

Equality and Diversity Strategy 2023-27 Survey Report

January 2023

Contents

1. Summary.....	2
2. Introduction	2
3. Questionnaire Results.....	3
4. Equality monitoring	7
5. Appendix A Draft Strategy	10
6. Appendix B Survey	40

1. Summary

Questionnaire format: *Online survey*

Responses: *7 total*

Date range: *13th December 2022 – 10th January 2023*

2. Introduction

Chesterfield Borough Council is developing its new Equality and Diversity Strategy and Action Plan for 2023 – 2027.

The Strategy and Action Plan, designed with support from the Chesterfield Equality and Diversity Forum, 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.

Before completing the questionnaire, respondents were asked to take some time to read the accompanying draft strategy.

During the 'live period' the survey was promoted via social media, the CBC website and aspire, with background information and links to the online survey. Copies of the strategy and survey were also available in alternative formats if required.

This report has also been shared with staff union representatives.

The draft Strategy and Action Plan is contained within Appendix A.

A copy of the survey is contained within Appendix B.

3. Questionnaire Results

For each objective within the strategy, respondents were asked to provide any additional comments and/or suggestions for actions we should consider.

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. For example:

- Delivering a robust equality impact assessment process
- Providing employees and members with training and development opportunities
- Ensuring that translation and interpretation made available meets the needs of local communities

Any other comments or actions we should consider for Objective 1:

5 responses were received to this question. These are detailed below:

Fair decision making
Having recently used interpretation services via telephone with a housing applicant it became apparent that we had no private space available with a telephone we could easily use. Our interview rooms within CSC have screens in between the areas where a phone cannot be passed back and forth for ease of use and there was no way of ringing out on a landline that was available. Instead i had to use a mobile phone with poor reception and this meant helping the gentleman was increasingly difficult. I had to sit in1 side of the interview room with him and was unable to lock the door to give the gent some privacy. We were disturbed on numerous occasions by people trying to come in and use the phone to ring through to the homeless team as the landline present was linked to them. The whole scenario was not ideal and made CBC look like amateurs to this applicant.
Any EIA should be followed through by management to ensure it's not a tick box exercise Training for employees and members should be of a high quality with real life example scenarios
Glad to see climate change referred to – this should be a cross-service priority issue.
Ensure needs and rights are appropriately balanced where competing interests exist. This is particularly relevant where issues around the clash between the characteristic of gender reassignment is considered in relation to access to single sex provision. Gender identity and sex are distinct characteristics and must not be conflated if a balance is to be weighed. EIA in relation to the characteristic of sex must be properly and comprehensively undertaken where removal of single sex provision is considered. No protected characteristic should be prioritised over another as seems to be happening routinely.

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

- Supporting and facilitating the Chesterfield Equality and Diversity Forum
- Retaining our Customer Service Excellence accreditation
- Developing the council's website, intranet and microsites to make them accessible to all our internal and external customers

Any other comments or actions we should consider for Objective 2:

2 responses were received to this question. These are detailed below:

'Investors in People' recognition is also valuable.
The move to electronic contact and payments is great, but the older generation in particular need more options. When asking for help in the contact centre, they should get held and not be told they are too busy

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

- The delivery of four events each year through Chesterfield Equality and Diversity Forum on a range of locally relevant equality themes
- Continue to work with partners to tackle homelessness
- Continue to work with Derbyshire Safeguarding Boards to ensure the safeguarding of children and vulnerable adults

Any other comments or actions we should consider for Objective 3:

1 response was received to this question. This is detailed below:

The Council should dispel false stories on local social media platforms which create divide rather than not getting involved
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Objective 4: To strive to maintain a modern and diverse workforce that is reflective of the local community and feels valued and treated fairly. For example:

- Providing leadership and organisational commitment to actively promote equalities at all levels
- Progressing with our Ways of Working post-Covid
- Transform the recruitment web portal to attract a diverse range of candidates

Any other comments or actions we should consider for Objective 4:

4 responses were received to this question. These are detailed below:

More staff should be encouraged to work at their bases instead of from home.
Provide training and support to potential applicants and current employees who fit protected groups status to empower them to apply for vacancies

Employee well-being: ensuring staff have access to flexible working across the organisation, create a sense of community in the workplace, consider workload management to reduce pressures on staff, celebrate when staff have worked well.
<https://www.mind.org.uk/workplace/mental-health-at-work/taking-care-of-your-staff/useful-resources/>

The council should ensure that employees and residents standard feminist views related to sex and gender are not discriminated against or made to feel marginalised by overzealous or one sided support for opposing views.

