

Public Document Pack



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PUBLIC

To: Members of Improvement and Scrutiny Committee - Resources

Wednesday, 24 November 2021

Dear Councillor,

Please attend a meeting of the **Improvement and Scrutiny Committee - Resources** to be held at **2.00 pm** on **Thursday, 2 December 2021** in The Council Chamber, County Hall, Matlock, DE4 3AG, the agenda for which is set out below.

Yours faithfully,

A handwritten signature in black ink that reads 'Helen E. Barrington'.

Helen Barrington
Director of Legal and Democratic Services

A G E N D A

PART I - NON-EXEMPT ITEMS

1. Apologies for Absence
To receive apologies for absence (if any)
2. Declarations of Interest
To receive declarations of interest (if any)
3. Minutes (Pages 1 - 4)

To confirm the non-exempt minutes of the meeting of the Improvement and Scrutiny Committee – Resources held on 16 September 2021

4. Public Questions (30 minute maximum in total) (Pages 5 - 6)

(Questions may be submitted to be answered by the Scrutiny Committee, or Council officers who are attending the meeting as witnesses, on any item that is within the scope of the Committee. Please see the procedure for the submission of questions attached.

5. Production of 2022-23 Revenue Budget (Pages 7 - 20)

6. Draft Equality, Diversity and Inclusion Strategy 2022 - 2025 (Pages 21 - 44)

MINUTES of a meeting of the **IMPROVEMENT AND SCRUTINY COMMITTEE – RESOURCES** held at County Hall, Matlock on 16 September 2021

PRESENT

Councillor S Swann (in the Chair)

Councillors D Allen (substitute member) R Ashton, J Barron, M Foster, A Hayes, D Muller, and D Murphy

Apologies for absence were submitted on behalf of Councillors J Dixon and J Innes

Also in attendance: Councillor T King, Cabinet Member for Clean Growth and Regeneration.

12/21 **MINUTES RESOLVED** that the minutes of the meeting of the Improvement and Scrutiny Committee – Resources held on 22 July 2021 be confirmed as a correct record and signed by the Chairman

13/21 **PUBLIC QUESTIONS** There were no public questions.

14/21 **OVERVIEW OF LEVELLING UP AND ECONOMIC DEVELOPMENT**
Members had been provided with a report giving an overview of levelling up and what it meant for ‘good growth’ and economic development in Derbyshire, which it was hoped would assist the Committee in considering areas for further scrutiny as part of a future work programme.

Jim Seymour, Place, attended the meeting and provided a presentation which supported the report and provided more detailed information to assist the Committee in its understanding of the following:

- The Government’s approach to levelling up
- The pipeline of major capital regeneration projects for the County Council – and districts/boroughs
- The pipeline of key revenue projects aimed at supporting business growth, improved routes to employment and skills/training.
- The approach to staff and financial resourcing to support delivery of the above.

Members made a number of comments and asked questions which were duly noted or answered by Councillor King and Mr Seymour

The Chairman thanked Mr Seymour for his update

RESOLVED to note the overview provided by the Economy and Regeneration Service and consider the implications for helping drive levelling up in Derbyshire

15/21 CUSTOMER FEEDBACK/COMPLAINTS SYSTEM UPDATE

Julie Odams, Assistant Director Communications and Customers, attended the meeting and provided a presentation to members which outlined the new Customer Feedback system, its place within the Channel Shift programme and progress to date. The presentation also discussed the expected benefits of the new approach to both residents and the organisation.

Details were given of the approach being taken; the expected customer feedback benefits; the timeline to date; the phased delivery approach and why this approach was being taken.

In terms of current progress, the following were highlighted:

Discovery phase was complete for Children's Services and Place –to be delivered in Phase 1 –higher volumes and increased risk ;

Adult Social Care being looked at for delivery in Phase 2 (Jan –July 2022) would require some Mosaic integration;

Commissioning, Communities and Policy (CCP) to be looked at 2022 – more disparate processes and volumes are lower,

Basic reports should be available from October this year; and

Focus to be on improvement, not just reporting.

In terms of equality impact there was a clear focus on ensuring that people were not disadvantaged

It was important not to make assumptions as the Ofcom Online Nation report 2021 showed that 71% of people over 55 made regular use of the internet, spending an average of 2hrs 51 minutes online each day.

However, some people, such as the economically disadvantaged, elderly, limited physical and mental capacity, elderly carers, and those in rural areas may find online access difficult.

Full equality impact assessments would be undertaken and continually reviewed.

Members made a number of comments and asked questions which were duly noted or answered by the officers. Particular reference was made to the

importance of the Call Derbyshire facility still being readily available to take calls from those people who found online access difficult as detailed above.

The Chairman thanked Julie for her update.

RESOLVED to note the report and that updates on progress be reported to the Committee at the March 2022 meeting.

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Procedure for Public Questions at Improvement and Scrutiny Committee meetings

Members of the public who are on the Derbyshire County Council register of electors, or are Derbyshire County Council tax payers or non-domestic tax payers, may ask questions of the Improvement and Scrutiny Committees, or witnesses who are attending the meeting of the Committee. The maximum period of time for questions by the public at a Committee meeting shall be 30 minutes in total.

Order of Questions

Questions will be asked in the order they were received in accordance with the Notice of Questions requirements, except that the Chairman may group together similar questions.

Notice of Questions

A question may only be asked if notice has been given by delivering it in writing or by email to the Director of Legal Services no later than 12noon three working days before the Committee meeting (i.e. 12 noon on a Wednesday when the Committee meets on the following Monday). The notice must give the name and address of the questioner and the name of the person to whom the question is to be put.

Questions may be emailed to democratic.services@derbyshire.gov.uk

Number of Questions

At any one meeting no person may submit more than one question, and no more than one such question may be asked on behalf of one organisation about a single topic.

Scope of Questions

The Director of Legal Services may reject a question if it:

- Exceeds 200 words in length;
- is not about a matter for which the Committee has a responsibility, or does not affect Derbyshire;
- is defamatory, frivolous or offensive;
- is substantially the same as a question which has been put at a meeting of the Committee in the past six months; or
- requires the disclosure of confidential or exempt information.

Submitting Questions at the Meeting

Questions received by the deadline (see **Notice of Question** section above) will be shared with the respondent with the request for a written response to be provided by 5pm on the last working day before the meeting (i.e. 5pm on Friday before the meeting on Monday). A schedule of questions and responses will be produced and made available 30 minutes prior to the meeting (from Democratic Services Officers in the meeting room). It will not be necessary for the questions and responses to be read out at the meeting, however, the Chairman will refer to the questions and responses and invite each questioner to put forward a supplementary question.

Supplementary Question

Anyone who has put a question to the meeting may also put one supplementary question without notice to the person who has replied to his/her original question. A supplementary question must arise directly out of the original question or the reply. The Chairman may reject a supplementary question on any of the grounds detailed in the **Scope of Questions** section above.

