



Chesterfield Borough Council

WORKING TOGETHER FOR EQUALITY FOR ALL: Equalities Annual Report 2011/2012

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1.0 INTRODUCTION BY CLLR. SHARON BLANK, EXECUTIVE MEMBER FOR EQUALITIES

- 1.1 Welcome to Chesterfield Borough Council's Equalities Annual Report for 2011-2012. We are committed to striving towards our aspiration for Chesterfield Borough to be:

'An inclusive Borough where everyone feels valued and has equal and fair access to local services.'

- 1.2 This report highlights the work we have been doing over the last year to promote equality with our partners and the wider community. During 2011/12, we have been implementing the Equality Act 2010 in our day-to-day work, including the Public Sector Duty, and supporting our employees with this through a training programme. We have also been building on our work in promoting equality by developing an action plan to address any areas where we could improve our practises in order to meet the standards within the Excellent Level of the Equalities Framework for Local Government.
- 1.3 We will be moving into 2012/13 with a new Equality, Diversity and Social Inclusion Policy and Strategy, and with the exciting prospect of a number of upcoming events in Chesterfield, for example, the Olympic Torch Relay coming to Chesterfield, and the Chesterfield Schools Inspire Diversity Festival.

2.0 EQUALITIES ACHIEVEMENTS DURING 2011/2012

2.3 We are very proud of our achievements during the past year, which we believe have made a real difference to the quality of life of our residents, businesses and visitors. We would like to take this opportunity to highlight some of our key equalities achievements and outcomes during 2011-2012.

2.2 Work for Yourself Programme and Apprenticeships Scheme

2.2.1 The Work for Yourself programme began in 2009-2010 and has continued to be successful throughout subsequent years, coming to completion at the end of 2011/12. The aim of the programme was to assist local residents with limiting long-term health conditions/disabilities to start their own businesses, and was funded by the Working Neighbourhoods Fund.

Over the life of the project (2009-12) the following outcomes were achieved across Chesterfield Borough and Bolsover District:

- 522 Contacts;
- 333 Clients having one-to-one meetings with Business Advisers;
- 76 Trading businesses, plus five more imminent starts;
- 77 Former clients reporting that they had found jobs in this year – an increase over Year One;
- 27 Clients reporting that they were undertaking training;
- Signposting information about other work support provided to all clients withdrawing from the programme.

In addition, five Enterprise workshops were held for Raising Aspirations clients in June and October 2010 and four disability workshops for partner organisations received very positive feedback.

2.2.2 Clients build on their previous work experience or life interests when they create their business ideas. Although many may remain as sole traders, some have established registered companies – and many have the potential to grow. Trading businesses to date in Chesterfield include:

- Air conditioning service
- Antiques dealer
- Building and joinery
- Cycle repairs and sales
- Dog walking
- Events and marketing
- Gardening

- Mobile spray tanning
- Recovery and scrapping of vehicles
- Supplying clothes/goods to residents of care homes
- Teaching assistant
- Welding and fabrication
- Artist/designer
- Flooring & carpeting
- Graphic designer

2.2.3 The project was client focussed, recognising that personal, financial and other circumstances all play their part in individual achievement. Our support has been flexible to accommodate individual needs, ranging from providing short, straightforward and accessible business information packs, to expert and empathetic Business Adviser support. During the last 2 years we provided clients with the additional resource of a CV writing guide available in hard copy, in audio version and on-line. We also contacted former clients to check their current situation, offering additional support where needed.

2.2.4 A further £1.3m in Working Neighbourhoods Funding was allocated to projects tackling worklessness during 2011/12. Projects focused on tackling barriers to employment caused by mental health issues and social exclusion, access to affordable credit, advice and support around financial inclusion, helping 16 to 24 year olds find work and learn new skills, and helping those with a criminal record.

2.2.5 The Council's award winning apprenticeships scheme has continued to be successful throughout its life. With our partners, principally Bolsover DC, we have taken proactive steps to improve outcomes for local people. Young people, either aged 16 to 24 at risk of becoming long-term unemployed, or aged over 25 years unemployed and living in deprived communities have been given an opportunity to start a fully supported apprenticeship placement in the public sector or community and voluntary sector. The scheme has been funded through the Government's Future Jobs Fund and Chesterfield Borough Council and Bolsover District Council Working Neighbourhoods Funding.

