

# **Equality, Diversity and Inclusion Policy**

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## **AN INTRODUCTION TO EQUALITY, DIVERSITY AND INCLUSION AT DERBYSHIRE DALES DISTRICT COUNCIL**

Around 70,000 people live and work in the Derbyshire Dales, and thousands of people visit throughout the year. The District Council believes it is important that everyone is treated with dignity and respect.

The District Council has a number of policies and processes that help ensure the people who work for the Council and use their services are treated in a fair and equitable way, that their needs are met in an appropriate way and that they are not unlawfully discriminated against, victimised or harassed.

We believe that Derbyshire Dales District Council has a responsibility to set a good example to everyone in the Derbyshire Dales, and to encourage people to consider equality, inclusion, dignity and respect for everyone in their everyday lives.

## **EQUALITY: MEETING THE STANDARD at DDDC**

At Derbyshire Dales District Council, we take action to ensure that we meet the requirements of the [Equality Act 2010](#).

We seek to ensure our workforce serves the whole community, that our services are accessible and meet the needs of all our residents. We recognise the diverse nature of the District, particularly the higher than average levels of older and disabled people, and the lower than average wages of people that work in the Derbyshire Dales.

We endeavour to ensure that employees, potential employees, contractors, partners, clients and customers are treated with dignity and respect.

The District Council opposes all forms of discrimination and undertakes not to discriminate unfairly on the grounds of age, race, pregnancy, marriage and civil partnership, gender reassignment, disability, sexual orientation, sex, religion or belief, responsibility for dependents, social or economic status, or criminal conviction [if it is spent, for jobs where the Rehabilitation of Offenders Act 1974 applies]. Certain jobs, [often those involve working with children and vulnerable adults, or finance] do require disclosure of spent convictions, as these jobs are exempt from the ROA.

At every possible step the specific circumstances of individuals will be taken into account to ensure that they are treated fairly. Decisions on service provision and employment are based on an objective assessment of all relevant criteria.

The District Council's priority areas are set out in the [Corporate Plan 2020-24](#) and reflect the importance of individuals in everything we do.

- People; providing a high quality customer experience
- Place; keeping the Derbyshire Dales safe, clean and green
- Prosperity; supporting better homes and jobs

We know that being a diverse and inclusive employer helps us fulfil our responsibility to make a difference for Derbyshire Dales' residents. We work to ensure all employees are treated as individuals, fairly and in a consistent way. We promote a culture of respect and dignity and active challenging of discrimination.

The District Council will strive to demonstrate the principles of diversity and inclusion in its everyday activities, roles, policies and functions. Employees have the responsibility both morally and legally not to discriminate against individuals or groups in the course of their duties and in the course of their employment.

Elected Members and senior managers regularly monitor and review Council actions to ensure equality, diversity and inclusion requirements are met, and to identify areas for improvement for inclusion in Service Plans.

Overall responsibility for this policy lies with Elected Members and the Chief Executive.

## **POLICY STATEMENT**

How Derbyshire Dales District Council works to satisfy the equality, diversity and inclusion needs of residents and employees, whilst meeting its legal responsibilities.

### **1 PURPOSE**

1.1 This policy describes our approach to equality, diversity and inclusion. It describes the way we meet the requirements of equality and diversity legislation and the needs of residents and employees. It influences decision making, actions and activities.

### **2 SCOPE**

2.1 This policy statement confirms the District Council's commitment to ensuring those responsible implement both equality and diversity legislation and the Derbyshire Dales District Council policy. It applies to all elected members, employees, contractors and all others who are involved in the business of the council.

### **3 INTRODUCTION**

3.1 Derbyshire Dales District Council has a statutory duty to encourage and promote equality as an employer, in the provision of its services, and in carrying out its public functions.

3.2 We welcome difference and recognise that it brings valuable insights to the workplace and the services we provide.

3.3 We endeavour to ensure that employees, potential employees, contractors, partners, clients and customers are treated with dignity and respect. We are aware of the higher than average number of disabled and elderly people in our District, which provides a key focus for our activities and services.

3.4 Managing diversity means ensuring that everyone;

- Feels included and respected
- Has access to the same opportunities and services
- Is treated fairly

### **4 LEGISLATION**

4.1 The key piece of legislation relating to this duty is the [Equality Act 2010](#) which applies to all individuals, businesses and organisations. The Act includes the [Public Sector Equality Duty](#) which applies to the public sector, including the District Council. The Duty ensures authorities consider how their policies or decisions affect people who are protected under the Equality Act.