Written Answers

The time allocated for questions by the public at each meeting will be 30 minutes. This period may be extended at the discretion of the Chairman. Any questions not answered at the end of the time allocated for questions by the public will be answered in writing. Any question that cannot be dealt with during public question time because of the non-attendance of the person to whom it was to be put, will be dealt with by a written answer.



Agenda Item

FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

IMPROVEMENT AND SCRUTINY COMMITTEE - RESOURCES

2 December 2021

Report of the Director of Finance & ICT

Production of 2022-23 Revenue Budget

1 Purpose of the Report

- 1.1 To consult Members of the Improvement and Scrutiny Committee – Resources as part of the process towards production of the 2022-23 Revenue Budget, providing Members with an update of the Revenue Budget Forecast Outturn for 2021-22, a summary of the Autumn Budget and Spending Review 2021, and an update on Cost Pressure Bids received in respect of the 2022-23 Revenue Budget.

2 Information and Analysis

Forecast Outturn 2021-22

- 2.1 The Council's forecast outturn for 2021-22 as at Quarter 1 (30 June 2021), compared to controllable budget, is summarised below. The forecast outturn table shows the position net of the impact of the ring-fenced Dedicated Schools Grant (DSG) of £378.684m and Public Health grant of £42.607m, other ring-fenced grants and income from other third parties and their associated spend.

Revenue Outturn Summary

	Budget	Use of MHCLG Covid-19 & SFC Grant Funding	Adjusted Budget	Forecast Actuals	Projected Outturn	Budget Performance
	£ Millions	£ Millions	£ Millions	£ Millions	£ Millions	
Adult Care	260.279	4.661	264.940	265.978	1.038	🔴
Clean Growth and Regeneration	0.773	0.026	0.799	0.577	-0.222	🟢
Corporate Services and Budget	47.511	0.480	47.991	52.616	4.625	🔴
Children's Services and Safeguarding	140.236	4.850	145.086	150.854	5.768	🔴
Health and Communities	8.533	0.095	8.628	8.155	-0.473	🟢
Highways and Transport	30.685	0.889	31.574	34.171	2.597	🔴
Infrastructure & Environment	43.508	2.980	46.488	45.993	-0.495	🟢
Strategic Leadership, Culture, Tourism and Climate Change	12.729	0.079	12.808	12.977	0.169	🔴
Total Portfolio Outturn	544.254	14.060	558.314	571.321	13.007	🔴
Risk Management	20.289	0.000	20.289	9.813	-10.476	🟢
Debt Charges	28.734	0.000	28.734	27.958	-0.776	🟢
Interest and Dividend Income	-4.099	0.908	-3.191	-4.730	-1.539	🟢
Levies and Precepts	0.354	0.000	0.354	0.357	0.003	🔴
Corporate Adjustments	4.930	0.538	5.468	6.793	1.325	🔴
Total	594.462	15.506	609.968	611.512	1.544	🔴

2.2 The Covid-19 pandemic is continuing to have a significant impact on the Council's finances in 2021-22.

2.3 An overall Council overspend of £1.544m is forecast, after accounting for use of £15.506m of non-ringfenced grant funding provided by the Ministry of Housing Communities & Local Government (MHCLG) to support local authorities with the impacts of the Covid-19 pandemic. This includes funding from:

- compensation for lost sales, fees and charges income claimable under the Government scheme announced on 2 July 2020, which has been extended to 30 June 2021; and
- Covid-19 emergency grants of £15.337m awarded in 2021-22 and £11.248m awarded and brought forward from 2020-21.

2.4 A portfolio overspend of £13.007m is forecast. The significant variances are an overspend of £5.768m on the Children's Services and Safeguarding portfolio, a £4.625m overspend on the Corporate Services and Budget portfolio, a £2.597m overspend on the Highways and Transport portfolio and a £1.038m overspend on the Adult Care portfolio.

- 2.5 Forecast outturn for 2021-22 as at Quarter 2 (30 September 2021) has yet to go to Cabinet but the expectation is that it will show a small overall Council underspend, rather than a small overspend. However, the total portfolio overspend is expected to increase, mainly as a result of an increase in the Adult Care portfolio overspend.
- 2.6 The forecast £5.768m overspend on the Children's Services and Safeguarding portfolio is primarily due to continued high demand for placements for children who are in care or unable to remain at home. The needs of individual children and the availability of placements has also meant that there are an increased number of children who have been placed in both more expensive fostering arrangements and more expensive residential provision. Other factors contributing to the overspend include the price and the number of journeys associated with transporting children with educational needs to school and the safeguarding costs of supporting a greater number of children in care and children and families in need.
- 2.7 The Council plans to support the Children's Services and Safeguarding portfolio through allocations of a combination of ongoing budget growth and one-off funding to put these services on a sustainable financial footing by the time mitigation measures are able to stabilise the demand pressures on looked after children. Recent modelling suggests that demand is likely to level off by 2023-24.
- 2.8 The forecast £4.625m overspend on the Corporate Services and Budget portfolio is mainly due to current and prior-year savings targets which are not expected to be achieved in 2021-22, relating to the Corporate Property function, running costs on buildings that are awaiting disposal and a delay in the implementation of the new Legal Services operating model.
- 2.9 The forecast £2.597m overspend on the Highways and Transport portfolio relates to the Winter Service budget, which doesn't provide for more than a mild winter and to savings targets which have not yet been allocated to specific services.
- 2.10 The forecast £1.038m overspend on the Adult Care portfolio relates to Purchased Services costs driven by the number of new care packages required to be provided to assessed individuals.
- 2.11 The table below shows the Covid-19 related costs across the portfolios as £14.060m. This is the forecast additional cost and lost income of the Council's response up to the end of March 2022, including the impact of

slippage to the planned programme of savings which cannot yet be implemented as a result. This amount allows for any specific funding to offset the gross Covid-19 related costs which has already been forecast to be allocated to individual portfolios; these amounts are detailed below. Budget of £14.060m is forecast to be allocated to portfolios, from the emergency Covid-19 grant funding and the compensation for lost income from sales, fees and charges received from Government, to match these costs.

