularly important message to share in the community during the current media portrayal of immigration.

The exhibition which was coordinated by Signpost to Polish Success and funded by the Heritage Lottery Fund was shown in Chesterfield market hall for two weeks during September 2014, and included photographs, personal stories in video and audio, and memorabilia capturing the memories and experiences of Polish migrants who settled in Chesterfield and the surrounding areas after the second world war.

Following the two week exhibition, the Forum hosted a public event at the Town Hall, where four members of the local Polish migrant community shared their experiences of leaving Poland and settling and integrating into



the local community in Derbyshire.

Although a small event, there was much interest from the local Polish community, many of whom brought

Above: Sharing stories and memories
their own personal stories and family photos and made connections with others at the event. The event was publicised in the Derbyshire Times, and Radio Sheffield also attended the event and recorded interviews with people present for their drive time show.

Right: Our History Our Story event at the Town Hall on 2nd October 2014.



Feedback on the 'Our History, Our Story' event.

- *A good opportunity to hear oral history from local Polish families*
- *A forum for people to be heard individually*
- *Fascinating insight*
- *Good to meet other local people from Polish heritage*
- *I've learnt lots about the Polish community here*

100% of the feedback from attendees was positive in terms of the event in general and the usefulness in raising awareness of local Polish heritage.

Awaiting statement from Signpost to Polish Success about the value of working in partnership to deliver equality outcomes.

2.5.3 Faiths and World Views in our Community

Another theme that the Equality and Diversity Forum felt was important this year was promoting understanding of the religious diversity in the local area. Around 80 people (including a group of Chesterfield College students) attended this event which included a keynote speech by Dr Phil Henry from the Multifaith Centre, about the importance of inter-faith working, and the local context of religion. This was followed by a series of 'speed dating' workshops run by local people from seven different faiths and world views: Islam, Christianity, Hinduism, Buddhism, Judaism, Humanism, and Sikhism. The workshop leaders were volunteers from the local community.

People who came to the event were split into groups and attended all seven of the speed dating workshops which provided an insight into the 'day-to-day' aspects of living each faith or world view and an opportunity to pose questions to the workshop leader. (Basic introductions to each of the faiths or world views were included in the delegate pack so the focus of the workshops could be on the more 'everyday' aspects of each faith or world view.)

The workshops were particularly well received, with many people wishing they'd had more time to learn about each other's faiths and beliefs.



Above: College students also took part in the Faiths and World Views workshops.

Feedback from the faiths and world views event was very positive:

- **Comments to be included**

We asked people who attended to score their understanding of different faiths and world views out of ten (one = poor, ten = excellent) before and after the event. Around 30 people who attended completed the feedback form and this is what they said:

How would you score your understanding of different faiths and world views?											
Score		1	2	3	4	5	6	7	8	9	10
Before event	No. of people	1	4	6	3	4	4	6	0	0	1
	%	3%	14%	21%	10%	14%	14%	21%	0%	0%	3%
After event	No. of people	0	0	0	0	2	5	8	9	4	1
	%	0%	0%	0%	0%	7%	17%	28%	31%	14%	3%

Everyone who completed a feedback form said that their understanding had improved:

Improvement in understanding of different religions and world views as a result of the event		
Increase	No. of people	Percentage of people
+1	3	10%
+2	10	34%
+3	6	21%
+4	5	17%
+5	4	14%
+6	1	3%

2.5.4 Holocaust Memorial Day



Bernard Grunberg speaking at the Forum's Holocaust Memorial Day event

Over the past three years, the Equality and Diversity Forum has worked in partnership with local organisations to mark Holocaust Memorial Day (HMD) with an open event. This year, the HMD event was funded by the Equality and Diversity Forum and hosted by Chesterfield College

The event included two short stories from Shonaleigh Cumbers who is a local Drut'syla (traditionally trained Yiddish storyteller). This was followed by a keynote speech by Mr. Bernard Grunberg (age 92). Mr Grunberg, a German Jew, arrived in the UK at the age of 15 through the Kindertransport scheme which

enabled a group of young Jewish Refugees to come to England. Now settled in Derby, Mr Grunberg tells his own and his family's story to promote tolerance between communities.