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

- Providing the Young Person's Market
- Help to develop the careers of over 90 apprentices across the Council
- Work in partnership with Chesterfield College and Derby University to explore opportunities for joint working

Any other comments or actions we should consider for Objective 5:

1 response was received to this question. This is detailed below:

As part of East Mids devolution plans, it would also be useful to involve Nottingham Trent Uni, as they have many relevant schemes that residents in the northern part of the Borough would benefit from.

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

- Support independence at home for vulnerable people through our Careline and Neighbourhoods service
- Maintain independent living through the continued support of vulnerable people

Any other comments or actions we should consider for Objective 6:

1 response was received to this question. This is detailed below:

re introduce the support officer service linked to Careline this has been removed during the restructure and has impacted the lives of many vulnerable customers.

Please leave any other comments you may have regarding the proposed strategy and action plan here:

3 responses were received to this question. These are detailed below:

Really follow through on your proposals and not let this be a tick box exercise. Employees and members need complete buy in, not just nodding their heads at the right moment.

Further reference is needed around LGBTQ+ inclusivity. Ensure staff are up to date with relevant societal/language changes around certain topics (for example gender identification or disability). Small changes can make a big difference to how welcomed a person may feel, for example being able to type your gender identity or sexuality instead of having to use 'prefer not to say' - this has wider impacts on someone's view of the council. Ensure publications reflect this updated knowledge. Stonewall has a variety of resources around best practice, also discussing these issues with the LGBTQ+ community both internal and external of the organisation can provide valuable insights.

Please amend your monitoring questions to ask about sex rather than gender. The 2 terms are too frequently conflated and this is a serious concern for feminists.

4. Equality monitoring

What is your gender?

What is your gender?		
Male	1	14.3%
Female	5	71.4%
Prefer not to say	1	14.3%

Is your gender identity the same gender you were assigned at birth?

Is your gender identity the same gender you were assigned at birth?		
Yes	4	66.7%
No	1	16.7%
Prefer not to say	1	16.7%

How old are you?

How old are you?		
Under 18 years	0	0.0%
18 to 24 years	0	0.0%
25 to 34 years	1	14.3%
35 to 44 years	0	0.0%
45 to 54 years	6	85.7%
55 to 64 years	0	0.0%
65 to 74 years	0	0.0%
75 years and over	0	0.0%
Prefer not to say	0	0.0%

Do you consider yourself to have a disability?

Do you consider yourself to have a disability?		
Yes – affecting mobility	1	14.3%
Yes – affecting hearing	0	0.0%
Yes – affecting vision	0	0.0%
Yes – a learning disability	0	0.0%
Yes – affecting mental health	0	0.0%
Other disability	2	28.6%
No	4	57.1%
Prefer not to say	1	14.3%

What is your ethnicity?

What is your ethnicity?		
White British	6	85.7%
Other White background	0	0.0%
Black or Black British	0	0.0%
Asian or Asian British	1	14.3%
Mixed ethnic group	0	0.0%
Other ethnic group	0	0.0%
Prefer not to say	0	0.0%

Which of the following best describes your religion?

Which of the following best describes your religion?		
Buddhist	0	0.0%
Christian	2	28.6%
Hindu	0	0.0%
Jewish	0	0.0%
Muslim	0	0.0%
Sikh	0	0.0%

None	5	71.4%
Other	0	0.0%
Prefer not to say	0	0.0%

Which of the following best describes your sexual orientation?

Which of the following best describes your sexual orientation?

Heterosexual / Straight	5	71.4%
Bisexual	1	14.3%
Lesbian	0	0.0%
Gay Man	0	0.0%
Other	0	0.0%
Prefer not to say	1	14.3%

Equality and Diversity Strategy

2023 - 2027




CHESTERFIELD
BOROUGH COUNCIL

Owner: Policy and Partnerships Manager
Date: April 2023
Review by: April 2027

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Contents

Introduction 4

Our Commitment to Equality and Diversity 5

Equality and Diversity Principles 7

Roles and Responsibilities 8

Local Context – Challenges and their impact on Equality and Diversity 10

Key achievements during the last Equality and Diversity Strategy 2019 - 2023 12

Equality and Diversity Objectives 2023 - 2027 15

Equality and Diversity Action Plan 2023 - 2027 17

Keeping track of our progress 22

Further information 22

Appendix A 23

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 and other information sources such as the area Health Profile and Index of Multiple Deprivation include:

- Demographic information - On Census day 2021 Chesterfield Borough had a population of 103,600 – 200 less than on Census day 2011. Further data from the 2021 Census is currently awaited. Existing data is as follows:
- The Borough has a higher proportion of residents from minority ethnic backgrounds than in Derbyshire, with the main populations in St. Leonards, St. Helen's, Holmebrook and Brockwell. In 2001, 98.1% of the Chesterfield Borough population were White British compared to 94.9% in 2011.
- The Borough has a higher percentage of households with no access to a car or van than Derbyshire, East Midlands and England at 27.1%. The highest percentages (over 40%) are in Rother and St. Helens compared to just 11.2% in Walton.
- The majority of Chesterfield Borough residents live within a 20 minute walk of essential services, including GPs, Pharmacies, Schools, Post Offices etc. (a significant percentage within 10 minutes).
- Housing - The Borough has a far lower percentage of owner occupiers than in Derbyshire. The highest percentages are in Walton and West; the lowest percentages are in Rother, Middlecroft and Poolsbrook. The Borough has a considerably higher percentage of social housing than in Derbyshire, East Midlands and England. The private rented sector appears to be growing rapidly with particular concentrations in Holmebrook, St. Leonards and St. Helens.
- Working and Learning Communities -21% of residents in Chesterfield Borough have higher level qualifications; this is lower than in Derbyshire, East Midlands and England. The highest percentage of residents with higher level qualifications is in the west of the

Borough – Walton and West (39.8%), the lowest over in the East (Middlecroft and Poolsbrook – 11.6%). There is a higher percentage of residents in Chesterfield Borough who are economically inactive due to long-term sickness or disability.

- Chesterfield is the 85th most deprived area in England out of 326 English local authorities.
 - There are significant concerns about entrenched and worsening deprivation in several Chesterfield neighbourhoods for example Grangewood is now in the 1% most deprived neighbourhoods in England. In order to make detailed observations about communities, areas are divided into Lower Super Output Areas (LSOAs). All six of the Chesterfield LSOAs in the 10% most deprived in 2015 have deteriorated since 2010.
 - Deprivation inequality has risen in Chesterfield Borough with the areas within the 10% least deprived in England improving their position across a range of domains and the 10% most deprived deteriorating.
 - While employment deprivation has improved generally in Chesterfield Borough, a third of neighbourhoods within the Borough remain the 20% most deprived in England.
- Health - The health of people in Chesterfield is varied compared with the England average. Deprivation is higher than average and about 3,700 children (21%) live in poverty. Life expectancy is 10 years lower for men and 8.9 years lower for women in the most deprived areas of Chesterfield than in the least deprived areas. In Year 6, 20% of children are classified as obese, and 26.5% of adults are classified as obese. The rate of self-harm hospital stays, smoking related deaths, drug misuse and early deaths from cardiovascular disease are worse than average. Health and disability is a major concern for Chesterfield Borough. The Borough is ranked the 25th most deprived in England in terms of health, and half of the LSOAs are within the 20% most deprived within England. Despite extensive investment to strengthen Chesterfield's economy, these figures suggest that a significant percentage of our community are not currently accessing the proceeds of growth due to a variety of factors including poor health, caring responsibilities, poor educational and skills attainment etc.

You can find out more about Chesterfield's communities in our State of the Borough Report which can be accessed 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 Careline and Neighbourhoods service, and delivering Disabled Facilities Grants.

We have helped residents to maintain independent living through the continued support of vulnerable people – Investing in 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.

To enable vulnerable disabled residents to live safely and as independently as possible in their owned or privately rented property, health funding has been secured to adapt, repair and adequately heat their homes. Additional funding has been secured for work to improve the thermal efficiency of properties that are owned by vulnerable clients and separately for servicing boilers where clients are also disabled.

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 (award notification pending) 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:

<p>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.</p>
<p>Fair decision making</p>
<p>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. <i>(Lead service: Policy and Partnership)</i></p>
<p>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. <i>(Lead service: Learning and Development / Policy and Partnership)</i></p>
<p>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. <i>(Lead service: Policy and Partnership)</i></p>
<p>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. <i>(Lead service: Policy and Partnership)</i></p>
<p>Understanding, listening to, and working with our communities</p>
<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</p>

