

Equality and Diversity Strategy

2023 - 2027



CHESTERFIELD
BOROUGH COUNCIL

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Introduction

Welcome to Chesterfield Borough Council's Equality and Diversity Strategy 2023-2027. This Strategy and Action Plan is our public commitment to promoting equality and diversity both

within the Council and in our communities, setting out our objectives for the next four years. The strategy has been designed to complement our new Council Plan and to ensure that our approach to equalities is embedded within everything we do.

Chesterfield Borough Council recognises and welcomes the diversity of our Borough. Our strategy provides a framework for continuing to celebrate this diversity and foster good relations within our communities. Embedding equality and diversity across the Council also helps us to attract and retain a diverse team of employees who reflect the people of our Borough.

We are fully committed to putting equality and diversity at the heart of everything we do, and we will continue to demonstrate this, ensuring that it is an integral part of our decision-making processes and service delivery so that our communities have equitable and fair access to services.

Our Commitment to Equality and Diversity

Our vision at Chesterfield Borough Council continues to be 'putting our communities first'. We are here to serve and support our communities including our residents, tenants, businesses, visitors, students and voluntary groups. Together we will continue to make our borough a great place to live, work, visit and invest.

The Council as a community leader, a service provider, employer and commissioner of goods and services, has a clear social and legislative responsibility to prevent discrimination and advance equality. By working to eliminate discrimination and promote equality we will empower our residents and help them to realise their full potential.

Our duties under the Equality Act 2010

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

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

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

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

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

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

Gender Pay Gap

Legislation came into effect in 2017 requiring employers to publish figures on gender pay gap. We use our data on a yearly basis to continually review all areas of the organisation to identify the barriers (and the drivers) for appointing women, particularly at senior levels. Our current gender pay gap report can be found [here](#).

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

- *the roles and responsibilities for delivering the Council's Equality and Diversity Strategy*

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

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

1. *We are customer focused*
2. *We take a 'can do' approach*
3. *We act as one council, one team*
4. *We believe in honesty and respect*

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

- *Making Chesterfield a thriving Borough*
- *Improving the quality of life for local people*
- *Providing value for money services*

Equality and Diversity Principles

The following principles govern our approach to Equality and Diversity at Chesterfield Borough Council:

1. Putting the needs of our communities at the heart of delivery and embedding and mainstreaming equality into the work of Chesterfield Borough Council.
2. Making sure that when taking decisions, we consider information and feedback from our communities and the impact our decisions may have on them, through Equality Impact Assessment process.

3. Monitoring, assessing and evaluating the impact of our strategies, policies, programmes, projects and commissioning on equality. Taking mitigating action to minimise any adverse impacts on people who share a protected characteristic.
4. Being open, honest and transparent, publishing and ensuring easy access to equality information and outcomes.
5. Ensuring consultation and engagement is central to the development and delivery of our services, in line with the Council's Community Engagement Strategy.
6. Working in partnership with other organisations, the voluntary sector, and local businesses to promote, recognise and celebrate diversity and to create communities which challenge discrimination and embrace difference.
7. Working towards developing a workforce which is representative of local communities and ensuring employment policies are fair and robust. Providing employee and elected member learning and development opportunities to raise awareness of equality and diversity and why it is important in the workplace and to support fair service delivery.
8. Drawing on best practice to continuously improve and strengthen our approach to equality and diversity in the workplace and wider community.

Roles and Responsibilities

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

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

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

Equality and Diversity Forum

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

Elected Members

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

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

Corporate Leadership Team

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

Service Managers

Service Managers must maintain an overview of equality and diversity for their service and ensure effective development, implementation and monitoring of service equality and diversity objectives and related actions within service plans, including ensuring completion and appropriate challenge of Equality Impact Assessments.

Employees

Employees should demonstrate commitment to equalities by:

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

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

Contractors

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

Partners

The Council has a partnerships protocol to ensure effective partnership working, and is also promoting a joint partnerships principles approach to support strategic alignment of Chesterfield partnerships.

Stakeholders

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

Local Context – Challenges and their impact on Equality and Diversity

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

Chesterfield is a major centre of employment (over 48,000 people work in the Borough) attracting almost 21,000 in-bound commuters on a daily basis. Its employment catchment area covers a large part of the surrounding districts of Bolsover and North East Derbyshire, as well as drawing in people from Derbyshire Dales and Sheffield.

