



## Equality Information 31 January 2016

### 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 2015.** It includes local and national data, equalities monitoring information collected by services, results from surveys and links to our [Equality Impact Assessments](#) (EIAs). Case studies are also 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.

*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 181 FTE employees and a headcount of 371 (number of posts). These include part-time, job-share, temporary and casual staff. The net revenue budget of the District Council for 2015/15 is £12 million.

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.

In April 2012 the District Council agreed its [Equality Objectives](#) up until 2015. An update on progress towards these objectives is available [here](#). Further objectives are to be set in March.

### 3. WORKFORCE INFORMATION AT JANUARY 2016

#### 3.1 Overall Workforce Profile

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

		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%

Source: Employee Equalities Monitoring November 2015, Employee records January 2016, Census 2011\*

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

- The number of posts in the District Council has reduced from 391 in 2012 to 371 currently.
- The District Council's workforce is 43% female and 57% male; figures which remain stable and compare well with the District's population of 51% female and 49% male.
- 32% of the workforce is aged 50 to 65 (up from 30% in 2012). This compares with 24% in the District.
- 0% of the workforce have reported themselves as being of an ethnic minority background (down from 1.1% in 2014). This compares with 3% in the District.
- 4.9% of the workforce declared themselves as having a disability (down slightly from 5% in 2012 and from 5.7% in 2014). 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. We retained our "Two Ticks" Positive About Disabled People accreditation following an audit of practises by Job Centre Plus in July 2015.

#### 3.2 Distribution of the workforce

The following tables set out the race, disability, gender and age distribution of the workforce by employment grades. Source – Employee Equalities Monitoring December 2015.

### 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	50+
Apprentice to Grade 5	number	259	47	59	31	46	76
	% of the scale	70	18	23	12	18	29
Grade 6 -9	number	75	0	6	14	25	30
	% of the scale	20	0	8	19	33	40
Grade 10+	number	37	0	2	6	19	10
	% of the scale	10	0	5	16	51	27
<b>All Posts</b>	Total number	371	47	67	51	90	116
	% of posts	100	13	18	14	24	31

The data for all staff shows that 70% of the organisation is grade 5 or below (grade 5,4,3,2 and apprenticeship grades). We have 14 staff currently on apprenticeship programmes. 10% of the organisation are grade 10 or above i.e. management grades. The all posts age profile shows 31% of staff are over 50 and 13% under 21.

In 2015 we adopted the Living Wage Foundation's Living Wage of £7.85 for staff on grade 2 and 3 up to spinal column point 10 (i.e. up to £7.43), but have not become an accredited employer.

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

Grade	Posts	All posts No.	Full time posts No.	Age Group				
				<21	21-30	31-40	41-50	50+
Apprentice to Grade 5	Number	259	98	13	29	13	24	19
	% of the scale	70	54	13	30	13	24	19
Grade 6 - 9	Number	75	51	0	6	10	18	17
	% of the scale	20	28	0	12	20	35	33
Grade 10+	Number	37	32	0	2	5	16	9
	% of the scale	10	18	0	6	16	50	28
<b>All posts</b>	Number	371	181	13	37	28	58	45
	% of FT posts		100	7	20	15	32	25
	% in all posts		49	4	10	8	16	12

49% of all posts are full time. This table shows that most full time posts are held by staff in the 41-50 age range.

### 3.2.3 Age distribution of workforce at different grades (Part time & Casual workers)

Grade	Posts	All posts No	Part time posts No	Age Group				
				<21	21-30	31-40	41-50	50+
Apprentice to Grade 5	Number	259	161	34	30	18	22	57
	% of the scale	70	85	21	19	11	14	35
Grade 6 - 9	Number	75	24	0	0	4	7	13
	% of the scale	20	13	0	0	17	29	54
Grade 10+	Number	37	5	0	0	1	3	1
	% of the scale	10	3	0	0	20	60	20
	Number	371	190	34	30	23	32	71
	% of PT posts		100	18	16	12	17	37
	% in all posts		51	9	8	6	9	19

31% of all posts are part time staff and 20% are casual workers. This table shows that there is an even distribution of part time staff and casual workers across the age ranges with the exception of over age 50 with 37% of post holders being part time.