At the end of the event, attendees were asked to write pledges to 'keep the memory alive' and hang them on a tree which was displayed in the college for the week following the event.

Around 130 people attended the event (around half of which were students), and for the first time, the event was so popular that we had to turn some people away.



Above: Mr Grunberg and a group of college students add their pledges to the tree at the HMD event in Chesterfield.

Left: Attendees at the event.



3. PROMOTING EQUALITY THROUGH OUR SERVICES

3.1 Community Assemblies

3.1.1 Summary of equalities related activity, financial inclusion work and funding to be included.

3.2 Grant Funding

3.2.1 In appreciation of the work being done by organisations, the Council decided to maintain the level of grant funding from the previous year for 2013-2014 to ensure continued quality of provision at a time of unprecedented demand for the services of these organisations. Chesterfield Borough Council awarded £276,160 of funding to organisations through Service Level Agreements, and a further £22,370 through small grants, totalling around

£300k of grant funding. The Community Assemblies now offer grant schemes for local organisations.

3.3 Work for Yourself Programme

The Work for Yourself project has continued through funding from European Regional Development Fund Chesterfield Borough Council and Bolsover District Council. The project aims to get young people and adults with disabilities that are currently not in employment within Chesterfield and Bolsover Districts to consider self employment as an option. The project ends at the end of June 2015, and we are about to commission an independent evaluation of the project. Focus will now be on how the support of the programme can be extended beyond the lifetime of the current ERDF programme. Commissioning an independent evaluation is one of the stages in this process.

3.3.1 To date, over the lifetime of the project, 559 individuals have been referred to the project, of which 363 were considered to be eligible for support. The team have worked with 321 of these to date and over 65 businesses have been launched. Of these businesses, so far, 27 have survived for more than 12 months. Also, 42 (full time equivalent) jobs have been created.

3.3.2 Quotes from businesses established as a result of the programme

“I found the programme very useful and my business adviser has helped me tremendously. I feel very independent and happy now that I am set up in business”.

“without the support from the WFY programme and my business adviser I wouldn't have had the confidence to move forwards with my business. The workshops provided by the programme were very helpful and interesting”

3.4 Sport and Leisure

3.4.1 In acknowledgment of the impact that participation in sport and physical activity has in tackling health inequalities, the Council is currently building a modern sports centre to replace Queen's Park Sports Centre that will deliver a an improved customer experience, with greater facilities. The scheme is being done in partnership with Chesterfield College.

3.4.2 In February 2013 the Council approved a new build scheme for Queen's Park Sports Centre, to deliver a new facility on the nearby Queen's Park Annexe. Work began on site in September 2014, and is progressing well and the new centre is due to open in January 2016.

3.4.3 A project group has been set up drawing on expertise across the council to ensure that all aspects of the project (beyond the build) are delivered to time and budget.

3.4.4 Add information about additional funding for QP.

3.4.5 Over the past 12 months, we have continued with a strong programme of activities and services to expand our capacity to deliver a community outreach sport and physical activity programme and put enhanced arrangements in place with partners. Highlights include:

- The Active Chesterfield Partnership has been meeting regularly to work on joint projects to improve participation in sport and physical activity in Chesterfield, with a specific focus on areas of greater deprivation
- The first Active Chesterfield Sports Award event was successfully held in December 2014, with awards being given to local sports people and coaches in Chesterfield. This will continue as an annual event, with the next one being done in collaboration with the School Sports Partnership.
- Project funding for the Pregnancy and Early Years project has continued and the programme has been expanded with many new activities for pregnant women and their young families, such as mother and baby yoga classes and dance classes for babies and young children.
- Working with Chesterfield Swimming Club under the banner of Swim Chesterfield we have realigned our swimming lessons to facilitate greater transition from our learn to swim programme of lessons to cub level.
- We now also have an expanded programme of holiday activities at Queen's Park Sports Centre which runs every school holiday.
- The Wheels for All inclusive cycling sessions continue to run at Queen's Park Sports Centre in partnership with Wheely Fun Wheels.