2.2.6 The programme achieved a 50% success rate for apprentices moving into paid employment with 15 from the total of 30 being successful at the end of the scheme (December 2011). More may have gained employment since that date. We feel that this is an excellent level of job outcomes and apprentices who haven't been successful to date in getting jobs are very much better placed to do so as a result of their experience and training.

2.3 Equalities Advisory Group

2.3.1 The Equalities Advisory Group has continued to be an integral part of the engagement process, sharing best practice and being a 'critical friend' to services as the Council strives to promote equality. During 2011/2012 the Equalities Advisory Group has assisted the Council in developing policies and improving services including:

- Chesterfield Borough Council Sport and Leisure Centre Management Contract (prior to Leisure Legacy project)
- Chesterfield Borough Council external website redevelopment
- Chesterfield Borough Council Equality, Diversity and Social Inclusion Policy
- Chesterfield Borough Council Equality, Diversity and Social Inclusion Strategy
- Chesterfield Borough Council Housing Strategy
- Chesterfield Borough Council Private Sector Housing Renewal Policy
- Chesterfield Borough Council Leisure Legacy Project
- Exploring options for strategic joint working with neighbouring equalities panels: Bolsover Equality Panel and North East Derbyshire District Council Disabled People's Consultative Group.

2.3.2 Over the past year, the Equalities Advisory Group has also been working with Bolsover Equality Panel and North East Derbyshire Disabled Peoples Joint Consultative Group to explore opportunities to work together where issues affect the wider area and where expertise can be shared. This culminated in a workshop during November where the three groups worked together for the day looking at: the current structures of the three groups, models for working together more formally and identifying activities to enable the groups to make a positive difference in the community. As a result of this work, and looking forward to the year ahead, the Equality Advisory Group will have a more formal action plan and links with the neighbouring groups in 2012 – 2013.

2.4 International Women's Day 2012

2.4.1 This year, we took the opportunity to celebrate International Women's Day on 8th March. The theme we chose for the day was 'Inspiring Futures', and employees celebrated by taking part in a range of activities including confidence building training, a walkabout town,

performances from the Pomegranate Playwrights, coffee and cakes and a Zumba workout.

2.4.2 In the lead up to the day's events, employees and members of the public added the names of women who have inspired them to 'inspiration trees' which were displayed at the Town Hall and at Chesterfield Museum. The displays also celebrated Chesterfield's own inspirational women including Emma Miller, Violet Markham, Barbara Castle and Olave Baden-Powell.

2.4.3 International Women's Day was also celebrated in the wider Chesterfield community, with a showing of the 'Iron Women of Chesterfield' footage followed by a panel discussion at the Winding Wheel, and Olympic banner painting at the Donut Creative Arts Centre. The banners will be displayed on the Olympic Torch route this summer. Celebrations came to a close with an evening performance by Lip Service at the Donut attended by over a hundred people.

2.4.4 The day was a great success and we hope to celebrate International Women's day in 2013.

2.5 Arts, Sport and Leisure

2.5.1 To celebrate the Olympic Torch Relay passing through Chesterfield on 29 June it was decided that one way in which the community could join in and dress the town at the same time was to decorate 100 banners, each 12ft long. A series of workshops was organised by the Arts Development Officer at which groups of people, under the supervision of a community arts worker, decorated the banners using the Olympic values of respect, excellence and friendship and the Paralympic values of determination, inspiration, courage and equality as a base for their designs. One of these 10 workshops took place on 8 March as part of International Women's Day. Children from Ashgate Croft School, which teaches children with special educational needs, and ladies from Langdale Residential Home took part in this workshop. Their work will be on display outside the Town Hall on 29 June when all 100 banners will be on display.

2.5.2 Jog Derbyshire – Chesterfield borough Council continues to be a partner in the Jog Derbyshire county wide project, which aims to encourage people to become fitter and be more active by starting to jog on a regular basis with people of similar fitness levels. The Jog Derbyshire Interim Report was published this year highlighting the key achievements across Derbyshire between 2008 and 2010.

