



**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**IMPROVEMENT AND SCRUTINY COMMITTEE - RESOURCES**

**THURSDAY, 28 SEPTEMBER 2023**

**Report of the Interim Director of Organisation Resilience, People and Communications**

**Equality, Diversity & Inclusion Strategy – Annual Performance Report and Refresh of the Strategy**

**1. Purpose**

- 1.1. To present the Equality, Diversity and Inclusion Strategy Progress Report for 2022/23 and to outline proposals and timescales for the refresh of the Council's Equality, Diversity and Inclusion Strategy.

**2. Information and Analysis**

- 2.1 The Council's current Equality Diversity and Inclusion Strategy was previously discussed by Resources Committee on 3 March 2022 prior to adoption by Cabinet on 10 March 2022. At its meeting on 3 March 2022, it was agreed that an annual progress report would be brought back to the Committee for discussion and consideration.
- 2.2 The Council's EDI Strategy 2022-2025, sets out the Council's vision and values for equality, diversity and inclusion identifying five key priorities to focus future effort across the authority:
- 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

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- 2.3 The Strategy contains a Delivery Plan consisting of a number of one, two and three-year deliverables and a number of success measures to monitor progress. A workstream for each of the five key priorities was established and identified Lead Officers meet regularly.
- 2.4 As set out in the Strategy, progress against the measures and deliverables in the EDI Strategy is considered on a six-monthly basis by the EDI Board and Corporate Management Team. The purpose of this report is to provide an end of year update on progress made during the implementation of the Strategy in its first year. The focus of the current update is on the additional activity undertaken between April 2022 – March 2023 against the identified actions contained in the Strategy for completion by end of year.
- 2.5 **EDI Strategy Annual Progress**  
Generally, as outlined in the annual report attached at Appendix 2 for consideration, positive progress has been made against deliverables identified for completion during year one against all five priorities.
- 2.6 Significant progress has been made in relation to employee engagement and the development of diversity activities and learning opportunities for employees, with the delivery of EDI induction training and the hosting of a wide variety of events to help raise awareness and celebrate diversity. The relaunch of employee networks has further helped to improve engagement and support co-production. Analysis has also commenced in relation to workforce metrics and to begin identifying potential strategies for improving workforce diversity.
- 2.7 A number of projects within the Engaged Communities priority are also progressing as planned, including the development of a new portal to support the Council in developing and tracking progress on Equality Impact Assessments (EIAs), which is due to go live in Autumn 2023. Work has also taken place to review the use and need for interpreting and translation services and this is moving on to examine future procurement options. Work has commenced to develop an improved approach towards equality data to establish corporate guidance for the organisation on equality monitoring and the use of data.
- 2.8 The Safer Places for Everyone workstream has made good progress in relation to the procurement of domestic abuse services and the Armed Forces public sector duties. The major growth in work for the Council's resettlement team because of Government schemes to support people from Afghanistan and latterly the Homes for Ukraine Scheme was not anticipated when the Strategy was being developed in 2021 and this is likely to feature as a priority going forward.

- 2.9 Despite good general progress, some workstreams have experienced challenges in terms of progressing a small number of deliverables that were included in the Strategy. In particular, the Healthy and Supported Communities workstream has identified that a number of deliverables, such as those for addressing inequalities in health have been unrealistic in light of the ongoing pressures on health and social care arising out of the pandemic. The Healthy and Supported Communities priority has a significant number of health deliverables and more work needs to be done to ensure inclusion of deliverables for Children's Services and Adult Social Care identified in the recently developed strategies for those service areas.
- 2.10 Priorities identified by the Employment and Skills workstream have proven difficult to deliver due to the disparate nature of work across the Council and a lack of clarity on how this should differ to day-to-day activity or regional programmes. The strategy for Disability Employment has been delayed, and this would constitute a major part of workstream activity.
- 2.11 As making progress in relation to equality, diversity and inclusion is an important aspect of the Council's business, and helps it meet the Public Sector Equality Duty, having feedback from this Committee would be useful, and assist in work to refresh this Strategy.
- 2.12 Alongside the development of the end of year report, a review of the Strategy has commenced to ensure it remains fit for purpose. This will ensure that the Strategy reflects developments affecting the Council and residents ensuring we have the appropriate balance of both internal and external priorities when considering EDI.
- 2.13 Next Steps – Refresh of the Equality Diversity and Inclusion Strategy**
- A timetable has been developed for refreshing the EDI Strategy to ensure improved synergy with Council Plan objectives and to respond to the changes affecting the Council and its communities, with the aim of completing and adopting a new strategy by May 2024. It is proposed that the new Strategy will then run until the end of March 2027 with an annual review taking place each year to reflect key developments.
- 2.14 The review of the Strategy will commence in September 2023 with the aim to:
- Redefine the organisation's vision and priorities in relation to EDI, both internally and externally, and when considering the organisation's statutory obligations and organisation culture.