Key equalities related information from the Census (2021) and other information sources such as the area Health Profile (2019) and Index of Multiple Deprivation (2019) include:

- Demographic information. Chesterfield is a predominantly urban area and therefore has a higher density of population than Derbyshire, the East Midlands and England. The higher densities border on the town centre (Rother, Brockwell and Holmebrook). Chesterfield was the only local authority area in the East Midlands to see its population decline in the 2021 census. The regional population increased by 7.7%, while the population of England increased by 6.6%. In 2021, Chesterfield was home to around 11.2 people per football pitch-sized piece of land. This area was among the top 35% most densely populated English local authority areas at the last census.
- Age - The age range generally reflects the County average. Between the last two censuses, the average (median) age of Chesterfield increased by two years, from 42 to 44 years of age. This area had a higher average (median) age than the East Midlands as a whole in 2021 (41

years) and a higher average (median) age than England (40 years). The number of people aged 65 to 74 years rose by around 2,000 (an increase of 19.5%), while the number of residents between 35 and 49 years fell by around 3,900 (17.0% decrease).

- Ethnicity – the Borough has a higher proportion of residents from minority ethnic backgrounds than in Derbyshire. In 2021, 1.4% of Chesterfield residents identified their ethnic group within the "Mixed or Multiple" category, up from 1.1% in 2011. The 0.4 percentage-point change was the largest increase among high-level ethnic groups in this area. In 2021, 95.5% of people in Chesterfield identified their ethnic group within the "White" category (compared with 96.5% in 2011), while 1.9% identified their ethnic group within the "Asian, Asian British or Asian Welsh" category (compared with 1.5% the previous decade). The percentage of people who identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African" category increased from 0.8% in 2011 to 0.8% in 2021.
- Religion - In 2021, 44.5% of Chesterfield residents reported having "No religion", up from 27.2% in 2011. The rise of 17.3 percentage points was the largest increase of all broad religious groups in Chesterfield. In 2021, 47.7% of people in Chesterfield described themselves as Christian (down from 63.8%), while 5.6% did not state their religion (down from 7.4% the decade before).
- Gender – In 2021 there were 52,681 females and 50,888 males living in Chesterfield compared with 52,888 females and 50,900 males in 2011. 94.36% of the town's population stated that the sex they identify with is the same as registered at birth. 113 residents (0.13%) stated that their identity is different from the sex registered at birth. 116 residents stated that they are Trans, 42 non-binary and 32 have another gender identity.
- Country of Birth - In the latest census, around 97,000 Chesterfield residents said they were born in England. This represented 93.6% of the local population. The figure has decreased from just under 98,200 in 2011, which at the time represented 94.6% of Chesterfield's population. Scotland was the next most represented, with just over 800 Chesterfield residents reporting this country of birth (0.8%). This figure was down from just over 950 in 2011, which at the time represented 0.9% of the population of Chesterfield. The number of Chesterfield residents born in Poland rose from around 300 in 2011 (0.3% of the local population) to around 500 in 2021 (0.5%).
- Chesterfield is the 85th most deprived area in England out of 326 English local authorities. There are significant concerns about entrenched and worsening deprivation in several Chesterfield neighbourhoods for example Grangewood is now in the 1% most deprived neighbourhoods in England. In order to make detailed observations about communities, areas are divided into Lower Super Output Areas (LSOAs). All six of the Chesterfield LSOAs in the 10% most deprived in 2015 have deteriorated since 2010. Deprivation inequality has risen in Chesterfield Borough with the areas within the 10% least deprived in England improving their position across a range of domains and the 10% most deprived deteriorating. While employment deprivation has improved generally in Chesterfield Borough, a third of neighbourhoods within the Borough remain the 20% most deprived in England.
- Health - The health of people in Chesterfield is varied compared with the England average. About 19.6% (3,460) children live in low income families. Life expectancy for both men and women is lower than the England average.

- Health inequalities - Life expectancy is 8.8 years lower for men and 7.4 years lower for women in the most deprived areas of Chesterfield than in the least deprived areas.
- Child health - In Year 6, 21.1% (249) of children are classified as obese. The rate for alcohol-specific hospital admissions among those under 18 is 59 (per 100,000 population), worse than the average for England. This represents 12 admissions per year. Levels of GCSE attainment (average attainment 8 score) and smoking in pregnancy are worse than the England average.
- Adult health - The rate for alcohol-related harm hospital admissions is 1015, worse than the average for England. This represents 1,070 admissions per year. The rate for self-harm hospital admissions is 498 (per 100,000 population), worse than the average for England. This represents 495 admissions per year. Estimated levels of excess weight in adults (aged 18+) are worse than the England average. The rates of new sexually transmitted infections, killed and seriously injured on roads and new cases of tuberculosis are better than the England average. The rates of violent crime (hospital admissions for violence) and under 75 mortality rate from cancer are worse than the England average.

You can find out more about Chesterfield's communities in our State of the Borough Report which can be accessed on the [Council's website](#).

Our strategy has been developed in the context of key current social and economic challenges, but also takes into account our progress as we move away from the Covid pandemic and the equalities challenges this brought about. We are aware that whilst our work to tackle inequality, discrimination and exclusion has progressed, there is much more we all need to do.

Chesterfield's population continues to become more diverse and local economies continue to diversify and adapt to everchanging economic circumstances. Challenges are becoming increasingly more complex.