4.2 The [Equality Act 2010](#) protects people on the basis of nine 'protected characteristics' to ensure that everyone really does receive a fair chance of employment and use of services. The protected characteristics are:

4.3 Age - when you are treated differently because of your age, or someone's perception of your age or because of your association with someone of a certain age. The treatment could be a one-off action, or as a result of a rule or policy based on age. It doesn't have to be intentional to be unlawful.

4.4 Religion or belief (including non-belief) - religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.

4.5 Disability - a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

4.6 Pregnancy and maternity - pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

4.7 Gender reassignment - the process of transitioning from one gender to another.

4.8 Sex / gender – sex refers to the biological aspects of an individual as determined by their anatomy, gender is where an individual may see themselves as a man, a woman, as having no gender, or as having a non-binary gender – where people identify as somewhere on a spectrum between man and woman

4.9 Marriage and civil partnership (with regard to discrimination) - Marriage can be defined as a formal union between two people (same-sex or different sex persons) as recognised by law. Same-sex and heterosexual couples can have their relationships legally recognised as 'civil partnerships' in England. Civil partners must be treated the same as married couples on a wide range of legal matters. Civil partners must not be treated less favourably than married couples

4.10 Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

4.11 Race - refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

4.12 Information on Derbyshire Dales' residents is drawn from a number of sources and is used to inform the development of Council plans and priorities. A detailed picture of the community is included as Appendix One.

4.13 The [Public Sector Equality Duty](#), which is part of the [Equality Act 2010](#), requires public authorities to have due regard to the need to;

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it

- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

4.14 Authorities must also publish information to demonstrate their compliance. Derbyshire Dales' equality data from 2016 to 2020/21 can be found on our [website here](#).

4.15 The [Public Sector Equality Duty](#) supports good decision making – it encourages councils to understand how different people will be affected by their activities, so that policies and services are appropriate and accessible to all and meet different people's needs.

4.16 The District Council carries out Equality Impact Assessments on proposed changes to our policies, services and actions. The process of carrying out an EIA involves considering how the proposed change, or new policy/service could impact on every group with protected characteristics and residents living in our rural areas. It identifies potential benefits and dis-benefits, identifies areas that need addressing and suggests potential changes. Copies of these assessments can be found on our [website here](#). An example of how EIAs contribute to decision making is included in the case studies in Appendix 2.

4.16 By understanding the effect of its activities on different people, and how inclusive public services can support and open up people's opportunities, the District Council is better placed to deliver policies and services that are both effective and efficient. The Equality Duty therefore helps public bodies to deliver their objectives

## 5 IMPLEMENTATION

5.1 The District Council is committed to the implementation of this policy statement by:-

- Acting in accordance with all relevant legislation and codes of practice
- Making sure that all employees, partners and contractors are aware of this policy statement
- Developing and training our members and employees to help them recognise equality issues and further understand their role and responsibilities in achieving equality
- Including equality at every step of organising and delivering services so that it becomes integral to the workings of the council
- Developing effective auditing and monitoring procedures for services and employment. Reporting at least once a year, to members, employees and the community on how we put this policy statement into practice
- Promoting the principle of equality and diversity in all that we do

5.2 Our Equality Objectives for 2020 - 2022 are informed by the priorities within our Corporate Plan. Priorities within the plan are determined through consultation with local people.

5.3 The Corporate Plan can be found on [our website](#). In addition, our corporate culture is 'One Team, One Council, One Purpose'.

5.4 The Council's equality objectives follow:

- Objective 1: Maintain high customer satisfaction about the quality of services we deliver
- Objective 2: Implement the Derbyshire Dales Climate Change Strategy and make improvements to the operational aspects of the Clean & Green services
- Objective 3: Promote housing development that meets the needs of the present and future population of the District
- Objective 4: Seek to attract investment that supports the local economy including the provision of jobs for younger people
- Objective 5: One team, working together as one Council with one purpose

5.5 Equality targets are set each year and integrated within service plans to help measure progress towards these objectives. Our equality objectives and targets for 2020 - 2022 are set out in the [Equality, Consultation and Engagement](#) action plan

## 6 COMMUNICATING THE POLICY

6.1 This policy is available on the District Council's [web site](#). A copy is made available to newly elected members and all new employees will receive Equality Training as part of their induction. Refresher training will be offered regularly to elected members and employees.

6.2 Contractors and any other agencies working with the District Council will be made aware of their need to adhere with this policy.