- Include an updated context following the release of the Census 2021 providing a more recent and detailed picture of diversity across the Derbyshire population
- Review the workstreams approach and ascertain whether they remain relevant, along with the “deliverables” or individual actions outlined for the remaining two years
- Aligned to the above, clarify which elements of employment and skills related activity should be prioritised for inclusion in the EDI Strategy
- Capture key developments in Adult Social Care, Childrens Services, Modern Ways of Working and the introduction of the Council’s new transformation approach
- Consider what constitutes feasible action in relation to the make-up of the workforce, given the current challenges within the job market and the rate of change which can be achieved, even with positive action initiatives in place
- Reflect upon, and support, activities which will support people struggling with the Cost-of-Living pressures
- Highlight any challenges with regard to resources and/or the delivery of the approach across the authority
- Better engage senior leaders and Elected Members from all parties on EDI developments and the ongoing development of the strategy over the coming period.
- Engage service departments more effectively in the ongoing delivery of the strategy.

2.15 This will take place through a process which:

- Engages leaders and departments to shape the Council’s future vision, priorities and objectives in relation to EDI
- Results in focused EDI objectives which are capable of delivery and progress within the lifetime of the Strategy
- Helps ensure buy-in and the commitment of resources to deliver agreed objectives
- Engages and informs stakeholders of changes in direction or priorities
- Ensures effective governance arrangements are in place to support council priorities moving forward
- Results in a new EDI Strategy being in place from May 2024.

2.16 The review will include discussions with senior officers, including the Corporate Management Team (CMT) and Departmental Management Teams (DMTs), members of the existing EDI workstreams including the employee network groups and EDI Board leads, the Joint Trade Unions and Elected Members, with their feedback being used to shape a first draft early in January 2024.

- 2.17 In addition, on 12 July 2023, Full Council heard a Motion entitled Diverse Councillor Declaration and requested that the Motion is referred to Cabinet to consider the approach the Council might take to consider the Motion. The motion is due for consideration by Cabinet on 21 September 2023, recommending a cross party working group to be formed to discuss and debate the wide-ranging aspects outlined within the motion. Any recommendations from the cross-party working group will be considered further by Cabinet and where relevant within the refreshed EDI strategy.
- 2.18 Internal and external consultation is also planned so that a final draft can be presented for consideration by Cabinet in May 2024.
- 2.19 There is an opportunity for this Committee to highlight any areas of equality, diversity and inclusion activity that it believes the Council should have a focus upon moving forward. This could include specific areas of inequality or discrimination, services where equality of opportunity should be an important golden thread running through the delivery of a service or function, or a matter relating to the functioning of the Council or the role of Elected Members.
- 2.20 It is further proposed that an update is presented to this Committee on 29 February 2024 to consult on a draft of the refreshed EDI Strategy.

### **3. Consultation**

- 3.1 Not applicable at this stage however as outlined within the report, extensive consultation is planned as part of the EDI Strategy refresh.

### **4. Alternative Options Considered**

- 4.1 The Council could decide not to refresh the strategy now and continue with the existing strategy. However, this is not recommended as it is timely to ensure the strategy remains current and fit for purpose.

### **5. Implications**

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

### **6. Background Papers**

- 6.1 Equality Diversity and Inclusion Strategy 2022 – 2025: <https://democracy.derbyshire.gov.uk/documents/s13530/Equality%20Diversity%20and%20Inclusion%20Strategy%202022-25.pdf>

## **7. Appendices**

7.1 Appendix 1 - Implications.

7.2 Appendix 2 – Equality Diversity and Inclusion Strategy 2022 – 2025: Annual Progress Report April 2022 – March 2023.

## **8. Recommendation(s)**

That the Committee:

- a. Note the contents of the report and the attached annual EDI progress report attached at Appendix 2.
- b. Highlight any areas of opportunity and/or concern they have in relation to equality, diversity and inclusion that Members believe need to be considered when developing the refreshed strategy.
- c. Consider how it would like to be involved in the refresh of the EDI Strategy and discuss how Elected Members could further assist with the refresh and any potential future actions.

## **9 Reason for recommendations**

9.1 Elected Members play a key role in helping the Council to meet the public sector equality general duties through decision-making, the setting of policy and priorities for the Council, and as local representatives within their respective communities and leaders for those communities.

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## **Implications**

### **Financial**

1.1 None.

### **Legal**

2.1 The [Public sector equality duty](#) came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities are required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

To ensure transparency, and to assist in the performance of this duty, the Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish:

- equality objectives, at least every four years (from 6th April 2012)
- information to demonstrate their compliance with the public sector equality duty (from 31st January 2012)

The proposed review of the strategy will support compliance with the above requirements.