Key achievements during the last Equality and Diversity Strategy 2019 - 2023

Successfully delivering the previous Equality and Diversity Strategy (2019-2023), has enabled the Council and partners to achieve a number of key outcomes which have improved the services we deliver for the local community and supported our Council objective to improve the quality of life for local people. A summary of achievements is below. The full results are detailed in Appendix A.

Ensuring a fair approach to the Council's decision making, and that service changes address the needs of our communities in an equitable way, taking account of the needs of people with protected characteristics.

The Policy and Partnerships team continue to work closely with the Chesterfield Equality and Diversity Forum which acts as a critical friend for CBC. Regular engagement and consultation activity throughout the year helps the shaping of local services.

The Council successfully supported the planning and delivery of the local arrangements for the 2021 Census. A key part of Census delivery in Chesterfield included working with the Office of National Statistics to develop local accessibility arrangements to enable harder to reach groups to take part in the Census and ensure strong response rates and good data quality which in turn will help us to plan our services accordingly.

Supporting equitable access to high quality services that recognise the needs of different customers.

The Policy and Partnerships team 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 via its robust Equality Impact Assessment (EIA) process and project support.

The Council recognises the importance of working in partnership with a range of organisations to maximise the positive impacts we can achieve in our local communities. We continue to play a key role in our local partnerships, many of which have a real impact on our equalities work and the protected groups.

We are committed to ensuring a consistent approach to how we charge for discretionary services while retaining the flexibility needed to achieve the Council's social and legal obligations, as well as its commercial needs. This is achieved via our Concessions Policy. We also have a Council Tax discount offer to provide financial assistance to care leavers from the age of 18 until their 25th birthday.

We continue to work on delivering the Armed Forces Covenant to ensure that those who serve or who have served in the armed forces and their families are treated fairly.

Encourage mutual understanding and respect between our communities.

The Equality and Diversity Forum have successfully delivered training and awareness raising events throughout the lifetime of the strategy.

The council continues to work together as part of the UK Resettlement Scheme Partnership regional meetings, supporting and coordinating local approaches to a number of schemes, and is now taking a role in the newly developed Derbyshire and Derby Resettlement Cohesion and Integration Board.

We continue to play a key role in the Derbyshire District Safeguarding Leads meetings, where best practice sharing and joint working takes place, particularly in the development of policy and training approaches

We have worked closely with the Voluntary sector in response to the Covid pandemic, providing information, support and contact information for all members of the community.

To maintain a modern and diverse workforce that is reflective of the local community and feels valued and treated fairly

The council's Gold standard Investor in People award reflects the culture of trust, collaboration, and strong values that we have all created at Chesterfield Borough Council.

We have also transformed the recruitment web portal to attract a diverse range of candidates.

We hold a Silver Award for our support of the Armed Forces through the Armed Forces Covenant Employer Recognition Scheme (ERS) which encourages employers to implement human resources policies that support members of council staff who are also part of the Armed Forces community while inspiring others to do the same.

To make sure that local people who share protected characteristics are able to access opportunities in employment and growth

A HS2 and You Careers Information Leaflet was issued to 5000 students in years 5/6/7/8 across the North Derbyshire Growth Zone. This was followed by a 2 year careers engagement programme from June 2019 providing in -school careers activity workshops that raised awareness of rail related careers and STEM Skills required to access opportunities in the rail sector.

The Young Persons' Market is a national initiative being run across England and has been successfully run in Chesterfield for the last 5 years with 4 markets held each year.

Looking forward, if CBC is allocated its bid for the UK Shared Prosperity Fund, a real difference for Chesterfield's residents and businesses is expected, particularly when supporting local businesses and people and skills.

Supporting independence at home for our tenants, local residents and vulnerable people.

We have continued to support independence at home for vulnerable people through our Housing services and delivery of financial assistance such as Disabled Facilities Grants.

Our Careline alarm monitoring and response service continued to provide peace of mind and a rapid response to calls and requests for assistance.

Our Independent Living Service provided needs-led support to promote health and wellbeing, improve the home environment and facilitated access to equipment and aids to support independent living.

Our Tenancy Sustainment and support services continued to support tenants to manage their tenancies effectively by providing support with money management, including benefit claims and advice and promoting access to specialist support agencies and local services. Our homelessness prevention service continued to provide specialist support, advice and early intervention to help prevent homelessness.

We are investing in major improvements to our council homes, including recently completed work to refurbish Mallard Court and transform Leander Court from general use accommodation to high quality independent living accommodation with facilities for communal use.

Our adaptations service provides both minor adaptations such as grab rails and stair rails and major adaptations including wet rooms and ramps to meet the needs of tenants.

Disabled Facilities Grants have assisted disabled residents to adapt their owned or privately rented home to enable them to live safely and as independently as possible.

