



## Equality Information 31 January 2018

### 1 INTRODUCTION

The Equality Act 2010 places a duty on the District Council to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between all persons i.e. removing or minimising disadvantages suffered by protected groups; taking steps to meet the needs of people from protected groups where these are different from the needs of other people and encouraging people from protected groups to participate in public life or other activities where participation is disproportionately low;
- foster good relations between all persons i.e. tackling prejudice and promoting understanding between people from different groups.

The Duty covers the following protected characteristics:

- race
- disability
- sex (gender)
- age
- marriage and civil partnership (with regard to eliminating discrimination)
- pregnancy and maternity
- religion or belief
- sexual orientation
- gender re-assignment

The Equality Duty requires the District Council to consider how the policies it puts in place, the decisions it takes and the services and other functions it delivers affect people from different protected groups. To demonstrate compliance with the duty, the Council is required to publish appropriate equality information about its employees and service users every year.

**This document updates where available the equality information published in January 2017.** It includes local and national data, equalities monitoring information collected by services, results from surveys and links to our [Equality Impact Assessments](#) (EIAs). A case study example is included, highlighting our work in support of the duty.

The first section provides an overview of the area and functions of the District Council to provide the context. This is followed by equality information relating to our workforce and service users.

In publishing this information, the District Council has focused on information most relevant to furthering the aims of the Duty in line with EHRC guidance.

## 2 THE DERBYSHIRE DALES

### 2.1 District Profile

- A large rural district with a very low population density – 84% of people live in rural areas (below 10,000 population)
- The population of 71,116 is evenly spread across the area (69,000 in 2001)
- Half the area is within the Peak District National Park
- 49% of the population are male and 51% female (similar to the national position)
- The Dales is home to a high proportion of older people - people aged 65 and above make up 22% of the population (up from 19% in 2001) compared to 16% in England. Our older population is forecast to grow at a much higher rate than nationally over the next 20 years
- 12% (9,003) of Dales' residents provide unpaid care with 17% (1,546) of those that do providing 50 or more hours per week
- A low ethnic minority population – 97% of residents are White British (98% in 2001) compared to 80% (87% in 2001) in England
- Regarding long term ill health and disability, people whose day to day activities are limited make up 19% of the population (higher than the national average)
- 69% (79% in 2001) of residents describe themselves as Christian compared with 64% (72% in 2001) in England. 23% of residents declared no religious belief (13% in 2001) compared with 27% in England
- Citizens Advice Derbyshire Districts provided assistance to 1955 people in the Dales in 2016 – 2017; 49% of these clients had a disability or long term health condition and 57% were women (Annual Report 2016 – 2017). Their Annual Report notes that:

*The profile of our clients is changing with people coming to us with increasingly complex and interconnected issues. Many people seeking our help face challenges to their physical health and mental wellbeing, making everyday life hard. A significant number of those we help face barriers to accessing services or are experiencing social exclusion due to age, mobility or geographical location.*

*Source: Data on gender, age, race, religion or belief and health is from the 2011 Census.*

*Population density is from Defra 2005*

*Note: All figures rounded to nearest % or thousand*

More information about our communities is available at: [2011 Census Summary Profile - Derbyshire Dales](#). Based on the make-up of the Dales' community, emphasis will continue to be placed on the needs of **older people** and **people with disabilities**.

### 2.2 Key Issues

The main challenges facing the Derbyshire Dales, identified through consultation with local people, are set out in our Corporate Plan 2015-2019, which provides the overarching policy framework for our annual [Performance Plan](#) (containing individual service plans). This means that everything the District Council does can be related back to the community's priorities. Their top priority is developing a **thriving district**, with three main issues:

- Business growth and job creation

- Affordable housing
- Market towns

Maintaining a clean and safe district is a further priority.

The Peak District Partnership agreed a [Statement of Priorities 2015-2019](#) in December 2014:

Priority 1 - Maximise the benefits for Peak District communities from programmes aimed at stimulating economic growth.

Priority 2 - Reduce health inequalities and improve wellbeing in the Peak District, focusing on individuals and communities with poorer health or difficulty accessing services.

More information on the key issues affecting the Dales is contained within our [LSP Evidence Base 2011](#), the [Business Peak District Concordat 2011](#), [Derbyshire Economic Assessment](#) and [Derbyshire Dales Health Profile 2015](#).

## **2.3 Derbyshire Dales District Council**

The District Council currently has 171 FTE employees and a headcount of 381 (number of posts). These include part-time, job-share, temporary and casual staff.

There are 39 elected Members of the District Council, representing 25 electoral wards. Many District Councillors are also parish or town councillors, and some are additionally Members of Derbyshire County Council and the Peak District National Park Authority.

The District Council is organised into seven departments with day-to-day management provided by a Corporate Leadership Team (CLT). Waste collection and recycling is undertaken by contractors. Social housing is provided by registered social landlords, not by the District Council. Revenues and Benefits Services are contracted out. ICT is provided by a joint local authority partnership.

## **2.4 Equalities Policies**

The District Council's [Equality & Diversity Policy](#) sets out our commitment to promoting fairness and equality, a corporate value of the Council, and to promoting the aims of the Equality Duty in all we do.

Updates on the Council's progress towards its equality objectives are produced annually and reported to Full Council. The most recent is available [here](#).