## 7 MONITORING AND REVIEW

7.1 The District Council carries out annual equalities monitoring to ensure that everyone is treated fairly.

7.2 [Monitoring data](#) is published annually as part of the Council's Equality Information. The information relates to people who have a relevant protected characteristic, who are employed by the Council, or are other people affected by its policies and practices. The data is used to inform the development of Corporate and Service Plans and during the Equality Impact Assessment process. For example, the [Corporate Plan 2020/24](#) includes actions on improving

housing for people with disabilities, building affordable homes for families and providing advice and support to people with debt problems.

7.3 Members and Senior Managers review and support the District Council's progress in maintaining its commitment towards equality in employment and service provision. Progress on [Equality, Consultation and Engagement Plans](#) are monitored by the Corporate Leadership Team (Directors and the Chief Executive) and reported annually to Members. The Plan is available to the public via the Council's [web site](#).

## 8 COMPLIMENTS and COMPLAINTS

8.1 If you have any compliments, complaints or comments about council services or councillors, you can inform the council by the referring to the information on our website.

## 9 ALTERNATIVE FORMATS

9.1 This information is available in alternative formats and can be obtained by contacting the Communication and Marketing Manager  
[jim.fearn@derbyshiredales.gov.uk](mailto:jim.fearn@derbyshiredales.gov.uk)

## **EQUALITY POLICY: RESPONSIBILITY and PROCEDURES**

### **10 INTRODUCTION**

10.1 The procedures used by the District Council to ensure compliance with the Equality Policy are described below. They are the methods we use to express our policy from day to day

- In employment - recruitment, training, appraisal, terms and conditions of employment, harassment/bullying, complaints, trade union representation and the employee group, all staff consultation
- In service development – Equality Impact Assessments, and consultation with public
- In customer Service – compliments and complaints processes, and consultation with the public

### **11 RESPONSIBILITIES**

11.1 The District Council, as an employer and service provider, has a responsibility to promote equality and diversity. It is responsible for any act of discrimination, harassment or victimisation committed by any employee or Member, or organisation delivering services on its behalf; whether or not it was done with the District Council's knowledge or approval.

11.2 The District Council requires employees and Members, irrespective of their position, to ensure that they understand this Equality Policy and the relevant procedures and/or reporting responsibilities.

11.3 Further obligations are set out in the [Procurement Strategy](#). The Procurement Strategy requires officers of the District Council to:

- Where relevant, undertake a (proportionate) Equality Impact Assessment when planning a procurement and consider equalities issues as well as economic and sustainability issues within the business case for projects;
- Make provision within tender specifications (where appropriate) to include equality related award criteria or specific equalities outcomes to reflect the needs of different service users.

11.4 Equality obligations are included within contracts issued to other organisations and persons commissioned, or contracted, to deliver services on behalf of the District Council. Any contractor/organisation working for and on behalf of the Council, or any organisation receiving grants from the Council, must demonstrate their compliance with the Equality Act 2010.

11.5 The contractor/organisation must ensure that everyone providing, receiving or benefiting from the service is treated fairly and has access to the same opportunities without discrimination. The contractor/organisation shall ensure that no person is treated unfavourably on the grounds of their sex, sexual orientation, marriage or civil partnership, race, colour, nationality, ethnic or

national origin, religion or belief, age, disability, gender re-assignment, pregnancy and maternity or any other grounds which cannot be justified.

## **12 Responsibility of the Chief Executive**

12.1 Whilst managers and supervisors assume responsibility for the day-to-day operation of the policy, the Chief Executive is required:

(a) To assess existing employment practices in relation to this policy and advise upon remedial action where appropriate and,

(b) To co-ordinate the provision of advice and guidance to employees on equality and diversity in employment, the delivery of services and in carrying out public functions.

## **13 Responsibility of Managers and Supervisors**

13.1 Managers and supervisors must adopt employment practices and provide services which are consistent with this policy. They should promote the enactment of the Equality policy amongst their colleagues.

## **14 Employees**

14.1 Employees should co-operate with any measures to develop equality and diversity and refrain from any discriminatory actions or decisions. They should not harass, victimise, abuse or intimidate other employees or place pressure on them to act in a discriminatory manner. Employees should inform managers if they suspect that discrimination is taking place and resist any pressure to discriminate which is placed upon them by fellow employees or third parties.

