



# **Draft Equality Diversity and Inclusion Strategy 2022 – 2025**



# Contents

	Page
Foreword	1
Key challenges and opportunities	2
Context	3
Progress so far...	4
Equality Diversity and Inclusion 2022-2025	6
- Our vision	7
- Our values	7
- Our Equality, Diversity and Inclusion priorities	8
- Our approach	10
- Our Delivery Plan	12
Measuring progress	13

# Foreword

Our vision for Derbyshire is a place where everyone reaches their full potential. To achieve this ambition every aspect of our work must reflect 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.

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 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
- Launched 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.

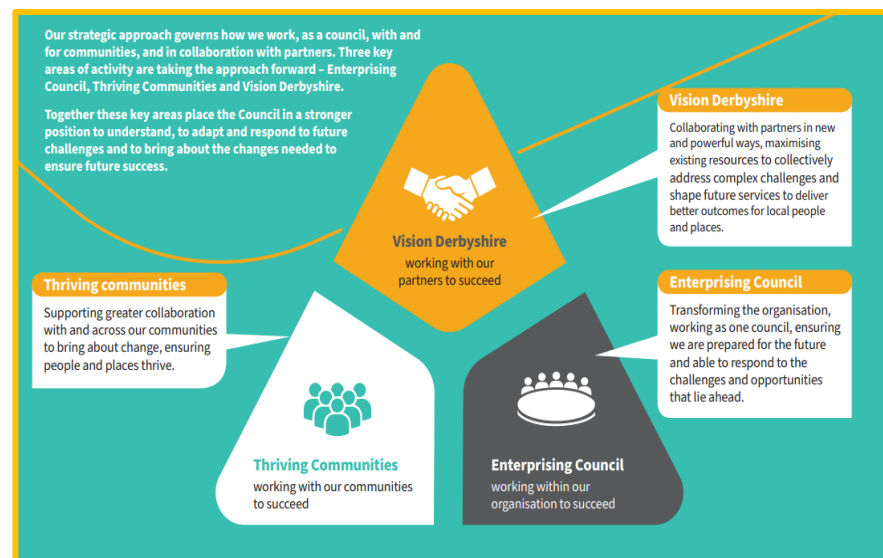
We understand that delivering high quality, effective and inclusive services to local people, having a workforce which reflects the increasingly diverse population of Derbyshire and ensuring that residents and employees are able to achieve their potential and make a positive contribution to the county,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

Our strategic approach, focusing 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 at the heart of all we do

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

- 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 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

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



# 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 Equality, Diversity and Inclusion Board will be supported by a number of workstreams that 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 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.