Covid-19 Forecast Gross Costs and Additional Income by Portfolio

	Covid-19 related Costs	LESS: Specific funding for Portfolio Covid-19 Costs	Use of MHCLG Covid-19 and SFC Grant Funding
	£m	£m	£m
Adult Care	20.409	(15.748)	4.661
Clean Growth and Regeneration	0.026	0.000	0.026
Corporate Services and Budget	0.480	0.000	0.480
Childrens Services and Safeguarding	8.656	(3.806)	4.850
Health and Communities	6.091	(5.996)	0.095
Highways and Transport	0.889	0.000	0.889
Infrastructure and Environment	2.980	0.000	2.980
Strategic Leadership, Culture, Tourism and Climate Change	0.079	0.000	0.079
Total Portfolio Outturn	39.610	(25.550)	14.060

Forecast use of Specific funding for Portfolio Covid-19 Costs

Adult Care	£m
Hospital Discharge Recharge	6.520

Infection Control Fund	9.228
Total Adult Care	15.748
Childrens Services and Safeguarding	
Home to School Transport	0.325
Wellbeing for Education return	0.032
Winter Grant Scheme	0.883
Covid Local Grant Scheme	2.566
Total Childrens Services and Safeguarding	3.806
Health and Communities	
Test and Trace	0.062
Contain Outbreak Management	5.840
Support CEV Individuals	0.076
Practical Self-Isolation Support	0.018
Total Health and Communities	5.996
TOTAL	25.550

Risk Management Budget

2.12 There is a forecast underspend on the Risk Management Budget of £10.476m in 2021-22.

- 2.13 The Risk Management Budget of £20.289m includes:
- £12.203m of contingency funding set aside in the 2021-22 Revenue Budget. This comprises:
 - £8.390m general contingency;
 - £2.313m for a pay award; and
 - £1.500m for 2021-22 County Council election costs
 - £1.500m of one-off funding approved in the Council's 2021-22 Revenue Budget to pump prime the development of an Assistive Technology service. These funds were returned unused from the Adult Care portfolio as the portfolio was able to alternatively finance this initiative from its underspend in 2020-21.
 - £6.000m of Covid-19 Local Support grant. An additional grant to the non-ringfenced grants that had been announced when the 2021-22 Revenue Budget was approved by Council on 3 February 2021.
 - £0.585m of ongoing Transition Funding approved in the Council's 2020-21 Revenue Budget allocation for Demographic Growth, which had not been utilised by 31 March 2021, returned from the Adult Care portfolio.

- 2.14 The forecast expenditure of £9.813m on the Risk Management Budget is:
- £6.000m utilisation of the Covid-19 Local Support Grant.
 - £2.313m draw-down of contingency funding for a pay award.
 - £1.500m draw-down of contingency funding for election costs.

Debt Charges

- 2.15 The Debt Charges budget is forecast to be underspent by £0.776m in 2021-22.
- 2.16 Debt charges are based on interest payments, the Capital Financing Requirement (CFR), a Minimum Revenue Provision (MRP) of 2.5% (in keeping with the policy reported to Cabinet on 22 November 2016) and a £7.000m one-off reduction in the Council's Capital Adjustment Account Reserve. This reduction is made on the basis that the amounts set aside to repay debt over the last ten years are well in excess of what is required to ensure the Council can repay its debts.

Interest and Dividend Income

- 2.17 Interest and dividend income budgets are forecast to be underspent by £1.539m in 2021-22.
- 2.18 The interest base rate has remained at an historically low rate of 0.10% since 10 March 2020. However, the Council utilises a range of investments, including pooled funds, to maximise its interest and dividend income on balances.
- 2.19 A projected decrease of £0.654m in dividend income on the Council's investments in pooled funds, compared to 2019-20, is forecast to be supported by the use of MHCLG Covid-19 grant funding. Pooled fund investments have been held for the whole financial year to date.
- 2.20 The interest rate on the loan to Buxton Crescent Ltd has been reduced in recognition of the fact that the revenues from Buxton Crescent hotel are expected to be significantly lower than anticipated because of the impacts of Covid-19. The resulting decrease of £0.254m interest income accruing to this loan in 2021-22 is forecast to be funded using MHCLG Covid-19 grant funding.

Budget Savings

- 2.21 The budget savings target for 2021-22 is £13.291m, with a further £12.768m target brought forward from previous years. The savings initiatives identified to meet this target fall short by £9.604m, therefore further proposals will need to be brought forward to ensure the Council continues to balance its budget. Of this total target of £26.059m,

£9.777m is forecast to be achieved by the end of the financial year. Therefore, there is a £16.282m forecast shortfall in achievement of budget savings. The resulting base budget overspend is offset to some extent by one-off underspends, one-off funding from earmarked reserves and additional grant funding received.

- 2.22 The Revenue Budget Report 2021-22 was approved by Council on 3 February 2021. It confirmed that target savings of £72m are required by the end of 2025-26, of which £38m have been identified. The identified savings comprise £35m of identified departmental annual budget savings and £3m of cross-departmental annual budget savings over the period of the Five Year Financial Plan (FYFP)., a summary of which is set out in the graph below.
- 2.23 There is a clear and significant challenge to identify savings to bridge the remaining savings gap and plan the best approach to achieving those savings over the next few years, if additional funding is not received over and above that which is forecast. Additional funding may come from further increasing Council Tax in 2022-23 onwards, over and above the 2% increases forecast, up to referendum limits, further Government grants over and above those predicted or from increased business rates growth. There is a planned use of General and Earmarked Reserves from 2021-22 to 2025-26 to achieve a balanced budget.

Earmarked Reserves

- 2.24 Earmarked reserves are held to meet known or predicted liabilities and the funds should be used for the item for which they have been set aside. Any funds no longer required are returned to the General Reserve. The Council reviews the level of earmarked reserves at least annually. The next review of earmarked reserves is scheduled to take place in December 2021.
- 2.25 The Council's response to the Covid-19 pandemic and its effects on the Council's finances are expected to continue into 2021-22. Any funding received to support Covid-19 impacts, which had not been utilised by 31 March 2021, has been contributed to earmarked reserves or is held as a receipt in advance. This will enable this funding to be used for relevant expenditure over the two-year period 2020-21 to 2021-22.

General Reserve

- 2.26 The General Reserve stands at £77.663m at 30 June 2021. The level of General Reserve is £50.873m, after the commitments below and the forecast outturn for 2021-22, which is 8.9% of the Council's Net Budget Requirement for 2021-22. The commitments held against this balance are as follows:

General Reserve

	£m
Balance at 30 June 2021	77.663
Less: 2020-21 Outturn Allocations to Portfolios and Corporate Reserves	
Adult Care	0.000
Corporate Services	(0.175)
Clean Growth and Regeneration	(0.147)
Health and Communities	(0.984)
Highways, Transport and Infrastructure	(0.233)
Strategic Leadership, Culture and Tourism	(0.707)
Young People	0.000
Budget Management Reserve	(9.000)
Contingency Reserve for Post-Covid Funding Risks	(14.000)
Balance at 30 June 2021 after Outturn allocations	52.417
Projected Outturn 2021-22	(1.544)
Forecast Balance at 31 March 2022	50.873

Net Budget Requirement 2021-22 **572.475**

General Reserve Balance as % of NBR at 31 March 2022 **8.89%**

- 2.27 In addition there are also commitments held against the General Reserve balance, which were referred to in the Council's 2021-22 Revenue Budget Report.
- 2.28 The majority of chief financial officers consider an acceptable level of generally available reserves to be one that reflects a risk-based approach to potential liabilities. A relatively crude measure is to expect the resulting figure to be between 3% to 5% of a council's net spending, representing a prudent level of risk-based reserves. As at 30 June 2021, after the commitments above, the figure for the Council stood at 9%, indicating a robust balance. However, it is necessary to consider this indicator over the medium term to gain a better understanding of its adequacy.

