



Chesterfield Borough Council

Equality and Diversity Annual Report

2019 – 20

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



Welcome to Chesterfield Borough Council's Equalities Annual Report for 2019/20. 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 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 within the borough and with its communities, and has organised a number of activities and events over the year on a range of locally relevant themes.

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 Strategy outlines our corporate equality objectives between 2019 and 2023, and the way in which we plan to promote equality and diversity both within the Council and with our communities. The Equality and Diversity 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 and progress 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 2019/20 we have completed the following activities which contribute to the action plan outcomes for the four-year Strategy:

Supporting and facilitating the Chesterfield Equality and Diversity Forum to act as a critical friend.

During 2019 and 2020, the Equality and Diversity Forum have met regularly and have worked together with Chesterfield Borough Council and acted as a critical friend when discussing current issues and projects, for example discussing licensing issues for accessible taxis.

Outcome: - Improving and championing access to the Council's services and other public services for all.

Review the corporate accessibility statement to ensure that it is reflective of and accessible to our local communities

During 2019 the accessibility statement was reviewed, revised and circulated to the council teams to ensure information is accessible to all in the community.

Outcome: Information is now reflective of and accessible to our local communities.

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 and Indices of Multiple Deprivation. 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 2019 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.

Retain our Customer Service Excellence Accreditation

The Customer Services team continue to meet the requirements of the Customer Service Excellence Standard with all elements being fully compliant.

Outcome: The community are provided with choice of access to a wide range of services which the council provides.

Raising awareness of local equality issues and celebrating our diverse communities through the delivery of a minimum of four events each year through Chesterfield Equality and Diversity Forum on a range of locally relevant equality themes

The Equality and Diversity Forum have successfully delivered four events during 2019/20; Autism Awareness training, Talk 20, Holocaust Memorial Day and International Women's Day.

Outcome: Diversity continues to be celebrated and awareness of local issues raised in the wider community.



Continue to take an active role in Dementia Friendly Chesterfield

CBC continues to be a key partner in the Dementia Friendly Chesterfield Group (CBC is 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. Current projects include creating a Dementia Awareness Garden and Dementia Friendly Café.

Outcome: Continuing towards the goal of making Chesterfield a nicer place for people with Dementia.

3. Chesterfield Equality and Diversity Forum

3.1. During 2019/20 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 would like to thank all members of the forum for their continued dedication and hard work throughout last year, especially in relation to supporting the events and activities that we carry out and helping to promote equality throughout the borough by putting it right at the top of their own agendas. Every year we build on the previous year and try really hard to make our events better and more varied, in order to reach new

audiences. We have certainly achieved that in the last year, with so many new faces in attendance and more local people being able to see the value in the work that we do.

The Equality and Diversity Forum last met in February to decide our priorities and activities for 2020/21 and we left that meeting looking forward to putting these plans into action. However, things can change



so much in such a short space of time and we are now having to revisit those plans and will have our next meeting remotely due to the Covid-19 outbreak. We will be looking at revising how we can deliver some of the activities to the people of Chesterfield in a virtual or socially distanced way to ensure that everyone is as safe as possible. The pandemic has affected all of the charities and organisations that make up our Forum and many of us have found that we are rethinking how our roles can adapt, so that we can still provide our communities with the support needed without putting our own health at risk.

Looking ahead, the theme for our Holocaust Memorial Day in January 2021 will be **'Be the light in the darkness'**. It encourages everyone to reflect on the depths humanity can sink to, but also the ways individuals and communities resisted that darkness to 'be the light' before, during and after genocide. We also have some plans for the next International Women's Day in March 2021 as well as some free training opportunities. If you would like further details of our meetings or activities, we welcome new members so please get in touch. We will do as much as we can this year, as always.

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 has over 250 members that 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 2019/20 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.

3.3 Equality and Diversity Forum events and activities

During 2019/20 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 2019/20 included:

Autism Awareness Training



In June 2019 the forum held their first event of the year – Autism Awareness training. This was provided by Derbyshire Autism Services and was attended by over 50 people including staff from Chesterfield Borough Council and partner agencies and the community and voluntary sector organisations. The training looked at some myths surrounding autism and how to support staff and customers with an autism diagnosis. There was excellent feedback from the event, some examples include:

“I really enjoyed this training, it has given me a lot to think about and change when meeting someone with autism. I also learned the difference between a learning disability and learning difficulty.”

“Really cleared up some myths and confusion for me, making me more confident to assist staff and customers with an autism diagnosis.”

“It’s increased my awareness of autism spectrum conditions and dispelled some myths.”

Following the training there was a high demand for further training opportunities. As a result, a further session was held in October 2019 which a further 50 people attended by public sector employees, community and voluntary sector groups and members of the public.