### 3. WORKFORCE INFORMATION AT JANUARY 2018

#### 3.1 Overall Workforce Profile – Complete

The make-up of the District Council's workforce is as follows:

	TOTAL	GENDER		AGE		ETHNICITY		DISABLED
		M	F	<=21 <=30	50-65	White British	BME	(Self- declared)
DDDC 2012	391	54%	46%	8% 26%	30%	99%	<1%	5%
DDDC 2013	355	54%	46%	8% 26%	33%	99%	<1%	4%
DDDC 2014	348	55%	45%	11% 27%	35%	99%	1%	5.7%
DDDC 2015	371	57%	43%	13% 28%	32%	100%	0%	4.9%
DDDC 2016	372	57%	43%	13% 27%	36%	99%	1%	5.9%
DDDC 2018	381	54%	46%	16% 29%	36%	99%	1%	5.2%

Source: Employee Equalities Monitoring December 2017, Employee records January 2017, Census 2011\*

\* 2011 Census measured 'people whose day to day activities are limited'

- The number of employees/casual workers in the District Council has reduced from 391 in 2012 to 348 in 2014 and has increased to 381 currently.
- The District Council's workforce is currently 44% female and 54% male; figures which remain relatively stable year on year and compare with the District's population of 51% female and 49% male.
- 36% of the workforce is aged 50 to 65 (up from 30% in 2012). This compares with 24% in the District.
- 1% of the workforce have reported themselves as being of an ethnic minority background (up slightly from 0% in 2015). This compares with 3% in the District.
- 5.2% of the workforce declared themselves as having a disability (a slight reduction from last year but greater than the year before). The most comparable definition currently from the 2011 Census is "people whose day to day activities are limited" who make up 19% of the district population.

#### 3.2 Distribution of the workforce

The following tables set out the race, disability, gender and age distribution of the workforce by employment grades. All our workforce data is drawn from Employee Equalities Monitoring December 2017 and Employee records January 2018.

**3.2.1 Age distribution (full time and part time – all staff)**

Grade	Posts	All Posts	Age Groups				
			<21	21-30	31-40	41-50	51+
<b>Apprentice to Grade 5</b>	number	272	52	52	36	48	84
	<b>% of the scale</b>	<b>71</b>	<b>19</b>	<b>19</b>	<b>13</b>	<b>18</b>	<b>31</b>
<b>Grade 6 -9</b>	number	70	0	9	11	17	33
	<b>% of the scale</b>	<b>18</b>	<b>0</b>	<b>13</b>	<b>16</b>	<b>24</b>	<b>47</b>
<b>Grade 10+</b>	number	39	0	0	8	17	14
	<b>% of the scale</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>44</b>	<b>36</b>
<b>All Posts</b>	Total number	381	52	61	55	82	131
	<b>% of posts</b>	<b>100</b>	<b>14</b>	<b>16</b>	<b>14</b>	<b>22</b>	<b>34</b>

The data for all staff shows that 71% of the organisation is grade 5 or below (grade 5,4,3,2 and apprenticeship grades). We have 6 staff currently on apprenticeship programmes. 10% of the organisation are grade 10 or above i.e. management grades. The ‘all posts’ age profile shows 34% of staff are over 50 and 14% under 21.

**3.2.2 Age distribution of work force at different grades – Full time**

Grade	Posts	All posts	Full time posts	Age Group				
				No	No	<21	21-30	31-40
<b>Apprentice to Grade 5</b>	Number	272	91	11	19	17	19	25
	<b>% of the scale</b>	<b>71</b>	<b>54</b>	<b>12</b>	<b>21</b>	<b>19</b>	<b>21</b>	<b>27</b>
<b>Grade 6 - 9</b>	Number	70	44	0	8	7	10	19
	<b>% of the scale</b>	<b>18</b>	<b>26</b>	<b>0</b>	<b>18</b>	<b>16</b>	<b>23</b>	<b>43</b>
<b>Grade 10+</b>	Number	39	34	0	0	8	14	12
	<b>% of the scale</b>	<b>10</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>41</b>	<b>35</b>
<b>All posts</b>	Number	381	169	11	27	32	43	56
	<b>% of FT posts</b>		<b>100</b>	<b>7</b>	<b>16</b>	<b>19</b>	<b>25</b>	<b>33</b>
	<b>% in all posts</b>		<b>44</b>	<b>3</b>	<b>7</b>	<b>8</b>	<b>11</b>	<b>15</b>

44% of all posts are full time slight changed from 46% in 2017. This table shows that most full time posts are held by staff in the 41-50 and 51+ age groups.

**3.2.3 Age distribution of workforce at different grades (Part time)**

Grade	Posts	All posts	Part time posts	Age Group				
		No	No	<21	21-30	31-40	41-50	51+
Apprentice to Grade 5	Number	272	181	41	33	19	29	59
	% of the scale	<b>71</b>	<b>85</b>	<b>23</b>	<b>18</b>	<b>10</b>	<b>16</b>	<b>33</b>
Grade 6 - 9	Number	70	26	0	1	4	7	14
	% of the scale	<b>18</b>	<b>12</b>	<b>0</b>	<b>4</b>	<b>15</b>	<b>27</b>	<b>54</b>
Grade 10+	Number	39	5	0	0	0	3	2
	% of the scale	<b>10</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>60</b>	<b>40</b>
	Number	381	212	41	34	23	39	75
	% of PT posts		<b>100</b>	<b>19</b>	<b>16</b>	<b>11</b>	<b>18</b>	<b>35</b>
	% in all posts		<b>56</b>	<b>11</b>	<b>9</b>	<b>6</b>	<b>10</b>	<b>20</b>

56% of all posts are part time staff. This table shows that there is an even distribution of part time staff across the age ranges with the exception of over age 50 with 20% of post holders being part time.

