

Chesterfield Borough Council

**Equality and
Diversity Annual
Report**

2018 - 2019

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 what you need for you to read, talk, and write to us.

On request we will provide free:

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

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1. Introduction from Cllr Sharon Blank, Cabinet Member for Governance



Welcome to Chesterfield Borough Council's Equalities Annual Report for 2018/19. This report highlights the work we have been doing over the last year to promote equality with our partners and the wider community.

Our organisational vision is "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 treatment in all aspects of our work.

In the current climate, our work promoting equality is becoming more of a challenge, but is also increasingly important - as you will see in this report, working with partners in the community is now an essential part of how we do this. We are very proud of our achievements over the last year, including our continued promotion of equalities and celebration of diversity within our services, as well as out in the wider community.

The Equality and Diversity Forum continues to promote equality and diversity in the wider community, and has organised a number of activities and events over the year on a range of locally relevant themes. We have now completed the second year of the Equality and Diversity Action Plan which is part of the Equality and Diversity Strategy launched during 2017, and we are confident that this framework is enabling us to continue to meet the changing needs of our communities in Chesterfield.

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 during the last year.

2. Equality and Diversity Strategy – Action Plan Progress

2.1. Our current Equality and Diversity Policy and Strategy outlines our corporate equality objectives between 2017 and 2019, and the way in which we

planned to achieve them, including a set of corporate principles. The Policy and Strategy provide a framework for the Council to continue to ensure that the services we provide are fair and meet the needs of the local community, and that we discharge our responsibilities under the Equality Act 2010.

2.2. In addition to reporting on our progress in implementing the strategy and action plan through these annual reports, progress is also monitored via the corporate performance management framework. The Equality and Diversity Forum also have a role in scrutinising our performance in delivering the strategy.

2.3. During 2018/19 we have completed the following activities which make up the action plan for the second year of the Strategy:

Continue to work in partnership with communities to organise a range of equality themed awareness activities and events, through the Equality and Diversity Forum.

During 2018 and 2019, the Equality and Diversity Forum have worked together to plan and deliver a number of community events. These have helped us to work with residents to create communities which challenge discrimination and embrace difference, and to work in partnership with other organisations, the voluntary sector, and local businesses to promote, recognise and celebrate difference within the context of fairness and equality.

You can read more about these activities in the Equality and Diversity Forum section later in this report.

Outcome: - Working with residents to create communities which challenge discrimination and embrace difference, and 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.

Review and relaunch the hate crime reporting form and process

The council has a responsibility to monitor and respond to hate crimes and incidents, including taking direct action to prevent such incidents occurring under

Section 17 of the Crime and Disorder Act.

The Hate Crime reporting form for use by staff to report hate crimes and incidents was reviewed and relaunched by the Policy team in April 2018.

The new Hate Crime form is now available on Aspire.

Outcome: - A confidential and accessible reporting document is now available for staff to provide support to victims, witnesses and third parties.

Maintain the State of the Borough report in line with latest available information

The State of the Borough report draws mainly on data from the 2001 Census and 2011 Census and more recent statistics from the Office of National Statistics. The Report considers information surrounding the demography and communities of Chesterfield and comparisons are shown with Derbyshire, the East Midlands and England, and where possible, at Ward Level.

The report was reviewed and updated in 2018 and is now available for viewing on the Borough Council website.

Outcome: - Communities are empowered, having access to knowledge and information about their local area. The information can be used to maximise the town's assets and build on them further to address key issues within communities.



Launch the revised Equality Impact Assessment process

An Equality Impact Assessment (EIA) allows you to find out whether your work has an impact on different equality groups. Some examples might be those on low income or unemployed, single parents or the gypsy or travelling community, carers and those who live in areas of high deprivation.

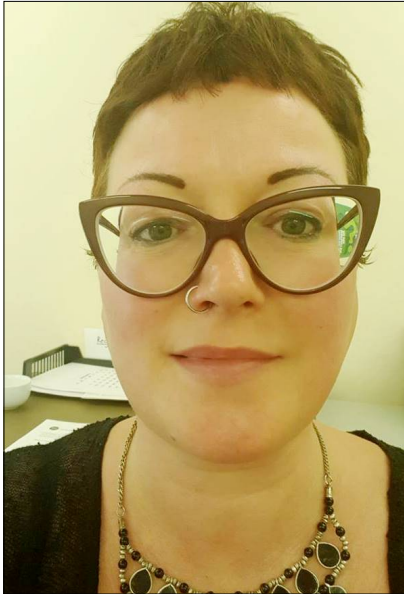
The revised EIA process was launched in May 2018 and full details and the EIA form can be found on Aspire, the Council's internal intranet for employees. The form should be completed before the policy, project, service function or strategy has been set up, if changes are needed it's easier to make these sooner rather than later.