### 3.2.4 BME distribution by grade

In 2015, none of the workforce stated that they are of a BME origin. This has gone down compared with 2014 when 1.1% declared their ethnicity as BME.

### 3.2.5 Disability (declared) distribution by grade

Grade		2015	2014	2012	2011
Apprentice to Grade 5	number	13	16	16	11
	% of the scale	5	6.6	6.0	4.2
Grade 6 - 9	number	5	4	3	5
	% of the scale	6.7	5.7	3.5	5.8
Grade 10+	number	0	0	0	0
	% of the scale	0	0	0	0
	Total number	18	20	19	16
	% of posts	4.9	5.7	4.9	4.1

4.9% of staff have declared themselves as disabled, a decrease compared to 2014, but the same as 2012.

### 3.2.6 Gender distribution by grade

The following table shows that the number of posts in the District Council has reduced from 391 in 2012 to 371 currently. There are more women in managerial posts now than 3 years ago (46% compared with 28%) and slightly more men in apprentice - grade 5 posts (61% compared with 56%). There are less men in managerial posts now than 3 years ago (54% compared with 71%).

Grade		Total Posts (2012)	Total Posts (2015)	Females		Males	
				2012	2015	2012	2015
Apprentice to Grade 5	number	266	259	118	100	148	159
	% of the scale	68	70	44.4	39	55.5	61
Grade 6 -9	number	86	75	50	44	36	31
	% of the scale	22	20	58.1	59	41.9	41
Grade 10+	number	39	37	11	17	28	20
	% of the scale	10	10	28.2	46	71.3	54
All Posts	Total number	391	371	179	161	212	210
	% of posts	100	100	45.8	43	54.2	57

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

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%

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%

### 3.4 Gender pay gap

The District Council's [Pay Policy Statement](#), required by the Localism Act and available on our website, is updated annually.

The total annual fulltime equivalent salary cost for the 275 contracted employees is £6,152,426 (an increase from 267 contracted employees and £5,892,450 in 2014).

There are 135 female staff with a total salary cost of £3,078,734 which equates to an average full time equivalent female salary of £22,805.

There are 140 male staff with a cost of £3,073,692 which equates to an average full time equivalent male salary of £21,955.

The gender pay gap is therefore £850 in favour of women.

### 3.5 Occupational Segregation

OCCUPATIONAL GROUPS	GENDER		% OF TOTAL WORKFORCE
	M	F	
(i) Employees undertaking manual work	92%	8%	25%
(ii) Employees undertaking administrative roles	19%	81%	18%
(iii) Senior Management	56%	44%	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 2 grievances and 3 disciplinary hearings (2 informal warnings and one final written warning between January and December 2015). 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, but it 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.



## Recruitment monitoring, 2010-2015

	2010		2012		2015	
	All Applicants	Selected	All Applicants	Selected	All Applicants	Selected
	100%	100%	100%	100%	100%	100%
<b><u>GENDER</u></b>						
MALE	56%	55%	61%	48%	206	59.9%
FEMALE	42%	45%	39%	52%	134	41.0%
NOT SPECIFIED	1%	0%	0%	0%	1	0%
TRANSGENDER	0%	0%	0%	0%	0	0%
<b><u>AGE</u></b>						
UNDER 21	7%	10%	6%	7%	46	29.5%
21 TO 30	34%	45%	29%	26%	133	34.4%
31 TO 40	17%	10%	18%	22%	43	8.2%
41 TO 50	24%	20%	25%	26%	52	13.1%
OVER 50	15%	10%	20%	19%	58	11.5%
DID NOT SPECIFY	4%	5%	1%	0%	9	3.3%
<b><u>ETHNIC ORIGIN</u></b>						
WHITE - British	93%	95%	95%	100%	316	100%
WHITE - Irish	1%	5%	0%	0%	1	0%
WHITE - other	2%	0%	2%	0%	9	0%
MIXED	0%	0%	0%	0%	1	0%
ASIAN/BRITISH	2%	0%	0%	0%	7	0%
BLACK/BRITISH	1%	0%	0%	0%	3	0%
CHINESE	1%	0%	2%	0%	1	0%
OTHER	0%	0%	1%	0%	1	0%
DID NOT SPECIFY	1%	0%	1%	0%	2	0%
<b><u>EXTERNAL</u></b>						
	95%	75%	96%	82%	307	72.1%
<b><u>INTERNAL</u></b>						
	4%	25%	4%	19%	31	26.2%
<b><u>NOT SPECIFIED</u></b>						
	1%	0%	0%	0%	3	1.6%
<b><u>SEXUALITY</u></b>						
HETEROSEXUAL	92%	90%	92%	89%	301	93.4%
GAY/LESBIAN/ TRANSSEXUAL/ BI-SEXUAL	2%	0%	2%	0%	8	3.3%
NOT SPECIFIED	6%	10%	6%	11%	32	3.3%
<b><u>RELIGION</u></b>						
CHRISTIAN	42%	40%	58%	67%	156	50.8%
Buddhist,Hindu,Muslim,Sikh	2%	0%	1%	0%	7	0%
OTHER	5%	10%	2%	0%	9	3.3%
NONE	40%	40%	33%	26%	140	41.0%
NOT SPECIFIED	11%	10%	7%	7%	24	4.9%
<b><u>DISABILITY -</u></b>						
	4.0%	8.0%	4.9%	0.0%	3.8%	0