**3.2.4 BME distribution by grade**

Grade	Posts	All posts	BME Total
		No	No
Apprentice to Grade 5	Number	272	0
	% of the scale	<b>71</b>	<b>0</b>
Grade 6 - 9	Number	70	0
	% of the scale	<b>18</b>	<b>0</b>
Grade 10+	Number	39	0
	% of the scale	<b>10</b>	<b>0</b>
	Number	381	0
	% of posts		<b>0</b>

In 2016 0.8% of the workforce has declared their ethnicity as non-White British. This compares to 2015 where none of the workforce stated that they were of a non-white origin, which is the case in 2017.

### 3.2.5 Disability (declared) distribution by grade

Grade		All posts	2017	2016	2015	2014	2012
		No	No	No	No	No	No
<b>Apprentice to Grade 5</b>	number	272	15	17	13	16	16
	<b>% of the scale</b>	<b>71</b>	<b>6</b>	<b>6.5</b>	<b>5</b>	<b>6.6</b>	<b>6.0</b>
<b>Grade 6 - 9</b>	number	70	4	5	5	4	3
	<b>% of the scale</b>	<b>18</b>	<b>6</b>	<b>6.8</b>	<b>6.7</b>	<b>5.7</b>	<b>3.5</b>
<b>Grade 10+</b>	number	39	1	0	0	0	0
	<b>% of the scale</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Total number	381	20	22	18	20	19
	<b>% of posts</b>		<b>5.0</b>	<b>5.9</b>	<b>4.9</b>	<b>5.7</b>	<b>4.9</b>

5.0% of staff have declared themselves as disabled, a slight decrease from last year.

### 3.2.6 Gender distribution by grade

Grade		Total Posts	Total Posts	Females			Males		
		2016	2017	2012	2016	2017	2012	2016	2017
<b>Apprentice to Grade 5</b>	number	261	272	118	99	114	148	162	158
	<b>% of the scale</b>	<b>70</b>	<b>71</b>	<b>44.4</b>	<b>38</b>	<b>42</b>	<b>55.5</b>	<b>62</b>	<b>58</b>
<b>Grade 6 - 9</b>	number	73	70	50	42	44	36	31	26
	<b>% of the scale</b>	<b>20</b>	<b>18</b>	<b>58.1</b>	<b>58</b>	<b>63</b>	<b>41.9</b>	<b>42</b>	<b>37</b>
<b>Grade 10+</b>	number	38	39	11	19	19	28	19	20
	<b>% of the scale</b>	<b>10</b>	<b>10</b>	<b>28.2</b>	<b>50</b>	<b>49</b>	<b>71.3</b>	<b>50</b>	<b>51</b>
<b>All Posts</b>	Total number	372	381	179	160	177	212	212	204
	<b>% of posts</b>	<b>100</b>	<b>100</b>	<b>45.8</b>	<b>43</b>	<b>46</b>	<b>54.2</b>	<b>57</b>	<b>53</b>

This table shows that the number of posts in the District Council has increased slightly from last year to 381 currently. There are more women in managerial posts now than 4 years ago (49% compared with 28.2%) and less men (51% compared with 71.3%) 5 years ago. Slightly more men in apprentice - grade 5 posts (58% compared with 42%).

### 3.3 Information on Sexual Orientation and Religion and Belief

Optional questions are included within annual employee monitoring. Although an increasing number of staff prefer not to provide this information.

SEXUALITY			
No. disclosed	Heterosexual	Lesbian/Gay/Bisexual	
234 (2011)	97.9%	2.1%	
198 (2012)	92.4%	0.5%	
169 (2014)	98.8%	1.2%	
210 (2015)	98.6%	1.4%	
209 (2016)	98.1%	1.9%	
209 (2017)	98.1%	1.9%	
RELIGION & BELIEF			
No. disclosed	Christian	Other	None
253 (2011)	68.8%	4%	27.3%
210* (2012)	62.4%	2.4%	29.1%
183 (2014)	63.4%	2.2%	34.4%
217 (2015)	59.9%	3.3%	36.9%
220 (2016)	61.4%	1.8%	36.8%
220 (2017)	61.4%	1.8%	36.8%

### 3.4 Gender pay gap

For several years, the District Council has reported an arithmetic mean gender pay gap.

In accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the Equality Act 2010 (Gender Pay gap Reporting) Regulations 2017, a gender pay gap is to be calculated on a standard/new formulae to enable comparison. The calculation is to be done on the workforce at 31 March each year, commencing 31 March 2017, to be reported by 1 March the following year.

The calculation is complex and is not ready for the time this document is published. It will be added to this document, after publication, as soon as it is available and before 1 March 2018. In subsequent years it will be reported in this document.

### 3.5 Occupational Segregation

OCCUPATIONAL GROUPS	GENDER		% OF TOTAL WORKFORCE
	M	F	
(i) Employees undertaking manual work	67%	32%	60%
(ii) Employees undertaking administrative roles	31%	69%	38%
(iii) Senior Management	63%	38%	2%

Whilst the proportion of male and female employees is generally balanced across the majority of roles, like in some other local authorities, a degree of 'horizontal segregation' remains in some areas of the workforce. This includes the proportion of male staff



occupying roles involving (i) manual work, (ii) the proportion of females undertaking administrative roles and, but to a lesser extent, (iii) at senior management level.