Outcome: - The revised EIA assessment process helps us improve the way we treat customers, help with the decisions that we need to make and ensure that we all comply with legislation.

3. Chesterfield Equality and Diversity Forum

3.1. During 2018/19 members of Chesterfield Equality and Diversity Forum continued to work together to share ideas and best practice, be a 'critical friend', and raise awareness in the community of equality and diversity. One of the most important contributions of the forum is the successful engagement with the wider community, and at the beginning of this year, the Forum held a workshop looking at demographics and locally relevant topics to develop a plan of activities and events for the year. This resulted in another year of excellent educational and awareness raising activities led by the forum. The forum has acted as a critical friend for many of the Council's services during the year and has played a key role in the scrutiny and development of equality impact assessments which inform the Council's decision making process.

A message from Sarah Roy, Chair of Chesterfield Equality and Diversity Forum



I am very happy to be continuing as chair of the Equality and Diversity Forum again this year and I am proud that we have really put equality and diversity at the heart of Chesterfield communities again in the last 12 months. We have achieved a lot and exceeded the expected outcomes in all our areas of work. Two of my highlights from this year were International Women's Day in March and Holocaust Memorial Day in January. In addition we have been able to support the African Caribbean Community Association's event to mark Black History Month in October, free disability awareness training, a lip-reading workshop and a number of

speakers attending our forum meetings to promote their work with deaf people and how services can be made more accessible for all.

The Equality and Diversity Forum met in March to agree and plan our four events for 2019/20. We are now looking forward to being able to offer some free Autism awareness training in June and we will be developing some more interactive events to promote diversity later in 2019, so watch this space! The theme for our Holocaust Memorial Day in 2020 will be **'Stand Together'**. It explores how genocidal regimes throughout history have deliberately fractured societies by marginalising certain groups, and how these tactics can be challenged by individuals standing together with their neighbours, and speaking out against oppression.

3.2. Equality and Diversity Forum meetings and engagement

A key aim of the Forum is to raise awareness of equalities and issues affecting local people. The Forum now has over 200 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 and diversity.

During 2018/19 there were high levels of engagement at the meetings with a variety of issues being considered including an initial workshop to plan

equality and diversity events, training and activities, followed by ongoing planning throughout the year.

Equality and Diversity Forum events and activities

During 2018/19 the Equality and Diversity Forum have continued to organise, host and support a number of events throughout the year on a range of equality themes that are relevant to the community. We continued to work on these events in partnership with a number of organisations to maximise the impact we can all make in the community and to pool our limited resources. 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. Events during 2018/19 included:

Lunch and Mingle – Deaf Awareness

On 12th September 2019 the Equality and Diversity Forum joined resources with 'Links' (the Chesterfield and North East Derbyshire Council for Voluntary Service and Action Ltd) to focus on deaf awareness.

The Police attended to speak to the group regarding the work the Police are doing with the deaf community to improve access to their services and communication with people with hearing impairment.

Then a representative from the Chesterfield Royal Hospital spoke about the work they have been doing with the Deaf Forum and improving access to services for people with hearing impairment.

Disability Equality Training



On 21st November 2018 the Forum ran a Disability Equality Training session at the Loundsley Green Community Centre, presented by Laura Chapman. Laura is an Equality and Diversity Specialist. As director of 'EQuality Training', she has sought to create a vibrant company that celebrates the positive and possible. As an experienced educationalist, researcher, author and trainer, her session drew not only on knowledge, but also on real life to give a refreshing and remarkable insight into the entire equality arena. Around 25 people from a range of local organisations took part in the training session to promote high quality service provision and customer service for people with disabilities.