Additional funding streams have been secured for work to improve the thermal efficiency of properties that are owned by vulnerable residents and to carry out repairs and improvement work for people with certain health conditions. Funding for boiler servicing and repairs for disabled residents is helping to reduce the risk of health hazards in the home.

You can read more about our achievements in our Equality and Diversity Annual Reports which are available on the Council's website [here](#).

Equality and Diversity Objectives 2023 - 2027

Our review of our existing approach has highlighted areas and projects which we will need to consider as we take forward our strategy over the next four years. These include:

- Gender pay gap within the council workforce
- LGBT+ project review and resulting action plan
- Review of our translation services
- Health inequalities particularly in relation to mental health and wellbeing
- Partnership working
- Census 2021 data findings
- Cost of living
- Deepening inequalities across a greater number of communities as a result of the COVID pandemic.

- Ensuring that our people and our policies reflect the increasingly diverse communities that we serve.
- Progressing the allocated UK Shared Prosperity Fund and the activities it supports to make a real difference for Chesterfield's residents and businesses, concentrating on three investment themes; Communities and Place, Supporting Local Businesses and People and Skills.
- Social Value

The Council has set the following six equality and diversity objectives and associated actions to provide a framework for the Council's work on equalities over the next four years. These have been reviewed by the Equality and Diversity forum and the wider public part of the planning process.

Objective 1: Ensuring a fair approach to the Council's decision making, and that service changes address the needs of our communities in an equitable way, taking account of the needs of people with protected characteristics.

Objective 2: Supporting equitable access to high quality services that recognise the needs of different customers

Objective 3: Encourage mutual understanding and respect between our communities.

Objective 4: To strive to maintain a modern and diverse workforce that is reflective of the local community and feels valued and treated fairly

Objective 5: To make sure that local people who share protected characteristics are able to access opportunities in employment and growth.

Objective 6: Supporting independence at home for our tenants, local residents and vulnerable people.

Equality and Diversity Action Plan 2023 - 2027

Discussions have been held with service areas to establish how the six objectives will be achieved. Detailed action points are below:

Objective 1: Ensuring a fair approach to the Council's decision making, and that service changes address the needs of our communities in an equitable way, taking account of the needs of people with protected characteristics.

Fair decision making

- 1.** Continuing to embed the Council's commitment to equalities in its service planning, design and delivery by delivering a robust equality impact assessment process capturing challenges and opportunities at the very beginning, ensuring barriers are considered and mitigated where possible. and upholding the importance of this during financially challenging times.
(Lead service: Policy and Partnership)
- 2.** Providing employees and members with training and development opportunities so that they have the skills, abilities and confidence to recognise and respond appropriately and sensitively to diversity and discrimination, both within the workplace and when delivering services. Delivering ongoing equality and diversity refresher training as required with services and a range of additional awareness raising modules on locally relevant themes.
(Lead service: Learning and Development / Policy and Partnership)
- 3.** Encouraging involvement from all communities in the shaping, development, delivery and monitoring of local services, continuing to monitor use and satisfaction with our services to identify access/accessibility issues / satisfaction with our services from different groups.
(Lead service: Policy and Partnership)
- 4.** Empowering local communities and organisations by publishing equality and diversity information and outcomes so that they feel they can understand the reasons for Council decisions and challenge them if they feel it necessary.
(Lead service: Policy and Partnership)

Understanding, listening to, and working with our communities

<p>5. Reviewing the output from the 2021 Census to gain up to date and consistent demographic information for CBC and the wider community, enabling us to consider the protected groups in all we do and to support the Equality Impact Assessment process. <i>(Lead service: Policy and Partnership)</i></p>
<p>6. Maintain the State of the Borough report in line with latest available information, including Census 2021 data when this becomes available. <i>(Lead service: Policy and Partnership)</i></p>
<p>7. Ensuring that translation and interpretation made available by Chesterfield Borough Council meets the needs of local communities by reviewing and revising our current arrangements. Once Census 2021 data is received, it will be analysed and translation / interpretation available will be adjusted accordingly. In addition, procedures are now in place to respond to the translation needs of refugees and asylum seekers, this may mean that additional languages need translation services moving forward. <i>(Lead service: Policy and Partnership)</i></p>
<p>8. Continue to listen to residents and service users through consultations and feedback to improve the evidence base that informs service delivery. <i>(Lead service: Policy and Partnership)</i></p>
<p>9. Continue further investigations regarding Climate Change and local risks for vulnerable groups. <i>(Lead service: Policy and Partnership)</i></p>
<p>10. Progress an action plan from the LGBT+ project report findings, working closely with key service managers to improve the service experiences for our LGBT+ community. <i>(Lead service: Policy and Partnership)</i></p>
<p>11. Maintain and update the Equality and Diversity Corporate Monitoring Form in line with current standards and guidelines. <i>(Lead service: Policy and Partnership)</i></p>

Objective 2: Supporting equitable access to high quality services that recognise the needs of different customers