### 3.6 Grievance and Discipline

Grievance and disciplinary records are maintained by Human Resources. The District Council has dealt with no grievances in 2017 compared with 3 last year and 5 disciplinary hearings this year compared with 10 last year.

The disciplinary hearings resulted in 2 first written warnings, 2 formal oral warning and 1 management instruction between January and December 2017. Due to the small numbers it is not appropriate to publish more detailed information to retain the confidentiality of staff involved.

### 3.7. Recruitment monitoring

The District Council collects equalities information from job applicants. The data form is detached from application forms prior to them going to the recruiting manager for shortlisting to ensure that no discrimination occurs within our selection procedures.

	2016		2017		
	All Applicants	Selected	All Applicants	Selected	
	100%	100%	100%	100%	
<b>GENDER</b>					
MALE	52.5%	58.1%	45.4%	37.5%	
FEMALE	44.1%	41.9%	52.9%	62.5%	
NOT SPECIFIED	3.4%	0%	1.8%	0.0%	
TRANSGENDER	0%	0%	0.0%	0.0%	
<b>AGE</b>					
UNDER 21	14%	23.3%	23%	39.6%	UNDER 21
21 TO 30	29%	37.2%	17%*	33.3%	*20 to 24
31 TO 40	16%	14.0%	23%*	8.3%	*25 to 34
41 TO 50	20%	16.3%	21%*	8.3%	*35 to 49
OVER 50	16%	9.3%	15%	8.3%	Over 50
DID NOT SPECIFY	5%	0.0%	1%	2.1%	DID NOT SPECIFY
<b>ETHNIC ORIGIN</b>					
WHITE - British	90.8%	97.7%	89.0%	97.9%	
WHITE - Irish	0%	0%	0.0%	0.0%	
WHITE - other	0.8%	0%	0.0%	2.1%	
MIXED	0.8%	0%	10.1%	0.0%	
ASIAN/BRITISH	2.3%	0%	0.0%	0.0%	
BLACK/BRITISH	0.4%	0%	0.0%	0.0%	
CHINESE	0%	0%	0.0%	0.0%	

	2016		2017	
	All Applicants	Selected	All Applicants	Selected
	100%	100%	100%	100%
OTHER	0.8%	0%	0.0%	0.0%
DID NOT SPECIFY	4.2%	2.3%	0.0%	0.0%
<b>EXTERNAL</b>	82.8%	65.1%	0.0%	83.3%
<b>INTERNAL</b>	17.2%	34.9%	0.0%	16.7%
<b>NOT SPECIFIED</b>	0%	0%	100.0%	0.0%
<b><u>SEXUALITY</u></b>				
HETEROSEXUAL	86.6%	93.0%	87.7%	85.4%
GAY/LESBIAN/ TRANSSEXUAL/ BI-SEXUAL	3.4%	0%	5.7%	8.4%
NOT SPECIFIED	10%	7%	6.6%	6.3%
<b><u>RELIGION</u></b>				
CHRISTIAN	43.3%	44.2%	38.8%	25.0%
Buddhist,Hindu, Muslim,Sikh	2.7%	0%	2.6%	0%
OTHER	1.5%	2.3%	0.9%	0%
NONE	41.4%	41.9%	53.3%	72.9%
NOT SPECIFIED	11.1%	11.6%	4.4%	2.1%
<b><u>DISABILITY</u></b>	5%	2.3%	3%	1.4%

\* The age range for all applicants in 2017 has been taken from the e recruitment system and so varies from the data recorded for appointments this year.

### 3.8 Employee complaints related to discrimination

There have been no employee complaints received on the grounds of discrimination or other prohibited conduct identified under the Equality Act 2010.

### 3.9 Staff Engagement

The Employee Survey, quarterly Employee Group meetings and Joint Consultative Group meetings (with Council Members and the Trade Unions) remain the District Council's main mechanisms for formal engagement on staff matters, including on any equalities issues identified by or affecting the workforce (any specific issues identified by individuals are dealt with on a one to one basis). Informal engagement includes: Core Briefings, team meetings, one to one meetings, a staff newsletter, the intranet, staff emails, screensavers and posters.

The employee survey is now undertaken every 2 years. The survey ran in October 2017 and the results were announced in November 2017. 4 staff focus groups have taken place in December/ January to seek ideas from staff in the identified improvement areas. The improvement action plan will be endorsed by the Corporate Leadership Team in February 2018 and its implementation will be monitored by the Employee Group to the date of the next survey in 2019.

### 3.10 Employment Policies and Procedures

The District Council continues to carry out proportionate Equality Impact Assessments (EIAs) of proposed changes to its policies and services to ensure due regard is given to the Equality Duty in its decisions. A programme of priority EIAs is agreed at the start of each year.

Future significant changes to the District Council’s employment policies and procedures will be subject to EIA to ensure due regard to the Equality Duty.

### 3.11 Take up of Training Opportunities

85 members of staff underwent corporate and post entry training.