### 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 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 November 2015 and the results have been announced in January 2016 with 4 focus groups in late January/early February. The focus groups are run to seek ideas for improvement in order to inform the improvement action plan. The improvement action plan will be endorsed by the Corporate Leadership Team in February 2016 and monitored by the Employee Group to the date of the next survey in 2017.

The Employee Survey (see table below) shows that 58% of staff agreed that the Council's Equality and Diversity Policy is followed fairly for all employees and 75% agreed that they were treated with dignity and respect by their colleagues. In addition, 66% of staff agreed that the Council ensures all residents have equal access to services and facilities.

#### Employee Survey 2015, Q16: How strongly do you agree or disagree with the following statements about equality and diversity issues?

	Agree strongly %	Agree %	Neither agree nor disagree %	Disagree %	Strongly disagree %	Don't know %
The Council's Equality and Diversity Policy is followed fairly for all employees	14	44	20	4	3	15
The Council's recruitment and selection procedures are fair, clear and transparent	13	42	20	6	5	14
The Council ensures all residents have equal access to services and facilities.	14	52	21	0	1	12
I am treated with dignity and respect by my colleagues	18	57	17	5	3	0

### 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

167 members of staff underwent corporate and post entry training.

	TOTAL	GENDER		AGE		ETHNICITY		DISABLED (Self-declared)
		M	F	<=21	Over 50	White British	BME	
Numbers undertaking training	167	35%	63%	1%	40%	100%	0%	4.2%
Posts	371	57%	43%	13%	32%	100%	0%	4.9%

### 3.12 Return to Work Rates Post Maternity Leave

In 2015, there were no employees returning from maternity leave so no requests to reduce their hours or to work flexibly. However the Council improved its paternity provision by giving fathers 2 weeks paternity leave at full pay (instead of 1 week on full pay and 1 week on Statutory Paternity Pay. As yet fathers have asked for Shared Parental Leave.

## 4. SERVICE INFORMATION

The District Council continues to collect 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.

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)

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

During 2014/15 the District Council received 875 applications for housing. Of these, 488 were made 'live' and eligible to bid for housing.

Age Bands	Female 'Live'	Female Housed	Female Total	Male 'Live'	Male Housed	Male Total
Under 25	32	9	41	23	4	27
Between 25 and 39	76	28	104	49	10	59
Between 40 and 45	24	3	27	11	3	14
Between 45 and 49	11		11	12	6	18
Between 50 and 54	13	3	16	16	3	19
Between 55 and 59	12	2	14	15	4	19
60 and over	53	12	65	43	11	54
<b>Total</b>	<b>221</b>	<b>57</b>	<b>278</b>	<b>169</b>	<b>41</b>	<b>210</b>

Source: Home-Options Register – January 2016.

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) 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	'Live' Applicants	Housed Applicants
I have a mental health problem	49	17
I have a hearing impairment	28	7
I have a visual impairment	19	6
I have a learning disability	13	3
I have a permanent physical disability	48	17

The total number of live applicants with a declared disability was 141, of which 32 were rehoused during the year.

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 488.