3.4.6 The indoor sports facilities have also been busy with a review of branding and "Active Chesterfield" being adopted by the service.

- Programmes have been successfully reviewed with the introduction of new classes such as Armageddon Fitness, introductory group fitness classes and a greater range of classes for pregnant women.
- New uniforms for all staff at the centres with the logo 'Here to help' to reinforce the message that all are staff are approachable to customers.
- Health and Fitness Memberships have risen to over 4,500 across Queen's Park Sports Centre and the Healthy Living Centre – record numbers for the centres.

- Lots more people are now keeping in touch via social media; with high levels of visitors to the Facebook pages and followers on Twitter growing.

3.4.7 Digital developments

- The introduction of poolside I pads at both centres for swimming teachers to monitor and update pupil's progress and home swim portal where parents / carers can review their child's swim progress
- Introduction of online customer feedback service, for customers to submit complaints, queries from any device and there is also a tablet available in both centres for customers to access
- Fast track kiosks have been installed at the sites to enable customers to access the centres using their membership card rather than reception, to allow for a more efficient and better customer experience.

3.5 *Parks and Open Spaces*

3.5.1 Working with the Friends of Inkerman Playing Fields the Council secured a grant of £25,000 from Biffaward to install a new footpath across the park to make the park and areas adjacent to it more accessible to local people. The new footpath will improve access to the park particularly in the winter months. Early feedback suggests that the new footpath has opened up the park to many children attending Ashgate Croft School and had also allowed the school to venture much further afield with the children.

3.5.2 Awaiting further content

3.6 *Housing*

3.6.1 Awaiting content

3.7 *Community Safety*

3.7.1 Awaiting content

3.8 *Arts*

3.8.1 Awaiting content

3.9 *Updates to the Winding Wheel and Pomegranate*

Awaiting content

3.10 *GPGS*

awaiting further information

3.11 *Customer service*

awaiting further information

4. EMPLOYEE TRAINING

- 4.1 Corporate Equalities Training:** We continue to deliver a Corporate Equality Induction to all new employees and Councillors, and an Equality Refresher Course to update the Council's existing employees about our equality values and the role they play in ensuring that the Council continues to promote equality in accordance with the Equality Act 2010. We also deliver an Equality and Diversity training programme for volunteers at the Council and can offer bespoke training for service areas. Employees that attend the Corporate Induction are asked to complete a course evaluation. During 2014/15, when asked how effective the induction is in ensuring Equality and Diversity is embedded within the Council services, 97.7% of attendees said that the Equality and Diversity Induction was 'good' (the top answer).

Further information to be included about Venues refresher training during May

We also received the following comments about the training:

"If everybody had delivered their slot in the same fashion as equalities, I would have probably remembered far more"

Equalities – "valuable & Interactive"

"Equalities was very good. Excellent Presentation, informative talk & fun activities"

- 4.2 Chesterfield Borough Council Project Academy:**

We continue to run the successful Project Academy scheme which provides an opportunity for employees to be seconded to the Business Transformation Service, for up to a year. During this time they are trained in project management, change management and Lean Transformational techniques along with other skills. The training includes both formal training and 'on the job' experience of project management. Candidates are taken off their day job during the life of the secondment. At the end of the training programme the graduates will return to their service area with a new set of skills and experience which can be applied to help deliver future projects. The scheme is helping to develop our workforce and future potential.

In recognition of the success of the Project Academy, Chesterfield Borough Council won the Best Employee and Equality Initiative prize at the Association of Public Service Excellence (APSE) 2013 Annual Service Awards.