	TOTAL	GENDER		AGE		ETHNICITY		DISABLED
		M	F	<=21	Over 50	White British	BME	(Self-declared)
Numbers undertaking training	85	59%	41%	2%	58%	100%	0%	8.2%
Posts	381	54%	46%	16%	36%	100%	0%	5.2%

### 3.12 Return to Work Rates Post Maternity Leave

In 2016, there were no employees returning from maternity leave, but in 2017 there were 3. All 3 asked for and have been granted either a reduction in their working hours or to work different hours.

We had 1 employee who undertook Shared Parental Leave in 2017.

## 4. SERVICE INFORMATION

The District Council collects a range of information about customers accessing its services and how satisfied or dissatisfied they are with them, to help make informed decisions about its policies, practices and services. Updated information is set out below, focusing on services where contact with the public is greatest.

## OFFICIAL

A number of services collect information about their customers, usually broken down by gender, age, race and disability. It should be noted that sensitive information is not collected by the majority of services, unless directly relevant to the service provided.

Satisfaction information is primarily drawn from engagement with residents / service users via specific surveys targeted at service users and/ or available to the general public (details of [consultation undertaken by the Council](#) are available on our website).

Complaints information is recorded by Corporate Services which corporately co-ordinates any complaints received by the District Council.

The District Council has published corporate [Equality Monitoring Guidance](#) to help support services in determining whether they need to collect additional information and if so, how to go about it.

Our Performance Plan includes annual progress against performance indicators measuring the District Council's progress on promoting equality eg: percentage of District Council buildings open to the public in which all public areas are suitable for and accessible to disabled people.

This information, together with our equality profiles and other local and national data is used as appropriate to inform our [Equality Impact Assessments](#) which help us understand the potential impact of the Council's decisions. This documented process, backed up by Member and officer equalities training and a requirement to consider equalities implications in all [committee reports](#) (available to view on the District Council's website), helps demonstrate how the District Council gives due regard to the aims of the Equality Duty when making its decisions.

To reinforce the importance of considering equalities implications, and ensure this is reflected in the Council's decision making process, the following officer guidance has been prepared:

### **Guidance Note: Equalities and Decision Making**

The Equality Act 2010 places a Duty on the District Council to eliminate discrimination, harassment and victimisation, promote equality of opportunity and encourage good relations between different groups of people. The District Council must therefore ensure consideration is given to the aims of the Equality Duty in all its decisions.

To help demonstrate 'due regard' within decision making, a programme of priority Equality Impact Assessments (EIAs) is agreed with Members at the start of each year. It is important that Members are made aware of the impacts identified and mitigating actions proposed as a result of these EIAs prior to making their decisions.

Officers are therefore asked to adhere to the following guidance when preparing Committee reports:

- The EIA (once agreed with the Policy Team) should be listed as a Background Paper within the committee report, including details of where electronic and paper copies can be viewed (see below);

- A summary of the key issues and actions identified within the EIA should be included as an annex to the committee report (template provided) and a paragraph included in the main body of the report which: a) makes Members aware of the importance of considering the EIA when making their decision and b) highlights the key findings from the EIA
- A copy of the (full) EIA should be provided to Committee Services with the report for inclusion on the Committee Pages section of the Council's website (in the longer term EIAs will be placed on the Members Extranet. Officers will be notified at this time). Paper copies should be made available by the author of the Committee report on request.

Training material covering the Equality Duty and Equality Impact Assessments provided to Members and managers during 2015 is available on the District Council's internal network.

## 4.1 Housing Services

### 4.1.1 Home-Options (choice based letting of social rented housing)

During 2016/17 the District Council received 714 applications for housing. Of these, 468 were made 'live' and eligible to bid for housing.

Eligible Applicants by Age Band	Female 'Live' Applicants	Male 'Live' Applicants
Between 18 and 24	37	24
Between 25 and 34	71	44
Between 35 and 44	52	22
Between 45 and 49	26	16
Between 50 and 54	13	17
Between 55 and 59	10	13
Between 60 and 69	24	24
70 and over	37	38
<b>Total</b>	<b>270</b>	<b>198</b>

Housed Applicants by Age Band	Female	Male
Between 18 and 24	26	8
Between 25 and 34	62	25
Between 35 and 44	45	23
Between 45 and 49	19	10
Between 50 and 54	10	21
Between 55 and 59	9	11
Between 60 and 69	19	32
70 and over	33	29
<b>Total</b>	<b>223</b>	<b>159</b>

Source: Home-Options Register – December 2017.

Note: 1) Applicants may have to wait before they receive an offer of available accommodation. Live and housed figures for one year are therefore not directly comparable but provide an indication of those accessing the service, the outcome and any potential inequality.

2) The number of female applicants remains disproportionate to the number of male applicants which is likely to be due to the higher proportion of female single parent households.

Collecting information on disability enables the District Council to monitor any differences in the proportion of successful applicants and to take appropriate action.

Disability	Applicants made 'Live'	Of which were Housed
I have a mental health problem	88	35
I have a hearing impairment	30	15
I have a visual impairment	15	6
I have a learning disability	17	4
I have a permanent physical disability	77	30

The total number of live applicants with a declared disability was 239, of which 68 were rehoused during the year.

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The District Council records additional equality strands of Home-Options applicants. The information is provided on an entirely voluntary basis and for this reason, the numbers below may not add up to 468.