Holocaust Memorial Day 2019

The Holocaust Memorial Day activities continue to be very well supported by local communities, drawing in large audiences. The theme set by the Holocaust Memorial Day Trust for 2019 was 'Torn From Home', which encouraged audiences to reflect on how the enforced loss of a safe place to call 'home' is part of the trauma faced by anyone experiencing persecution and genocide.

In keeping with this theme, the Equality and Diversity Forum organised for Mr Dieudonne Ganza Gahizi to be the key speaker at the event which took place on the evening of 28th January 2019. Ganza is a survivor, a researcher, and a writer. He is also the founder/director of Healing Plan Organisation, a charity which supports victims/survivors of rape and the children born as a result of rape during the 1994 Genocide against the Tutsi in Rwanda.

Ganza gave a personal testimony of loss, survival, and how he came to forgive those responsible for the murder of his relatives, particularly his father. Over 100 people attended the evening, which ended with a Q and A session touching on locally relevant issues and themes.



International Women's Day 2019

In celebration of inspirational women, the Equality and Diversity Forum held an open event in March this year to coincide with International Women's Day. The event was very well attended by members of local community groups, CBC staff and also a group of students from Chesterfield College.

Cllr Tricia Gilby, Leader of the Council, opened the event. Christine Stephenson and Lynn Elliott, coordinators for the Red Box Project in Chesterfield, introduced the delegates to their project, which is a countrywide community scheme that tries to ensure that no schoolgirl finds it difficult to access sanitary products for whatever reason or misses school because of the lack of them. Donations of sanitary / hygiene products were made by the delegates to support this project.

The first workshop was presented by Rashpal Rai from Wellbeing Works CIC. She encouraged the group to think about 'wellbeing' and what it means and also provided some exercises to help lift you up.

The second workshop was presented by Sonya Robotham from Vox Feminarum: Women's Voices. Her workshop examined and debated the impact of the media and explored ways that girls can resist and challenge negative messages and stereotypes which can diminish senses of self and esteem.



4. Promoting equality and diversity through our services

Throughout the year, a range of activities and developments take place in the Council's services which contribute towards our commitment to embrace diversity and treat everyone fairly.

4.1 Customer services

The Council's customer services have once again retained their Customer Service Excellence accreditation, meeting the standards with full compliance. Retaining the accreditation gets harder each year, requiring us to prove that we continue to deliver good customer service, whilst also making improvements since the last assessment.

The Customer Service Excellence standards consist of 5 key areas:

- Customer Insight
- The Culture of the Organisation
- Information and Access
- Delivery
- Timeliness and Quality of Service

Through our case studies and evidence, we were able to demonstrate that the customer service delivery over the five areas had been of a high standard, with numerous improvements. We were also able to show a commitment to continual development in the service which we provide to our customers.

Mental Health Awareness Week



The Customer Services team recently supported the NHS Foundation Trust in celebrating Mental Health Awareness Week which ran from 13th to 19th May. The Occupational Therapy team at the Hartington Unit at Chesterfield

Royal Hospital worked with service users to create some artwork, depicting happiness and well-being and breaking down the stigma of mental health. The artwork was then displayed during Mental Health Awareness Week in the Customer Service Centre.

4.2 Community Development

Our community development activity continues to contribute to the promotion of health, wellbeing and equality in the wider community.

During 2018/19 we continued to support and facilitate the successful financial inclusion partnership project, "Health, Wealth and Wellbeing" which takes an outreach approach to providing people with information and advice in their local community.

The 'Holiday Hunger' project in Barrow Hill continues to be a success, where packed lunches and activities are provided for local children during the school holidays. This project is designed to support nutrition for children who are likely to eat significantly less than they would during the school term when they have access to food in school.

The Rother Active Youth project, providing holiday activities and food for children and young people in Rother ward goes from strength to strength, supported in partnership with local councillors, residents and organisations active in the area. The weekly youth club for local young people aged 11 – 16 based at Queen's Park Sports Centre has focussed this year on young people's

mental health and wellbeing with activities and events offering information and support tailored to their age group and needs.

We continue to be a key partner in the 'Time 4 U Café' events. These are free multi- agency events aimed at facilitating members of the community to access information and advice from a range of health and wellbeing agencies within their own communities. Events are designed to be non-threatening and relaxing. The free beauty treatments, crafts, cookery activities, crèches, lunches incentivise attendance to the event and encourage interaction with the health and wellbeing agencies.