Traded Services

- 2.29 A trading area is where the Council receives income in return for providing discretionary services to external organisations and/or individuals.
- 2.30 'Fully traded' trading areas are separately identifiable and have a net controllable budget of £0, i.e. there is an expectation that on average all

the controllable expenditure within this area will be funded from external income. An overall deficit of £0.225m is forecast for 2021-22 on fully traded areas across the Council as a whole.

- 2.31 'Partially traded' trading areas do not have a net controllable budget of £0, but they do receive income from external entities which contributes to funding some of the discretionary services they provide. An overall shortfall of £0.088m compared to the budgeted income target is forecast for 2021-22 on partially traded areas across the Council as a whole.

Autumn Budget and Spending Review 2021

- 2.32 The Spending Review 2021 (SR 2021) was launched on 7 September 2021, along with plans for Social Care Reform. These Social Care Reform plans include:
- 1.25% increase in National Insurance (NI), from April 2022, ring-fenced for health and social care.
 - From April 2023, the NI increase will be legislatively separate and separately identified on employees' pay slips as a separate Health and Social Care Levy. It will also apply to individuals working above state pension age.
 - 1.25% increase in tax on share dividends, from April 2022.
 - These changes will raise £36bn UK-wide, of which an average of £5.4bn will be for adult social care over the next three years.
 - An £86,000 cap on total care costs and means-testing for financial support to people with less than £100,000 in relevant assets will be implemented from October 2023.
- 2.33 On 27 October 2021, the Government announced the details of the Autumn Budget and SR 2021, which sets out public spending totals for three years, from 2022-23 to 2024-25.
- 2.34 The Office of Budget Responsibility (OBR) forecasts that Gross Domestic Product (GDP) will rise by 6.5% in 2021. The OBR now expects the economy to regain its pre-pandemic size around the turn of the year, earlier than the previously expected mid-2022. All medium-term forecasts are revised upwards.
- 2.35 The key announcements in the Autumn Budget and SR 2021, relevant to local government, were:
- Core spending power for local authorities is estimated to increase by an average of 3% in real terms each year over the SR 2021 period, including investment in Adult Social Care reform.
 - The approach to allocating funding in 2022-23 will be set out in the Provisional Local Government Finance Settlement.
 - There will be further engagement with the sector on wider reforms to be implemented in subsequent years.

- Around £1.6bn of new funding is allocated over each year of the SR 2021 period, for social care and other services. This is the largest increase in core local government funding in over a decade. Funding for the additional cost of NI for Social Care is included in this new funding. Over the SR 2021 period, this funding also includes:
 - £200m to expand the Supporting Families programme
 - £37.8m to address cyber security issues facing local government.
 - A further £3.6bn of the £5.4bn of funding for adult social care reform announced on 7 September 2021 will be routed through local government, to implement the cap on personal care costs and changes to the means test. This funding will also help local authorities better sustain their local care markets by moving towards a fairer cost of care.
 - Within the Department for Health and Social Care settlement is £1.7bn from the £5.4bn of funding for adult social care reform, which will be invested over three years to improve social care more broadly, of which at least £500m will be dedicated to improving skills, qualifications and wellbeing in the adult social care workforce.
 - The Government will maintain the Public Health Grant in real terms over the SR 2021 period.
 - £259m is allocated over the SR 2021 period to maintain capacity and expand provision in secure and open residential children's homes.
 - Investment of £500m over the next three years to transform 'Start for Life' and family help services in half of the council areas across England. This will fund a network of Family Hubs, Start for Life services, perinatal mental health support, breastfeeding services and parenting programmes. It includes an additional £200m for the Supporting Families programme.
 - Provision of £200m each year to continue the holiday activities and food programme for disadvantaged children in England.
 - A 2% per year Council Tax general increase is assumed, with an additional 1% per year of Adult Social Care precept for social care authorities. Local authorities can carry forward unused Adult Social Care precept in 2021-22, in addition to the 1% cap in 2022-23.
-
- A reform of business rates, including a significant tax cut for retail, hospitality and leisure industries. Local authorities will be fully compensated for the loss of income as a result of these business rates measures and will receive new burdens funding for administrative and IT costs. There will be additional compensation for under-indexation of the Business Rates multiplier, including the gap between CPI and RPI inflation rates, and will be additional to the £4.8bn increase in core spending power.
 - It was also announced that there will be more frequent Business Rates revaluations, which will be every three years from 2023.

- There will be an increase in the National Living Wage (NLW) by 6.6% to £9.50 an hour for people aged 23 and over, starting on 1 April 2022. The Government continues to aim for a NLW of two-thirds of median incomes by 2024.
- The Government will oversee an increase in skills spending over the parliament, up by £3.8bn.
- An additional £4.7bn towards the core schools budget in England by 2024-25.
- Allocation of £2.6bn over the SR 2021 period for 30,000 new school places for children with special educational needs and disabilities (SEND) in England.
- £3.2bn for educational recovery over the SR 2021 period, including a £1bn Recovery Premium for the next two academic years, and support for additional learning hours, tutoring courses for disadvantaged pupils and teacher training.
- £560m towards youth services in England.
- Announcement of the first local infrastructure projects to receive £1.7bn in allocated funding through a £4.8bn multi-department Levelling Up Fund.
- The first 21 projects to be funded by a £150m Community Ownership Fund were also announced.
- Up to £200m was announced to deliver eight Freeports in England.
- The UK Shared Prosperity Fund is the successor to the EU Structural Fund programme, and funding will rise to £1.5bn a year by 2024-25.
- The Levelling Up White Paper will provide further information on the Government's plans regarding devolution deals.
- Allocation of £2.7bn over the next three years for local roads maintenance in places not receiving City Region Settlements.
- Bus investment of £3bn across the parliament, including a new dedicated commitment of £1.2bn for bus transformation deals in England, to deliver London-style services, fares and infrastructure improvements.
- Additional income in 2024-25 from the Extended Producer Responsibility Scheme, for managing packaging waste in the final year of the SR 2021 period.
- £34.5m of additional funding over the SR 2021 period to further strengthen local delivery and transparency. This funding will help to strengthen the sector's procurement and commercial capacity, establish the Audit Reporting and Governance Authority as the new local audit systems leader, and help local councils meet new transparency requirements.

2.36 The Society of County Treasurers (SCT) estimates a Provisional Local Government Finance Settlement date of mid-December 2021. At that point more detail will be provided on the funding the Council can expect to receive in 2022-23. It has not been announced whether the Local Government Finance Settlement will provide provisional allocations for

one-year, two-years or three-years. A multi-year settlement provides local authorities with some certainty to support medium-term financial planning.