<p>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>Objective 2: Supporting equitable access to high quality services that recognise the needs of different customers</p>
<p>Supporting access to services</p>
<p>11. 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. <i>(Lead service: Policy and Partnership)</i></p>
<p>12. 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. <i>(Lead service: Policy and Partnership)</i></p>
<p>13. 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.</p>
<p>14. Retaining our Customer Service Excellence accreditation. <i>(Lead service: Customer Services)</i></p>
<p>Sharing and presenting information in appropriate and accessible formats</p>
<p>15. Review the corporate accessibility statement to ensure that it is reflective of and accessible to our local communities <i>(Lead service: Policy and Partnership)</i></p>
<p>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. <i>(Lead service: ICT, Communications)</i></p>

Objective 3: Encourage mutual understanding and respect between our communities.
Raising awareness
<p>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. <i>(Lead service: Policy and Partnership)</i></p>
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
<p>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. <i>(Lead service: Policy and Partnership, Housing,)</i></p>
<p>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. <i>(Lead service: Policy and Partnership)</i></p>
<p>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. <i>(Lead service: Housing)</i></p>
<p>21. Continue to work with partners to tackle homelessness – dealing with over 900 cases per year <i>(Lead service: Housing)</i></p>
<p>22. Health and Wellbeing Partnership activities, including financial inclusion activities, fuel poverty, supporting mental health and social connectedness. <i>(Lead service: Policy and Partnership)</i></p>

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

<p>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></p>
<p>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></p>
<p>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></p>
<p>Recruitment</p>
<p>28. Maintain the Council's Investors in People Gold Award status <i>(Lead service: HR)</i></p>
<p>29. Transform the recruitment web portal to attract a diverse range of candidates, using best practice from other councils <i>(Lead service: HR)</i></p>
<p>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></p>
<p>Objective 5: To make sure that local people who share protected characteristics are able to access opportunities in employment and growth.</p>
<p>Inclusive approach to growth</p>
<p>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></p>
<p>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></p>
<p>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></p>
<p>34. Development and delivery of the Council's Growth Strategy, particularly the 'inclusive growth' theme. <i>(Lead service: Economic Growth)</i></p>
<p>Apprenticeships</p>
<p>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></p>
<p>36. Promote and support an uplift in apprenticeships across the Borough.</p>

(Lead service: Economic Growth)

- 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)

(Lead service: HR, Economic Growth)

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 Neighbourhoods service, and delivering Disabled Facilities Grants.

(Lead service: Housing)

- 39.** Maintain independent living through the continued support of vulnerable people – Investing in major improvements in our council homes including new kitchens, bathrooms, heating systems, windows and rewiring, ensuring that our Council homes meet the decent homes standard.

(Lead service: Housing)

- 40.** Look for opportunities to secure funding and 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 where there are reports of disrepair and signposting to other agencies when required.

(Lead service: Housing)

- 42.** Private Sector Housing Team ensure landlords fulfil their responsibilities by making improvements in their private rented sector homes which safeguards people and prevents accidents

(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:

Tel: 01246 959644

E-mail: allison.potter@chesterfield.gov.uk

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 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>We carry out weekly spot checks and quarterly reviews of the full council website, 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.</p> <p>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>

Objective 3: Encourage mutual understanding and respect between our communities.	
Raising awareness	Update
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.	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.
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 border="1" data-bbox="874 1256 1086 1415"> <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										
2019	13										
2020	9										
2021	5										

<p>Objective 4: To maintain a modern and diverse workforce that is reflective of the local community and feels valued and treated fairly</p>	
<p>Employee wellbeing</p>	<p>Update</p>
<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</p>

	feedback gained through survey questions. An action plan has been developed and will be reviewed at 12 and 24 months.
Recruitment	
3. Maintain and build on the Council's Investors in People status	Gold standard achieved reflects the culture of trust, collaboration, and strong values that we have all created here at Chesterfield Borough Council. In October 2021 the Council also received the Silver Award in the Ministry of Defence Employer Recognition Award.
4. Transform the recruitment web portal to attract a diverse range of candidates, using best practice from other councils	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. 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.
5. Maximise opportunities for engagement with businesses and schools, promoting careers and apprenticeships in local government	Monitored in the Council Plan, apprenticeships and careers continue to be promoted.

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
1. Supporting 5000 children to prepare for future job opportunities through the HS2 and you initiative.	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>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 DRIVe. 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 construction related careers activity including site visits and the women in construction mentoring programme.</p>

<p>Objective 6: Supporting independence at home for our tenants, local residents and vulnerable people.</p>	<p>Update</p>
<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>
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Chesterfield Borough Council wants your views

Equality and Diversity Strategy 2023 - 2027

Chesterfield Borough Council is developing its new Equality and Diversity Strategy and Action Plan for 2023 - 2027 which we would like your feedback on.