## **15 Elected Members**

15.1 In line with the Code of Conduct, Members are required to take decisions which are consistent with this policy and statutory requirements. Members will also be required to take part in equality and diversity training organised by the District Council to ensure they are aware of the latest legislative requirements

## **16 ENACTING THE EQUALITY POLICY**

16.1 Examples that illustrate how we enact the policy are included in the appendices.

16.2 The District Council uses a number of ways to ensure its ongoing compliance with equality legislation and to identify areas where improvements can be made e.g. training members and officers, completing [Equality Impact Assessments](#) and consultation with the public. Details of our live and past [consultations](#) can be found on our website.

16.3 These inform internal and external service performance indicators to ensure as a minimum we comply with legislative requirements. Our aim is to exceed legislative requirements in our service delivery.

16.4 We have mechanisms in place to monitor employment practices, service provision and functions e.g. the employee group, trade union representatives, the Joint Consultative Group, regular reviews of employment practices, data collection and analysis to inform action plans, Performance Development and Review meetings. We offer individual meetings with any employee perceiving themselves to be disabled, to ensure reasonable adjustments are made for employees with a disability. We report on these as required.

16.5 The Council is keen to ensure all services are available equitably to residents wherever they live in the Derbyshire Dales. Some of the things we do to achieve this include;

- The employment of a Rural Housing Enabler whose role is to enable developments of affordable housing in villages
- Our allocation policy for all affordable homes has to meet two priorities, one to ensure we meet our statutory duty to house homeless families but also to provide some priority for rural residents
- Some of our affordable housing schemes have local connection criteria so that only people from the parish or adjoining parish will be eligible for housing
- Neighbourhood plans set out a vision for the future of Parishes and the planning policies to be used to help determine planning applications in the area/s. Consultation with residents informs the development of the plans, which are also voted on by residents
- Free [Business Advice Services](#) to small, rural businesses; helping them to thrive and grow

16.6 Our Corporate [Equality, Consultation and Engagement Action Plan](#) sets out the actions required to deliver our equality objectives and provide equalities information.

## 17 **Monitoring and Reporting**

17.1 As part of the [Public Sector Equality Duty](#) we have a statutory duty to publish a report each January, giving details of equalities data on a number of areas. Some of which are, recruitment, employees, area demographics, access to housing services, take up of leisure centre and health related activities and the Disabled Facilities Grant, community safety, hate crime levels, and the membership of our consultative online panel. Equality data reports can be found on our website for the years 2016 to 2021.

## 18 **Managing and Adapting**

18.1 The main tool used by the District Council to ensure policies and therefore services meet legislative and requirements is an Equality Impact Assessment. These are used when services, policy or procedures are subject to review of revision. They identify any potential [or existing] adverse effects on anyone with a protected characteristic, that is or could be caused by the proposed changes. Any identified adverse effects will then be reduced or eliminated by making

further revisions to the policy or procedures. Copies of completed Equality Impact Assessments are available on the [DDDC web page](#).

## **19 Recruitment**

19.1 Care is taken when advertising jobs, writing job descriptions and person specifications, shortlisting and interviewing, to ensure unlawful discrimination does not occur and that processes do not exclude members of groups that may face barriers in gaining employment.

19.2 Recruitment training is offered to staff who carry out this role.

19.3 We welcome applications from people from under-represented groups by posting all our vacancies to the Derbyshire recruitment portal. In line with our Disability Confident status we give an interview to anyone with a disability who meets the essential person specification.

19.4 We enable people with a disability to work through the provision of appropriate adaptations and equipment, funded in part by Access to Work grants.

## **20. Training**

20.1 The District Council provides a range of equality training to Members and employees. We are committed to equality of opportunity in the provision of accessible training opportunities.

20.2 All staff complete online Equality and Diversity training as part of their induction as well as role specific training, such as carrying out EIAs. Members also complete Equality training as part of their induction and have the opportunity to attend further training events alongside employees. Refresher training is offered regularly to elected members and employees.

20.3 We seek to establish a working environment which is safe and supportive, where employees are able to learn, develop and work to the best of their abilities.

## **21. Service Providers**

21.1 Not all services are provided by the District Council; some are contracted out to other businesses and organisations e.g. leisure services, waste collection etc. However any contractor/organisation working for and on behalf of the Council, or any organisation receiving grants from the Council, must demonstrate their compliance with the Equality Act 2010.

21.2 In the delivery of these contracts, we ensure that evaluation models, specification of services, contract conditions, quality requirements and monitoring procedures fully address equalities issues.

## **22 PARTNERSHIP WORKING**

22.1 We consult and work in partnership with communities, other agencies, national bodies and the trade unions to promote equality and diversity. The agencies we work with include, the Derbyshire Dales Youth Forum, Age UK Derby and Derbyshire, Chesterfield African Caribbean Community Association, Derbyshire Dales CVS and colleagues at Derbyshire County Council involved with a variety of groups with protected characteristics.