### **Human Resources**

3.1 Whilst significant progress has been made through the Workforce Workstream, further work continues to support the organisation's ambitions outlined in the People Strategy in relation to EDI.

### **Information Technology**

4.1 None identified.

## **Equalities Impact**

- 5.1 The Council would be failing to meet specific duties under the public sector equality duty of the Equality Act 2010 if it did not adopt appropriate equality objectives and on at least an annual basis publish equalities information, including progress against its objectives.
- 5.2 The strategy will help lead work to address inequality across Derbyshire, advance equality of opportunity and support activity which promotes good relations between people from different backgrounds. This will extend to employment, service delivery, and the Council's public functions.

## **Corporate objectives and priorities for change**

- 6.1 Consideration of equality, diversity and inclusion and action to advance equality of opportunity and address areas of concern should be a golden thread that runs through the Council Plan, Department Plans and other corporate and department-based strategies, ensuring that across all our functions, services and policies, people are treated fairly and inclusively, and wherever possible, the Council acts to reduce inequality and exclusion.

## **Other (for example, Health and Safety, Environmental, Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

- 7.1 None identified.



# Equality Diversity and Inclusion Strategy 2022 -2025



## Annual Progress Report April 2022 - March 2023

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# 1. Introduction

The Council's Equality, Diversity and Inclusion (EDI) Strategy 2022-2025, set out the Council's vision and values for equality, diversity and inclusion identifying five key priorities to focus future effort across the authority:

- 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

The Strategy contains a Delivery Plan consisting of one, two and three-year deliverables and a range of success measures to monitor progress. A workstream for each of the five key priorities was established and identified Lead Officers meet regularly through the EDI Board.

The purpose of this report is to provide an end of year update on progress made during the implementation of the Strategy in its first year. The update covers the 12-month period 1 April 2022 to 31 March 2023 and summarises some of the action taken to help make progress. Several areas for further development have also been identified and following a review it has been agreed to carry out a refresh of this Strategy. This will include consideration of issues and challenges that have arisen since the Strategy was developed, a refocusing on objectives which can be achieved within the lifetime of the refreshed Strategy, and possible changes to how the work is carried out.




As a result, the Council will be better able to identify the interventions it needs to make and understand when they are successful when considering both its statutory obligations and the aim to incorporate EDI as part of its organisational culture.

The refresh of the Strategy will commence in September 2023. This will take place through a process which:

- Engages leaders and departments to shape the Council's future vision, priorities and objectives in relation to EDI
- Results in focused EDI objectives which are capable of delivery and progress within the lifetime of the Strategy
- Helps ensure buy-in and the commitment of resources to deliver agreed objectives
- Engages and informs stakeholders of changes in direction or priorities
- Ensures effective governance arrangements are in place to support council priorities moving forward
- Results in a new EDI Strategy being in place from 1 April 2024

## 2. Performance Overview

Overall, progress has been made against the majority of identified priorities in the current Strategy for delivery during 2022- 2023. Red, amber, and green symbols indicate progress against agreed performance measures, where green is good, amber is to keep under review and red indicates improvement required.

Category	Deliverables	Measure	Council response
Good 	On track with outcomes in line with expectations	Positive impact on measure or target being achieved	Continue to monitor. Where relevant celebrate on build on/ learn from what has/ is being achieved
Review 	Some action taken but further impetus needed	Limited or unclear whether impact on measure or target	Work to continue and review what needs to happen to speed up or make progress
Action 	Action has been slow or has not started	No impact on measure or target	Consider heightened action or review to identify strategy for achieving progress



A summary of progress by each of the five workstreams can be found below, followed by areas for further consideration or improvement which have been identified over the last twelve months:

### Engaged Communities able to influence decisions

Work is on track in relation to developing the Council’s approach to EDI, improving our knowledge, understanding and engagement with communities, strengthening our approach to Equality Impact Assessments (EIA), encouraging participation in public life by Black, Minority, Ethnic (BME) and other communities; and reviewing services such as interpreting and translation to enable identified improvements for customers and service departments, and obtain improved value for money from providers. A number of measures of performance were agreed in relation to this priority by the EDI Board and Corporate Management Team (CMT). Progress against these is summarised in the table below:

## Measures

<p><b>Score</b></p>	<p><b>Annual information about the Council’s performance on equality, diversity and inclusion is published in forms that are accessible and engaging to citizens</b></p>
<p>✓</p>	<ul style="list-style-type: none"> <li>• Provided performance reports for CMT at 6-monthly and then annually.</li> <li>• Report back on progress to the Council’s Improvement and Scrutiny Committee, Resources on 28 September 2023. This will place the performance report within public domain as required under the public sector equality duty, when a public body must publish equalities information and its progress against its objectives.</li> </ul>
<p><b>Score</b></p>	<p><b>Production of timely and relevant Equality Impact Analysis (EIAs) which are used to inform decisions with regular reviews and tracking.</b></p>
<p>✓</p>	<ul style="list-style-type: none"> <li>• Between 1 April 2022 and the 31 March 2023 the Council completed around 20 EIAs alongside its recommendations to Cabinet/ Cabinet Member/ CMT or Departmental Management Teams (DMT). This included EIAs in relation to:             <ul style="list-style-type: none"> <li>○ The Future of Direct Care Homes for Older People</li> <li>○ Modern Ways of Working</li> <li>○ Voluntary and Community Sector Review</li> <li>○ Childrens Homes Refurbishment</li> <li>○ Consultation on Assessment Nurseries and Outreach Team Model</li> <li>○ Infant &amp; Toddler Nutrition Service</li> <li>○ Early Years Assessment Centre Proposals</li> <li>○ Early Years Intervention and Prevention</li> <li>○ Multiplier Programme – Employment and skills</li> <li>○ Day centres for people with learning disabilities</li> <li>○ Initial and then follow-up EIAs with Derby City Council, Nottingham City Council and Nottinghamshire County Council in relation to proposals to establish the East Midlands Combined Authority</li> <li>○ Older People’s Independent Living Services</li> <li>○ Review of current Interpreting and Translation Services (for the Council’s EDI Board)</li> <li>○ Restructure of HR Services &amp; Management Information Teams in OD &amp; Policy</li> <li>○ Electric Vehicle Scheme</li> <li>○ Fees and charges - Place</li> <li>○ Care workers community employer retention payments</li> <li>○ Attendance management &amp; ill-health capability policy</li> <li>○ Travel Policy</li> <li>○ Working arrangements Policy</li> </ul> </li> <li>• Work to develop the new online EIA Portal via Sharepoint is nearing completion and will go live in the Autumn, making it easier to programme and monitor EIAs across the Council whilst also providing an opportunity to share examples of existing work and good practice.</li> <li>• Refresher training in relation to the process of carrying out EIAs is being developed and will be launched during the Autumn to support developments highlighted above.</li> </ul>



<b>Score</b>	<b>Proportion of residents agreeing that by working together people in a local area can influence decisions that affect the local area</b>
	<p>Data for this Your Council Your Voice measure highlighted that at the end of 2022, 49% of respondents felt they could influence decisions against a target of 52%. This result remains below target and is based on the numbers of residents who complete the Council's annual resident satisfaction and budget survey. Further additional consultation that has taken place on issues which impact on our diverse communities and groups, can be found in the measure below.</p>
<b>Score</b>	<b>Levels of participation in public life that reflect Derbyshire's diverse communities</b>
	<ul style="list-style-type: none"> <li>• The Council completed wide-ranging consultation over its plans for older peoples' care homes in 2022/23. Following the consultation and review, a number of homes are now being closed and plans developed for new accommodation.</li> <li>• The Council carried out consultation on a major re-design of day care services for adults with learning disabilities. Following the review, changes are now being implemented to day services.</li> <li>• Consultation has taken place on changes to eligibility for the Community Alarm System and this alongside an EIA has informed the decisions about the future of the service.</li> <li>• Consultation with residents about affordable credit has been completed with further consultation with the community and voluntary sector taking place about the Council's new grant aid priorities and food security.</li> <li>• During the same period Public Health Services consulted with residents about Men's Health and Well-being.</li> <li>• Children's Services completed localised consultation about primary schools in the Tibshelf area and the closure of Wirksworth Primary school due to falling school numbers.</li> <li>• The Council's employee networks were also reviewed and relaunched with a number of the networks adopting new names and terms of reference to support them into the future.</li> <li>• The EDI Board agreed to sign up to a new accreditation scheme with Derbyshire LGBTQ+ to support our work on equality in this area, replacing our previous membership of the Stonewall Employment and Education Indices. This also has the effect of allocating funds more locally to a Derbyshire based LGBTQ+ specialist service. Work is now taking place to develop an action plan to fulfil this accreditation scheme</li> <li>• A number of diverse community groups and forums were engaged during the Your Council, Your Voice budget related consultation and this has proved useful in informing other likely work in relation to EDI including further consultation and engagement activities with young people</li> <li>• Targeted consultation with seldom heard groups in Derbyshire was also undertaken between November 2022 and January 2023 to support wider consultation commissioned by the four upper tier authorities as a part of the development of proposals for the East Midlands Councils Combined Authority devolution deal. Consultation with a range of seldom heard groups helped inform the published EIA completed jointly by the four constituent councils of Derbyshire, Nottinghamshire, Derby and Nottingham Following this an action to support the establishment and work of the authority as it relates to equality duties and considerations was recommended as part of the final EIA Action Plan.</li> </ul>

## Healthy and Supported People

Several of the deliverables within the Strategy in relation to the recovery of services and capacity to further address health inequalities have been delayed because of the continued pressure to rebuild services following the pandemic.