The 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.

Before completing this questionnaire, please take some time to read the accompanying draft strategy.

All information provided will be treated in accordance with the Data Protection Act 2018 and UK General Data Protection Regulation (GDPR), and will remain confidential. For contact details of our data protection officer, further information about how we use your data, or information about your data protection rights, please see www.chesterfield.gov.uk/privacy

For each objective within the strategy, please provide any additional comments and/or suggestions for actions we should consider (You can read more about the objectives and associated outcomes in the draft 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. **For example:**

- **Delivering a robust equality impact assessment process**
- **Providing employees and members with training and development opportunities**
- **Ensuring that translation and interpretation made available meets the needs of local communities**

Any other comments or actions we should consider for Objective 1:

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

- **Supporting and facilitating the Chesterfield Equality and Diversity Forum**
- **Retaining our Customer Service Excellence accreditation**
- **Developing the council's website, intranet and microsites to make them accessible to all our internal and external customers**

Any other comments or actions we should consider for Objective 2:

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

- **The delivery of four events each year through Chesterfield Equality and Diversity Forum on a range of locally relevant equality themes**
- **Continue to work with partners to tackle homelessness**
- **Continue to work with Derbyshire Safeguarding Boards to ensure the safeguarding of children and vulnerable adults**

Any other comments or actions we should consider for Objective 3:

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

- **Providing leadership and organisational commitment to actively promote equalities at all levels**
- **Progressing with our Ways of Working post-Covid**
- **Transform the recruitment web portal to attract a diverse range of candidates**

Any other comments or actions we should consider for Objective 4:

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

- **Providing the Young Person's Market**
- **Help to develop the careers of over 90 apprentices across the Council**
- **Work in partnership with Chesterfield College and Derby University to explore opportunities for joint working**

Any other comments or actions we should consider for Objective 5:

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

- **Support independence at home for vulnerable people through our Careline and Neighbourhoods service**
- **Maintain independent living through the continued support of vulnerable people**

Any other comments or actions we should consider for Objective 6:

1. **Please leave any other comments you may have regarding the proposed strategy and action plan here:**

About you

We would like to find out if particular groups have different experiences or perceptions of the Council. The information is confidential and is guaranteed to be anonymous, but if you feel uncomfortable answering any questions, leave it blank and move onto the next.

Are you happy to answer the monitoring questions?

Yes

No

What is your gender?

Male

Female

Prefer not to say

Is your gender identity the same gender you were assigned at birth?

Yes

No

Prefer not to say

How old are you?

- | | | |
|---|---|--|
| <input type="checkbox"/> Under 18 years | <input type="checkbox"/> 35 to 44 years | <input type="checkbox"/> 65 to 74 years |
| <input type="checkbox"/> 18 to 24 years | <input type="checkbox"/> 45 to 54 years | <input type="checkbox"/> 75 years and over |
| <input type="checkbox"/> 25 to 34 years | <input type="checkbox"/> 55 to 64 years | <input type="checkbox"/> Prefer not to say |

Do you consider yourself to have a disability?

- | | | |
|---|--|--|
| <input type="checkbox"/> No | <input type="checkbox"/> Yes - affecting vision | <input type="checkbox"/> Other disability |
| <input type="checkbox"/> Yes - affecting mobility | <input type="checkbox"/> Yes - a learning disability | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Yes - affecting hearing | <input type="checkbox"/> Yes - affecting mental health | |

What is your ethnicity?

- | | | |
|---|---|--|
| <input type="checkbox"/> White British | <input type="checkbox"/> Asian or Asian British | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Other White background | <input type="checkbox"/> Mixed ethnic group | |
| <input type="checkbox"/> Black or Black British | <input type="checkbox"/> Other ethnic group | |

Which of the following best describes your religion?

- | | | |
|------------------------------------|---------------------------------|--|
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Jewish | <input type="checkbox"/> None |
| <input type="checkbox"/> Christian | <input type="checkbox"/> Muslim | <input type="checkbox"/> Other |
| <input type="checkbox"/> Hindu | <input type="checkbox"/> Sikh | <input type="checkbox"/> Prefer not to say |

Which of the following best describes your sexual orientation?

- | | | |
|--|----------------------------------|--|
| <input type="checkbox"/> Heterosexual / Straight | <input type="checkbox"/> Lesbian | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Bisexual | <input type="checkbox"/> Gay Man | |