Jog Derbyshire activity in Chesterfield (Sept 2008-Dec 2010)

Number of Groups	8
Leaders currently active	8
Other leaders trained	6
Number of joggers	93
Male joggers	21
Female joggers	71
Joggers over 45 years	30
Joggers new to exercise	20

- 2.5.3 The new North Derbyshire Sport and Physical Activity Directory 2012 has been jointly produced by Bolsover District Council, Chesterfield Borough Council and North East Derbyshire District Council. The directory lists the activities on offer in the area, including accessibility arrangements. Copies are available in Council buildings, leisure centres, and at <http://www.chesterfield.gov.uk/default.aspx?CATID=525>
- 2.5.4 Walking for Health has continued to be a successful scheme, promoting healthy and active lifestyles to people of all abilities and fitness levels. This year, we have also launched ‘buggy walks’ in Chesterfield for parents and carers to take part in with their young children.
- 2.5.5 As part of the campaign to get people back into healthy and active lifestyles, Back to Netball has been particularly successful in Chesterfield, with 10-20 women currently attending the sessions each week at Queen’s Park Sports Centre.
- 2.5.6 Leisure Legacy Project - In January 2012, Chesterfield Borough Council decided to continue to run its two leisure centres in-house. The Leisure Legacy Project will fundamentally change how we manage and operate the two leisure centres, and to refurbish and modernise Queen’s Park Sports Centre. We feel this is the best way to ensure that all members of the community have access to quality and affordable leisure facilities and services, and that we can continue to tackle the evident inequalities in health that exist across the Borough.

The Equality Advisory Group continues to have an ongoing role during this project, offering expertise in equality issues for employees and customers, and reviewing the EIA for the project at regular intervals. We are also undertaking a programme of consultation and engagement with employees, people who currently use the centres, groups using the

centres and the wider public to ensure that we end up with leisure centres that meet the needs of our communities.

2.6 Housing

2.6.1 Last year 232 homes benefited from adaptations and improvements as a result of disabled facilities grants and investment by the Council in home repair assistance. A further 228 major adaptations were carried out on council homes. This programme enables people to remain living independently in their own homes for as long as possible.

2.6.2 The Chesterfield Home Improvement Agency continues to provide grant aid and also loans to help home owners and landlords with home repairs, to bring empty properties back into use and, through disabled facilities grants, to enable people to remain living independently in their own homes for as long as possible.

2.7 Grant Funding

2.7.1 In appreciation of the work being done by organisations, the Council decided to maintain the level of funding from the previous year 2010--2011 to ensure continued quality of provision at a time of unprecedented demand for the services of these organisations. Chesterfield Borough Council awarded £276,160 of funding to organisations through Service Level Agreements, and a further £22,370 through small grants, totalling around £300k of grant funding. Service Level Agreements were maintained and developed with Citizens' Advice Bureau, Chesterfield Law Centre, Shopmobility, Derbyshire Unemployed Workers' Centre, Links and Groundwork Creswell. A further £4000 was also awarded to the Credit Union in July.

2.7.2 In addition, the Council has also been preparing for the 'Clubs for All Grants' programme which will be launched in April 2012 (see looking forward to 2012-2013).

2.8 Community Safety

2.8.1 The Community Safety Partnership continues to deliver innovative programmes to tackle crime and disorder. The Street Pastor project utilises volunteers to engage with vulnerable people in the night time economy, providing support and re-assurance at a time where individuals are often at their most vulnerable, and a place of safety when required. Other priorities include Domestic Abuse reduction and developing information sharing technology to assist with multi-agency management of persons susceptible to harm; people most affected by anti-social behaviour. The Partnership will also engage with young people at the greatest risk of falling into anti-social behaviour.

3.0 EQUALITY, DIVERSITY AND SOCIAL INCLUSION POLICY AND STRATEGY

3.1 During 2011/12, we have been developing our new Equality, Diversity and Social Inclusion Policy and Strategy to demonstrate the Council's commitment to advancing equality and social inclusion while celebrating the diversity within our communities.