However, work has progressed in relation to a number of health-based inequalities such as mental health, neurodiversity and the identification of target communities for action. Going forward the refresh of the EDI Strategy will also seek to ensure that the work of Children’s Services and Adult Social Care are better reflected within this workstream. A number of measures of performance were agreed in relation to this priority by the EDI Board and CMT. The addition of priorities relating to children and young people, families and older and disabled people is likely to lead to further measures being adopted. Progress against the existing measures is summarised in the table below:

### Measures

<b>Score</b>	<b>Number of people from disadvantaged communities who are able to access health services, support and the screening that they need.</b>
	<p>On an annual basis the Director of Public Health publishes a report highlighting progress, achievement and key challenges. The most recent report, published on 22 August 2022 is focused on addressing health inequalities. <a href="https://www.derbyshire.gov.uk/2022/08/22/director-of-public-health-annual-report-2022-stepping-up-to-the-challenge/">Director of Public Health Annual Report 2022 - Stepping up to the Challenge (derbyshire.gov.uk)</a></p> <p>Across the UK many more people are awaiting treatment than in the past as the country adjusts to the end of the Coronavirus pandemic. Those experiencing inequalities constitute a major proportion of those awaiting treatment. This is a national issue which is also reflected locally, and the work of Public Health is seeking to address this as best it can with available resources.</p>
<b>Score</b>	<b>The gap in life expectancy for men and women between the most deprived and least deprived areas.</b>
	<p>Data for Derbyshire and its districts for 2020 indicates that there is a gap of 3.26 years for females and 3.17 years between the least deprived and most deprived areas in the county. Although the gap was narrowing and life expectancy was improving for both sexes, in the last 12 months this has reversed, due to the pandemic and its impact upon services and support. National monitoring of the impact of the pandemic has highlighted its disproportionate impact upon disadvantaged and diverse communities.</p>


## Safer Places for Everyone

A wide range of procured activity and work with partners is helping to ensure that services to protect the victims of hate crime, domestic abuse and modern-day slavery are in place and local people and communities supported. Significant work has taken place to expand the support for people needing to resettle in Derbyshire



including through the Homes for Ukraine Scheme which has seen over 1,200 additional people settle in Derbyshire. The Council’s progress against the new Armed Forces duties is progressing well, with a gap analysis of how services are meeting the needs of veterans to inform future service provision. A number of measures of performance were agreed in relation to this priority by the EDI Board and CMT. Progress against these is summarised in the table below:

## Measures


Score	<b>Proportion of people who agree that Derbyshire is a safe place to live.</b>
	The Your Council, Your Voice Survey conducted at the end of 2022 shows that, 66.6% of respondents agreed that their local area was a safe place to live or answered saying they did not know. This compared to 66.4% of respondents to the 2021 Survey.

## Fair Access to Employment, Skills, and Business Support


This workstream was expected to focus on equality outcomes within the Council’s activities to improve employment and skills opportunities, including by reviewing the Council’s programmes. It has proven difficult to bring together relevant colleagues, services and programmes which deliver this work action. However, some progress has been made in relation to improving opportunities for disabled people and BME communities and this is likely to continue through the refreshed Strategy. Accordingly, this work has not been progressed as well as anticipated.

In particular, the work to develop our approach towards supporting disabled people still requires further development and to be better integrated into the Council’s approach towards addressing EDI.

## Measures

Score	<b>Number of disabled people across Derbyshire assisted to gain employment and training, and to sustain existing employment.</b>
	<p>As of the end December 2022, the employment rate for disabled people in Derbyshire aged 16-64 was 58.3% compared to the rate of for all adults aged 16–64 of 75.6% in comparison to rates for 2021 which stood at 53.8% and 75.6% respectively. There has been a considerable improvement in the employment rate for disabled people. Supporting disabled people into work is a national Government priority and is likely to feature in a number of emerging priority programmes of work as a key target area. This is also an area of potential interest for the EMCCA once it becomes fully established. This is also an issue that is likely to become a key focus for the new EMCCA as a part of its strategy to generate employment and other opportunities and improve social mobility</p> <p>The new Disability Employment Strategy is intended to help address this issue locally and will have a focus both within the Council and in the wider economy, helping to deliver the commitments we have made by becoming a Disability Confident Employer. The Council’s Disability Employment Team</p>