Supporting access to services

- 12.** Supporting and facilitating the Chesterfield Equality and Diversity Forum and its subgroups (Cultural Access Group and Dementia Friendly Chesterfield) to act as a critical friend, improving and championing access to the Council's services for all.
(Lead service: Policy and Partnership)
- 13.** Making sure that our communities are able to access our bespoke health and wellbeing offer in our Theatres, (for example by facilitating the Cultural Access Group), parks and leisure centres, (for example, by providing targeted activities such as autism friendly swim sessions and accessible exercise equipment) , encouraging groups who share protected characteristics to use our parks for events, maintaining our Green Flag status for 5 parks, and promoting positive mental health and wellbeing especially in targeted and hard to reach sectors of the community.
(Lead service: Policy and Partnership)
- 14.** Concessions policy – ensuring a consistent approach to how we charge for discretionary services while retaining the flexibility needed to achieve the Council's social and legal obligations.
- Sharing and presenting information in appropriate and accessible formats**
- 15.** Review the corporate accessibility statement to ensure that it is reflective of and accessible to our local communities
(Lead service: Policy and Partnership)

16. Developing the council's website, intranet and microsites to make them accessible to all our internal and external customers. This will include improving the quality and usability of our online information, to comply with EU Web Accessibility Directive, and to improve the user experience for customers with additional needs (such as visual, reading or motor impairments). We will also include subtitles on all videos published online, such as on YouTube, Facebook, Twitter and on the council website including self service areas.
(Lead service: ICT, Communications)

Objective 3: Encourage mutual understanding and respect between our communities.

Raising awareness

17. Raising awareness and understanding across communities of local equality issues and celebrating our diversity 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.
(Lead service: Policy and Partnership)

Developing joint partnership approaches and activity including the use of intelligence to tackle inequalities, promote equalities and good community relations that have a positive impact and help to support vulnerable people

18. To engage and be a key partner in the Derbyshire Resettlement, Cohesion and Integration Board to ensure a robust response is in place to address Hate Crime including prevention, and the provision of specialist support and provide strategic direction to the effective resettlement of Refugees the provision of support for Asylum Seekers and Integration projects to minimise any community tensions that may arise.
(Lead service: Policy and Partnership, Housing,)

19. Continue to work with Derbyshire Safeguarding Boards to ensure the safeguarding of Children and Vulnerable Adults, contributing to care leaver offer provisions and modern slavery / human trafficking response. *(Lead service: Policy and Partnership)*

20. Delivering community safety priorities through the Community Safety Partnership using this forum to help tackle issues facing our communities through creating a common vision and sense of belonging developing strong, positive relationships between people from different backgrounds and ensuring joint community engagement and tension monitoring plans are in place where appropriate.
(Lead service: Housing)

21. Continue to work with partners to tackle homelessness – dealing with over 900 cases per year
(Lead service: Housing)

22. Health and Wellbeing Partnership activities, including financial inclusion activities, fuel poverty, supporting mental health and social connectedness. *(Lead service: Policy and Partnership)*

Objective 4: To strive to maintain a modern and diverse workforce that is reflective of the local community and feels valued and treated fairly

Employee wellbeing

23. Responding effectively to the gender pay gap reporting requirements including action planning.
(Lead service: Policy and Partnership, HR)

24. Seek employee feedback through the annual employee survey and develop and deliver annual action plans to address issues and trends identified.

<i>(Lead service: HR and Policy and Partnership)</i>
25. Providing Leadership and Organisational commitment to actively promote equalities at all levels, ensuring that there is confidence in working together to deliver the best possible services for residents. <i>(Lead service: Policy and Partnership, HR)</i>
26. Progressing with our Ways of Working post-Covid, ensuring that we are innovative and agile, that our workforce policies are accessible and inclusive and that we have refreshed values and behaviours to underpin what we do <i>(Lead service: HR)</i>
27. Developing our workforce development programme that takes account of different needs and also promotes equalities, diversity and inclusion as being at the heart of what we do. <i>(Lead service: HR)</i>
Recruitment
28. Maintain the Council's Investors in People Gold Award status <i>(Lead service: HR)</i>
29. Transform the recruitment web portal to attract a diverse range of candidates, using best practice from other councils <i>(Lead service: HR)</i>
30. Maximise opportunities for engagement with businesses and schools, promoting careers and apprenticeships in local government <i>(Lead service: HR, Policy and Partnership, Economic Growth)</i>
Objective 5: To make sure that local people who share protected characteristics are able to access opportunities in employment and growth.
Inclusive approach to growth
31. Providing the Young Person's Market, where stalls are available free of charge for anyone aged between 5 and 25 years old. <i>(Lead service: Town Centre Management)</i>
32. Social Investment Community and Wellbeing activity supported by the UK Shared Prosperity Fund including digital skills and work readiness activity <i>(Lead service: Policy and Partnership)</i>
33. Social Value Developing our Social Value Policy and incorporating outcomes and measures to promote equality in the local community <i>(Lead service: Policy and Partnership)</i>
34. Development and delivery of the Council's Growth Strategy, particularly the 'inclusive growth' theme. <i>(Lead service: Economic Growth)</i>
Apprenticeships
35. Help to develop the careers of over 90 apprentices across the Council by ensuring that we provide opportunities for people to develop qualifications, vocational skills and increase employability <i>(Lead service: HR)</i>
36. Promote and support an uplift in apprenticeships across the Borough. <i>(Lead service: Economic Growth)</i>
37. Work in partnership with Chesterfield College and Derby University to explore opportunities for joint working (e.g. catering placements, trade staff supporting tutors and assessors) <i>(Lead service: HR, Economic Growth)</i>