<b>Applicant Ethnicity</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
White - English/Scottish/N. Irish/British	233	121	354
White - other	4	8	12
Asian or Asian British - Indian	1	1	2
Asian or Asian British - Pakistani	1	0	1
Other	0	1	1
<b>Total</b>	<b>239</b>	<b>131</b>	<b>370</b>

<b>How would you describe your sexuality?</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
Bisexual	2	3	5
Gay man	2	3	5
Gay woman (lesbian)	0	0	0
Heterosexual (straight)	220	124	344
Other	1	0	2
Prefer not to say	21	6	27
<b>Total</b>	<b>247</b>	<b>135</b>	<b>382</b>

<b>How would you describe your religion?</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
Buddhist	0	0	0
Christian (all denominations)	111	67	178
Jewish	1	0	1
Muslim	0	0	0
No religion	91	56	147
Other religion or belief	9	1	10
Prefer not to say	31	11	42
<b>Total</b>	<b>243</b>	<b>135</b>	<b>378</b>

<b>Is your current gender identity different from your gender at birth?</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
Yes	8	4	12
No	226	136	362
Prefer not to say	3	1	4
<b>Total</b>	<b>237</b>	<b>141</b>	<b>378</b>

<b>Are you married or in a civil partnership?</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
Yes	56	44	100
No	195	100	295
Prefer not to say	2	5	14
<b>Total</b>	<b>260</b>	<b>149</b>	<b>409</b>

Source: Home-Options Register – December 2017

#### 4.1.2 Homelessness

The Council monitors the numbers of those who are eligible to be treated as unintentionally homeless and in priority need, where there is a duty on the council to secure accommodation. The data below shows both the number and the percentage of those who are eligible as unintentionally homeless and in priority need for 2015-2016 and April 2016 - December 2016, analysed by age group, disability, ethnic group and gender.

% Eligible unintentionally homeless and in priority need, 2016 – 17 and April - December 2017

<b>Disability</b>	<b>2016-17</b>		<b>April - Dec-17</b>	
Disabled	18	38.30%	7	25.00%
Non-disabled	29	61.70%	21	75.00%
<b>Total</b>	47	100.00%	28	100.00%
<b>Ethnicity</b>	<b>2016-17</b>		<b>April - Dec-17</b>	
White	35	74.47%	25	89.29%
Black	0	0.00%	1	3.57%
Asian	1	2.13%	1	3.57%
Mixed	0	0.00%	0	0.00%
Other	1	2.13%	0	0.00%
Not stated	10	21.28%	1	3.57%
<b>Total</b>	47	100%	28	100%
<b>Gender</b>	<b>2016-17</b>		<b>April - Dec-17</b>	
Couple	13	27.66%	5	17.86%
Female	21	44.68%	17	60.71%
Male	13	27.66%	6	21.43%
<b>Total</b>	47	100.00%	28	100.00%

#### 4.1.3 Services for women affected by violence

Services are planned and delivered at the county level by Community Safety at Derbyshire County Council. The support provided includes:

- Derbyshire Domestic Abuse Support Line
- Emergency refuge accommodation
- Outreach support in the community, including counselling, and self-esteem and confidence building sessions
- Dedicated support for children and young people affected by domestic abuse, both those in refuge and in the community



Derbyshire Police publish data on domestic violence offences and victims annually, as part of their [Equality Information](#).

## 4.2 Leisure Services

The District Council operates leisure facilities in Ashbourne, Bakewell, Matlock and Wirksworth. Equalities information is collected annually from our leisure centre membership and helps inform activity programming and promotional activity. It should be noted that some people using the centres choose not to provide information.

The District Council procured a new on-line bookings and payments system for its leisure centres in 2015. This system provides better equalities monitoring information of leisure centre users.

### Leisure Service Membership (29th January 2018)

Age	Male 2017	% Male 2017	Male 2018	% Male 2018	Female 2017	% Female 2017	Female 2018	% Female 2018	Total 2017	Total 2018
0-8	783		774		821		870		1604	1644
9-15	671		785		704		729		1375	1514
16-29	1838		2387		1969		2536		3807	4923
30-39	820		1021		989		1214		1809	2235
40-49	985		1224		1375		1675		2360	2899
50-59	1018		1272		1290		1664		2308	2936
60-64	372		442		511		548		883	990
65+	996		1213		1000		1230		1996	2443
Unknown	187		174		268		200		455	374
Total	7670	46.00%	9292	47%	8927	54.00%	10666	53%	16597	19958

The District Council continues to work with its partners to increase opportunities for everyone to take part in the activities it provides.

## 4.3 Waste and Recycling

The Council's waste collection service is operated by Serco, which carries out regular surveys to provide further service take-up and customer satisfaction data, broken down by protected groups.

Findings from the Council's On-line Panel survey in 2017 show that satisfaction levels with regard to waste and recycling collections (82%) remain high.

## 4.4 Community Safety

The District Council’s role as a lead partner within the Derbyshire Dales Community Safety Partnership (CSP) supports our duty to foster good relations between different protected groups. Through the CSP we work closely with the Police and other partners to keep crime low in the Dales and reduce the fear of crime.

The Council’s Online Panel survey November 2017

How safe or unsafe do you feel when outside in your local area during the day?

Please consider your local area to be the area within 15 – 20 minutes walking distance from your home

Very safe	Fairly safe	Not that safe	Not safe at all
215	99	3	1
67.61%	31.13%	0.94%	0.31%

Source: DDDC Online Panel, November 2017

How safe or unsafe do you feel when outside in your local area after dark?