	offers support to disabled people to help them into and to sustain employment and has continued to work with a number of people over the year. Delivering the Strategy will be vital in ensuring rates in Derbyshire are improved further. Additional challenges have also been identified in relation to the use and application of Access to Work within the Council and with other employers.
<b>Score</b>	<b>The proportion of young people who are Not in Education, Employment or Training (NEET)</b>
	As of the end of March 2023 just over 2.5% of 16 – 17-year-olds were not in employment, education or training, a very small increase of just 0.1 percentage points over the last 12 months. This compares favourably to the national average of 5.2% and with general improvement across Derbyshire. Recent national research has however highlighted that up to four in ten new apprentices leave before they complete their apprenticeship so projects and programmes which help young people sustain their time in employment, education or training are also likely to be important in ensuring retention rates. The Council continues to have an active programme of apprenticeship places across different departments and occupations.


## Creating a Diverse and Confident Workforce


Good progress is being made in relation to the workforce. The Workforce Workstream supported by departmental and employee networks' representatives has continued developing learning and awareness opportunities. This has included the successful launch of new EDI induction training in February 2023, with 35% (3445) of all employees completing the learning by end of 22/23 and 68% (6733) by August 2023. A wide range of activities aimed at engaging employees and raising awareness on different diversity issues have been organised with support of employee and partner organisations.

The relaunch of employee networks in May 2022 has supported a continuing increase in membership across all groups. Engagement with networks has provided valuable information to inform employment and EDI practice and future possible interventions. The Council signed up to the Hidden Disabilities Sunflower scheme and the local LGBT+ accreditation continuing our commitment to ensure that the experience of our employees and services users is positive and supportive, developing our inclusive practice at all levels. Detailed analysis of recruitment, workforce and leavers data is taking place to identify where targeted interventions may be required corporately and in specific service areas.

### Measures

<b>Score</b>	<b>A workforce that better reflects the demographics of the working age population in Derbyshire.</b>
	<u>Sex/ Gender</u> Women are significantly more represented in the Council's workforce than amongst the working age population in Derbyshire of working age: 79.4% compared to 47.8%.