3.2 Although the finer details of the Policy and Strategy may be subject to change as a result of consultation, the key areas within the Policy are as follows:

- Equality Act 2010 and the Local Government Equality Framework.
- Challenging and taking action against discrimination, disadvantage, poverty and exclusion particularly within our own services and employment opportunities.
- Regularly monitoring, assessing and consulting on the impact of our policies, services and functions to ensure they are fair and reflect the diverse needs and aspirations of our community.
- Celebrating diversity within the Borough and deliver and support campaigns to promote greater equality and raise awareness.
- Making equality, diversity and social inclusion part of our everyday business.

The Strategy provides further details including an action plan which will enable the Council's services to implement the Policy and Strategy.

3.3 We have been consulting with our employees and the wider public about the policy and strategy and will be implementing them, along with any changes, following the close of consultation in May 2012.

4.0 EQUALITIES FRAMEWORK

4.1 Having successfully reached the Achieving Level of the Equalities Framework in February 2011, the Council has made a commitment in its Corporate Plan (2012-2015) to work towards the standards at the Excellent Level of the Equalities Framework over the next year.

4.2 The five performance areas within the Framework that we will be working towards are:

- Knowing your communities
- Leadership, partnership and organisational commitment
- Community engagement and satisfaction
- Responsive services and customer care

- A skilled and committed workforce

4.3 The Local Government Association published revised Self Assessment Guidance earlier this year which reflects the Equality Act 2012 and the Council has been developing an action plan to develop and improve our work in promoting equality and address any areas where we could improve our practises in order to meet the standards within the Excellent Level.

5.0 EQUALITY ACT 2010 UPDATE

5.1 The Equality Act 2010 came into force on 1st October 2010, bringing together all anti-discrimination legislation to harmonise and strengthen the law to support progress on equality.

5.2 On 5 April 2011 the Public Sector Equality Duty (section 149 of the Equality Act) came into force in England, Scotland and Wales. This duty has replaced the previous race, disability and gender equality duties. The Duty requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It covers the protected characteristics of: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The duty to have due regard to the need to eliminate discrimination also covers marriage and civil partnerships.

5.3 The General Duty

As a Local Authority, Chesterfield Borough Council is subject to the general duty which requires the Council to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

5.4 The Specific Duties

The specific duties are legal requirements designed to help public bodies meet the general duty. They require public bodies to be transparent about how they are responding to the Equality Duty by publishing relevant, proportionate information showing compliance with

the Equality Duty, embed equality consideration into decision making, and to set equality objectives.

The specific duties require public bodies to publish information to show their compliance with the Equality Duty, at least annually; and set and publish equality objectives, at least every four years.

5.5 How are we meeting the Duty?

During 2011-2012, the Council has been working hard to collate all of the information we hold about who is accessing our services, how satisfied people are with the services we provide, and information about our workforce.

5.5.1 Equality Objectives - We have recently refreshed our Corporate Plan for 2012 - 2015, which includes the Council's vision, aims and objectives including the Council's overarching objectives in terms of equality. Please click on the links below to view the following data regarding the CBC workforce

5.5.2 Information about CBC policies and services - The Equality Act requires us to consider how the decisions that we make, and the services we deliver, affect people who share different protected characteristics.

We have worked with colleagues at Bolsover District Council and North East Derbyshire District Council to establish a unified approach to the information we publish about services and policies and to ensure that we focus on those services which affect customers the most. You can view this information on the CBC website:

<http://www.chesterfield.gov.uk/default.aspx?CATID=1281> A gap action plan for 2012-2013 has been developed to demonstrate our commitment to publishing a complete and proportionate set of information about our services.

5.5.3 Equality Impact Assessments (EIAs) – Another way in which CBC has due regard to the three aims of the Public Sector Equality Duty is by undertaking Equality Impact Assessments (EIAs) whenever a policy, project, service, function or strategy is reviewed, created or changed. EIAs are undertaken before decisions are made by the Council so that Councillors are able to consider any impacts and agree mitigating action where appropriate.

5.6 Employee Training

During 2011-2012 we have been delivering a new Corporate Equality Induction and Equality Refresher Course to update the Council's new and existing employees about our equality values and the role they play

in ensuring that the Council continues to promote equality in accordance with the Equality Act 2010.

