



Chesterfield Borough Council

**Equality and
Diversity Annual
Report
2022 – 23**



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 **01246 936793**

 **policyteam@chesterfield.gov.uk**



Contents

1.0	Introduction	5
2.0	Equality and Diversity Strategy	6
2.1	Action Plan Progress.....	6
2.2	Equality and Diversity Strategy 2023 - 2027	15
3.0	Chesterfield Equality and Diversity Forum	20
3.1	Equality and Diversity Forum meetings and engagement	22
3.2	Equality and Diversity Forum events and activities	22
4.0	Promoting equality and diversity through our services.....	30
4.1	Sport and leisure	30
4.2	Parks and open spaces.....	32
4.3	Chesterfield Pride 2022	33
4.3	Housing	34
4.4	Tenancy support.....	34
4.5	Independent living schemes.....	35
4.6	Investment and improvements to council homes.....	35
4.7	Private Sector Housing team	35
4.8	Careline and independent living service	36
4.9	Homelessness.....	37
4.10	Repairs and Maintenance.....	37
5.0	Apprenticeships town and improving our economy	38
6.0	Equalities training for our staff.....	42
6.1	Mental Health First Aid	43
6.2	Mentoring programme.....	43
6.3	Lone-working – Specialist Training.....	43
7.0	Working in partnership to promote equality and celebrate diversity.	44
7.1	Chesterfield system framework	45
7.2	Chesterfield strategic partnership principles.....	45
7.3	UK Shared Prosperity Fund.....	46
7.4	Armed forces community.....	47
8.0	Health and Wellbeing Partnership activities.....	48
9.0	Sport and Leisure.....	48
10.0	Arts and culture accessibility	49
11.0	LGBT+ Project.....	49
12.0	Press Releases and Communications	50
13.0	Equality impact assessments	52



14.0	Gender pay gap report 2022.....	53
14.1	What is the gender pay gap?.....	53
14.2	Our gender pay gap data.....	54
14.3	How we are addressing the pay gap	55
15.0	Looking forward to 2023/24.....	56

1.0 Introduction

Welcome to Chesterfield Borough Council's Equalities Annual Report for 2022/23. This report highlights some of the work we have been doing over the last year to promote and celebrate equality and diversity within our services and out in the wider community. It also looks to the future and includes our planned activities and focus areas for the next year, including the agreed actions for the next four years within our Equality and Diversity Strategy 2023/27.

Equalities legislation and good practice require public bodies to publish annual equalities reports. The report, which has been developed in consultation with the Equality and Diversity Forum, includes improvements and achievements over the last year, including:

Progress in delivering the corporate Equality and Diversity Strategy (2019-2023).

The continued success of the Chesterfield Equality and Diversity Forum; acting as a critical friend to the council, hosting guest speakers at meetings to provide education and raise awareness of equality and diversity issues and hosting four events during the year as per the Council Plan.

Increased focus on partnership working with a range of organisations to maximise the positive impacts we can achieve in our local communities.

A summary of the equality impact assessments undertaken during 2022/23 around Council policies, strategies and plans.

Progress updates on Equality and Diversity issues throughout the year.

The report also helps the Council to show some of the steps being taken to meet the Equality Act 2010 and associated Public Sector Equality Duty.

2.0 Equality and Diversity Strategy

The Equality and Diversity Policy and Strategy provide a framework for the Council to continue to ensure that the services we provide are fair and meet the needs of the local community, and that we discharge and progress our responsibilities under the Equality Act 2010.

2.1 Action Plan Progress

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

Below is a table which details progress during 2022/23 for the activities which contributed to the action plan outcomes for the four-year Strategy 2019-2023:

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.	Equality considerations are a mandatory section of the Council’s reports used in all decision making. EIAs are published alongside the reports via ModGov, with the Policy and Partnerships team providing guidance and expertise to ensure equalities issues are fully considered when the Council makes decisions. We continue to use a preliminary screening assessment, which is supplemented by a full assessment where appropriate.
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 Equality and Diversity Forum, the Policy and Partnerships team have provided equality and diversity awareness training which is available for staff to attend (for example Neurodiversity training, a cultural awareness day and the Holocaust Memorial Day event) Induction and refresher training for staff continues to be provided online via Aspire learning, with bespoke sessions for specific services provided where there is a need.
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 Equality and Diversity Strategy for 2023-27 and choosing locally relevant themes for training). Regular engagement and consultation activity supported by the Policy and Partnerships team throughout the year helps the shaping of local



	<p>services (e.g. LGBT+ project, annual Leisure survey). Documentation for the website is now being accessibility checked before being published.</p> <p>We have refreshed our community engagement standards during 2023 to continue to demonstrate our commitment to inclusive engagement, and our corporate equalities monitoring approach ensures that we are able to look for trends in access and satisfaction with our services from people who share protected characteristics, and identify any potential issues.</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.</p>	<p>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</p>
<p>Understanding our communities</p>	
<p>5. Support the planning and delivery of the local arrangements for the 2021 Census.</p>	<p>The 2021 Census was successfully delivered. Output from the Census is now being received from the ONS on a phased basis. Work on analysing the data will follow during the next year.</p>
<p>6. Maintain the State of the Borough report in line with latest available information, including Census 2021 data as available.</p>	<p>The State of Borough for 2023 is now available on the CBC website. This includes the latest data from the 2021 Census, however further updates will be made as more data becomes available</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.</p>	<p>Procedures are in place to support translation needs. Census data will be analysed and our translation / interpretation available will be adjusted accordingly.</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>Update</p>
<p>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.</p>	<p>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 Policy and Partnerships Team to plan activities for the year to meet the Council Plan objective. The forum has also been involved in reviewing / considering new</p>



	initiatives (e.g. Equality and Diversity Strategy 2023-27).
<p>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 five parks, and promoting positive mental health and wellbeing especially in targeted and hard to reach sectors of the community.</p>	<p>Our Health and Wellbeing Officer continues to support the provision of this service; the cultural access group continues to work effectively and targeted swimming sessions are being run. Our Green Flag status for five parks has been retained.</p> <p>Our corporate Concessions Policy supports equity of access to our discretionary services for people who might otherwise struggle to access them.</p>
<p>3. Retaining our Customer Service Excellence accreditation</p>	<p>The Customer Services Excellence accreditation was achieved in 2021 and our teams continue to maintain customer service provision to meet that high standard.</p>
<p>4. Continuing to take an active role in Dementia Friendly Chesterfield</p>	<p>Dementia friendly walks and films continue to be a regular offer and are well supported by the community. The Council's Health and Wellbeing Officer has chaired this group over the last year.</p>
<p>Accessibility of information</p>	
<p>5. Review the corporate accessibility statement to ensure that it is reflective of and accessible to our local communities.</p>	<p>Some Census 2021 data has now been received. It will now be analysed and translation / interpretation available will be adjusted accordingly.</p>
<p>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>	<p>We are committed to providing accessible content across our digital channels, in line with the EU Web Accessibility Directive. A website accessibility statement was published on 23 September 2020 in accordance with this directive.</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
<p>1. Raising awareness of local equality issues and celebrating our diverse communities through the delivery of a minimum of four events each year</p>	<p>The Equality and Diversity Forum have successfully delivered four events during 2022/23; Neurodiversity training, Cultural</p>



through Chesterfield Equality and Diversity Forum on a range of locally relevant equality themes.	Awareness Day, Holocaust Memorial Day and International Women’s Day.
Supporting vulnerable people	
2. Managing the Syrian vulnerable persons resettlement and associated programmes for CBC.	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. We also take part in the newly established county-wide Resettlement, Cohesion and Integration Board.
3. Completing the Safeguarding Children and Vulnerable Adult self-assessment and action plan working with Derbyshire safeguarding Boards	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.
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.	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. The Community Safety Partnership continues to deliver and commission a range of activities including diversionary activities in the local community, aligned with the Health and Wellbeing Partnership’s own programme. A set of principles have also been developed and adopted by Chesterfield’s strategic partnerships to support cross partnership working and a unified approach.
5. Continue to work with partners to tackle homelessness – dealing with over 900 cases per year	A new Derbyshire wide Homelessness and Rough Sleeper Strategy was approved by Cabinet in November 2022. This strategy will co-ordinate a range of activity across the county and locally in chesterfield bringing together a wide network of key partners and stakeholders