	<p><u>Age</u> The Council continues to have a mature workforce and fewer people under 25 years of age compared to the broader Derbyshire population.</p> <p><u>Disability</u> Although disabled people constitute 20.1% of people of working age in Derbyshire, they make up 4.76% of the workforce. This figure has improved from previous years but is increasing slowly.</p> <p><u>Black and minority ethnic</u> People from racial backgrounds other than White British make up 6.3% of Derbyshire's population compared to 3.58% of our workforce. Generally, there has been very little movement on the make-up of the workforce over the 12-month period since the Strategy was adopted. This is a long-term trend rather than relating to specific activity set out in the Strategy itself. If workforce representation is to improve and keep up with the increased diversity within Derbyshire's population then momentum around the scale and pace of improvement will need to be built. The next phase of work will include looking at mechanisms for improving the recruitment of people from diverse communities and how existing employees are encouraged to remain with the Council.</p>																													
	<p><b><u>Workforce – change in % of workforce</u></b></p> <table border="1" data-bbox="316 1032 1433 1294"> <thead> <tr> <th data-bbox="316 1032 778 1070">Group</th> <th data-bbox="786 1032 1118 1070">% at 1 April 2022</th> <th data-bbox="1126 1032 1433 1070">% at 1 April 2023</th> </tr> </thead> <tbody> <tr> <td data-bbox="316 1070 778 1108">Women</td> <td data-bbox="786 1070 1118 1108">79.5</td> <td data-bbox="1126 1070 1433 1108">79.35</td> </tr> <tr> <td data-bbox="316 1108 778 1146">Age – Under 25 years</td> <td data-bbox="786 1108 1118 1146">3.82</td> <td data-bbox="1126 1108 1433 1146">3.55</td> </tr> <tr> <td data-bbox="316 1146 778 1184">Disabled</td> <td data-bbox="786 1146 1118 1184">4.74</td> <td data-bbox="1126 1146 1433 1184">4.76</td> </tr> <tr> <td data-bbox="316 1184 778 1223">Black and Ethnic Minority</td> <td data-bbox="786 1184 1118 1223">5.25</td> <td data-bbox="1126 1184 1433 1223">5.39</td> </tr> <tr> <td data-bbox="316 1223 778 1294">Lesbian, Gay, Bisexual Q+</td> <td data-bbox="786 1223 1118 1294">2.74</td> <td data-bbox="1126 1223 1433 1294">2.76</td> </tr> </tbody> </table>		Group	% at 1 April 2022	% at 1 April 2023	Women	79.5	79.35	Age – Under 25 years	3.82	3.55	Disabled	4.74	4.76	Black and Ethnic Minority	5.25	5.39	Lesbian, Gay, Bisexual Q+	2.74	2.76										
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	<u>Ethnic Origin:</u> <b>Total BME</b> <b>8.22% (138)</b>	<u>Ethnic Origin</u> <b>BME</b> <b>396 (3.58%)</b>
	<u>Disability:</u> <b>Yes</b> <b>4.62% (77)</b> No    89.97% (1498) Not known                                5.41% (90)	<u>Disability</u> <b>Yes</b> <b>527 (4.76%)</b>
	<u>Religion or belief including no belief:</u> Buddhist                                0.48% (8) Christian                                 38.26% (637) Hindu                                      0.24% (<5) Muslim                                    0.72% (12) Jewish                                      0.06% (<5) Sikh                                        0.18% (<5) Any other                                1.92% (32) No religion                               41.68% (694) Prefer not to say                      5.23% (87) Not known                                11.23% (187)	<u>Religion or belief including no belief</u> Buddhist                                 30 (0.27%) Christian                                4,709 (42.53%) Hindu                                      19 (0.17%) Muslim                                    37 (0.33%) Jewish                                      6 (0.05%) Sikh                                        24 (0.22%) Other                                       0 No religion                               3,537 (31.95%) Prefer not to say                      527 (4.76%) Not known                                2,182 (19.71%)
	<u>Sexual orientation:</u> <b>LGB</b> <b>2.76% (46)</b> Heterosexual                            81.02% (1349) Prefer not to say                      16.22% (270) Not known                                not applicable	<u>Sexual orientation (if known)</u> <b>LGB</b> <b>217 (2.34%)</b> Heterosexual                            7,875 (84.97%) Prefer not to say                      1,176 (12.69%) Not known                                1,803
	<b>Commentary</b> There are positive signs that recruitment activity is attracting higher numbers of employees from a number of diverse groups than current rates within the existing workforce, for example people aged 16–25 years of age and from Black and Minority Ethnic backgrounds. However, these groups are not increasing as a proportion of the workforce at the same rate which suggests that there are issues in relation to retention and/or progression with the Council, with a proportion leaving the organisation as fast as new employees are being recruited. For the 16-25 age group, it is worth noting of that a number of employees within this group will have left this age band. In overall terms, the size of the workforce fell over the last 12-month period and recruitment challenges remain in a number of areas as the authority competes against other sectors and employers. Increasing use of social media-based platforms such as LinkedIn are being used as these can attract a wider range of candidates including candidates from diverse backgrounds.	
<b>Score</b>	<b>Proportion of employees who self-declare their diversity characteristics.</b>	
	As of Q4 2022-2023 the proportion of employees self-declaring their diversity information, stands at: for sex – 100% for ethnicity – 97.62% for disability – 96.48% religion or belief – 75.65% for sexual orientation – 73.09%	
	Approximately a quarter of employees (25%) have not declared their religion or sexual orientation, which is much higher when compared to self-declaration rates for ethnicity, disability, and sex. Information for these protected	

	characteristics has been collected for a shorter time, whilst self-declaration for sex, disability age and race has taken place over a much longer time period covering many years. The proportion of people self-declaring religion and belief, and sexual orientation is gradually improving and compares favourably to other councils and public bodies. The figure for disabled employees has also increased significantly from data from several years ago.
<b>Score</b>	<b>% Employees who have completed EDI Induction training as a proportion of the workforce (New)</b>
✓	35% (3,445) of all employees had completed new mandatory EDI Induction training by the end of March 2023 since it was launched in February 2023. Since the launch until end of June 2023, 66% (6,564) of all employees had undertaken the learning. This is excellent progress and demonstrates the commitment of people across the organisation to EDI. Given the limited time the course has been available, it is anticipated that the completion rate will improve even further in the coming months. Ensuring the course was mandatory for all employees has proven to be significant in achieving this level of uptake.

### 3. Areas for further consideration and improvement

The following areas have been identified as requiring further consideration or improvement have been identified in reviewing progress and drawing up this report:

#### Approach to EDI/Strategy

- Engage leaders and departments to review and develop the Council’s agreed vision, priorities and objectives
- Adopt focused EDI objectives which are capable of delivery (if in part) and progress within the lifetime of the Strategy
- Ensure buy-in and the commitment of resources to deliver agreed objectives
- Engage and inform stakeholders of changes in direction or priorities
- Ensure effective governance arrangements are in place to support council priorities moving forward
- Reflect upon how this Strategy can better link to work by the ICB and the replacement for Vision Derbyshire
- Ensuring the refreshed Strategy reflects new developments within the Council’s priorities and work programmes
- Taking stock on the operation of existing workstreams and harnessing the contribution of colleagues and service teams to deliver the Strategy
- Reviewing and further developing the Council’s EDI Board and ensuring there are mechanisms in place to ensure effective reporting back into DMTs.
- It would help improve progress if the existing Strategy were to be refreshed and subjected to further consultation, with a replacement Strategy from April 2024.