Since it was established in 2013, the Project Academy has delivered:

- More than £750,000 of capital savings

- More than £378,000 of annual revenue savings
- Supported the Great Place Great Service Programme
- Delivered more customer focused services
- Reduced inefficient working practices
- Given us a pool of in-house staff with the right skills to deliver key projects
- Motivated and engaged staff
- 9 officers seconded to the project academy of which 6 graduate officers have now moved on a secured new roles within CBC

4.3 Mentoring: Last year, we launched a new mentoring scheme giving our employees the opportunity to either be a mentor or a mentee. Both mentors and mentees received training from East Midlands Councils on how to get the most out of a mentoring programme. 20 people took part in the scheme, from a wide range of roles across the Council. The scheme has been particularly popular with female and younger employees.

4.4 Springboard: Chesterfield Borough Council employees have also participated in Springboard, a national women's personal development programme. The programme enables women to identify the clear, practical and realistic steps that they want to take to make a better world for themselves at work and home, whilst building the practical skills and confidence to take these steps. The programme focuses on the following areas:

- | | |
|--|---------------------------------|
| • realistic self-assessment | • improving health |
| • aspects of being a woman | • stress management |
| • identifying priorities | • presenting a positive image |
| • assertiveness skills | • improved communication skills |
| • setting practical yet stretching goals | • building better relationships |
| | • building networks |

4.5 Functional Skills: A number of our employees have participated in the Maths and the English course, receiving a Functional Skills qualification, either as a stand alone qualification, or as part of an apprenticeships programme.

4.6 Apprenticeships: awaiting further information

4.7 Pre-retirement Planning: awaiting further information

5. EQUALITIES FRAMEWORK FOR LOCAL GOVERNMENT

5.1 The Equalities Framework for Local Government is a national equalities development and monitoring tool for all local authorities. It provides a

method for Councils to monitor performance on equalities, and is based on striving for continuous improvement.

- 5.2** Having successfully reached the Achieving Level of the Equalities Framework in February 2011 following a Peer Challenge, the Council made a commitment in its Corporate Plan to work towards the standards at the Excellent Level of the Equalities Framework.
- 5.3** During this year, we have made good progress towards reaching the Excellent Level. Having refreshed the self-assessment, we are confident that we now meet over 90% of the Excellent Level criteria. We are developing an action plan to improve our work in promoting equality and address any areas where we could improve our practices in order to meet the standards within the Excellent Level.

6. EQUALITY ACT 2010 UPDATE

- 6.1** The Equality Act 2010 came into force on 1st October 2010, bringing together all anti-discrimination legislation to harmonise and strengthen the law to support progress on equality.
- 6.2** On 5 April 2011 the Public Sector Equality Duty (section 149 of the Equality Act) came into force in England, Scotland and Wales. The Duty requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees.
- 6.3** Public bodies are required to publish information to show their compliance at least annually, and set and publish equality objectives at least every four years. Each year, the Council collates all of the information we hold about who is accessing our services, how satisfied people are with the services we provide, and information about our workforce in relation to equalities, and publishes it alongside our Equality Impact Assessments.

7. EQUALITY IMPACT ASSESSMENTS

- 7.1** The Council is required to show that the relevant equality issues have been considered before changes are made to policies, projects, services, functions and strategies, or new ones are created. Chesterfield Borough Council does this through its robust Equality Impact Assessment (EIA) process. The EIA process enables us to look at our work in depth to see what impact it has on different equality groups, and to mitigate against any potentially negative impacts that are identified. Staff received training in the

completion of EIAs ensuring that the process is embedded across all council services.

- 7.2** During 2014/15, the Council undertook around 30 Equality Impact Assessments (EIAs) for a variety of Policy changes, strategies and projects. The EIAs were published with the relevant reports to the Council's Cabinet, and on our website.
- 7.3** Through the EIA process, we have been able to address any negative impacts on sections of the community and identifying opportunities to promote equality.

8. FURTHER INFORMATION

If you have any comments on our Equalities Annual Report or would like to request further information or copies of any of the documents highlighted in the report please contact:

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