<b>Applicant's Ethnic Origin</b>	<b>Housed</b>	<b>Live</b>	<b>Grand Total</b>
White - English/Scottish/N. Irish/British	87	327	414
White - other	2	9	11
Asian or Asian British - Other	1		1
Black or Black British - African		1	1
Black or Black British - other		1	1
Gypsy/ Romany/ Irish Traveller		1	1
Arab		1	1
Not Stated		1	1
<b>Grand Total</b>	<b>90</b>	<b>341</b>	<b>431</b>

<b>How would you describe your sexuality?</b>	<b>Housed</b>	<b>Live</b>	<b>Grand Total</b>
Bisexual	1	5	6
Gay man		2	2
Gay woman (lesbian)		1	1
Heterosexual (straight)	62	257	319
Other		4	4
Prefer not to say	6	15	21
<b>Grand Total</b>	<b>69</b>	<b>284</b>	<b>353</b>

<b>How would you describe your religion?</b>	<b>Housed</b>	<b>Live</b>	<b>Grand Total</b>
Buddhist		3	3
Christian (all denominations)	33	146	179
Hindu		1	1
Muslim	1		1
No religion	30	110	140
Other religion or belief	1	2	3
Prefer not to say	4	17	21
<b>Grand Total</b>	<b>69</b>	<b>279</b>	<b>348</b>

<b>Is your current gender identity different from your gender at birth?</b>	<b>Housed</b>	<b>Live</b>	<b>Grand Total</b>
Yes	1	5	6
No	21	82	103
Prefer not to say	1	1	2
<b>Grand Total</b>	<b>23</b>	<b>88</b>	<b>111</b>

*Home-Options Register – January 2015*

#### **4.1.2 Homelessness Services**

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 2014-2015 and April 2015 - December 2015, analysed by age group, disability, ethnic group and gender.

**% Eligible unintentionally homeless and in priority need, 2014-15 and April - December 2015**

Age	2014/15		April 2015- December 2015	
	16-24	18	24.32%	6
25-44	39	52.70%	16	48.48%
45-59	11	14.86%	9	27.27%
60-64	2	2.70%	1	3.03%
65-74	4	5.41%	1	3.03%
75+	0	0.00%	0	0.00%
Total	74	100.00%	33	100.00%

Disability	2014/15		April 2015- December 2015	
	Disabled	24	32.43%	10
Non-disabled	50	67.57%	23	69.70%
Total	74	100.00%	33	100.00%

Ethnicity	2014/15		April 2015- December 15	
	White	64	86.49%	27
Black				
Asian	1	1.35%		0.00%

Mixed				
Other	1	1.35%		0.00%
Not stated	8	10.81%	6	18.18%
Total	74	100%	33	100%

Gender	2014/15		April 2015- December 2015	
Couple	17	22.97%	7	21.21%
Female	44	59.46%	10	30.30%
Male	13	17.57%	16	48.48%
Total	74	100.00%	33	100.00%

#### 4.1.3 Services for women affected by violence

Services will be planned and delivered at the county level by Community Safety at Derbyshire County Council. The District Council has previously enabled five houses in the Dales provided by Nottingham Community Housing Association which act as satellite hostels from the women's refuge in Amber Valley. The District Council provides additional support for floating services provided via Derbyshire County Council.

Derbyshire Police data on domestic violence offences and victims is published 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.



Member details					
Age	Male	% Male	Female	% Female	Total
0-8	804		867		1671
9-15	709		744		1453
16-29	1562		1626		3188
30-39	730		934		1664
40-49	974		1321		2295
50-59	852		1055		1907
60-64	318		444		762
65+	846		829		1675
Unknown Age	346		428		774
<b>Total</b>	7141	46.00%	8248	54.00%	15389.5

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. Serco carried out surveys in Spring and Autumn 2015 to provide further service take-up and customer satisfaction data, broken down by protected groups. This information will be published in future updates.

### 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.

Derbyshire Police carry out an annual survey to assess a range of factors relating to satisfaction with services and with public perceptions of safety in local neighbourhoods. The following table shows perceptions of safety, broken down by equality groups:

Over to You Survey, 2015: How much would you agree or disagree that the police and local council are dealing with the anti-social behaviour and crime issues that matter in your area?