Cost Pressure Bids

- 2.37 At the CMT meetings on 14 and 21 September 2021, detailed discussions were held in respect of 2022-23 Revenue Cost Pressure Bids received. Further clarity was requested from departments with regard to some of the bids.
- 2.38 Updated bids were received from departments and summarised for discussion at the CMT meeting on 2 November 2021. It was reported that Revenue Cost Pressure Bids of £50.522m ongoing and £16.803m one-off relating to 2022-23 had been received.
- 2.39 The scale of both ongoing and one-off bids is not financially sustainable. Therefore, further work is required to ensure that the Council can set a balanced budget in 2022-23 and over the medium-term, recognising increased costs from rising demand for services.
- 2.40 A significant level of pressure bids will not be funded and if the forecast pressures do occur, they will not be covered in the Council's budget. In such cases, the funding would initially come from the Council's General Reserve in 2022-23 but thereafter any such ongoing pressures would need to be met from additional savings that would need to be allocated to departments on top of those forecast.
- 2.41 A CMT away day is scheduled for early December 2021, when further details of Cost Pressure Bids will be presented alongside Service and Council Plan priorities, as well as Manifesto commitments. The final Cost Pressure Bids list will be for Members to consider, in the context of the forecast available future funding, based on the latest known information. A final list will need to be agreed in early December 2021, with final proposals presented to Council in February 2022.

Council Tax and Business Rates

- 2.42 Both Council Tax and Business Rates income are collected by billing authorities and placed into a separate pot called the Collection Fund. Councils and other authorities are paid fixed amounts from the Collection Fund on the basis of the billing authorities' forecast business rates income as at the start of the financial year. The timings or amounts of these payments cannot be revised within the year according to current regulations.
- 2.43 This means that, if there is under- or over-collection of local taxes in a given year against budgeted amounts, this loss hits councils' general funds in the following financial year when future drawdowns of the

Collection Fund are adjusted downward or upward to reflect last year's actual collected amounts.

- 2.44 Last year the district and borough councils were allowed to spread collection fund losses over three financial years, however, in preceding years the Council had benefited from collection fund surpluses. The impact of this spreading is the receipt of £1.042m less Council Tax funding in each of 2022-23 and 2023-24 for the Council. In addition to this, the district and borough councils have not yet estimated what the average collection fund position is this year. Details for this year will not be confirmed until January 2022.
- 2.45 Similarly, the district/borough councils are responsible for collecting local business rates, for which collection rates have also reduced, but rates vary between the district and borough councils. Last year the collection fund deficit reduced the Council's locally retained business rates income by £6.927m. Only £0.120m of the loss was spread into 2022-23 and 2022-24. The district and borough councils have not yet estimated what the average collection fund position is this year. Details will not be confirmed until January 2022.

3 Recommendations

That Members:

- 3.1 Note the Revenue Budget Forecast Outturn for 2021-22.
- 3.2 Note the key announcements in the Autumn Budget and SR 2021, relevant to local government.
- 3.3 Note the quantum of Revenue Budget pressure bids received, which cannot all be funded without significant additional budget reductions across all areas.
- 3.4 Note the actions taken in respect of the shortlisting and agreement of Cost Pressure Bids to support the budget production process.

PETER HANDFORD

Director of Finance & ICT



Agenda Item

FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

IMPROVEMENT AND SCRUTINY COMMITTEE - RESOURCES

2 DECEMBER 2021

Report of the Managing Executive Director

Draft Equality, Diversity and Inclusion Strategy 2022 - 2025

1. Purpose

- 1.1 To provide an update on the development of the Council's draft Equality, Diversity and Inclusion Strategy 2022-2025 and to set out the proposed timetable for adoption by the Council.
- 1.2 To enable Members to consider and provide feedback on the draft Equality, Diversity and Inclusion Strategy 2022-2025.

2. Information and Analysis

2.1 Background

The Public Sector Equality Duty requires all councils to develop and publish their equality and diversity objectives and regularly report on progress. The Council's existing Equality and Diversity Strategy was put in place in 2018 and sets out the Council's key priorities for 2018-2021.

The Council Plan 2021-25 sets out the Council's ambitions in relation to equality, diversity and inclusion with the development of a new strategy to reduce discrimination and tackle inequalities being highlighted as a key deliverable to be in place by March 2022.

2.2 Draft Equality, Diversity and Inclusion Strategy 2022-2025

Over recent months work has been taking place to develop the Council's new Equality, Diversity and Inclusion Strategy. A wide range of engagement has taken place with internal stakeholders which has involved reviewing the Council's approach and identifying the key challenges and opportunities for the Council and Derbyshire moving forward. The engagement has shown a real appetite for the Council to become more ambitious and to put equality, diversity and inclusion at the heart of everything it does.

The draft Strategy recognises that the Council has worked hard on equality and diversity issues and that this work has resulted in significant changes to services, employment practices and approach. However, there is a recognition that more work needs to take place, particularly in the context of key demographic and economic challenges and wider societal events and issues including the coronavirus pandemic, Black Lives Matters, the increasing violence against women and girls and social mobility amongst many other issues.

The draft Strategy sets out the Council's vision and values for equality, diversity and inclusion and five key priorities to direct activity over the forthcoming three-year period as follows:

- Create a diverse and confident workforce
- Ensure fair access to employment, skills and business support
- Engaged communities able to influence decisions
- Healthy and supported people
- Safe and inclusive places for everyone

To focus the Council's effort and resource each priority sets out a key aim and outcome and identified areas of focus. Each of the priorities in the Strategy will be supported by a detailed action plan which will be refreshed on annual basis. The action plans will have indicators to measure progress against the priorities. Implementation will be overseen by the Equality, Diversity and Inclusion Board and reporting will align with the Council's business monitoring processes.

The initial draft strategy has been circulated amongst those key internal stakeholders who have been involved in its development for early feedback. The draft Strategy has been generally well received with many colleagues expressing their support for the approach and overall direction of travel. A number of minor amendments have been suggested and these have been incorporated in the latest revised draft where appropriate.

A copy of the latest draft Equality, Diversity and Inclusion Strategy 2022- 2025 is now attached at Appendix A for consideration.

Public consultation on the draft Strategy will be carried out for a period of six weeks. Alongside the consultation there will also be a number of further opportunities for colleagues to contribute to the development of the strategy, action planning and associated workstreams as they develop over the coming weeks.

Proposed Timetable and Milestones

The following sets out the proposed timetable to enable the strategy to be in place and adopted by the Council by March 2022.

Activity	Responsibility	Timescale
Pre-decision consideration of Draft Strategy for public consultation by Improvement and Scrutiny - Resources Committee	I and S Committee - Resources	2 December 2021
Public consultation on draft Equality, Diversity and Inclusion Strategy	Policy and Research	December 2021- Jan 2022
Workstreams to develop action plans to deliver the Strategy	Workstream Leads	October 2021 – January 2022
Final Equality, Diversity and Inclusion Strategy to Equality Diversity and Inclusion Board	Equality, Diversity and Inclusion Board	20 January 2022
Final Equality, Diversity and Inclusion Strategy to CMT	Policy & Research	25 January 2022
Final Draft Strategy to Improvement and Scrutiny - Resources Committee	I and S Committee - Resources	February 2021
Final Equality, Diversity and Inclusion Strategy to Cabinet	Policy & Research	10 March 2022
Adoption of Final Equality, Diversity and Inclusion Strategy by Council	Policy and Research	23 March 2022
Implementation of Equality Diversity and Inclusion Strategy and action plan	Equality Diversity and Inclusion Board/ Workstream Leads	March 2022 onwards

3. Consultation

- 3.1 This report provides an opportunity for pre-decision scrutiny of the draft Equality, Diversity and Inclusion Strategy 2022-2025. The strategy will also be subject to a six week period of public consultation as set out in the report.