The high interest in these training sessions has demonstrated the relevance of this topic in the local area. It has also enabled the forum to connect with a wide range of people in the local community



who were not previously involved in the forum, but are now participating in activities and have requested to become members.

Talk 20

The Forum's 'Talk 20' event was held on 14 November 2019. This was a morning of awareness raising mini workshops led by three local community groups: The Asian Association, African Caribbean Community Association (ACCA) and Derbyshire Gypsy Liaison Group.

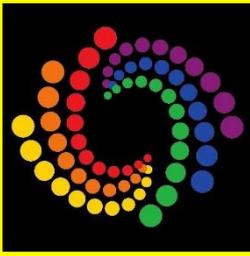
Each workshop focused on the contributions each community group makes to the community, challenges they may face, misconceptions and some myth busting. The event was attended by approximately 30 delegates who were split into smaller groups to attend each workshop. This enabled people to have a more focussed discussion, with greater opportunity for conversation and networking.

In addition, there was an opportunity for networking over lunch, and delegates reported that they had made new useful contacts, including representatives from the Chesterfield Royal Hospital connecting with the Asian Association to arrange for members to welcome 20 new nurses from India to Chesterfield.





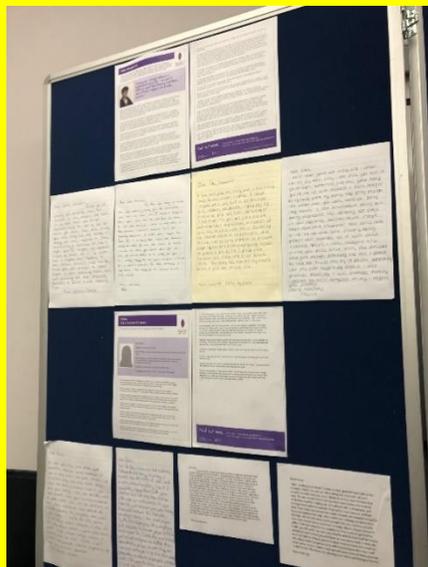
Forum Meeting at the Derbyshire LGBT+ offices, Rutland Road



In November 2019 the forum held their meeting at the Derbyshire LGBT+ offices on Rutland Road.

Derbyshire LGBT+ had recently opened the Rutland Road office to provide a local base outside of Derby to meet the demand for services in the Chesterfield community.

The agenda for the meeting included a tour of the premises and a discussion around crimes against Trans / people with gender diverse status and the next steps / challenges for the LGBT+ team, including continuing to support those affected by Hate Crime.



Holocaust Memorial Day 2020 Stand Together

Holocaust Memorial Day 2020

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 2020 was 'Stand Together', which encouraged everyone to

challenge identity-based hostility.

This year, the event was held at West Studios, Chesterfield College, and we were pleased to welcome the Pomegranate Youth Theatre Group who presented a short performance based on this year's theme, specially written for the evening. Their performance enabled everyone to reflect on how families felt as they were moved away from their homes into the Ghetto and their adjustment to the conditions there.

Our guest speaker, Dr Carmen Levick, a lecturer in Theatre from the University of Sheffield, then talked to about how we can commemorate the Holocaust in the UK. Students from the College also displayed their work, having written letters of solidarity and support to the victims of genocide or discrimination.

Over 70 people attended the evening, which ended with a Q and A session touching on locally relevant issues and themes.

International Women's Day 2020

In celebration of inspirational women, the Equality and Diversity Forum and Chesterfield Museum held an event in March this year to coincide with International Women's Day.



Cllr Tricia Gilby, Leader of the Council, opened the event and welcomed the two guest speakers, Angie Smithson, Chief Executive of the Royal Hospital and Julie Richards, Principal of the Chesterfield College Group who both talked about what they do, their career paths and any barriers they may have faced and how they dealt with them. There was also an opportunity at the end of the event for Questions and Answers.

The Forum are very grateful to Chesterfield Museum for hosting the event and for organising the Extraordinary Women exhibition at the Museum throughout February and March, which celebrated the lives of local women who have made a significant contribution to their communities, including political campaigners such as Emma Miller and Barbara Castle and the story of suffragette Winifred Jones. The exhibition also included the story of the ladies' football tournament - which took place during the First World War - possibly the first of its kind to be played anywhere in Britain.

In addition to the International Women's Day event, the Chesterfield Museum also hosted an Explore Science exhibition in March looking at how women have contributed to science and engineering innovations that are now essential to our everyday lives. Kakou CIC provided a range of exciting hands-on activities for all ages - covering a wide range of science, technology, engineering and maths (STEM) subjects from codebreaking to paper marbling.

4.0 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.