Please consider your local area to be the area within 15 – 20 minutes walking distance from your home

Very safe	Fairly safe	Not that safe	Not safe at all	Don't know
118	172	21	7	1
36.99%	53.92%	6.58%	2.19%	0.31%

Source: DDDC Online Panel, November 2017

### Hate crime and hate incidents

[Derbyshire Constabulary](#) publishes information on hate crime incidents broken down by division and an overall breakdown of incidents by equality strand. In 2016-2107, the highest proportion of incidents relate to reports of racial hate and make up 69% of all reports.

Hate incident data year to date 2015-16 to 2016-17 by hate motivator

Race		Religion		LGBT		Disability		Other	
2016-2017	2015-2016	2016-2017	2015-2016	2016-2017	2015-2016	2016-2017	2015-2016	2016-2017	2015-2016
424	689	23	44	86	124	47	74	33	13

Source: Derbyshire Police, Equality Information 2017

### Third party hate incident reporting: Stop Hate

Stop Hate provides a third party reporting service for Derby city and Derbyshire county. The highest proportion of incidents in 2016-17 relate to disability hate and make up 31% of all reports.

Stop Hate: total contacts by quarter by hate crime type of motivation 2015 - 2017

Type of motivation	Q1		Q2		Q3		Q4		Total	
	2016-17	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17	2015-16	2016-17	2015-16
Age	0	0	0	0	0	0	1	0	1	0
Disability	7	0	5	3	6	3	8	1	26	7
Gender Identity	0	0	0	2	0	0	0	1	0	3
Race	3	1	1	4	2	8	3	1	9	14
Religion	3	0	0	0	1	2	0	2	4	4
Sexual Orientation	2	0	3	0	1	0	5	0	11	0
Other	3	1	2	0	3	3	2	0	10	4
Non-hate crime	2	3	5	2	0	5	1	0	8	10
Multiple motivations	7	0	0	0	2	2	6	0	17	2
<b>Total</b>	<b>27</b>	<b>5</b>	<b>16</b>	<b>11</b>	<b>15</b>	<b>23</b>	<b>26</b>	<b>5</b>	<b>86</b>	<b>44</b>

Source: Stop Hate UK

#### 4.5 Disabled Facilities Grants

Disabled Facilities Grants help disabled people of all ages to make the changes they need to their home. For example to:

- widen doors and install ramps
- improve access to rooms and facilities such as stairlifts or a downstairs bathroom

In 2017, 80 disabled people received facilities grants. Just over half (51%) were aged 75 or over.

Disabled Facilities Grants by age group, 2017

Age	No.	%
0-16 years	7	9%
16-17 years	0	0%

Age	No.	%
18-24 years	2	3%
25-34 years	0	0%
35-44 years	4	5%
45-54 years	9	11%
55-59 years	3	4%
60-64 years	1	1%
65-74 years	13	16%
75 years and over	40	51%
Not known	1	-
Total	80	100%

#### Disabled Facilities Grants by ethnic group, 2017

Ethnicity	No.	%
Prefer not to say	5	6%
Unknown	4	5%
White British	70	88%
Mixed - other	1	1%
Total	80	100%

#### Disabled Facilities Grants by tenure, 2017

Tenure	No.	%
Owner occupier	32	40%
Tenant - Dales Housing	47	59%
Tenant - private rented	1	1%
Total	80	100%

## 4.6 On-line Panel

Derbyshire Dales District Council has recruited an On-line Panel comprised of 724 residents in September 2017; 321 people (45%) responded.

Not all respondents completed all sections of the equality monitoring section. However, equality monitoring data from the 2017 survey shows that 55% (174) of the 316 respondents to this question were male.

The age profile of respondents shows that almost 15% (47) were aged 60 – 64 years; 37% (117) were aged 65 – 74 years: and a further 8% (26) were aged 75 years and over.

96% of respondents were White British; 6.73% were disabled; and 55.62% were Christian with a further 35.16% having no religion or belief.

#### Gender

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Gender	2017		2016	
	No.	%	No.	%
Male	174	55.06	189	54.62
Female	142	44.94	157	45.38
<b>Total</b>	<b>316</b>	<b>100</b>	<b>346</b>	<b>100</b>

Age

Age range	2017		2016	
	No.	%	No.	%
16-17 years	0	0.00	1	0.29
18-24 years	1	0.32	0	0.00
25-34 years	5	1.58	4	1.16
35-44 years	26	8.23	34	9.83
45-54 years	53	16.77	56	16.18
55-59 years	41	12.97	48	13.87
60-64 years	47	14.87	54	15.61
65-74 years	117	37.03	113	32.66
75 years and over	26	8.23	36	10.40
<b>Total</b>	<b>316</b>	<b>-</b>	<b>346</b>	<b>-</b>

Ethnic group

Ethnic group	2017		2016	
	No.	%	No.	%
White - English / Welsh / Scottish / Northern Irish / British	302	96.18	328	95.91
White - Irish	2	0.64	2	0.58
White - Gypsy or Irish Traveller	2	0.64	2	0.58
White - Any other White background	6	1.91	8	2.34
Mixed / multiple ethnic - White & Black Caribbean	1	0.32	0	0
Mixed / multiple ethnic - Black African	0	0	1	0.29
Mixed / multiple ethnic - Asian	0	0	0	0
Any other Mixed / multiple background	0	0	1	0.29
Indian	0	0	0	0
Pakistani	0	0	0	0
Bangladeshi	0	0	0	0
Chinese	0	0	0	0