CBC continues to be a key partner in the Chesterfield Dementia Action Alliance (currently chairing the group) which is made up of representatives from local organisations and is committed to working towards Chesterfield being a dementia friendly place.

4.3 Sport and leisure

We continue to provide inclusive activities in our leisure centres and in the community to improve access to sport and leisure and reduce inactivity. All of our swimming lessons aimed specifically at supporting the needs of autistic children are now fully subscribed, with children gradually progressing into mainstream lessons. The approach we have taken has been nationally recognised by Swim England and also commended with staff recognition within the county through the Active Derbyshire Awards.

We directly support the delivery of the DCC weight management programmes in both our Leisure Centres. They are self-referral and are free for anyone in the borough.

We continue to run our successful Walking for Health programme, which provides free social walks. These are particularly beneficial for anyone new to physical activity, who may have a health condition, or who are socially isolated. This year we have worked with a range of organisations to provide health walks for residents with more specific needs alongside our program of general public walks.

We have worked with Macmillan Cancer Support to provide a health walk from the new NGS Macmillan centre at Chesterfield Royal Hospital for anyone affected by cancer.

We have enabled an organisation working with the Department of Work and Pensions to use health walks alongside lifestyle change to support people back into employment. Feedback from their clients has been extremely positive and the organisation is now looking to roll this initiative out nationally.

We have worked with the Chesterfield and North Derbyshire Tinnitus Support Group to provide walks offering relaxation and stress relief for those affected by Tinnitus. We have also supported Derbyshire Healthcare Foundation Trust to offer health walks for those with substance misuse issues.

For this year's Walking Festival we held a circular walk focussing on exploring some hidden green spaces, parks and works of art in Rother, one of our less well known, less visited wards. The walk was fully booked including visitors from America and local residents keen to learn more about what's on their doorstep.

We also continue to provide Health Referral opportunities at the leisure centres for people with a qualifying health condition to become more active using the Council's facilities to improve their health.

4.4 Parks and open spaces

Chesterfield's parks continue to provide excellent facilities for the community and visitors. We are proud to hold 5 Green Flags which recognise the best parks and green spaces across the country with one of the key considerations being accessibility. We continue to invest in our smaller local parks aiming to make them as accessible and appropriate as possible. Parks provide outlets to play sport (football, petanque, cricket, walking football) and informal recreation and we also maintain many equipped play areas, several of which have had makeovers and new facilities. We are also now running accessible bike sessions in Queen's Park.

A growing number of people are holding events on our parks and this has recently attracted an Eid picnic by members of the Muslim community as a celebration of the end of Ramadan. We also continue to host Chesterfield Pride, now in its fourth year which continues to grow year on year. As part of the

walking festival we hosted a roll and stroll event designed for people with physical and learning disabilities, and also a dementia walk.

We aim to instil ownership and pride at a young age by involving infants and junior school groups with bulb planting their local park. This has helped contribute towards the 20,000 spring bulbs planted to make Chesterfield a brighter borough.

4.5 Housing

During the last year, the council invested £23.4 million in its own housing stock and estates and plan to spend a further £26.5 million in the coming year to ensure that all 9,100 of our tenants continue to benefit from a decent and affordable home. We are becoming more active in providing new Council properties to meet demand for affordable homes in the Borough. Planning permission has been obtained for a ten unit scheme at Brampton, a four unit scheme at Brimington and a planning application for 21 new homes for Loundsley Green was recently submitted. The new homes to be constructed during 2019/20 will provide a mixture of 2/3/4 bedroom houses and two, two bedroom bungalows.

During the last financial year, our Private Sector Housing Team has supported the completion of 126 Disabled Facilities Grant adaptations in properties in Chesterfield. Adaptations have included the installation of stairlifts, extensions and bathrooms, a total spend of approximately £600k.

Our tenancy sustainment team provides support, advice and assessments to vulnerable tenants to reduce tenancies breaking down and prevent homelessness.

We are also working hard to secure more private sector housing to support our economic aspirations and the needs of a growing and changing population. Recent planning applications have included the provision of over 50 new affordable homes to be let by Housing Associations.