	Total agree	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree
Derbyshire Dales	65.4%	11.5%	53.9%	19.8%	10.6%	4.2%

	Total agree	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree
Respondents						
All Respondents	61.0%	12.0%	49.0%	23.4%	11.4%	4.2%
Event questionnaires	64.7%	12.8%	51.9%	22.1%	9.8%	3.3%
Online questionnaires	47.0%	9.1%	37.8%	28.3%	17.2%	7.5%
Police contact in past 12 months	57.6%	11.1%	46.5%	24.3%	12.1%	6.0%
Male	57.9%	11.6%	46.4%	23.6%	13.4%	5.1%
Female	64.6%	12.6%	51.9%	23.1%	9.3%	3.1%
White	61.8%	12.2%	49.6%	23.1%	11.3%	3.8%
Eastern European**	48.8%	23.3%	25.6%	16.6%	29.4%	5.1%
Black & Minority Ethnic	55.6%	11.9%	43.8%	24.2%	11.9%	8.4%
Lesbian/Gay/Bisexual/Other*	69.6%	6.1%	63.5%	12.9%	9.7%	7.8%
Registered Disabled	62.5%	18.2%	44.3%	19.0%	8.4%	10.1%
Under 25 years	64.5%	9.8%	54.7%	23.5%	11.3%	0.7%
25 - 39 years	53.9%	11.2%	42.7%	27.5%	11.7%	6.9%
40 - 59 years	59.1%	13.0%	46.1%	23.0%	12.0%	5.9%
Over 60 years	64.8%	14.4%	50.5%	20.5%	10.4%	4.2%

Source: Safer Derbyshire Research & Information Team

Note: figures have been rounded and may not add to exactly 100.00%

\*Low number (60-100) questionnaires received so results should be treated with caution

\*\*Very low (less than 60) questionnaires received. Results have been included for completeness but may not be representative

## Derbyshire Dales Citizens Panel Respondents

How worried are you about crime in your local area?	Very worried	Fairly worried	Not very worried	Not at all worried
Number of Respondents	5	55	278	66
% of Respondents	1.2%	13.6%	68.8%	16.3%

If you are worried about crime in your local area how much does this impact on your quality of life?	A lot	A little	Not at all	Not worried about crime

Number of Respondents	5	87	150	60
% of Respondents	1.7%	28.8%	49.7%	19.9%

<b>How worried are you about being subject to a physical attack because of your race, age, gender, sexuality, religion or disability?</b>	Very worried	Fairly worried	Not very worried	Not at all worried	Not applicable
Number of Respondents	3	18	127	175	34
% of Respondents	0.8%	5.0%	35.6%	49.0%	9.5%

<b>How often do you think these incidents happen in the streets around your home?</b>					
<b>People being attacked/harassed because of their skin colour, ethnic origin or religion</b>	Very often	Quite often	Not very often	Hardly ever	I don't know
Number of Respondents	1	1	52	192	159
% of Respondents	0.2%	0.2%	12.8%	47.4%	39.3%

<b>People being attacked/harassed because of their gender</b>	Very often	Quite often	Not very often	Hardly ever	I don't know
Number of Respondents	1	2	49	184	170
% of Respondents	0.2%	0.5%	12.1%	45.3%	41.9%

<b>People being attacked/harassed because they are disabled</b>	Very often	Quite often	Not very often	Hardly ever	I don't know
Number of Respondents	2	2	49	186	166
% of Respondents	0.5%	0.5%	12.1%	45.9%	41.0%

<b>People being attacked/harassed because of their sexuality</b>	Very often	Quite often	Not very often	Hardly ever	I don't know
Number of Respondents	1	5	48	174	178
% of Respondents	0.2%	1.2%	11.8%	42.9%	43.8%

[Derbyshire Constabulary](#) publishes information on hate crime incidents broken down by division and an overall breakdown of incidents by equality strand.

There has been a 40.2% increase in hate incidents across the force area, comprising Derby city and the Derbyshire county administrative area. Incidents with the hate motivation relating to all equality strands have seen an increase.