4.2 Community Development

Our community development activity continues to contribute to the promotion of health, wellbeing and equality in the wider community. During 2019/20 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 'Derbyshire Schools Holiday Programme (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 continues with a new emphasis each year on the needs of young people.

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 Dementia Friendly Chesterfield Group (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 and current projects include creating a Dementia Awareness Garden and Dementia Friendly Cafe.

We are working with partners for Chesterfield to becoming Age Friendly on two particular projects – Time For You Tills and Take a Seat Campaign.

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. A very popular 50 plus activity programme is delivered at Queen’s Park Sports Centre providing a range of physical activity opportunities, in addition our women only swimming at The Healthy Living Centre continues to be popular. 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 continued success of the Autism swimming programme has enabled the service to



extend it and create more spaces. In addition, the service has also delivered Disney themed swim session in partnership with Swim England specifically aimed at autistic children and their families. 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 Derbyshire County Council weight management programmes in both our Leisure Centres. They are self-referral and are free for anyone in the borough. We also support a health referral scheme for customers that have, or are at risk of developing a medical condition, we support our customers to exercise and be more physically active to help improve health and wellbeing. Our health referral scheme sessions take place at Queens Park Sports Centre and the Healthy Living Centre, with qualified staff to guide, support and help customers achieve their goals.

Our program of Health Walks has continued to offer residents a chance to take safe, simple exercise outdoors and enjoy the benefits to both their physical and mental health. It's a great way for residents to meet others, to form friendships and can be an introduction to taking part in other social activities. It is especially suitable for anyone with a health condition or who may be new to exercise.

Here is what one of our walkers said about our programme:

"The walk was perfect as I enjoyed the sights and sounds of nature which helped my tinnitus and the gentle walk allowed me to move more easily. I spent time with a lovely group of people and engaging with others also added to this very relaxing and mindful experience."

This year we have offered walks in both the Chesterfield area and the Canal Trust walking festivals.

We have worked with Community Growth Community Interest Company on a project to engage with those furthest away from the Labour market, who are socially isolated and suffer with their mental health, raising their confidence and aspirations towards learning and becoming volunteers in the community. Two participants have successfully completed training to become volunteer walk leaders, gaining in confidence and resilience and



developing skills to take forward in their lives. They have since gone on to lead health walks open to members of the public, with another 4 participants midway through their training.

A major project this year has been the Beat the Streets initiative which saw members across the whole spectrum of the community taking part to walk, jog or cycle between “Beat Boxes” located throughout the borough to earn points for their school, group or charity. People of all ages, abilities and fitness levels were able to take part together and the enthusiasm and excitement for the game was wonderful to see.

We have continued to work with partner agencies to support residents in some of our more challenged communities, through the local area Health and Wellbeing Networks. For example, in Rother ward the networks have helped support initiatives such as the new community centre, Umbrella’s Cosy Hub, based at CBC’s former Burns Close Community Rooms. CBC have enabled the charity Community Transformation to take over the space and convert it into a much-needed base for residents to meet, take part in group activities and to gain advice and support for any issues affecting their lives.

Our staff regularly link with organisations and health support groups to offer information and advice on health and wellbeing, particularly around the importance of keeping active. Examples include regular advice sessions at NHS pulmonary rehabilitation groups and prostate and breast cancer support groups.

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, bowls) 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 has attracted Eid picnics by members of the Muslim community as a celebration of the end of Ramadan. We also continue to support Chesterfield Pride at Stand Road park, 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 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 parks. This has helped contribute towards the 16,000 spring bulbs planted in 2019 to make Chesterfield a brighter borough.

4.5 Housing

During the last year, the council invested £20.04 million in its own housing stock and estates with further investment planned for the coming year to ensure that all 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. Building work has started on a ten-unit scheme at Brampton, a four unit scheme at Brimington and a 21 unit scheme at Loundsley Green. In addition, the Council is also buying a number of new build homes directly from developers.

During the last financial year, our Private Sector Housing Team has supported the completion of 101 Disabled Facilities Grant adaptations in properties in Chesterfield Borough. Adaptations have included the installation of stairlifts, extensions and bathrooms, a total spend of approximately £400k.

We are also working hard to secure more affordable private sector housing to meet the needs of a growing and changing population. Recent

planning applications have included the provision of 90 new affordable homes to be let by Housing Associations.

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

During 2019/20 we continued 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.

4.6 Apprenticeships town and improving our economy

During 2019/20 we have continued to 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 30 apprenticeships, but we want to support all young people in our communities to gain employment, further education and develop their skills. In 2018/19 over 2000 individuals were participating in apprenticeships in Chesterfield with over 55% participating in apprenticeships at level 3 or above and 12% being at higher or degree level. Of the 930 new apprenticeship starts in 2018/19, 140 were at higher or degree level, compared to 110 in 2017/18. The growth in higher and degree level apprenticeships has continued with 100 higher level starts being reported in the first 2 quarters of 2019/20.