Objective 6: Supporting independence at home for our tenants, local residents and vulnerable people.

38. Support independence at home for vulnerable people through our Careline and Housing Services, and delivering Disabled Facilities Grants.

(Lead service: Housing)

39. Maintain independent living through the ongoing investment in the quality of council homes including adaptation as required to support vulnerable people.

(Lead service: Housing)

40. Look for opportunities to secure Government and external funding to deliver improvements to properties within the private sector to enable vulnerable residents to live as safely and independently as possible.

(Lead service: Housing)

41. Continue to support independence at home for vulnerable people by inspecting private rented properties, dealing with landlord where there are reports of disrepair and signposting to other agencies when required.

(Lead service: Housing)

Keeping track of our progress

The Equality and Diversity objectives are aligned to the priorities in the Council Plan 2023-2027. We will use our performance management framework to keep track of our progress in achieving our objectives.

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

Further information

If you have any comments on our Equalities and Diversity Strategy or would like to request further information or copies of any of the documents highlighted in the report, please contact the Policy and Partnerships Team:

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Appendix A

Below is a table which details progress during 2021/22 for the activities which contribute to the action plan outcomes for the current four-year Strategy:

Objective 1: Ensuring a fair approach to the Council's decision making, and that service changes address the needs of our communities in an equitable way, taking account of the needs of people with protected characteristics.	
Fair decision making	Update
1. 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.	During 2022 the Policy and Partnerships team have continued to highlight the need for EIAs to be completed for new projects, policies etc. So far more than 13 EIAs have been reviewed by the team.
2. 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 and when delivering services. Delivering ongoing equality and diversity refresher training as required with services and a range of additional awareness raising modules on locally relevant themes.	Working with the forum, the Policy and Partnerships team have provided equality and diversity awareness training which is available for staff to attend (for example deaf awareness, online hate and presentations from the Samaritans and Deaf-initely women.) Refresher training for staff continues to be provided online via Aspire learning
3. Encouraging involvement from all communities in the shaping, development, delivery and monitoring of local services, continuing to monitor use and satisfaction with our services to identify access/accessibility issues / satisfaction with our services from different groups.	The Policy and Partnerships team continue to work closely with the Chesterfield Equality and Diversity Forum which acts as a critical friend for CBC (e.g. reviewing the Breast Feeding Policy, choosing locally relevant themes for training). Regular engagement and consultation activity throughout the year helps the shaping of local services (e.g. LGBT+ project, Leisure survey, Are You Being Served resident's survey, STAR tenant's survey). Documentation for the website is now being accessibility checked before being published.
4. Empowering local communities and organisations by publishing equality and diversity information and outcomes so that they feel they can understand the reasons for Council decisions and challenge them if they feel it necessary.	Regulatory Public Sector Equality Duty data is published on line and can be found here: https://www.chesterfield.gov.uk/living-here/people-and-families/equality-and-diversity/equality-and-diversity-data.aspx
Understanding our communities	
5. Support the planning and delivery of the local arrangements for the 2021 Census.	The 2021 Census was successfully delivered. Output from the Census is now awaited, work on analysing the data will follow. A key part of Census delivery in Chesterfield included working with the Office of National Statistics to develop local accessibility arrangements to enable harder to reach groups to take part in the Census and ensure strong response rates and data quality.
6. Maintain the State of the Borough report in line with latest available information, including Census 2021 data as available.	The State of Borough was last updated Summer 2021 and is available on the CBC website. This will be updated further in

	Summer 2022 when initial census data is received.
7. Ensuring that translation and interpretation made available by Chesterfield Borough Council meets the needs of local communities by reviewing and revising our current arrangements.	Census output is awaited. Once received, data will be analysed and translation / interpretation available will be adjusted accordingly. Procedures are now in place to respond to the translation needs of refugees and asylum seekers, this may mean that additional languages need translation services moving forward.