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
1. Responding effectively to the gender pay gap reporting requirements including action planning.	The most recent gender pay gap report can be found here: https://www.chesterfield.gov.uk/living-



	here/people-and-families/equality-and-diversity/gender-pay-gap.aspx
2. Seek employee feedback through the annual employee survey and develop and deliver annual action plans to address issues and trends identified.	The employee survey has been postponed until 2023/24 whilst the Council's new VIP (Valuing Individuals and their Performance) framework was being developed.
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. The process has been made more straightforward as CVs are now accepted for many roles advertised by the Council.
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. A group of young "ambassadors" has been created in Staveley who are supporting the project team to communicate with young people in the Staveley area throughout the lifetime of the Staveley Town Deal. This helps to provide young people with an insight into democratic approach to local decision making.

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.	This initiative was superseded by the Science Technology Engineering and Maths engagement programme with schools. Another cohort of the Future Makers Project has been delivered engaging 12 students with careers related mentoring. In addition we have delivered the 'careers made in chesterfield programme' this year that has delivered construction related careers programme which has worked hard to increase awareness of careers and opportunities within the sector through the delivery of 'Careers Made in Chesterfield'.



	<p>The innovative pilot has seen 20 professionals from 11 local businesses deliver a careers workshop programme to 110 year 10 students from Parkside School.</p> <p>44% of the students who have completed the programme have expressed high interest in working in the construction sector, rising from just 20% at the start of the programme. 10 quality work placements have been secured for students taking part in the programme and these will take place in July 23</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 6 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>Over the last five year we exceeded our target with 107 people completing their apprenticeships (currently 10 undertaking their qualifications).</p>
<p>4. Enable 350 apprenticeships via the apprentice town initiative by working alongside and supporting apprentice providers.</p>	<p>Since the Apprenticeship Reforms in 2017 and as a result of the covid pandemic, there has been a steep fall in the number of apprenticeship starts falling form 1460 in 2017 to 660 in 2021; a picture that is reflected nationally. In the last year there have been signs of recovery with apprenticeship starts in chesterfield rising by 18% in the last year to 780 in 2022.</p> <p>Apprenticeship vacancies remain buoyant and we have continued to deliver Apprentice Town Activity to raise awareness of Apprenticeships and increase the visibility of vacancies available. 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 also been supported with a social media programme. The web pages have received 18,394 page views between April 2022 and March 2023, which is a 17.79% increase from the previous year. To address rising vacancies and declining applications, in June 2022, we introduced the Apprentice Town ‘Vacancy Widget’ which has seen 4338 views since its launch in June 2022. The vacancy widget pulls all apprenticeship vacancies advertised within 10 miles of Chesterfield into a central location on the Apprentice Town Website. The widget has also been offered to schools to embed on the careers sections of their websites – an offer taken up by Parkside School.</p>



	<p>CBC don't directly deliver apprenticeships but do employ apprentices and currently have 26 apprentices on programme within the council and since 2019 have directly supported 67 apprentices. Through Local Labour activity we ask all major planning applications to submit a skills and employment plan that sets out a strategy for promoting employment, training and supply chain opportunities locally – including apprenticeships. Since 2019 local labour activity has enabled 179 apprenticeships either directly or through the supply</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, the Glassyard development with Morgan Sindall on the new Jewson Building. Students have been involved in other construction related careers activity including site visits and the women in construction mentoring programme which is now in its 3rd year and continues to be supported by the College.</p> <p>As part of the construction skills hub project, we are currently working with level 3 graphic design students at Chesterfield College to develop branding and a logo for the construction skills hub.</p> <p>In addition, we work closely with Chesterfield College and other providers to support inward investment and key account management enquiries and in the last year have facilitated to Pinelog who have relocated from Derbyshire Dales to Chesterfield and required support in relation to expanding and upskilling their workforce and NIBE, a Chesterfield based businesses who requires support with recruitment and training to support expansion plans.</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>74 Disabled Facilities Grants were completed in 2022/23.</p>



	Careline have continued to operate providing an essential falls service and support for our customers.
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	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.

2.2 Equality and Diversity Strategy 2023 - 2027

Our new Strategy for 2023 – 2027 was approved at our full council meeting on 15th May 2023. Our objectives and proposed actions for the next four years are as follows:

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



<p>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 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>

<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>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. <i>(Lead service: Policy and Partnership)</i></p>
<p>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. <i>(Lead service: Policy and Partnership)</i></p>
<p>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. <i>(Lead service: Policy and Partnership)</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>

<p>Objective 3: Encourage mutual understanding and respect between our communities.</p>
<p>Raising awareness</p>
<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>
<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>
<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>



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.
(Lead service: HR and Policy and Partnership)

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.
(Lead service: Policy and Partnership, HR)

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.
(Lead service: HR)

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.
(Lead service: HR)

Recruitment

28. Maintain the Council’s Investors in People Gold Award status.
(Lead service: HR)

29. Transform the recruitment web portal to attract a diverse range of candidates, using best practice from other councils.
(Lead service: HR)

30. Maximise opportunities for engagement with businesses and schools, promoting careers and apprenticeships in local government.
(Lead service: HR, Policy and Partnership, Economic Growth)

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. <i>(Lead service: Housing)</i>
39. Maintain independent living through the ongoing investment in the quality of council homes including adaptation as required to support vulnerable people. <i>(Lead service: Housing)</i>
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. <i>(Lead service: Housing)</i>
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. <i>(Lead service: Housing)</i>

3.0 Chesterfield Equality and Diversity Forum

The Chesterfield Equality and Diversity Forum has continued to reach wide audiences, with meetings and activities continuing both online and in person. The Forum has continued to work together to share ideas and best practice, be a 'critical friend', and raise awareness in the community of equality and diversity. One of the most important contributions of the Forum is the successful engagement with the wider community, and at the beginning of this year, the Forum held a workshop looking at demographics and locally relevant topics to develop a plan of activities and events for the year. This resulted in a year of excellent educational and awareness raising activities led by the Forum.

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



I'm delighted to be continuing to chair the Equality and Diversity Forum once again this year. Many of the challenges of the previous couple of years have been overcome and it really has felt like things are back to normal once again, whatever normal is! It's been brilliant to see all the forum members in person once again and to gather in groups to celebrate the ongoing development of our diverse town and commemorate landmark dates in our equality calendar.

Thank you to all of our members, for coming together year after year to uphold the purpose of the forum and send the message that this town is a welcoming one with so much to offer both residents and visitors. When we look back at some of our activities and achievements over the last year, it's easy to see why I am so proud to be part of the Forum.