4. Alternative Options Considered

- 4.1 Retain the existing Equality and Diversity Strategy - this option is not recommended due to the significant changes and challenges emerging in society over the last four years.
- 4.2 Do not have a separate equality strategy and incorporate equality, diversity and inclusion activity in other Council strategies - this option is not recommended as it is not best practice and could lead to legal challenge.

5. Implications

- 5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

6. Background Papers

- 6.1 None identified.

7. Appendices

- 7.1 Appendix 1 - Implications.
- 7.2 Appendix 2 – Draft Equality, Diversity and Inclusion Strategy 2022-2025

8. Recommendation(s)

That the Committee:

- a) Note the work that has taken place to develop the Council's draft Equality, Diversity and Inclusion Strategy 2022-2025 and the proposed timetable for adoption by the Council.
- b) Consider and provide feedback on the draft Equality, Diversity and Inclusion Strategy 2022-2025 prior to Public Consultation

9. Reasons for Recommendation(s)

- 9.1 To ensure Members are aware of the and contributed to the draft Equality, Diversity and Inclusion Strategy 2022-2025 and the activity that have been undertaken to reach its current state of development.
- 9.2 To seek views on the Council's draft Equality, Diversity and Inclusion Strategy 2022-2025

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Implications

Financial

- 1.1 There are no direct financial implications arising from the draft Equality, Diversity and Inclusion Strategy 2022- 2025 at this point in time. Key to delivering this strategy will be aligning resources to deliver positive outcomes, as far as is practicable to ensure equality, diversity and inclusion is at the heart of everything the Council does.

Legal

- 2.1 The Equality, Diversity and Inclusion Strategy 2022-2025 supports the Council to demonstrate compliance with the Public Sector Equality Duty (PSED) set out in the Equality Act 2010. The PSED is made up of a general equality duty which is supported by specific duties. The specific duty requires the Council to:
- Publish annual information to demonstrate how it is complying with the Public Sector Equality Duty. This information must relate to people who are affected by the Council's policies and practices such as service users and employees
 - Prepare and publish equality objectives at least every four years.

Human Resources

- 3.1 Equality, diversity and inclusion is integral to our workforce processes, policies and practices, and is at the heart of the Council's People Strategy approved in July 2021 with our people ambition of becoming an employer of choice. The Council continues to make positive progress towards having a workforce that reflects its community and where inclusivity is embedded in our practice, with plans being developed aligned to the People Strategy to further strengthen our approaches.

Information Technology

- 4.1 None identified

Equalities Impact

- 5.1 The Equality, Diversity and Inclusion Strategy 2022- 2025 seeks to understand the issues and challenges faced by the people of Derbyshire in order to create a place of opportunity where everyone can

belong, addressing the needs and aspirations of all those who live and work in the county.

- 5.2 The strategy has been developed by gathering information from a range of impact and needs assessments and involving a range of internal and external stakeholders to identify key challenges and priorities and to confirm these.
- 5.3 Once the Strategy and Delivery Plan have been fully developed, an Equality Impact Analysis will be undertaken to ascertain the potential impact the Strategy and associated Delivery Plan will have on groups that share protected characteristics.

Corporate objectives and priorities for change

- 6.1 The development of the Council's new Equality, Diversity and Inclusion strategy is a key deliverable set out in the Council Plan 2021-2025 to be completed by March 2022.

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Draft Equality Diversity and Inclusion Strategy 2022 – 2025

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Foreword

Our vision for Derbyshire is a place where everyone reaches their full potential. To achieve this ambition every aspect of our work must mirror the society we live in.

This document is our public commitment to equality, diversity and inclusion. It sets out our strategy for the next four years, ensuring we are accountable for what we say, what we do and how we do it.

As a provider of services and a major employer we know there is always more work to be done to make our county a fairer place to live and work.

We must also continue to adapt to the needs of our residents, communities, colleagues and partners in a rapidly changing and unpredictable world.

The pandemic highlighted and deepened existing inequalities in Derbyshire. Working alongside our partner organisations, supporting our county to recover and thrive, we need to tackle the issues that led to the pandemic having a greater effect on some communities.

Embedding equality, diversity and inclusion across the council helps us to deliver better services to all our residents and to attract and retain a diverse team of employees who reflect the people of our county.

We are fully committed to putting equality, diversity and inclusion at the heart of everything we do. This strategy is the next stage of our journey.

Cllr Carol Hart
Cabinet Member – Health
and Communities

Emma Alexander
Managing Executive
Director

Key challenges and opportunities

Our strategy has been developed in the context of key demographic and economic challenges and wider societal events and issues across the globe. The coronavirus pandemic, black lives matters and increasing violence against women and girls amongst many other issues has created a significant shift and a growing awareness that whilst our work to tackle inequality, discrimination and exclusion has progressed, there is much more we all need to do.

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Derbyshire itself is changing, increasingly reflecting national and regional trends. The county's population continues to become more diverse and local economies continue to diversify and adapt to everchanging economic circumstances.

Challenges are becoming increasingly more complex. Our review of our existing approach has highlighted those areas which we will need to consider as we take forward our strategy over the next three years. These include:

- Deepening inequalities across a greater number of communities of both interest and place as a result of the COVID pandemic
- Issues raised by local Black and Ethnic Minority communities and our employees in response to Black Lives Matter, suggesting we need to review our approach towards race equality

- Increases in domestic abuse and hate crime, and an increased awareness of the levels of violence towards women and girls which is a cause for concern
- The pressure and ongoing challenges of recent events including the COVID pandemic on our children and young people
- An increased focus on hidden disability – for example autism and ADHD which requires improved access and quality support
- The lack of social mobility in key parts of the county and the need to ensure that our plans for growth do not leave any community behind
- Increasing divides and reduced cohesion between some protected characteristic communities over new and emerging diversity issues
- A widening of health inequalities particularly in relation to mental health and wellbeing
- Ensuring that our people and our policies reflect the increasingly diverse communities that we serve
- Addressing the challenges raised by an ageing workforce and making sure we are an employer of choice to all.

Addressing challenges and developing a bold and ambitious response will be critical in tackling inequality, promoting opportunities for local people and celebrating and acknowledging the richness which diversity can add to our lives

Context



Derbyshire has a growing population of over 807,000 people.



The average age of a Derbyshire resident is 46 years, well above the England average of 40 years.



Around one in five adults has a disability or long-term limiting illness.



Derbyshire has an increasingly ageing population with the 85+ population set to double by 2043.



Around 500,000 Derbyshire residents (65.0%) have religious beliefs.



There are around 33,700 (4.2%) Black Minority and Ethnic residents in Derbyshire.



Around 1,500 (0.2%) of the adult population are in a registered same sex civil partnership locally.