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Ethnic group	2017		2016	
	No.	%	No.	%
Any other Asian background	0	0	0	0
African	0	0	0	0
Caribbean	0	0	0	0
Any other Black / African / Caribbean / Black British background	0	0	0	0
Arab	0	0	0	0
Any other ethnic group	1	0.32	0	0
<b>Total</b>	<b>314</b>	<b>-</b>	<b>342</b>	<b>-</b>

Disability

Consider themselves disabled	2017		2016	
	No.	%	No.	%
Yes	20	6.33	23	6.73
No	296	93.67	319	93.27
<b>Total</b>	<b>316</b>	<b>100</b>	<b>342</b>	<b>100</b>

Sexual orientation

Sexual orientation	2017		2016	
	No.	%	No.	%
Heterosexual	283	91.29	307	89.77
Gay	5	1.61	3	0.88
Lesbian	2	0.65	2	0.58
Bisexual	1	0.32	1	0.29
Prefer not to say	19	6.13	29	8.48
<b>Total</b>	<b>310</b>	<b>-</b>	<b>342</b>	<b>-</b>

Religion or belief including non belief

Religion or belief	2017		2016	
	No.	%	No.	%
No religion	121	38.78	122	35.16%
Christian	176	56.41	193	55.62
Buddhist	0	0	3	0.86
Hindu	0	0	0	0
Jewish	0	0	0	0
Muslim	0	0	0	0
Sikh	1	0.32	0	0

Religion or belief	2017		2016	
	No.	%	No.	%
Any other religion	3	0.96	5	1.44
Prefer not to say	11	3.53	24	6.92
<b>Total</b>	312	-	347	-

#### 4.7 Service Complaints

The District Council received 76 Formal Complaints between 1st January 2017 and 31st December 2017, compared to 47 Formal complaints in 2016.

Of the complaints made in 2017, 2 complainants (2.63 %) completed the equalities monitoring form. None of the complaints related to equality issues.

	Percentage
<b>Age</b>	50% aged 45-54 50% aged 25-34
<b>Gender</b>	50% Male 50% Female
<b>Disability</b>	50% Disability 50% Not disabled
<b>Race</b>	100% White /British
<b>Religion</b>	100% Christian
<b>Sexual orientation</b>	100% Heterosexual
<b>Gender reassignment</b>	100% Not transgender

Source: DDDC

#### 5. Addressing Gaps in information / Future reporting

During 2017-18, additional information about those accessing District Council services and their satisfaction with them was captured from the following sources:

- An On-line Panel Survey was used in November 2017 to gather information with regard to residents' satisfaction with their local area and with District Council services (see 4.6 above). Findings were reported to [Council on 30 November 2017](#).

Work is continuing to encourage participation by younger residents in our consultation and engagement. The Council encourages relevant services to improve monitoring where appropriate, focusing on outward facing services most relevant to the duty and where contact is greatest with the public.

## **6. Further Information**

For further information please contact:

Policy Manager  
Regeneration & Policy Department  
Derbyshire Dales District Council  
Town Hall  
Matlock  
DE4 3NN

This information is available free of charge in electronic, audio, Braille and large print versions, and in other languages on request. For assistance in understanding or reading this document please call 01629 761351.

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## DDDC Corporate Plan 2015-2019: Aims & priorities

Priority for improvement and focussed attention – a thriving district

- 1. Business growth & job creation** *Help new businesses to start  
Help existing businesses to grow  
Promote key development sites in/around towns*
- 2. Affordable housing** *Identify and deliver new affordable housing sites  
Improve housing opportunities for vulnerable people*
- 3. Market towns** *Reviving stall markets  
Seeking public realm improvements*

Areas for maintaining performance – a clean and safe district

Continue to seek efficiencies and innovative working practices across all areas

### Case Study

The purpose of the Derbyshire Dales Local Plan is twofold; firstly to allocate land for new development (primarily residential and employment land) in order to meet the needs of the District, and secondly to provide the framework to enable the District Council to make decisions on planning applications over the plan period up to 2033.

A draft set of policies was agreed by the Local Plan Advisory Committee on 11 February 2016 (Minute no: 314/15). These were split into four separate topic areas to mirror the key issues identified for the Local Plan:

- Spatial Strategy and Strategic Policies
- Protecting Peak District Character
- Healthy and Sustainable Communities
- Strengthening the Economy

Consultation was a key element in the development of our Local Plan. The views of stakeholders were sought on housing numbers, affordable housing, location of new development, the requirements for Gypsies and Travellers, employment land provision and the approach to development within smaller scale villages.

An initial Equality Impact Assessment of relevant policies was carried out at an early stage to identify any adverse impacts from our development proposals on protected groups. At each stage of the consultation process, feedback from interested parties was carefully analysed to assess any perceived or actual

equality impact. This enabled recommendations for mitigation and improvement to be considered and where necessary, incorporated into an Improvement Plan within the Impact Assessment document. For example:

*EC8 Consider the use of accessible facilities which are suitable for all age groups but particularly for disabled people, for example in tourist accommodation and venues.*

*EC1 Consider how issues such as the gender pay gap and barriers to employment for disabled people might be addressed at project level eg: small business development, employment sectors.*

The Derbyshire Dales Local Plan and supporting documents were submitted to the Secretary of State, Communities & Local Government on 19th December 2016. Following the formal Inspection process, the Plan was formally adopted by the Council on 7 December 2017.