In September, we welcomed colleagues from Derbyshire Autism Services and Autistic UK to the Town Hall for a training session to raise awareness of Neurodiversity and the Autistic experience. The training was very well attended as well as thought-provoking. Feedback from participants was excellent. Events such as this are always filled very fast and so we hope that we will be able to deliver something similar again in the future for those who had to miss out. Our December forum meeting was busy, with three presentations, including one from CBC Housing department about homelessness and rough sleepers in the borough. It focused on private sector evictions which had led to most of the homeless situations locally and an update on their partnership working with



other agencies to provide more support as well as their contribution to the development of a Derbyshire-wide homelessness and rough sleepers strategy. In mid-January, we held a Cultural Awareness Day, presented by the Asian Association of Chesterfield and North Derbyshire. We heard about their culture and the contributions they make to the local community, as well as discussing misconceptions and myth busting. Some fun group activities followed a special lunch prepared by Saffron Kitchen.

Later in January, our Holocaust Memorial Day event for 2023 featured Aida Salkic Haughton MBE, who is a survivor of the genocide in Bosnia and Herzegovina. Aida is a valued and very active member of the charity Remembering Srebrenica and her first-hand testimony as a survivor of the Bosnian genocide and ethnic cleansing has shown to be a powerful tool for tackling hatred and building stronger communities.

At our February meeting we welcomed a presentation and demonstration of equipment available for hearing-impaired people by Hearing Help. Team members gave an overview regarding the service that Hearing Help provides and demonstrated their range of listeners, loop systems and other aids that are available free of charge for Derbyshire residents.

Finally, we marked International Women's Day on the 8th March by welcoming guest speakers from community groups Standing Tall and WORTH who shared their journeys of recovery and how they were empowered to continue their lives beyond domestic abuse. This was followed by our guest speaker, Sarah Wray, who led a mindfulness session.

All of our meetings and events this year, with the exception of HMD, were held in person. If you would like further details of our future meetings or activities, please get in touch.

3.1 Equality and Diversity Forum meetings and engagement

A key aim of the Forum is to raise awareness of equalities and issues affecting local people. The Forum has over 200 members that receive regular information about the meetings, events and equalities news. Some of the participants represent a community group, or statutory organisation, while others are there as individuals from the community with an interest in promotion of equality and diversity.



During 2022/23 there were high levels of engagement at the meetings with a variety of issues being considered including: LGBT+ activity update, Islamophobia pledge, DCC Equality and Diversity training for volunteers, Ashgate Hospice support for local groups and local homelessness issues. During February, the Forum had an initial workshop looking at local data to plan equality and diversity events, training and activities for 2023-2024.

3.2 Equality and Diversity Forum events and activities

In addition to the meetings, the Equality and Diversity Forum have continued to organise, host and support a number of events throughout the year on a range of equality themes that are relevant to the community, and drawing in additional funding to maximise the impact we can all make in the community and to pool our limited resources.

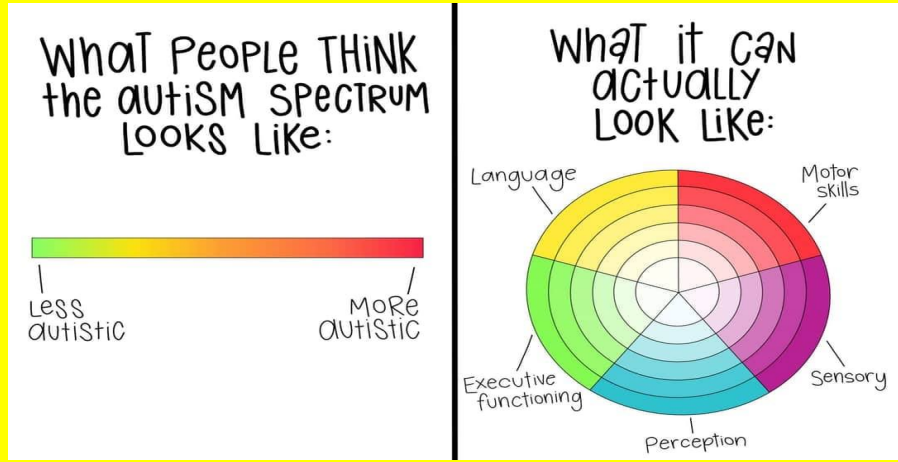
We would like to thank all those who have given up their time to support and help plan the following events that have taken place over the past year. Events during 2022/23 included:



Neurodiversity Awareness Training

In September 2022 we welcomed Derbyshire Autism Services to the Town Hall.

Chris Pienaar and Michael Hall from Derbyshire Autism Services, and Helen Robson from Autistic UK joined us to discuss the Neurodiversity paradigm and the Autistic experience. Some of the topics discussed included coping and displayed behaviours as well as some top tips for reducing anxiety and creating the right environment.



40 people attended the event and feedback regarding the presenter’s knowledge was excellent. Comments included:

Presentation was clear and knowledgeable.

First-hand experiences from presenters was very insightful.

Very useful for adapting our own behaviours and approaches.



ASIAN ASSOCIATION
Chesterfield & N Derbyshire

Cultural Awareness Day

In January we were joined by the Chesterfield and North Derbyshire Asian Association who talked about their culture and contributions they make to the local community, as well as discussing some misconceptions and myth busting. There was also an opportunity to learn some traditional dance steps and how to drape and fold a sari. We were also joined by Saffron Kitchen who provided a delicious traditional lunch for everyone.



Feedback and comments included:

I thought the event was very interesting, it was interactive and the food was lovely - thank you.

It was a really lovely experience with lots of knowledge shared. The activities were both interesting to learn about and fun. Of course, the food was delicious too! I liked that the session was fun as well as educational - focused on the positivity.



Holocaust Memorial Day 2023

The Holocaust Memorial Day activities continue to be very well supported by our local community, drawing in large audiences. The theme set by the Holocaust Memorial Day Trust for 2023 was 'Ordinary People'. This year, many people came together to mark Holocaust Memorial Day, to help those in need and to build a better future.

Our guest speaker this year was Aida Salkic Haughton MBE, from the charity Remembering Srebrenica, who is a survivor of the genocide in Bosnia and Herzegovina. Aida's first-hand testimony as a survivor of the Bosnian genocide and ethnic cleansing is a powerful tool for tackling hatred and building stronger communities.

Aida used news footage and photographs to share her story as well as raising awareness around ethnic cleansing, genocide and the lessons that should be learned from genocide.

The online event ended with a Q and A session touching on locally relevant issues and themes.

Feedback was invited after the event and out of those who responded, 100% said that the event was interesting and engaging and that the speaker was very knowledgeable. Comments included:

Huge thank you to Aida for sharing her testimony, it was truly empowering and educational and highlights the importance of the work being done and what more we could do.

A well-advertised, thoughtful and sensitive approach, presented by a survivor of genocide and social cleansing, 'real', touching, inspirational.



Our HMD Memorial Book was presented both at the Customer Services Centre and online for comments this year. The entries are detailed below:



HOLOCAUST
MEMORIAL
DAY 27/1

Messages left in our Holocaust Memorial Day Book of Remembrance 2023

To the families of the 359 people who have been injured / killed, I send you my condolences.

Ordinary people can be extra-ordinary and act to stop oppression now.

It is crucial that future generations continue to remember and commemorate the victims of the Holocaust, the world's darkest moment. Let our horror at the murdering and suffering of the Jewish people and many other victims of the Holocaust strengthen our resolve to prevent such evil ever stalking our earth again.

The atrocities you suffered should never be forgotten and never be allowed to be repeated.

It is important that we continue to remember and pay tribute to the people who have died in all genocides.

Lets hope that genocide one day becomes a thing of the past.

Today let our thoughts and prayers be with victims and survivors on Holocaust memorial day. We must remember the mass atrocities, honour the memory of those no longer with us and provide comfort and support to survivors who bravely share their story with us each day, so that generations can follow the work towards #neveragain.

We must never forget what happened to those who came before us and learn lessons from the past. It's our responsibility to create a safer, better future.