It is estimated that around 2.7% (18,000) people locally are lesbian, gay or bisexual (LGB).



7,828 victims of Violence against women and girls in Derbyshire in 2020-21.



Higher than national average incidence of depression amongst adults in Derbyshire (13.4%).



Reported COVID-19 cases have been higher amongst the County's Black and Ethnic Minority communities.



Around 33,600 (4.3%) people across Derbyshire live within the most deprived 10% of areas in England.



The gap between the most and least deprived areas in the county has widened considerably over the last 15 years.



Fewer adults are qualified to degree level within Derbyshire compared to England.



Five of the county's eight local authorities rank amongst the worst 20% of areas nationally for social mobility.



There are 14.7% of children, around 25,000, living in poverty in Derbyshire.



Across the Council the majority of employees, 79%, are female and 52% are aged 50 or older.



3.2% of the Council's employees are from Black and Minority and Ethnic backgrounds.



4.9% of the Council's employees have a declared disability.



Lesbian, Gay and Bisexual Employees make up 2.78% of our workforce.

Progress so far...

Over recent years the Council has worked hard to advance equality of opportunity, to eradicate discrimination and harassment and to promote good relations between different communities across the county. This has resulted in significant changes to our services, employment practices and our approach. Key achievements include:

Our people

- Improved the proportion of senior managers in the Council who are female from 49.5% in 2017 to 52.6% in 2021.
- Increased the proportion of employees who are happy to declare that they have a disability from 2.2% in 2017 to 4.9% in 2021.
- Actively engaged with and supported our BME, Disabled and LGBTQ+ employee networks to participate and help influence our approach to equality, diversity, and inclusion, as a part of our work to improve employee engagement
- Being recognised as a supportive and inclusive employer through the Disability Confident Scheme, Times Best

Employers and the PPMA Excellence in People Management 2021

- Achieved Disability Confident Employer Level 2 Award and continued working towards Disability Confident Leader Level 3 Award to improve how we recruit, retain and develop disabled people
- Delivered targeted training to employees on gender re-assignment, mental health, and autism awareness
- Tackled the stigma towards mental health through programmes such as Time to Change Increased the proportion of Elected Members from diverse backgrounds
- Reduced Gender Pay Mean Gap from 13.7% in 2017 to 10.4% in 2020 and Gender Pay Median Gap from 25.4% in 2017 to 15.2% in 2020.
- Improved many of our buildings to make them more accessible to our employees and customers
- Significantly increased the number of apprenticeships offered by the Council, helping many people enter employment for the first time.

Our services

- Significantly improved the accessibility of council services for members of the public for example improving and making it easier for people to access our services online
- Mainstreamed Equality Impact Assessments across the Council to ensure the impact of all major policy and service changes on our communities are understood and considered when we make decisions
- Broadened and expanded our engagement activities to ensure that Black and Ethnic Minority communities, older people, younger people, and disabled people can more easily influence decisions
- Improved access to services and information for Deaf and hard of hearing people through our commitment to the Charter for British Sign Language
- Developed new services and facilities for older people, including people with dementia
- Offered a wide range of support before and following an autism or ADHD diagnosis the Derbyshire Autism
- Information and Advice Service and the Living Well with Autism Service.
- Provided direct support to refugees from Syria to settle in Derbyshire
- Allocated resources to those communities facing disadvantage, targeting support towards groups experiencing the greatest inequalities
- Improved the reporting of hate crime and domestic abuse and the range of support available for supporting victims
- Put our Thriving Communities approach at the heart of our work with communities
- Signed up to the Armed Forces Covenant to help support ex-forces personnel living in Derbyshire and achieved Silver Award under the Ministry of Defence Employer Recognition Scheme.

Equality, Diversity and Inclusion 2022-2025

The Council Plan sets out our key priorities:

- Resilient, healthy, and safe communities
- A prosperous and green Derbyshire
- High performing, value for money and resident focused services, and
- Effective early help for individuals and communities

Equality, diversity, and inclusion cuts across all of these.

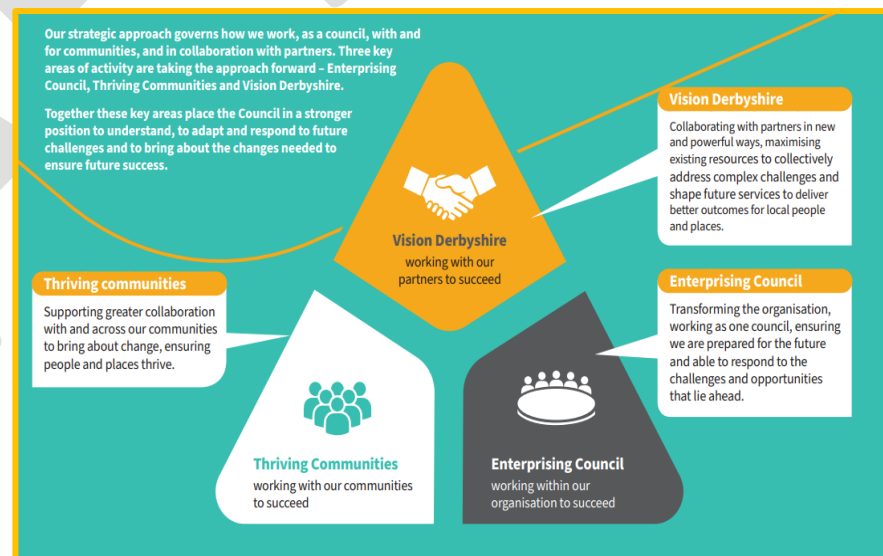
We understand that delivering high quality, effective and inclusive services to local people, having a workforce which reflects the increasingly diverse population of Derbyshire and ensuring that residents and employees are able to achieve their potential and make a positive contribution to the county, region and beyond, will require an ambitious and dynamic response.

Our strategic approach, focuses on three key pillars of activity will support us in achieving our ambitions and will be critical in driving forward our approach which will be delivered by:

- Working with our partners to tackle disadvantage across all our communities and deliver a collective response to

our most complex equalities, diversity, and inclusion challenges

- Ensuring equalities, diversity and inclusion is embedded and forms a key part of our transformation journey and one council approach
- Working with local communities to celebrate diversity in all its forms, developing local solutions which address the needs of our communities, ensuring no one is left behind



Our vision

Derbyshire is a place where equality, diversity and inclusion is recognised, valued and celebrated, a place where our residents and communities are able to achieve their potential and make a positive contribution to their local communities, Derbyshire and beyond.

Our values

The Council Plan sets out our values which we apply across all our equality, diversity, and inclusion activity

- Listening to, engaging with, and involving local people ensuring we are responsive and take account of the things that matter most to them
- Being open minded, honest, and accountable ensuring the decisions that we make are fair and transparent
- Spending money wisely making the best use of the resources that we have
- Working with partners and local communities because we know that we cannot tackle complex problems on our own
- Being aspirational about our vision for the future, for our organisation, local people, and communities.