22.2 We are committed to:

- Working with the local community to further equality of access to services
- Working to continuously improve the quality of local services
- Making special efforts to involve older people and people with disabilities and address their needs
- Listening to what local people tell us and acting
- Actively supporting the voluntary and community sector

## 23 COMMUNITY ENGAGEMENT

23.1 Involving local people and our partners is central to the work of the District Council. We ensure that equality and diversity are an integral part of community involvement carried out by the District Council. We do this through our regular consultation with residents and businesses, agencies representing groups with protected characteristics such as AgeUK, our Facebook page, Twitter Account and mailing lists.

23.2 The District Council understands that different groups require different forms of involvement to ensure their needs are met appropriately and sensitively. The online panel gives residents a chance annually to provide feedback to the District Council. Other consultation exercises are carried out, often focusing on one key issue or policy proposal e.g. services to business during the pandemic.

23.3 The District Council's [Equality, Consultation and Engagement plan](#) sets out how this will be achieved.

## **APPENDIX ONE: THE DERBYSHIRE DALES COMMUNITY**

- 1.1 Information on Derbyshire Dales' residents is drawn from a number of sources and is used to inform the development of Council plans and priorities. The [2011 Census](#) is useful, although somewhat out of date and thus is augmented by data from other reliable sources including data from the 2021 census when it is available.
- 1.2 Data on the [Council's website](#) provides information about Derbyshire Dales elected representatives. [Public Health England](#) provide annual Local Authority Health profiles. Detailed information on the Derbyshire Dales for 2019 can be found on their web site.
- 1.3 The [Government Observatory](#) provides a 2018 summary profile of Derbyshire Dales. The [Office of National Statistics](#) provides data on mid-year and annual population figures on UK populations.
- Sex (gender) – Of the estimated population of 72,325 in 2019, 49% of residents were male and 51% female. 54% of those aged 65 and over were female (ONS, Mid-year population estimates, 2019).
  - Age – the district has an ageing population. People aged 65 and over number 22141 and make up 30.6% of the population compared to 18.5% in the UK. 57.8% of people are of working age (16-64 years). The people aged 15 and under make up 8% of the district's population compared to 19% in England. (ONS, Mid-year population estimates, 2019).
  - Disability and long term ill health – people whose day to day activities are limited make up 18.5% of the population compared to 17.6% in England. In addition, 12.7% of local people provide unpaid care compared with 10.2% in England. Levels of daily activity limitation are significantly higher among those over 60 years of age.
  - Race – 96.8% of residents are White British compared to 79.8% in England. A further 1.8% are from other white backgrounds.
  - Marriage and civil partnerships – 54.8% are married compared with 46.6% in England and 0.3% live within same sex civil partnerships (similar to national position)
  - Pregnancy & Maternity – since 2001 there has been a 2.4% increase in births (half the Derbyshire average) compared to 7.9% in England
  - Religion or Belief – 68.7% of residents describe themselves as Christian compared with 59.4% in England. 23.2% declared no religious belief compared with 24.7% in England
  - Sexual Orientation – The exact number of lesbian, gay or bisexual people living in the Derbyshire Dales is not known. The Government estimate is 5-7% of the population which equates to between 3,500 - 5,000 people in the Derbyshire Dales. Census 2011 data shows that 187 persons in the Dales were in a same sex civil partnership (0.3% of all persons over 16 years of age)

- Gender Reassignment – Derbyshire LGBT+ (the main local organisation supporting the LGBT+ community) has previously estimated that between 150 - 200 people in Derbyshire identify themselves as Transgender.

#### 1.4 Socio-economic Issues:

- Wages – at £375 per week in 2020, median earnings by workplace from jobs in the Dales are the lowest in Derbyshire (where the median is £421 per week). The Great Britain median average earnings by workplace is £480 (Annual Survey of Hours and Earnings, 2020).
- Unemployment - 900 [2.5%] working age adults in the Dales were unemployed at Sept 2020. This percentage has remained stable since Sept 2018. In GB there were 1,383,000 [4.2%] unemployed working age adults at Sept 20. Further information and comparisons can be found here on the Office for National Statistics website. Data is also available from NOMIS: Official Labour Market Statistics.
- Poverty - about 9.4% (965) of the District's children live in low income families (Derbyshire Dales Health Profile, 2019).
- Debt - Derbyshire Dales CAB helped with 1208 debt issues on behalf of clients in 2018-19. Debt issues within the Dales are likely to remain a real concern due to the economic effects of the Covid-19 pandemic. Debt and welfare advice has been given to 259 vulnerable families between April and December 2020.
- Fuel poverty – 3464 households experienced fuel poverty in 2016, constituting 10.09% of all Dales' households, compared to 11.6% in Derbyshire and 11.1% in England (Dept. Energy & Climate Change, June 2016).
- In work and out of work benefit claims - Claimants – In Jan 2019 there were 370 [0.9%] of residents aged 16 to 64 claiming benefits. In Jan 2021 there were 1,330 [3.2%] claiming benefits. There was a significant increase in those claiming both in work and out of work benefits during the Covid-19 pandemic. Source: NOMIS Official Labour Market Statistics.