They will not be forgotten from our hearts for what they did for us and the life we have today.



International Women's Day



International Women's Day 2023

For International Women's Day in March 2023, we shined a spotlight on some local inspiring women.

We welcomed guest speakers from community groups Standing Tall Support and WORTH who shared incredible journeys of recovery and how they have been empowered to live beyond domestic abuse.



We also welcomed inspirational speaker Sharon Bull from Compassionate Voices CIC who shared how she lived with mental health issues for 30 years and how she has now transformed her life.



Sarah Wray from Live Well Consultancy also joined the event to share some strategies to enhance our well-being.



The day was attended by more than 35 participants who provided some excellent feedback including:

The authenticity and honesty of the speakers, sharing their vulnerability but also the strength to change their life for the better

The safe space that was generated - a comfortable space for discussion and interactivity. The speakers were very moving, and I felt grateful they were able to share their stories with us.

We enjoyed the opportunity to see presentations of local organisations and to share in their inspirational stories.

I'd like to come to more events like this, its a great opportunity to connect and feel part of a community coming together.

4.0 Promoting equality and diversity through our services.

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

4.1 Sport and leisure

The service has been able to provide a range of activities which were well received by our customers as follows;

- Children's swimming lessons have record numbers of children actively engaged on our programme ensuring this life skill is being delivered to a large number of local children, with our autism sessions continuing to prove popular.
- Attendance to other children's courses, e.g. gymnastics and trampolining has been really strong enabling more children to engage in their chosen activities.
- Enabling programmes such as 50+ sessions continue to be delivered providing a range of physical activity options and opportunities.

Gym membership continues to grow enabling large numbers of customers to routinely engage in their chosen forms of physical activity.

The Exercise by Referral programme continues to provide access to hundreds of people in need of support and ensures that those who are vulnerable can access physical activity in a supportive and safe environment.

Other specific activities, e.g. The Light-hearted group, which accommodates people who have recovered from coronary illness and outswimming cancer programmes have been successful through enabling access to physical activity. In addition, a mixed activity group has been established allowing individuals to attend a wide range of supervised activities at QPSC, with both Queens Park Sports Centre and the Healthy Living Centre running Dancing with Dementia sessions.

We participate in the Walk Derbyshire initiative helping to make every day walking the norm for our residents, whether that be walking to the shops, school, work or walking for pleasure in the local community. We have maintained our "Walk With Us" program of group walks giving residents the chance to take safe, simple exercise outdoors and enjoy the benefits to both their physical and mental health. Our largest group at Holmebrook Valley Park celebrated 10 years of weekly walks in all but the worst of weathers!



We have continued to support local organisations and voluntary sector groups with training and advice to help them build walking into their regular activities by setting up their own walking groups. This year many of these organisations were also offering “warm spaces” to residents, with hot drinks, food, advice and support also available and the walking groups have been a useful way to engage with residents. With our support, successful groups have now been established in Staveley, Holme Hall and Brimington and walking is being used by a team of youth link workers as a valuable way to engage with young people.

We repeated a very successful Inclusive Activity Day in Queen’s Park and Queen’s Park Sports Centre, working alongside a local organisation which offers support to people with learning difficulties, which more than 60 people attended. Activities included adapted karate, dance, tennis, football, adapted cycling and chair-based exercise. Following the success of this event and the feedback we received from partner organisations we have established a weekly inclusive activity session at QPSC where participants can try dance and racquet sports with a view to offering a range of activities at the sessions in the future.

The CBC Community Lifestyles Officer continues an outreach program offering healthy lifestyle and physical activity advice and guidance to community and health-related groups, such as Community Respiratory Rehabilitation groups and cancer support groups.

The CBC Community Lifestyles Officer is also supporting the Walk Derbyshire project and Active Neighbourhoods Walking consortium. The vision of Walk Derbyshire is to make every day walking the norm for all residents of Derbyshire. It is intended that a systems approach to walking will create a culture of walking across the county, with a focus on areas with the highest levels of inactivity and deprivation. Holme Hall has been identified as a pilot area for the project and the consortium are working to identify new community connections through groups, organisations and services that are involved in work in the Holme Hall community. Through this work they will intentionally seek the views of marginalized and underrepresented residents whose voice might not have already been heard. Through the year we have supported initiatives to promote positive mental health, such as Mental Health Awareness Week and ThinkFest. We participate in the County-wide "Happy to Chat" scheme where many of our benches in parks and green spaces and in the town and village centres (and more recently in warm indoor spaces) are earmarked to encourage people to sit and chat to fellow residents and hopefully feel less lonely or isolated.

We have organised several community support events through the year, both Borough-wide and in local areas, offering residents an opportunity to engage with



organisations and advice services, particularly those offering help with financial issues, debt advice, energy support and health and wellbeing advice. To enable families with children to get maximum benefit from these events we also provide diversionary activities for children so that parents and carers can spend valuable time with the support agencies without distraction.

We continue to co-ordinate a Dementia Friendly Chesterfield forum and hold a very successful program of Dementia Screenings at the Winding Wheel theatre.

4.2 Parks and open spaces

Chesterfield's parks continue to provide excellent facilities for the community and visitors. We are proud to hold 5 Green Flags which recognise the best parks and green spaces across the country with one of the key considerations being accessibility. We continue to invest in our smaller local parks aiming to make them as accessible as possible. 2022 saw the opening of a new dementia friendly garden complete with sensory plants and the inclusion of some inspired poetry. Parks provide outlets to play sport (football, petanque, cricket, walking football, bowls and pickleball) and informal recreation and include maintained play areas, several of which have had recent makeovers and new facilities.

A growing number of people are holding events on our parks. For the annual walking festival, we offer easy circular walks for the less able, or as an introduction to walking with one being specifically 'accessible'. In the late summer of 2022, the council repeated the inclusive activity day which was held in the Queen's Park and the sports centre. This attracted around 70 people from a variety of day centres across the borough. We regularly engage with organisations such as Macintyre and Our Vision Our Future and these groups have attended sessions in the park such as outdoor yoga, bulb planting, orienteering and bird box building. An external partner delivers an inclusive 'Pedals in Queen's Park' which is attended by the Freedom Centre.

We aim to instil ownership and pride at a young age by engaging infant and junior school groups, along with many community groups, with bulb planting at their local parks. This has helped contribute towards the 16,000 spring bulbs planted in 2022 by 300 children to make Chesterfield a brighter borough.

4.3 Chesterfield Pride 2022

Chesterfield Borough Council were proud to once again be the headline sponsor for Chesterfield Pride 2022. After the successful partnership in 2021 the council teamed up with the organisers of Chesterfield Pride again to back the annual family-friendly event which supports and celebrates members of the LGBTQ+ community. As well as live acts on two stages, there was entertainment for all the family along with stalls promoting local services available for the community.



4.3 Housing

During 2022 the Housing Service carried out a reshape of its Housing management and Statutory Housing Services. One of the main drivers for this reshape was to create a more proactive housing service that can meet the needs of all its customers. The recruitment to the roles took place during 2022 and the reshaped Housing Service was launched in January 2023. Three 'meet the teams' events were held venues across Chesterfield providing an opportunity for tenants to speak to staff from new area teams who will be working in their communities. The new service has been designed to meet the diverse needs of our tenants, with increased opportunities for engagement, contact and support through home tenancy visits and more staff in frontline roles.