## **Engaged communities able to influence decisions**

- Complete the review of our approach to the collection and use of equalities data and agree corporate guidance
- Ensure greater consistency in the completion of EIAs across the Council using the EIA portal, undertaking a dedicated communications campaign and new training provision to promote the use of, and develop a better shared understanding of the EIA process and systematic use
- Progressing the development of the corporate Strategy and action plan for addressing gaps in engagement
- Complete work to ensure the Council is getting value for money from its arrangements for interpreting and translation
- Taking forward the development of the action plan to support an improvement in participation in public life
- Develop an improved approach to horizon scanning on EDI issues ensuring this can inform learning and development, policy development and resource allocation

## **Healthy and Supported People**

- Undertake further actions to consider the impact of the Cost-of-Living Crisis upon disadvantaged communities and reflect within the refreshed Strategy
- Review and refine undertakings in relation to health inequalities within this Strategy so that they reflect current work programmes and service plans
- Consider how key aspects of inequality for children, young people and families can be captured within a revised EDI Strategy and create a stronger link with the Childrens Services Strategy
- Consider how key aspects of inequality affecting older, disabled and vulnerable adults and carers can be captured within a revised strategy and create stronger links with relevant strategies
- Revisit membership and the terms of reference for the Healthy and Supported People workstream to ensure fuller participation by Childrens Services and Adult Social Care
- Develop approaches which interlink with the ICB and its work

## **Safer Places for Everyone**

- Ensure that workstream activities undertaken can both reflect the partnership approach and the Council's direct contribution, to ensure this Strategy is realistic about what the Council can achieve
- Support colleagues in the Resettlement Team to report on the progress they are making and share learning from working with the communities being resettled.
- Ensure that service departments complete the required responses for Armed Forces Duty and where necessary develop their services to take account of the needs of ex-forces personnel
- Consider whether the Prevent Programme and action to tackle Modern Day Slavery need to be better reflected within the Strategy and ensure that other services are able to contribute to both areas of work

## **Fair Access to Employment, Skills and Business Support**

- Review the purpose of this workstream, identifying a replacement lead officer to support the shaping and development of future activity
- Ensure an increased focus on disability employment once the Disability Employment Strategy has been adopted, harnessing the workstream to help drive forward this agenda
- Ensure that any relevant actions arising from the Disability Employment Strategy are actioned by other workstreams, strategies and departments
- Refocus the workstream on appropriate activities which provide impact, avoiding duplication with existing employment working groups and skills boards.
- Identify how work to promote social mobility, once the new EMCCA is established and new local arrangements are in place, can be integrated into the EDI Strategy moving forward

### **A Diverse and Confident Workforce**

- Identify priority areas for intervention in relation to recruitment, retention, and progression of diverse group employees
- Integrate workforce planning and interventions to achieve greater diversity
- Build upon the success of the EDI induction training by making further learning available such as EIA training, cultural awareness in service delivery and engagement, inclusive recruitment and selection, LGBT+ and Trans awareness and neurodiversity.
- Undertake a survey on employee networks to further develop profile of networks, improve engagement and enhance membership
- Undertake an equality gap analysis based on the LGBT+ Rainbow Accreditation and provide recommendations to improve inclusive practice
- Develop guidance on reasonable adjustments in recruitment and selection
- Broaden participation by employees and Elected Members to improve skills, knowledge and confidence and help deliver this Strategy, building upon the events and learning which has already been delivered and proved popular.

## **4. Reviewing the EDI Strategy**

Good progress has been made in establishing the building blocks for improved performance and in engaging employees across the Council on EDI. Progress on both areas is encouraging demonstrating the Council has the capacity and commitment to deliver identified actions and achieve smarter objectives over time. However, the Council faces further challenging tasks, as the Strategy moves into its second year, beyond the learning and understanding phases into progression of plans and activity which ultimately deliver improvements and demonstrate impact.

Over the forthcoming period, work will take place to review and refresh of the Strategy to ensure it continues to reflect the most important EDI issues and challenges faced by the Council.

The review and refresh will be comprehensive and specifically seek to engage leaders, departments and senior Elected Members to ensure that a revised strategy properly reflects the vision and priorities of the Council, has the support of

stakeholders, is resourced and has key delivery and implementation plans in place. To support the refresh process, the Council's Improvement and Scrutiny Resources Committee will be consulted and asked to consider progress to date. The Committee were involved in the initial development of the EDI Strategy and ensuring that there is appropriate overview will ensure that the process builds on and continues to secure the involvement and engagement of Elected Members across the Council during this period.

Work to review the Strategy has already commenced, with a formal launch in September 2023 and a revised Strategy is anticipated be finalised by May 2024.