We continue to be part of the Syrian Vulnerable Persons Resettlement Scheme which is a national scheme that prioritises help for survivors of torture and violence, and women and children at risk or in need of medical care. As a

participating district, we have supported the resettlement of a number of families who are settling well locally.

4.5 Apprenticeships town and improving our economy

During 2018/19 we have continued deliver activity outlined in the Skills Action Plan. This includes working with Chesterfield College and other partners to develop Chesterfield as an Apprentice Town. We have our own successful apprenticeships scheme that currently supports 26 apprenticeships but we want to support all young people in our communities to gain employment, further education and develop their skills. Despite a number of significant changes to how apprenticeships are funded and delivered, in 2018/19 1120 apprenticeships were delivered in Chesterfield with 420 of those being undertaken by 16-18 year olds. There are now more opportunities to progress through apprenticeships and last year, almost half (540) of apprenticeships started in Chesterfield were at level 3 and above which included 100 higher level apprenticeships.

Apprenticeships also featured heavily in the annual employability and skills conference which took place in February 2019. Attended by almost 100 delegates from across Chesterfield's business and education community, including 11 year 13 students, the conference examined the work being done in Chesterfield to bridge the gap between education and business, and saw how, by forging relationships with local businesses, schools are enriching their curriculums and harnessing a strong pipeline of local talent. The work in this area will be strengthened in the coming year, following a successful bid by D2N2 to the Careers and Enterprise Company that will see the establishment of a Careers Hub in North Derbyshire.

At the same time, through the local HS2 Delivery Board and working with DCC, we have begun a programme of school engagement activity to raise awareness of the career opportunities arising in the sector and as a result of HS2. To date this has included the distribution of approximately 5000 'HS2 & You' leaflets to pupils from Year 5 to year 9 as well as the

commencement of a programme that seeks to deliver a carousel of careers workshop to nine Secondary and nine Primary Schools across the borough.

Ensuring that local people and businesses have the right skills to access current and future opportunities is a key objective underpinning the Skills Action plan and one that contributes to the Councils priority to make Chesterfield a thriving Borough. A significant amount of activity in 2018/19 focussed on responding to the opportunity to site Spanish Rail Manufacturer Talgo's UK Manufacturing base at Barrow Hill. Despite narrowly missing out to Longannet in Scotland, Talgo have cited Chesterfield as being central to achieving their 'All Britain Strategy', announcing that it is the preferred location for their Rail Innovation Centre. To help realise this vision, we have worked hard with partners to deliver a feasibility study to support the creation of DRIIVE (Derbyshire Rail Innovation Vehicle) which will see a facility based adjacent to Barrow Hill Engine Shed, providing a suite of research and development workshops, specialist training facilities and commercial office space to support the Rail Supply Chain.

Sheffield City Region's Ambition and Talent Programmes unfortunately came to an end in December 2018 but supported 355 young people in Chesterfield enabling 117 to move into employment. A number of new ESF funded programmes were launched in April 2019 in both LEP areas, including Skills Support for the Unemployed and the Youth Engagement Programme which will provide support to unemployed individuals, including 16-24 NEET (Not in Education, Employment or Training).

Following the success of Sheffield City Regions Skills Bank programme which contributed £356,743 to the skills development of 498 learners across 40 businesses in Chesterfield, Skills Bank 2 was launched on the 16th April 2019 which seeks to support more businesses and individuals to develop their skills in the workplace.

Local labour clauses have been agreed on 100% of eligible developments during 2018/19 resulting in 217 local jobs, 15 apprenticeships and over £12.3m of

contracts being awarded to the local supply chain. Included in this activity was the delivery of a Sector Based work Academy to support the recruitment of staff to the new Premier Inn on Elder Way. Working with Chesterfield College and Job Centre Plus, we were able to broker a programme that provided 60 unemployed people with sector based training and a guaranteed interview resulting in 20 individuals securing positions with Premier Inn.

The Council is still actively supporting the delivery of key regeneration schemes (Peak and Waterside) and is actively engaged in the direct delivery of the Northern Gateway Scheme. These developments will directly deliver hundreds of new employment opportunities to Chesterfield. In doing so, we have worked with the support of Sheffield City Region LEP and secured SCRIF funding to enable delivery. Our engagement in LEP's is subject to review and we will need to ensure that Chesterfield continues to benefit from funding opportunities to accelerate developments (from both LEP's in the interim) and as appropriate in the future.