## **APPENDIX TWO: CASE STUDIES; EXAMPLES of EQUALITY, DIVERSITY and INCLUSION**

The following examples show how the Council meets its equality, diversity and inclusion responsibilities.

### **1. Hurst Farm Regeneration Project**

This case study demonstrates how the Council is proactive in meeting residents' needs – particularly those that link directly to equality, diversity and inclusion. The study shows how the Council works with key agencies, charities and residents to develop and deliver regeneration plans.

Hurst Farm has been part of Matlock's landscape since 1949. It consists of 600 homes and prides itself for having a strong community. However, Hurst Farm estate in Matlock is the most deprived ward in the Derbyshire Dales. Although there are many positive aspects to the estate, it was ranked as the 16th most deprived ward in Derbyshire in The English Indices of Deprivation 2015.

On 31st August 2016 representatives from DDDC, Derbyshire Dales CVS, Friends of Hurst Farm and Dales Housing attended an Estate Regeneration event that focused on three vital aspects of estate regeneration: community engagement, planning and finance.

To start the process on Hurst Farm, a stakeholder meeting was held at the Social Club on Hurst Farm Estate on 21st September 2016. The meeting was attended by both local agencies, and residents of the estate, and the ideas generated included;

- Improved traffic management and highways
- Environment improvements
- Housing improvements
- Developing community assets and maximising resources
- Community involvement in all aspects of the regeneration projects
- The development of Friends of Hurst Farm to take much more of a management and developmental role on the estate
- Community development including developing employment and training opportunities and bulk purchase of power

In December 2016 the strategy and funding plans to deliver the estate regeneration programme were reported to Council. Funding was made available through three separate pots;

1. £2m of capacity building funding in 2016/17 to help build commercial skills capacity in local authorities to deliver estate regeneration.

2. £30 million of enabling funding in 2016/17 to help landlords at the early stage of estate regeneration proposals with, for example, feasibility studies, viability assessments, master planning, community engagement and partner or procurement advice.

3. £140m in loan finance to start regeneration projects on estates

In 2017 the District Council successfully made a bid for Government funding to work with the community of Hurst Farm Estate in Matlock to build a long term regeneration strategy, joining forces with Derbyshire Council for Voluntary Services (CVS), Waterloo Housing Group and the Friends of Hurst Farm to make a successful £100,000 bid to the Department for Communities and Local Government (DCLG).

The initial funding helped the appointment of a regeneration manager to support a two year detailed feasibility study and master planning of the 600-home Matlock estate. The District Council also provided an additional £21,525 from its Revenue Grants Unapplied Reserve to fund the strategy.