4.4 Tenancy support

Between April 2022 and March 2023, the tenancy support team have supported 364 tenants. Our specialist team works with our most vulnerable tenants. This includes those who have:

- Physical and mental health needs.
- Learning difficulties and disabilities.
- Had to move away urgently because of an abusive situation.
- The team provide support with:
- Claiming the correct benefits and accessing grants for things like furniture and carpets.
- Money and debt management.
- Accessing and signposting to other specialist agencies. For example, domestic Abuse, mental health, adult care.
- Aids and adaptations.
- Improving health and wellbeing.
- Of the tenants who were supported by the Tenancy Support team, 89% maintained their tenancies a year after support started.

4.5 Independent living schemes

Since 2017, we have refurbished all our independent living schemes to provide modern independent living flats with attractive, accessible communal spaces for socialising. Work to modernise the 41 independent living flats at Mallard Court and

Leander Court in Staveley was finished during 2022/23. Each flat has a new kitchen, level access shower room and integrated Careline equipment.

4.6 Investment and improvements to council homes

During the past year we have continued to invest in new build properties, as well as making improvements to our housing stock including fitting new kitchens, bathrooms, boilers and improving energy efficiency. The Capital Programme also invests in adapting properties to ensure they meet tenant needs.

During 2023/23 151 major adaptations to council were completed at a cost of £884,661. Installations include level access showers and ramps. In addition, 245 minor adaptations including grab rails and stair rails were completed costing £66,192.

4.7 Private Sector Housing team

The Council's housing service also includes work on delivering adaptations increasing standards of private properties in the Borough.

In 2022-23 we approved 104 disabled facilities grants for home adaptations and spent £938,645 on disabled facilities grants and loans.

In addition to adaptations completed during the past year, our private sector housing team also:

- Lent £67,000 to vulnerable homeowners to carry out urgent repairs and maintenance to improve their home environment.
- Helped 90 households under our gas safe scheme to service and repair boilers.
- Continued to be part of the 'Healthy Home' programme with Derbyshire County Council, supporting households who are vulnerable to the effects of living in a cold home, including those with a long-term health condition.

4.8 Careline and independent living service

Over the past year, Careline have continued to provide a 24/7 alarm monitoring and response service, providing peace of mind and a rapid response to falls and requests for assistance. The service has received 84,069 alarm calls and attended 3,947 callouts.

Careline work in partnership with Derbyshire County Council, the NHS and East Midlands Ambulance Service on a pilot project to help reduce pressure on the ambulance service locally. Trained Careline staff attend to take basic medical observations of patients triaged by EMAS via a Local Access Point team.



The service is continuing to roll out its investment in digital equipment and explore options for innovative uses of technology to promote independence and support hospital discharge.

The Independent Living service has continued to support older people to live safely and independently at home. Following the Pandemic where contact was mainly telephone based, needs-led visits have resumed. During the past year, 646 referral and positives outcomes have been achieved in relation to:

- Improving independence and quality of life.
- Improving health and wellbeing.
- Referring to, and working alongside, Adult Care and NHS services to help prevent hospital admissions, falls and deterioration in health.
- Property adaptations and improving the home environment.
- Reducing social isolation and increasing opportunities for meaningful activity.

The team also supported customers to manage money and debt effectively by accessing specialist services, grants and loans and providing support to access benefits. Referrals made by the team to Chesterfield Borough Council's Benefit Team resulted in nearly £76k of additional benefits for customers between April 2022 and February 2023.

4.9 Homelessness

The Homelessness Team continued their work to rehouse and support vulnerable people in the borough. Cost of living pressures, increasing number of evictions and limited options for alternative accommodation, have resulted in high demand for homelessness services.

Between April 2022 and March 2023, 1,612 homelessness cases were opened. 299 of these cases resulted in Chesterfield Borough Council accepting a duty to prevent or relieve homelessness. Homelessness was successfully prevented or relieved in 69% of cases.

To ensure that people at risk of homelessness have as many options as possible to alleviate and reduce their risk of homelessness the Council also:

Fund a post at Derbyshire Law Centre to support homelessness prevention.



Jointly commissioned the 'Call B4U Serve' service to help prevent homelessness in the private rented sector.

Funded a homelessness hub provided by Pathways, a joint initiative provided by three local councils. The hub provides personalised packages of support for individuals including housing advice and health care.

Funded two homelessness support workers through the charity P3 to help prevent homelessness and assist those with mental ill health.

4.10 Repairs and Maintenance

Every property we manage is someone's home and we have continued to focus on providing a tailored service to meet the needs of our tenants. Our repairs and maintenance teams continue to support tenants, including those who are elderly and vulnerable to manage repairs and stay safe in their homes. Resolving heating issues has been prioritised to ensure tenants can heat their homes effectively.

5.0 Apprenticeships town and improving our economy

During 2022/23 we have continued to deliver activity outlined in the Skills Action Plan and the economic recovery plan. This includes working with Chesterfield College and other partners to continue to develop Chesterfield as an Apprentice Town. CBC have its own successful apprenticeships scheme that currently supports 26 apprenticeships. However, we want to support all young people in our communities to gain employment, further education and to develop their skills. In 2021/22 1570 individuals were participating in apprenticeships in Chesterfield with 73% participating in apprenticeships at level 3 or above and over 30% being at higher or degree level. So far in Q1 and Q2 of the academic year 2022/23 there have been 370 new apprenticeship starts for Chesterfield, over 70% of which were at level 3 or above and over 27% at higher or degree level.

Apprenticeships once again featured in the 7th annual Employability and Skills Conference which took place at the Winding Wheel 8th February 2023. The conference was attended by 108 people including business delegates, operational staff, and school students, and provided a platform for speakers from Chesterfield



College, Devonshire Group and Brookfield Community School. The conference also featured a specialist panel that was chaired by a level 5 apprentice who is currently studying at Chesterfield College and working at Tarmac. The panel included Toby Perkins MP, D2N2 Careers Hub, Dronfield Henry Fanshawe School and employers Rosewood Wealth Management and Tarmac, to highlight what we can do in Chesterfield to address rising youth unemployment and to make apprenticeships more accessible to young people.

The conference also featured a new pilot programme, 'Careers Made In Chesterfield'. The pilot has seen businesses from the Chesterfield Property and Construction forum showcase the sector and raise awareness of the broad range of opportunities available.

The pilot has seen 20 employers across 11 businesses from the sector come together to engage with an entire year group – 110 Year 10 students at Parkside school.

The aim of the initiative has been to deliver a progressive programme of activity across an academic year, starting with an information and speed networking session with multiple employers to provide an overview of the sector and range of opportunities and careers available.

Throughout the pilot, the Year 10 students of Parkside were asked to rank their interest in construction careers on a scale of 1-10 (1-3 being not interested, 4-6 being interested and 7-10 being very interested.) Prior to the pilot beginning, 21 students ranked their interest in construction careers as 'very interested'.

After the first speed networking workshop was carried out, the number of students who took a high interest in construction careers grew to 26.

The second workshop that was delivered in the Spring term, delivered an interactive hands-on activity-based workshop that replicated experiences at work.

Following the second interactive activity-based session, 45 students indicated a high interest in construction careers with 25 students due to undertake work experience placements in July 2023 with the employer organisations who have supported the workshop sessions as well as employers from the wider sector.

Throughout the pilot, only 2 students did not find construction careers at all interesting.

The initiative has been designed to build confidence and inform choice and deliver a model where students can build their knowledge and relationships with employers across the programme over a sustained period of time. The pilot will conclude in



the summer term where up to 25 students are expected to undertake work experience.

The annual MADE in Chesterfield festival was held during November 2022. MADE in Chesterfield is supported by manufacturing and construction business who seek to inspire the next generation into the industry through a series of workplace tours and activities for school and college students. In 2022, 13 school visits took place across 5 different schools and also 8 industry employers in Chesterfield, with a total of 156 individuals supported. As part of the visit, the students were given a tour of the office space, an explanation of roles from a member of each department and a meeting with an apprentice currently with the company.