Derbyshire Police Reported Hate incident data year to date 2013/14 and 2014/15 by hate motivator:

<b>Race</b>		<b>Religion</b>		<b>LGB &amp; Trans</b>		<b>Disability</b>		<b>Other</b>	
<b>2014-2015</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2013-2014</b>
609	443	23	22	124	79	46	31	11	5

Of the 223 hate reports made to Stop Hate UK, 26 involved multiple motivations. Almost one third (30%) of third party hate reports were for disability hate crime compared to 5.6% of official police incident reports, suggesting third party reporting is an important channel for victims of disability hate crime.

Third Party Reporting: Stop Hate UK total contacts 01/04/11-31/12/14 by Hate Indicator

<b>Race</b>	<b>Religion, Faith or Belief</b>	<b>Sexual Orientation</b>	<b>Disability</b>	<b>Other/ Non-Hate</b>	<b>Gender Identity</b>	<b>Age</b>
61	12	18	67	55	8	2
27.4%	5.4%	8.1%	30.0%	24.7%	3.6%	0.9%

Source: Stop Hate UK

## 4.5 Service Complaints

The District Council received 35 official complaints between January 2015 and December 2015, compared to 67 official complaints in 2014. Of the complaints made in 2015, 3 complainants (11.5%) completed the equalities monitoring form; 1 did not wish to provide equalities information and the others only answered certain questions. None of the complaints related to equalities issues.

Year	Age								
	16-24	25-34	35-44	45-54	55-59	60-64	65-74	75+	Prefer not to say
2014	-	-	-	66.66 %	-	-	-	-	33.33%
2015	-	-	-	-	-	-	33.33 %	-	33.33%

Year	Gender			Disability			Race		
	Male	Female	Prefer not to say	Yes	No	Prefer not to say	White British	White Other	Prefer not to say
2014	66.66%	33.33 %	-	33.33%	66.66%	-	100%	-	-
2015	33.33%	-	-	33.33%	-	-	-	-	33.33 %

Year	Religion or Belief								
	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	No religion at all	Prefer not to say
2014	100%	-	-	-	-	-	-	-	-

2015									33.33%
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Year	Sexual Orientation					
	Heterosexual	Bisexual	Gay Man	Lesbian / gay woman	Other	Prefer not to say
2014	66.6%	-	-	33.33%	-	-
2015	-	-	-	-	-	33.33%

Year	Gender Reassignment			
	Yes	No	Prefer not to say	Did not answer
2014	33.33%	33.33%	-	33.33%
2015	-	-	-	-

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

During 2015/16, progress was made in the following areas towards filling gaps in equality monitoring information:

- Home Options application form now includes monitoring of additional equalities groups – sexual orientation, religion or belief and gender re-assignment

During 2015/16, additional information about those accessing District Council services and their satisfaction with them was captured from the following sources:

- New leisure customer management system providing additional information about leisure centre users
- Our waste contract provider, Serco, carried out surveys to provide further service take-up and customer satisfaction data, broken down by protected groups.

Whilst gaps remain in some service areas, work is continuing to encourage 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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[www.derbyshiredales.gov.uk](http://www.derbyshiredales.gov.uk)

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 Derbyshire Dales has a thriving £300m+ annual visitor economy, attracting visitors from all over the world. Our hotels, B&Bs, campsites, holiday cottages, attractions and other tourism-based businesses welcome many visitors with mobility, sight and hearing impairments. To help businesses go beyond the minimum requirements of the Equality Act 2010 and pro-actively encourage more visitors with disabilities to the area, an 'Accessible Tourism' workshop was held in November 2015 at the Agricultural Business Centre in Bakewell, hosted by Derbyshire Dales District Council in partnership with the local tourist board Visit Peak District. Focussing on simple adaptations which can be made to meet the needs of visitors with a range of impairments, the workshop was attended by 30 representatives from local tourism businesses who learnt about:

- the size of the accessible tourism market in the UK
- how to meet the needs of visitors with an impairment
- how to promote a business to this market
- funding available to improve or provide new facilities, including the new Peak LEADER programme

Presentations were made by speakers from VisitEngland, Accessible Derbyshire, Hoe Grange Holidays (a local award-winning accessible accommodation provider) and Derbyshire Dales District Council. Positive feedback from the event was received with 100% of the attendees reporting that they were either 'very satisfied' or 'satisfied' with the content of the workshop.