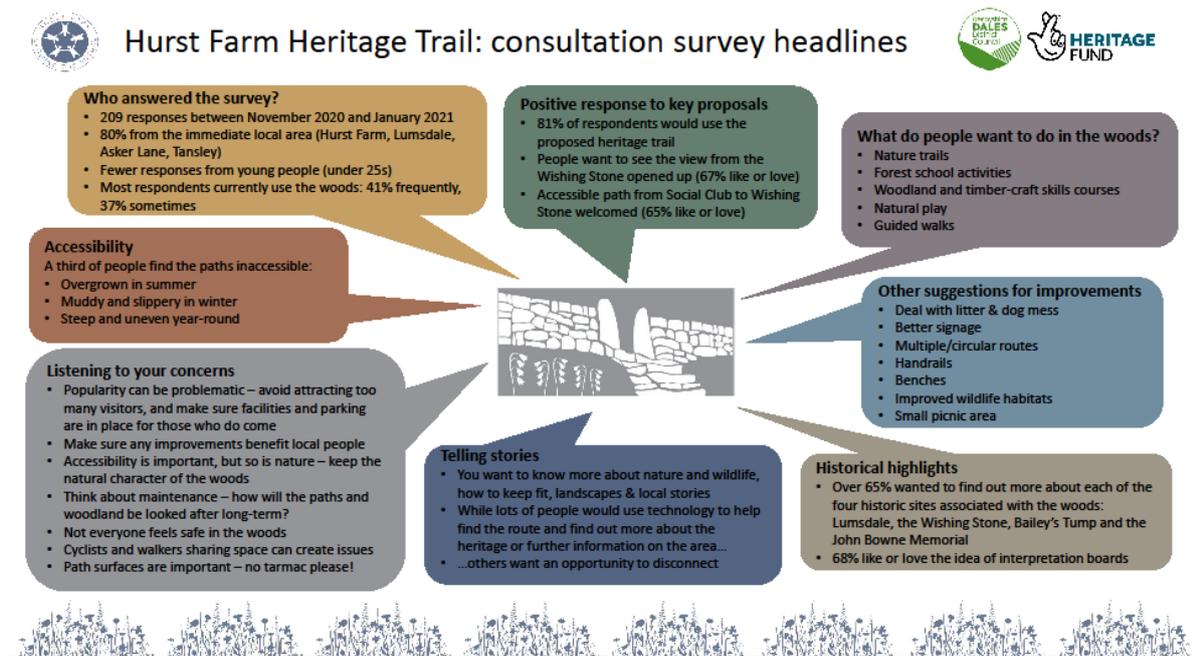
During extensive community consultation, people from Hurst Farm have told us that what matters to them is that their children and grandchildren can look forward to a bright future. We believe that by working together in partnership we can achieve this.

An online survey from Nov 2020 to Jan 2021 resulted in 209 responses, with 80% coming from the immediate surrounding areas. A huge positive for the project is that 81% would use the proposed Heritage Trail.

The Hurst Farm Heritage Trail Project

Round 1 Development Funding was awarded from the NLHF to DDDC to detail up the heritage walk, consult with local communities and enable the submission of a successful Round 2 Capital and Revenue’s grant representing over a £1million of investment for Matlock at the End of 2021.

Consultation on the Heritage Trail



A number of areas for consideration were identified during this consultation process, including concerns around accessibility and existing Footpaths. Comments included; cyclists and walkers sharing the Heritage Trail will be an issue, the paths are inaccessible because they are muddy in winter and overgrown in summer, the existing paths are steep in sections and uneven, no new tarmac footpaths please, an accessible path from the Social Club to the Wishing Stone will be welcomed.

In response plans have been developed to include the following;

- The Heritage Trail will be 1.2 - 1.5 metres wide and for walkers only.
- A section of the Trail from the Hurst Farm Social Club to the Wishing Stone will be wheelchair, mobility scooter and pram friendly.
- There will be new steps and sections of boardwalk, where the Trail is steep vertically or steep horizontally across the slope.
- The Heritage Trail surface will not be tarmac
- All existing un-made sections (earth) of the Trail will have a new surface to improve access and address the problems of thick mud in winter and overgrowing vegetation in summer.

Feeling Safe on the trail was also of concern to respondents, so part of the Woodland Management Plan will include thinning out of very dense stands of trees and managing the overgrown bramble next to the paths. This will improve the sight lines and reduce the perceived feeling of isolation. The project will also employ a woodland ranger who will be present on site.

Further information on the Hurst farm regeneration project can be found at

<http://www.hurstfarm.co.uk/>

<https://www.derbyshiredales.gov.uk/housing-a-council-tax/hurst-farm-regeneration-project>

## **2. Corporate Actions**

The Corporate Plan 2020 to 2024 is the District Council's primary policy document. It establishes the top priorities for the coming years, and sets the framework for allocating scarce resources through the budget process. After extensive consultation with residents and businesses during 2019, a total of 33 pledges and 44 individual actions were agreed.

One that clearly exemplifies the Council's commitment to equality, diversity and inclusion is: Helping disabled people adapt their homes so they can continue to live there.

In the year 2020/21 a total of 71 adaptations were completed. This figure is 21 above the target and was achieved despite the effects of Covid 19 lockdown restrictions earlier in year.

## **3. Corporate Key Performance Indicators [KPIs]**

Key Performance Indicators (KPIs) are the critical (key) indicators of progress toward an intended result. KPIs provide a focus for strategic and operational improvement, create an analytical basis for decision making and help focus attention on what matters most.