Recognising the rise in vacancies and recruitment challenges being faced by employers, Chesterfield Borough Council have continued to work in partnership with Job Centre Plus Chesterfield to facilitate three further Market recruitment events in March 22, October 22 and March 23. The events provided members of the public and job centre plus customers with direct access to employment and training opportunities. Employers, apprenticeship and employability providers made use of the market stalls to promote vacancies. At the October event, the Market Hall Assembly Rooms were utilised to provide a health and wellbeing event. 20 organisations attended the March 2022 event, with a total 510 vacancies being advertised. Following increased interest and focus on employability skills providers and networking opportunities, a total of 24 organisations booked on to the October 2022 event advertising over 350 vacancies, leading to 48 positive referrals and 21 immediate job starts, with Marks and Spencer playing a part in contributing to that number. In addition, health and wellbeing support was made available within the Market Hall Assembly Rooms, supported by 24 health and wellbeing organisations booked on to the event with 113 people engaged, leading to a total of 13 people supported. Following the success of the market events in 2022, an additional event was held in March 2023, 44 organisations booked onto the event on the Market place, advertising 382 vacancies with 42 positive referrals and 14 immediate starts. 33 jobs seekers were referred to the event by JCP with over 250 job seekers engaged with the jobs/services advertised on the day.

Ensuring that local people and businesses have the right skills to access current and future opportunities is a key objective underpinning the Skills Action plan and one that contributes to the Councils priority to make Chesterfield a thriving Borough. We are continuing to progress two key skills capital projects through the Staveley Town Deal, including DRIIVE (Derbyshire Rail Industry Innovation Vehicle), a modern innovation centre encompassing research and development, training and commercial office and workshop space at Barrow Hill and a Construction Skills hub in Staveley



that will see the creation of an on-site construction training facility that will help students gain practical skills and experience with direct access to sector employers.

Local labour clauses have continued to be agreed on 100% of eligible developments and from Q1-Q3 of 2022/23 so far 606 local jobs and 38 apprentices have been provided and over £31.9 Million of contracts awarded to local supply chain businesses as well as creating a number of other social value outputs including careers support, school visits, partnerships with FE colleges and work experience.

The Council is still actively supporting the delivery of key regeneration schemes (Peak and Waterside) and is actively engaged in the direct delivery of the Northern Gateway Scheme which has now seen the completion of Saltergate MSCP, the Enterprise Centre And public realm works to Elderway. To date, since opening, the Waterside development has created 88 jobs and it is estimated that 120 jobs have been created at the Northern Gateway Enterprise Centre in which 24 of the 32 rooms have been let since it opened in July 2022.

6.0 Equalities training for our staff

We offer the three mandatory equalities training modules in an online format, covering the Equality Act 2010, equality and diversity in Chesterfield's communities, and a guide to reasonable adjustments. Prevent training has also been added to the mandatory modules for all employees.

Feedback from employees shows that these modules have been effective, with an average of 99% of participating employees stating that the modules either met or exceeded their expectations. In addition, a number of comments were made by employees who completed the modules about how they would apply their learning including:

There are more things to consider when making a decision than we first realise and I need more knowledge on things like cultural differences and religious beliefs.

I now understand more about the Council's specific responsibilities and will look to adhere to these going forward.

I will remain vigilant on equality issues.

I can now ensure that I act in a positive and fair way to everyone.

Understanding that many disabilities are not clearly visible but are equally important and can have a huge impact on a person's life.

I will be able to use this in my work life and my everyday life too.

6.1 Mental Health First Aid

We now have 38 qualified MHFAs across all areas of the council. Mental Health First Aid (MHFA) is an internationally recognised training course which teaches people



how to spot the symptoms and signs of mental ill health and provide help on a first aid basis. In the same way as learning physical first aid, MHFA teaches people how to recognise crucial warning signs of mental ill health and feel confident to guide someone to appropriate support.

MHFA training encourages people to talk more freely about mental health, reduce stigma and create a more positive culture.

6.2 Mentoring programme

Twenty employees have undertaken mentoring training and are available as mentors. There are also now 2 people in HR who are fully trained coaches/mentors and CBC is a member of the East Midlands Coaching and Mentoring Group. This means we can access outside mentors if required.

6.3 Lone-working – Specialist Training

Following the tragic murder of two MPs recently, specialist lone working training is now being offered to all elected members.



7.0 Working in partnership to promote equality and celebrate diversity.

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 in our communities including:

Chesterfield Health and Wellbeing Partnership and sub-groups, and the Derbyshire Health and Wellbeing Board
Chesterfield Local Place Alliance
Chesterfield Community Safety Partnership
Chesterfield Childrens Locality Partnership
Derbyshire Districts Safeguarding Leads
UK Resettlement Partnership (regional)
Derbyshire Community Response Forum
Derbyshire Armed Forces Covenant
Nottinghamshire and Derbyshire Local Authorities Energy Partnership
Vision Derbyshire
Derbyshire Homelessness Officers Group
Derbyshire MAPPA Strategic Management Board
Chesterfield and North East Derbyshire Financial Inclusion Group
Derbyshire Housing Strategy Group
Derbyshire Fire and Rescue Service
Social Housing Providers
Apprentice Town (Chesterfield)
Destination Chesterfield
Derbyshire Economic Partnership
Derbyshire Skills Forum
Visit Peak District and Derbyshire
D2N2 Local Enterprise Partnership
South Yorkshire Mayoral Combined Authority
Staveley Town Deal
Chesterfield Waterside
(Development of the Derbyshire Integrated Care System)

7.1 Chesterfield system framework

A key aim of Chesterfield strategic partnerships is to support and promote community wellbeing; creating healthy, safer and stronger communities. Across the



borough we have created a range of partnerships to coordinate our efforts to maximise outcomes. Key aspects that underpin the approach to how we work in partnership are:

- Understanding the Chesterfield system framework
- Commitment to partnership principles

To work as collaboratively as possible, it is important that all organisations understand how the Chesterfield system framework is set up and how different partnerships relate to each other. If we can gain a collective understanding of this framework, working out how to get things done should become easier; and this will help to improve outcomes for individuals and the borough.

It should be recognised that there are many sub-groups and independent task and finish groups that feed into these community voice and strategic partnership groupings that are not shown on the plan; the connectivity that these other groups and individual partners provide as they work within the partnerships is a key element of achieving successful delivery of overall outcomes.

The framework is not fixed and other partnership groups may be established as the system evolves to support our overall aims; there are discussions being carried out with a view that a skills partnership group might be established.

7.2 Chesterfield strategic partnership principles

- Create strong communication channels and clear messages.
- Value joined up working across partners and agencies, from private, voluntary and community sectors through to statutory bodies.
- Recognise the voluntary and community sector as an equal partner and promote and adopt policies that support this approach.
- Be data and insight led in developing solutions; listen to people and communities, as well as using technical data.
- Focus on supporting the most vulnerable in our communities with solutions to tackle increases in material insecurity, mental health difficulties and social isolation.
- Shift resources to ensure that all partners can support our community resilience.
- Be brave enough to stick to our principles of equity and partnership even when outside forces make it difficult.
- Ensure that our governance is proportional to the issue, to avoid barriers to involvement.
- Commit to working as part of a system, working towards overall outcomes, not just organisational goals.
- Empower employees to work for the system (the greater good), rather than just for their organisation.



- Individuals should feel empowered to really listen to people, the people with lived experiences, in order to make changes and provide person-centred support.