4.6 Arts and culture accessibility

The Theatres Access Group continues to deliver its action plan to improve access at the Council's Theatres. We continue to provide performances with audio description, signed performances and touch tours to improve accessibility for people with disabilities.

Over the last year, we have worked in partnership with Working with Matinee Project/Arts Derbyshire to deliver four film showings in a relaxed environment for people with dementia and their carers. These have been well-attended, with 170 people attending to see 'White Christmas' in December last year.

In May 2018 seven local schools were invited to the Winding Wheel to see a production called 'You've Got Dragons'. This was an accessible performance with both disabled and non-disabled actors and had sign language and audio description. The production covered the subject of mental health in children. After the performance, the production company visited three of the schools to facilitate workshops and discussions surrounding mental health.

A new project, 'Afternoon at the Movies' has now started. This is a social isolation project aimed at encouraging people to get together for conversations and health and wellbeing discussions.

Chesterfield Museum continues to run its memory boxes project for people with dementia. The memory boxes contain items designed to inspire conversations about people's personal interests with friends and caregivers. During 2018/19, the Museum loaned out 25 memory boxes.

The Museum hosted an exhibition called 'Other Stories' by Derbyshire LGBT+ (supported by the Heritage Lottery Fund) until May 2018. This exhibition charted the social history of lesbian, gay, bisexual and transgender communities in Chesterfield and North Derbyshire. This was the first time a museum in Derbyshire has hosted an LGBT+ history exhibition. In the lead up to the opening, the Museum held an event for local lesbian, gay, bisexual and transgender communities to come forward with their stories and pictures for the exhibition.

4.7 Equalities training for our staff

We offer the three mandatory equalities training modules in an online format, covering the Equality Act 2010, equality and diversity in Chesterfield's communities, and a guide to reasonable adjustments. Feedback from employees shows that these modules have been effective, with an average of 97% of participating employees stating that the modules either met or exceeded their expectations. In addition, a number of comments were made by employees who completed the modules about how they would apply their learning including:

Respect everyone, treating others how I wish to be treated. Make no prejudgements about people and treat everyone fairly.

As a front of house staff, it makes me aware of how I treat the members of the public I come into contact with.

I will continue to show respect to my colleagues and customers and treat them with the dignity they deserve

To ensure that dignity and respect are a top priority throughout my employment.

Applying a fair, understanding approach to every aspect of my job, treating everybody equally to their needs.

This year, we have continued to develop an additional online training package, which, when completed, will include a number of equalities training modules which are designed to improve employee's awareness of specific considerations in relation to customer service, for example, dementia, autism and LGBT awareness. We also offer a pre-retirement course for employees approaching retirement, and managing stress sessions.

5 Equality impact assessments

- 5.1 The Council is committed to demonstrating that all relevant equality issues have been considered before changes are made to policies, projects, services, functions and strategies, or when new ones are created. Chesterfield Borough Council does this through its robust Equality Impact Assessment (EIA) process.
- 5.2 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.
- 5.3 During 2018/19 the Council undertook around 25 Equality Impact Assessments (EIAs) for a variety of changes to policies, strategies and projects. These have taken into consideration: best practice, demographic information and employee and customer feedback and other engagement activities. The EIAs were published with the relevant reports to the Council's Cabinet. Through the EIA process, we have been able to address any negative impacts on sections of the community promote equality by identifying and acting on opportunities to implement positive impacts for groups where possible.

6.0 **Looking forward to 2019/20**

There is much to look forward to over the next year, as we continue to work with partners to promote equality and diversity in our community and within the organisation. Some of the key activities include:

- Continuing 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.
- Continuing to embed the Council's commitment to equalities in its service planning and delivery by delivering a robust equality impact assessment process, and upholding the importance of this during financially challenging times.
- Ensuring that translation and interpretation made available by Chesterfield Borough Council meets the needs of local communities by reviewing and revising our current arrangements.

- Providing 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, when delivering services and, ultimately, in their everyday lives. Delivering ongoing equality and diversity refresher training as required with services and a range of additional awareness raising modules on locally relevant themes.
- Support the planning and delivery of the local arrangements for the 2021 Census.
- Preparing and delivering the new Equality and Diversity Strategy for 2019-23.

7.0 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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