Higher and Degree Level Apprenticeships also featured heavily in the annual employability and skills conference which took place in February 2020. The conference provided a platform for the University of Derby and Chesterfield based employer AECOM to showcase the benefits of undertaking degree level study via apprenticeships. The conference was attended by over 100 delegates from across Chesterfield's business and education community, including 11 year 13 students. Now in its fourth year, the conference again 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. Gogglebox star, Baasit Siddiqui delivered the keynote speech at the conference, where he urged business and education to come together to address issues of social mobility.

The HS2 and You school engagement programme was launched in June 2019. The programme, which aims to raise awareness of the career opportunities in the Rail sector has to date been delivered to 970 students across 8 primary, 3 secondary and one special school in Chesterfield.

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. We have continued to work with Spanish Rail Manufacturer Talgo to develop their plans for the creation of DRIVE (Derbyshire Rail Innovation Vehicle) at Barrow Hill and in November 2019 Talgo established their UK Headquarters at Barrow Hill Roundhouse. This commitment was further endorsed in January 2020 when Talgo took another step forward towards bringing advanced rail skills and technology to the town by gifting on of their high-speed carriages with unique 'rodal' technology to Chesterfield.

Both SCR and D2N2 have launched Skills Support for the Workforce programmes in the last year, which to date have supported 152 individuals to upskill in the workplace. The D2N2 Building Better Opportunities programme has supported 318 participants into or towards work, education and training.

Local labour clauses have continued to be agreed on 100% of eligible developments and to date, 326 local jobs, 32 apprenticeships and over £15.2m of contracts being award to the local supply chain.

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 which has now seen the completion of Saltergate MSCP and the commencement of the Enterprise Centre. These developments will directly deliver hundreds of new employment opportunities to Chesterfield.

4.7 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 218 people attending to see 'Miracle on 34th Street' in December last year.

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 2019/20, the Museum loaned out 27 memory boxes.

4.8 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 99% 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:

I will check my behaviour to ensure I do not unintentionally indirectly discriminate against someone who has a protected characteristic

Increased my awareness of how my actions may be perceived by others

To be aware that small adjustments can make a big difference

Learnt more about the demographic Chesterfield which will help me be more aware at work

Apply learning on a daily basis, considering implications when setting up, changing or delivering services

We have further training planned for later this year, including Lone Working, Mental Health First Aider training and a Mentoring Programme.

4.9 Parental Leave Policy for Elected Members

In February 2020 Chesterfield Borough Council agreed a new policy which sets out members' entitlement to maternity, paternity, shared parental and adoption leave and relevant allowances.

The objective of the policy is to ensure that insofar as possible members are able to take appropriate leave at the time of birth or adoption, that both parents are able to take leave, and that reasonable and adequate arrangements are in place to provide cover for portfolio-holders and others in receipt of Special Responsibility Allowances (SRA) during any period of leave taken.

Improved provision for new parents will contribute towards increasing the diversity of experience, age and background of local authority members. It will also assist with retaining experienced members and making public office more accessible to individuals who might otherwise feel excluded from it.

5.0 Equality impact assessments

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.

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.

During 2019/20 the Council undertook around 22 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 2020/21

The Covid-19 pandemic has brought with it unprecedented challenges for Chesterfield Borough Council. During this time we are working hard to provide support to both staff and the wider community, particularly those who are more vulnerable who may need more assistance.

We will continue to work with partners to promote and support equality and diversity with our communities and within our organisation. We will need to adapt as we move towards community and economic recovery but here is a sample of some of the activities we would like to take forward in 2020/21:

- 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.
- 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.
- Launching the Mental Health First Aider programme as part of our commitment to the health and wellbeing of our employees and seeking volunteers to undertake accredited training to become Mental Health First Aiders at Chesterfield Borough Council.

- Support the planning and delivery of the local arrangements for the 2021 Census.
- Continuing to deliver the Equality and Diversity Strategy for 2019-23.
- We have made a commitment to review commemorations on public land within the borough, this work will start in 2020/21. We need to develop a greater understanding of the historical and cultural context around existing commemorations to enable debate, education and to inform decisions. This will also be a great opportunity to identify who is missing from our commemorations – who and what should be celebrated in the future to represent the history of Chesterfield borough and our diverse communities. There are no simple and quick answers but there is a commitment to work together to ensure that we can properly commemorate those individuals, organisations and historical events that have helped to shape our great borough.
- We will recommend that the working definition of Antisemitism is formally approved and adopted by Chesterfield Borough Council. The International Holocaust Remembrance Alliance (IHRA) working definition of Antisemitism is:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

Antisemitism frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits.

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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