7.3 UK Shared Prosperity Fund

During 2022/23, Chesterfield Borough Council was awarded £2.693 million from the UK Shared Prosperity Fund. The money will be spent over the next three financial years (running until 2024/25) on a range of projects which will benefit local residents and businesses, and to help raise Chesterfield's profile as a visitor destination.

The council was selected as a lead authority to benefit from the national funding pot, after our ambitious three-year investment plan – setting out a range of initiatives to improve life for local people – was approved by Government in December 2022.

It is being used to fund a range of projects, which will have a positive impact on our local communities including:

- Improvements to local parks, greens spaces and outdoor sports facilities to provide residents with even better access to quality outdoor facilities across the borough.
- Help for local businesses to reduce their carbon footprint, contributing towards the council's goal of creating a net zero borough by 2050.
- Grants to help community and voluntary groups fund grassroots projects and to support volunteering opportunities and strengthen our local communities.
- Funding to support entertainment in Chesterfield town centre and across the borough, including speciality markets.
- Investment in anti-social behaviour initiatives, which will help to tackle the root causes of nuisance behaviour, in line with the council's new anti-social behaviour strategy.
- Continued support to help local businesses start and grow, and to boost opportunities for local people to learn new skills.
- Investment in tourism and marketing campaigns to support Chesterfield's appeal as a destination for visitors.

7.4 Armed forces community

Chesterfield Borough Council holds a Silver Award for its support to the Armed Forces. The council was given the award 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.



We have a number of policies, procedures and practices that aim to support members of the Armed Forces community employed by the council and also the wider Armed Forces community living in Chesterfield, these include:

- Changed leave policies to support staff to carry out their duties including up to ten days per year for reservist duties.
- Access to employee assistance and occupational health schemes to support employees' physical and mental health.
- A generous career break policy which can be used to support mobilisation.
- A clear support plan for members of the Armed Forces returning from mobilisation and a clear cross-council understanding of their rights.
- Chesterfield's Armed Forces cadet units are given pride of place at our key annual ceremonies including Armistice Day, Remembrance Sunday and the Mayor's annual parade.
- We are partners in the Veterans Hub (Chesterfield) led by the Department for Work and Pensions, which includes regular events at the Town Hall
- The council is a registered employer with both the Career Transition Partnership and Forces Families Jobs.

8.0 Health and Wellbeing Partnership activities

Chesterfield Health and Wellbeing Partnership continues to be an effective partnership using a place-based approach, actively working and commissioning activities in the local community to support and promote health and wellbeing. The themed sub-groups continued to focus on financial inclusion, mental health and physical activity, with geographical sub-groups focussing in particular in areas of deprivation in the borough.

During the last year, the partnership has been organising wider team meetings to bring together colleagues from a range of organisations to collectively share experiences, best practise, and identify opportunities for collaborative working.

The Get2Gether events continue to be a success, taking place around various locations in the Borough to raise awareness of local services and community groups, offer advice and support, and to provide opportunities for local people to volunteer and take an active role in their local community.

The main partnership and the sub-groups also offer grant schemes which local community groups can apply to in order to support projects aligned with the partnership's priorities, e.g. mental health and isolation. This is in addition to, but



also compliments the UKSPF Community Grants Fund which was established at the end of the year.

9.0 Sport and Leisure

The Outswimming Cancer sessions, held at Queen's Park Sports Centre, have supported around 50 people over the last two years, and continues to go from strength to strength.

Led by Lesley Rechert, a swimming teacher at Queen's Park Sports Centre, the initiative continues to provide swimming sessions, free of charge, for people living with and beyond cancer in Chesterfield or the surrounding areas.

The project grew from an initial six people to an average attendance of 12 during the two years, with 18 people attending the project's final session last year. We have supported around 50 people over the course of two years, with 47 swim sessions, with an age range from 20s to 85. It has also supported people with a range of different cancer types including bowel, lung, breast, neck, throat and prostate cancer.

10.0 Arts and culture accessibility

The Cultural Venues Access Group continues to meet to improve access at the Council's Theatres. We continue to provide performances with audio description, signed performances and touch tour to improve accessibility for people with disabilities.

We provide a varied programme of arts for health activities during the year including films for people with Dementia.

The Access Group continues to be a key consultee on the extensive improvement works at the Stephenson Memorial Hall and has been actively involved in working with colleagues to ensure that the refurbishments make the venue as accessible as possible. Improvements include a lift providing access to all floors, accessible routes to the theatre stalls and Changing Places toilet.

11.0 LGBT+ Project

The first part of our LGBT+ project captured customer insight and perceptions about our services, identified barriers which the community face in accessing any services and highlighted possible areas for improvement.

A report including findings and recommended actions to improve inclusiveness has been produced by Derbyshire LGBT+, discussed by the Equality and Diversity Forum and an action plan produced. During 2023 we hope to be able to begin to implement



these actions. Some of the key recommendations identified and proposed actions include:

- Review and refresh current staff training (new starters, service specific, refresher training and mandatory training) by working with LGBT+ representatives to tailor a best approach, using specific examples and real life scenarios as discussion points.
- Create a process of reporting incidents and how we can learn from them.
- Design and display posters in key service areas e.g. leisure centres, to give consistent advice for all service users.
- More regular social media items.

12.0 Press Releases and Communications

Throughout 2022/23 the CBC Communications and Marketing Team have continued to promote equality and diversity events and news items via our social media platforms. Some examples (and links) are below:

- Council partners with Chesterfield Pride for 2022 LGBTQ+ celebration (1 June)



- Sign up to Swim Against Loneliness this July (21 June)
- Engaging with our communities on anti-social behaviour (11 July)
- [Charities benefit from Mayor's Appeal](#) (14 July):



- [Queen's Park hosts an Inclusive Activity Day](#) (13 September)
- [Overwhelming success at Outswimming Cancer sessions](#) (20 September)
- Get together to discover groups and activities in the Staveley area (20 September)
- [Join us for a Dementia Friendly Chesterfield event](#) (23 September)
- Recruitment Event returns to Chesterfield Market (30 September) – we had a selection of charities/support agencies in the market hall for this event.
- Creating modern, sociable homes to boost independent living opportunities (17 October)
- [Council calls for urgent action to help families struggling with the cost of living](#) (20 October)
- [Warm spaces](#) (2 November)
- [Extra support for your mental wellbeing](#) (8 November)



- [Further funding available to help residents service gas appliances](#) (21 November)
- [Domestic abuse: how teams across Derbyshire are helping](#) (21 December)
- Attend the Asian Association Cultural Awareness Event (22 December)
- Donate to our food bank collection (5 January)
- [Celebrating 10 years of walking at Holmebrook Valley Park](#) (13 January):



- [Sign up to attend our Holocaust Memorial Day event](#) (16 January)
- [Chesterfield's communities and economy set to benefit from £2.6 million investment](#) (24 January)
- [Celebrate International Women's Day with us](#) (15 February)
- [Chesterfield in Lockdown – A community exhibition](#) (22 February):



- [£100m to be invested in council housing across Chesterfield](#) (23 February)

13.0 Equality impact assessments

The Council is committed to demonstrating that all relevant equality issues have been considered before changes are made to policies, projects, services, functions and strategies, or when new ones are created. Chesterfield Borough Council does this through its robust Equality Impact Assessment (EIA) process.

The EIA process enables us to look at our work in depth to see what impact it has on different equality groups, and to mitigate against any potentially negative impacts that are identified. Staff received training in the completion of EIAs ensuring that the process is embedded across all council services.