Objective 2: Supporting equitable access to high quality services that recognise the needs of different customers	
Supporting access to services	Update
1. Supporting and facilitating the Chesterfield Equality and Diversity Forum to act as a critical friend, improving and championing access to the Council's services for all.	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 and agreeing relevant topics for discussion at meetings and training events. The forum has worked with the team to plan activities for the year to meet the Council Plan objective. The forum has also been involved in reviewing / considering new initiatives (e.g. Breast feeding policy)
2. Making sure that our communities are able to access our bespoke health and wellbeing offer in our Theatres, parks and leisure centres, for example, by facilitating the Theatres Access Group, providing targeted activities such as autism friendly swim sessions, encouraging groups who share protected characteristics to use our parks for events, maintaining our Green Flag status for 5 parks, and promoting positive mental health and wellbeing especially in targeted and hard to reach sectors of the community.	Health and Wellbeing officer continues to provide this service; the cultural access group continues to work effectively, targeted sessions are being run, Green Flag status is retained.
3. Retaining 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.
4. Continuing to take an active role in Dementia Friendly Chesterfield	Dementia friendly walks and films continue to be a regular offer and are well supported by the community.
Accessibility of information	
5. Review the corporate accessibility statement to ensure that it is reflective of and accessible to our local communities	Census output is awaited. Once received, data will be analysed and translation / interpretation available will be adjusted accordingly.
6. Developing the council's website, intranet and microsites to make them accessible to all our	We carry out weekly spot checks and quarterly reviews of the full council website,

<p>internal and external customers. This will include improving the quality and usability of our online information, to comply with EU Web Accessibility Directive, and to improve the user experience for customers with additional needs (such as visual, reading or motor impairments). We will also include subtitles on all videos published online, such as on YouTube, Facebook, Twitter and on the council website including self service areas.</p>	<p>to make sure that it remains accessible to our customers. The site consistently ranks in the top ten per cent of council websites in the independent Sitemorse Local Government Index. A website accessibility statement was published on 23 September 2020 in accordance with the EU Web Accessibility Directive, and was most recently reviewed on 11 January 2022. In January 2022 we passed an accessibility audit that was carried out on chesterfield.gov.uk by the Government Digital Service (GDS), on behalf of the Cabinet Office.</p> <p>We add subtitles to all our videos using the functionality in YouTube; subtitles are carried forward wherever the video is displayed such as on Facebook, Twitter, or embedded in web pages on the council website.</p>
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Objective 3: Encourage mutual understanding and respect between our communities.	
Raising awareness	Update
<p>1. 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.</p>	<p>The Equality and Diversity Forum have successfully delivered four online events during 2020/21; Deaf Awareness Training, Stop Hate Training, Holocaust Memorial Day and International Women’s Day. An LGBT+ research project is also being completed across two financial years.</p>
Supporting vulnerable people	
<p>2. Managing the Syrian vulnerable persons resettlement and associated programmes for CBC.</p>	<p>CBC continues to play a key role in the UK Resettlement Scheme Partnership regional meetings, supporting and coordinating local approaches to a number of schemes including: the Syrian vulnerable persons resettlement, Afghan Relocations and Assistance Policy (ARAP), Afghan Citizens’ Resettlement Scheme (ACRS), Homes for Ukraine and asylum dispersal.</p>
<p>3. Completing the Safeguarding Children and Vulnerable Adult self-assessment and action plan working with Derbyshire safeguarding Boards</p>	<p>CBC continues to play a key role in the Derbyshire District Safeguarding Leads meetings, where best practice sharing and joint working takes place, particularly in the development of policy and training approaches.</p>
<p>4. Delivering community safety priorities through the Community Safety Partnership using this forum to help tackle issues facing our communities through creating a common vision and sense of belonging developing strong, positive relationships between people from different backgrounds and ensuring joint community engagement and tension monitoring plans are in place where appropriate.</p>	<p>The Policy and Partnerships team have worked extensively with the Community Safety Partnership to ensure that equality and diversity is at the forefront of their strategies, policies, procedures, and practices – for example in the development of the new Anti-social behaviour strategy.</p>

<p>5. Continue to work with partners to tackle homelessness – dealing with over 900 cases per year</p>	<p>The revised Rough Sleeper Strategy was approved by Cabinet in June 2021. The strategy includes 38 commitments around prevention, intervention and recovery. The official Rough Sleeper Count figures demonstrate a reduction in rough sleeper numbers:</p> <table data-bbox="922 344 1166 515"> <thead> <tr> <th>Year</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>18</td> </tr> <tr> <td>2019</td> <td>13</td> </tr> <tr> <td>2020</td> <td>9</td> </tr> <tr> <td>2021</td> <td>5</td> </tr> </tbody> </table>	Year	Number	2018	18	2019	13	2020	9	2021	5
Year	Number										
2018	18										
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2020	9										
2021	5										