- Equality, diversity, and inclusion becomes everyone's business in the Council
- Equality, diversity, and inclusion is embedded across all our work, all our plans and strategies, and is a key consideration in assessing our progress against our priorities
- We create a positive environment so our employees can be themselves at work and we can benefit from the talents and skills which a diverse workforce provides
- When we listen, engage, and involve local people, we will seek a wide range of views and opinions as possible and that communities feel they can influence what we do and help co-design services if possible
- We are an agile and confident in our approach to equality, diversity, and inclusion, learning and improving all the time
- We lead by example, and champion the values associated with equality, diversity, and inclusion with our partners, and within communities

Equality, diversity and inclusion at the heart of all we do

We will apply our values across our equality, diversity and inclusion activity by proactively ensuring that:

Our priorities

During 2022-2025 we will rapidly accelerate our approach, being more ambitious and challenging. We will focus our attention on the following five priorities:

- A diverse and confident workforce
- Employment, skills and business support for people experiencing inequality and exclusion
- Engaged communities able to influence decisions
- Healthy and supported people
- Safe and inclusive places for everyone

A diverse and confident workforce	Employment, skills and business support	Engaged communities able to influence decisions	Healthy and supported people	Safe and inclusive places for everyone
Aim Improve the diversity of our workforce and develop the skills and confidence of our employees to deliver our equality, diversity and inclusion ambitions	Aim Increase the range and number of employment and skills opportunities, to support businesses and improve qualification across diverse and disadvantaged communities	Aim Engage with different and diverse communities and increase the range and age of people and those from different backgrounds participating in public life	Aim Address and where possible reduce inequalities in health and the provision of social care and other support	Aim Work with partners and communities to respond effectively to discrimination based hate and abuse ensuring communities are inclusive places where everyone's contribution is recognised and celebrated
Outcome The Council has a diverse and skilled workforce which is representative of the communities it serves	Outcome A thriving local economy that all our communities can access	Outcome People from all backgrounds can influence decisions and participate in their local community and across Derbyshire	Outcome People in Derbyshire are healthy and feel they have the support they need	Outcome People feel their communities are safe and inclusive for everyone
Key areas of focus <ul style="list-style-type: none"> • Workforce representation • Diversity in our leadership • Personal development and progression • Employment policies and practice • Employee engagement • Training and development 	Key areas of focus <ul style="list-style-type: none"> • Ensuring diversity within economic and business support programmes and strategies • Improving access to skills and employment • Increasing opportunities for apprenticeships • Increasing social mobility • Supporting disabled people into employment 	Key areas of focus <ul style="list-style-type: none"> • Developing community engagement and co-design • Increasing people from different backgrounds participating in public life • Robust decision making informed by evidence including Equality Impact Assessments and community engagement • Supporting Elected Members to feel confident engaging with all their communities 	Key areas of focus <ul style="list-style-type: none"> • Inequalities in health including mental health and well-being • Impact of COVID-19 on vulnerable groups • Providing social care and support which meets the needs of increasingly diverse communities • Inequality based on neurodiversity • Helping young people to catch up on missed education 	Key areas of focus <ul style="list-style-type: none"> • Tackling abuse and supporting victims of hate crime and domestic abuse • Violence against women and girls • Tackling ignorance and promoting diversity as a positive aspect of society • Supporting ex-armed forces personal and others in resettling in Derbyshire • Ensure Derbyshire's communities are safe and accessible

Our approach

The Council will continue to take a proactive approach to equality and diversity and meet the statutory duties under the Equality Act 2010 which sets out the different ways in which it is unlawful to treat individuals - for example through:

- Direct and indirect discrimination
- Harassment
- Victimisation
- Failing to make a reasonable adjustment for a disabled person.

We will have due regard to the Public Sector Equality Duty which sets both general and specific duties to which public bodies are legally bound. In relation to the general duty this means having 'due regard' to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between all people
- Foster good relations between people, tackling prejudice and promoting understanding

Specific duties set out in the Public Sector Equality Duty require the council to:

- Publish relevant information demonstrating its compliance with the Equality Duty
- Set specific, measurable equality objectives.

Delivering our equality, diversity and inclusion ambitions will require ongoing commitment and focus beyond legal compliance so that we continue to build a diverse and

inclusive organisation which is reflective of the people we support and the communities we serve.

We want, and need to do more to ensure that equality, diversity and inclusion is at the heart of everything we do, is built into all aspects of our activity and business and drives the Council further along towards its ambitions.

Lead Cabinet Member and Executive Director

Our equality, diversity and inclusion Lead Cabinet Member and Executive Director lead will work together to champion and drive forward the Council's approach. Together with our newly formed Equality, Diversity and Inclusion Board, which brings together representatives from across the Council, we will rapidly accelerate and broaden our equality and diversity efforts.

Equality, Diversity and Inclusion Workstreams

Our Board will be supported by a number of workstreams which will be accountable for delivering actions to address the issues identified. In taking forward our approach, we will:

- Ensure robust governance structures and arrangements are in place to help shape and manage our work and progress
- Ensure that our actions are informed by evidence informed and we have a detailed and well researched understanding of the barriers which exist for different communities
- Involve as wide a variety of stakeholders as possible in assessing whether our work is successful
- Have detailed delivery plans in place which are reviewed and updated on a regular basis
- Agree clear priorities and targets to measure performance
- Ensure that equality, diversity, and inclusion issues are reflected in, and shape the Council's strategies and plans
- Harness the skills, knowledge and commitment of Elected Members, employees, and partners who will play a vital role in delivering the strategy
- Provide training and support to our Elected Members, employees, and stakeholders to enhance their understanding and commitment to this strategy
- Develop a workforce and workplace culture which supports the delivery of our equality, diversity, and inclusion ambitions
- Ensure that celebrating the contribution of all communities is a central part of our approach, creating a positive view of diversity which is clearly communicated to the people of Derbyshire and our employees

Delivery Plan

Our Strategy will be supported by an overarching Delivery Plan which will set out the activity we will be undertaking over the next three years.

Our delivery plan is currently being developed by each of our five workstreams and will also be informed by feedback from consultation before the final draft Strategy is adopted by the Council.

Each of the five workstream will be undertaking a range of activity over forthcoming months to develop their plan. As well as identifying priority activity each workstream will:

- **Review relevant existing plans and strategies** to ensure that identified equality, diversity and inclusion activity is at the heart of all our strategies
- **Develop a range of indicators** to enable the Council to measure progress and set targets so we can see how well we are doing year on year
- **Assess the resources** the Council will require to deliver its priorities and ensure implementation

Measuring progress

The strategy will be supported by priority action plans which will be refreshed on annual basis

The action plans will have indicators to help us measure progress against our priorities. Implementation will be overseen by the Equality, Diversity and Inclusion Board and reporting will align with business monitoring. These will be reviewed by our Corporate Management Team, Cabinet and where appropriate, Improvement and Scrutiny Committees

The Council will produce an annual report which will set out our progress. We will seek feedback on how others see and experience the Council's progress as part of the annual reporting process.

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