During 2022/23 the Council undertook around 18 Equality Impact Assessments (EIAs) for a variety of changes to policies, strategies and projects. These have taken into consideration: best practice, demographic information and employee and customer feedback and other engagement activities. The EIAs were published with the relevant reports to the Council's Cabinet. Through the EIA process, we have been able to address any negative impacts on sections of the community promote equality by identifying and acting on opportunities to implement positive impacts for groups where possible.

Examples of EIAs completed this year include the Staveley Town Deal project, homelessness strategy and new leisure equipment for our leisure centres.

14.0 Gender pay gap report 2022

At Chesterfield Borough Council we value diversity and inclusion and believe that it strongly contributes to the quality of our services. We are committed to being an equal opportunities employer and aim to treat all employees and job applicants fairly, regardless of their gender (including gender reassignment), age, race, sexuality, full or part-time status, marital status and disability. We believe it is important to attract and retain a workforce that reflects the customers and communities we serve.

We welcome the gender pay gap reporting requirements for a number of reasons including:

- It will help to confirm to our existing and prospective employees that we are committed to building a diverse and inclusive workplace, that provides equal opportunity to all employees irrespective of gender
- It will help us to monitor pay and career progression more closely and to ensure that all employees, irrespective of gender are supported to reach their full potential
- It is an opportunity to review our data and consider any issues we need to address and we can capture our journey over the next few years in our gender pay gap reporting and review our progress

14.1 What is the gender pay gap?

The gender pay gap is concerned with differences in the average earnings of men and women over a standard time period, regardless of their role or seniority. The

law requires any organisation with more than 250 employees to publish its gender pay gap information annually based on a snapshot date. For the public sector the snapshot date is 31 March.

Gender pay gap is not the same as equal pay. The law says that men and women must be paid the same for doing the same or equivalent work. We use job evaluation techniques to evaluate each role and not the post holder to ensure that all roles are fairly remunerated in comparison to other roles. It makes no reference to gender or any other personal

characteristics of any existing or potential job holders. We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work, rather it is a result of the roles in which men and women work within the organisation and the salaries these roles attract.

14.2 Our gender pay gap data.

Gender pay reporting legislation requires employers with 250 or more employees to measure how large the pay gap is between their male and female employees. The measurement must be taken each year - on 31 March for public sector organisations and 5 April for other employers - and must be made public.

As at 31st March 2022 Chesterfield Borough Council employed 1105 people. The gender split of our workforce is 50.6% female and 49.4% male, however, this isn't an equal split across our services. The majority of Chesterfield Borough Council services are provided in-house including services which many authorities have either contracted out such as building cleaning or moved to alternative models such as arms-length organisations for example managing Council housing and associated repairs and maintenance (OSD). These services tend to have a large gender imbalance, for instance, building cleaning employs a large number of female part-time staff whereas the majority of higher-paid trades staff and associated professions working in housing repairs and maintenance (OSD) are male. These services have a disproportionate impact on our gender pay gap data.

Our gender pay gap figures for 2022 are:

Gender pay gap measure	31 March 2022
Average gender pay gap as a mean average	10.1%
Average gender pay gap as a median average	12.6%
Average bonus gender pay gap as a mean average	0.0%
Average bonus gender pay gap as a median average	0.0%



Proportion of males receiving a bonus payment	22.9%
Proportion of females receiving a bonus payment	0.0%

Quartile	Male	Female
Upper quartile	63%	37%
Upper middle quartile	49%	51%
Lower middle quartile	48%	52%
Lower quartile	38%	62%

The Chesterfield Borough Council’s mean gender pay gap for 2022 is 10.1% in favour of males and the median gender pay gap is 12.6% also in favour of males. These figures are significantly affected by the Council’s decision to retain in-house delivery for the majority of our services and the transfer in of staff from outsourced services during the year. The balance of male to female in the top quartile has decreased to 63% male and 37% female.

To understand the gender, pay gap it is essential to understand certain key facts about the distribution of grades, genders and working patterns in each of the four quartiles. Further information and our full gender pay gap reports are available [here](#).

14.3 How we are addressing the pay gap

We aim to recruit from the widest possible talent pool. We have updated our recruitment policy and procedures and trained all our recruiting managers to ensure that language in job adverts is neutral, that they understand the importance of interviewing people with gender balanced panels in order to avoid unconscious bias and can develop a recruitment experience that enables candidates to showcase their knowledge, experience and skills across their whole life experience.

We use job evaluation techniques to evaluate each role to ensure that all roles are fairly remunerated in comparison to other roles and also pay at least the Living Wage Foundations living wage level to all our employees which has a positive disproportional impact on female employees who make up a larger proportion of the workforce in services for example building cleaning that benefit from the living wage.

Once we have the right people, we want them to stay. To support this we have developed a range of flexible working opportunities including part-time, job-share, compressed hours, and so on. We have also updated and promoted our policies and procedures regarding maternity, paternity and adoption leave and have updated our shared parental leave policy and offering career breaks.

We devote significant time and resources to helping our employees progress in their careers and accessing quality learning and development opportunities. This includes regular development conversations with line managers, a formal personal development review meeting every six months and service level succession planning activities. There are also opportunities to learn from women who have progressed into the highest levels of organisations, this is a key consideration for our management conferences, managers seminars and international women's day activities.

We use apprenticeships to enhance the skills, knowledge and experience of our existing employees and to give opportunities to a diverse range of new employees – this includes working with partners to increase engagement with ethnic minority groups. We recognise however that offering new apprenticeship opportunities which are attractive to women may in the short negatively impact our gender pay gap as these roles attract a lower salary, but this is about investing in a pipeline of talent and creating career pathways for apprentices to progress and meet their potential. We carefully consider how to support female staff and apprentices to take the next steps in their career, and identify and reduce any barriers to gender equality. Over time this will reduce the gender gap and quartile distribution.

15.0 Looking forward to 2023/24

We will continue to work with partners to promote and support equality and diversity with our communities and within our organisation. We will need to adapt as we continue towards community and economic recovery post pandemic but here is a sample of some of the activities we would like to take forward in 2023/24:

- Continuing to work in partnership with communities to organise a range of equality and diversity themed awareness activities and events, through the Equality and Diversity Forum.
- Continuing to embed the Council's commitment to equalities in its service planning and delivery of major projects (e.g. Staveley Town Deal and Chesterfield Levelling Up Project) by delivering a robust Equality Impact Assessment process and upholding the importance of this during financially challenging times.



- Providing employees with training and development opportunities so that they have the skills, abilities and confidence to recognise and respond appropriately and sensitively to diversity and discrimination, both within the workplace, when delivering services and, ultimately, in their everyday lives. Delivering ongoing equality and diversity refresher training as required with services and a range of additional awareness raising modules on locally relevant themes.
- Working in partnership to deliver our ambitious UK Shared Prosperity Fund (UKSPF) intervention plan, which includes projects across the following themes: Communities and Place, Supporting Local Business, and People and Skills
- Work with the Communications team to develop a unified approach to promotion of health and wellbeing and equalities events and activities, and key messages.
- Continue to meet our statutory duties including Gender pay gap and Public Sector Equality Duty reporting and working on the objectives detailed in our updated Equality and Diversity Strategy, 2023 - 2027.
- Having refreshed the State of the Borough document with data from the 2021 Census, we will continue to share and utilise up to date and consistent demographic information within CBC and the wider community, enabling us to consider the protected groups in all we do and to support the Equality Impact Assessment process.
- Continuing to work both formally and informally in partnership with local groups, including the Equality and Diversity Forum working more closely with the Cultural Access Group and Dementia Friendly Chesterfield to share knowledge, experiences and resources.
- Continue to develop the Local Democracy campaign, working with younger people to develop their knowledge of the democratic process.



16.0 Further information

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

Allison Potter

Policy Officer

Tel: 01246 959644

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