Objective 4: To maintain a modern and diverse workforce that is reflective of the local community and feels valued and treated fairly	
Employee wellbeing	Update
<p>1. Responding effectively to the gender pay gap reporting requirements including action planning.</p>	<p>The gender pay gap report has been produced for 2021 and can be found here: https://www.chesterfield.gov.uk/living-here/people-and-families/equality-and-diversity/gender-pay-gap.aspx</p>
<p>2. Seek employee feedback through the annual employee survey and develop and deliver annual action plans to address issues and trends identified.</p>	<p>The annual employee survey wasn't carried out during 21-22 due to the IIP assessment. However as part of the IIP assessment a staff survey was carried out and employee feedback gained through survey questions. An action plan has been developed and will be reviewed at 12 and 24 months.</p>
Recruitment	
<p>3. Maintain and build on the Council's Investors in People status</p>	<p>Gold standard achieved reflects the culture of trust, collaboration, and strong values that we have all created here at Chesterfield Borough Council.</p> <p>In October 2021 the Council also received the Silver Award in the Ministry of Defence Employer Recognition Award.</p>
<p>4. Transform the recruitment web portal to attract a diverse range of candidates, using best practice from other councils</p>	<p>In 2021 we reviewed and updated the recruitment web portal. Firstly to make sure it was in an accessible format for applicants and secondly to refine all of our documents held on the site.</p> <p>HR worked alongside the Communications and Marketing team to update all of the materials using a variety of methods (as much as COVID lockdowns allowed) and it went live in June 2021.</p>
<p>5. Maximise opportunities for engagement with businesses and schools, promoting careers and apprenticeships in local government</p>	<p>Monitored in the Council Plan, apprenticeships and careers continue to be promoted.</p>

Objective 5: To make sure that local people who share protected characteristics are able to access opportunities in employment and growth.

Inclusive approach to growth	Update
<p>1. Supporting 5000 children to prepare for future job opportunities through the HS2 and you initiative.</p>	<p>HS2 and You Careers Information Leaflet was issued to 5000 students in years 5/6/7/8 across the North Derbyshire Growth Zone. This was followed by a 2 year careers engagement programme from June 2019 providing in -school careers activity workshops that raised awareness of rail related careers and STEM Skills required to access opportunities in the rail sector. The COVID Pandemic severely impacted delivery meaning that the in-person programme ceased in March 2020. To mitigate impact of this disruption a rail competition was launched in schools in the spring of 2021. The winning School were treated to a VIP tour of Barrow Hill Round House in November 2021 which included Rail Related Careers Workshop delivered by Rail Forum Midlands.</p>
<p>2. Providing the Young Person’s Market, where stalls are available free of charge for anyone aged between 5 and 25 years old.</p>	<p>The Young Persons’ Market is a national initiative being run across England and has been successfully run in Chesterfield for the last 5 years with 4 markets held each year.</p>
<p>Apprenticeships</p>	
<p>3. Help to develop the careers of over 90 apprentices across the Council by ensuring that we provide opportunities for people to develop qualifications, vocational skills and increase employability</p>	<p>In the last 4 years we have had 97 apprenticeships within the council as follows: 2018/19 – 28 Apprenticeships 2019/20 – 28 Apprenticeships 2020/21 – 23 Apprenticeships 2021/22 – 18 Apprenticeships</p>
<p>4. Enable 350 apprenticeships via the apprentice town initiative by working alongside and supporting apprentice providers.</p>	<p>The transition from Apprenticeship Frameworks to Standards and the Covid 19 pandemic has impacted upon apprenticeship start; There were 670 apprenticeship starts in 2020/21. The Apprentice Town Web pages have continued to be updated to highlight local case studies, vacancies and support available to residents and employers – The web pages have been supported with a social media programme and blog series and since 2019 there has been 113% increase in the number of annual unique page views rising from 7091 in 2019 to 15,121.</p>
<p>5. Work in partnership with Chesterfield college to explore opportunities for joint working (e.g. catering placements, trade staff supporting tutors and assessors)</p>	<p>We have continued to work in partnership with Chesterfield College, particularly in respect of project development for a number of skills capital projects including DRIIVE. We work closely with the College, along with other training provider partners to align ‘local labour activity’ – For example, a programme of work experience was a range for college students during the construction of the One Waterside Place and students have been involved in</p>

	construction related careers activity including site visits and the women in construction mentoring programme.
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Objective 6: Supporting independence at home for our tenants, local residents and vulnerable people.	Update
<p>1. Support independence at home for vulnerable people through our Careline and Neighbourhoods service, and delivering Disabled Facilities Grants.</p>	<p>81 Disabled Facilities Grants were completed in 2021. Careline have continued to operate providing an essential falls service and support for our customers.</p>
<p>2. Maintain independent living through the continued support of vulnerable people - Invest in over 1350 major improvements in our council homes including new kitchens, bathrooms, heating systems, windows and rewiring, ensuring that 100% of our Council homes meet the decent homes standard</p>	<p>We continue to strive to maintain independent living for vulnerable people through Careline and tenancy sustainment services. 100% of our homes meet the decent homes standard.</p>