The council has 12 KPIs that it reports on each year. We use the same indicators to assess long term progress in meeting the authority's key targets for performance. One of these targets is to constantly improve the percentage of homeless households seeking assistance from the council for whom this intervention helped resolve their situation.

Results;

- 2018/2019 – interventions helped resolve the situation for 90% of such households
- 2019/2020 - interventions helped resolve the situation for 95% of such households
- 2020/2021 - interventions helped resolve the situation for 88% of such households [Covid complicated the challenge of resolving issues]

#### **4. Training: Elected Members, Senior Managers and Officers**

Equality training is completed by all employees as part of their induction training and they receive regular updates and refresher training.

In 2020 training for Elected Members, Senior Managers and some Officers, whose roles involve a great deal of equality related work, attended online training. The training was delivered by experts and tailored to meet the specific needs of the District Council.

A total of 28 members and 27 DDDC officers attended one of four sessions.

Pre training, the level of confidence when considering their knowledge of Equality and Diversity in general, familiarity with the Policy and completing EIAs, among members and officers was good at over 60%. Post training this had risen to 73%.

#### **5. Equality Impact Assessments**

Equality Impact assessments [EIA] are carried out whenever the District Council considers a change to an existing policy or service, or considers a proposal to introduce a new policy or service. For example, improving the accessibility of public toilets, or making changes to waste delivery services.

The process of carrying out an EIA involves considering how the proposed change, or new policy/service could impact on every group with protected characteristics and residents in rural areas. It identifies potential benefits and dis-benefits, identifies areas that need addressing and suggests potential changes. An EIA is also used to consult with people with protected characteristics and representative groups such as the Derbyshire Dales Youth Forum, the Afro Caribbean Community Association, and Derbyshire Dales Age UK.

An example of how the authority responds to the needs of groups with protected characteristics, quickly and effectively, is our response to the issues around reopening public toilets during the covid pandemic.

As the country went into lockdown in March 2020, DDDC's emergency response included the closure of public buildings and toilets. Following the announcement on 10th May 2020 when the Government stated it was easing the lockdown requirements, the attractiveness of Derbyshire Dales resulted in many visitors to our tourist hotspots. Unfortunately this had unintended consequences as a result of the closure of the public toilets. With the announcement that non-essential retail shops were to re-open in June/July and potentially result in further unintended consequences as more people visited the Derbyshire Dales, the authority decided to consider re-opening the toilets.

### **What we did during the EIA process**

1. Identified the key issues;

- How to keep toilets open and safe for everyone
- How to ensure employees health and safety was protected
- The risk of infection and cross-contamination,

2. Identified relevant facts

For example; from consultation with residents we learnt that

- 94% of respondents had used public conveniences in the Dales in the last 12 months
- 15.48% of respondents had used a parent / child unit.
- 16.23% had used a disabled unit.
- 58.05% of respondents favoured the introduction of a Community Toilet Scheme.
- 58.32% of respondents were prepared to pay for the use of public toilets.
- 56.73% of these would be willing to pay 20p.

3. We risk assessed the potential reopening of its public toilets, whilst also considering our capacity to deliver the service and began talks with Healthmatic who provide the payments systems in our toilets,

4. We considered the benefits and dis-benefits of opening the toilets for each group with a protected characteristics. The following table shows that only positive effects were identified during the process.

Protected groups	Positive effects	Negative effects	Improvement actions
<b>Age</b>	<p>Positive effect on all ages, especially the more elderly who may require more frequent access to toilet facilities when visiting Derbyshire Dales.</p> <p>As the toilets provide baby changing facilities reopening the toilets will have a positive impact upon parents with children requiring changing facilities.</p>		
<p><b>Disability or long term ill health</b> Physical disabilities, sensory impairments, limiting long-term illnesses, learning disabilities or mental health issues</p>	<p>Re-opening disabled toilets will benefit disabled people with long term health issues and/or impaired mobility. Parents / guardians of disabled children and carers of disabled adults who also require facilities with disabled access will benefit.</p>		
<b>Women or men</b>	<p>Positive effects for both women and men as both will be able to reuse the facilities if reopened</p>		
<p><b>Pregnancy and maternity (including maternity and paternity leave</b></p>	<p>Expectant Mothers and Mothers with young children requiring changing facilities whilst visiting Derbyshire Dales will benefit from the reopening of the public toilets</p>		

5. The Emergency Committee considered the EIA, the risk assessment and comments from the public regarding the reopening of toilets, at its meeting on the 11<sup>th</sup> June. The minutes, which detail the debate are available via this [link](#).
6. The committee voted unanimously to approve the reopening of the Council's public toilets.