6.0 EQUALITY IMPACT ASSESSMENTS

- 6.1 As explained above, the Council is required to evidence that the relevant equality issues have been considered before changes are made to policies, projects, services, functions and strategies, or new ones are created. Chesterfield Borough Council does this through its robust Equality Impact Assessment (EIA) process. The EIA process enables us to look at our work in depth to see what impact it has on different equality groups, and to mitigate against any potentially negative impacts that are identified. Staff received training in the completion of EIAs ensuring that the process is embedded across all council services. You can view our EIAs by visiting our website: <http://www.chesterfield.gov.uk/default.aspx?CATID=1280&CID=7286>
- 6.2 During 2011/12 the Council undertook 27 Equality Impact Assessments (EIAs), which are listed below. The EIAs were published with the relevant reports to the Council's Cabinet, and on the webpage above.
- Support Services Review (Preliminary EIA)
 - Customer Services Strategy (Full EIA)
 - Third Wheeled Bin (Preliminary EIA)
 - Cumulative Impact Policy (Full EIA)
 - Memorials Policy (Preliminary EIA)
 - Environmental Services Fees and Charges (Preliminary EIA)
 - Lighting Langer Fields (Preliminary EIA)
 - Transport Code of Practice (Preliminary EIA)
 - Council Tax Discretionary Discounts for Second Homes and Long Term Empty Properties (Preliminary EIA)
 - Affordable Warmth Strategy (Preliminary EIA)
 - Housing Allocations Policy (Full EIA)
 - Barrow Hill Enabling Works (Preliminary EIA)
 - Homelessness Prevention Budget (Preliminary EIA)
 - Review of Private Sector Housing Renewal Policy (Full EIA)
 - Home Repairs Assistance Awards Policy Changes (Full EIA)
 - Asset Management Plan (Full EIA)
 - Local Sustainable Transport Bid (Preliminary EIA)
 - Destination Chesterfield (Full EIA)
 - Growth & Innovation Fund (Preliminary EIA)
 - Market Hall Redevelopment (Full EIA)
 - European Regional Development Fund ERDF 2007-13: Local Investment Plan Refresh (Preliminary EIA)

- Enterprise Zones (Preliminary EIA)
- Chesterfield Gateway Enhancement Programme (Preliminary EIA)
- Chesterfield Innovation Support Programme (Preliminary EIA)
- Strategy for New Homes Bonus (Preliminary EIA)
- Town Centre Footfall Study (Preliminary EIA)
- Leisure Legacy Project (Full EIA)

6.3 Through the EIA process, we have been able to address any negative impacts on sections of the community and identifying opportunities to promote equality. For example, within the EIA for the Redevelopment of the Market Hall, additions were made to the plan to ensure that it will be accessible for all groups.

7.0 LOOKING FORWARD TO 2012-2013

7.1 Clubs for All

The Council's new 'Clubs for All Grants' programme will be launched in April 2012 Clubs for All will offer eight grants of £1,000 to not for profit sport clubs or groups to develop new or existing activities which aim to increase participation in sport. Funding can be made available for items such as specialist equipment, coaching costs, promotional costs, development opportunities and venue hire, and four of the £1000 grants have been reserved for projects extending the provision for disability sport.

7.2 The London 2012 Olympics

7.2.1 The London 2012 Olympics will be the sporting event of the year in Britain and millions of people across the world will be watching the thousands of athletes taking part. In Chesterfield we have a number of events taking part on the lead-up to and throughout the Olympics and Paralympics and everyone is encouraged to get involved.

7.2.2 Shine in Chesterfield - Friday May 18th North Derbyshire will celebrate in style when the Olympic Flame arrives in Britain on May 18th. The local SHINE 2012 project, which has inspired young people to create 13 replica torches, will host an event at the b2net Stadium and will include a Guinness World Record breaking attempt by young people from Brookfield School, a talk with local Liam Pitchford, England's star Table Tennis player, and special guests Martin Mansell, 9 times Paralympic Medallist Swimmer and Matt Black, Derbyshire's new Poet Laureate.

7.2.3 Chesterfield has been selected to welcome the official Olympic Torch Relay on Friday 29 June and local people are being invited to line the

route and join the community celebration as the nation counts down to the start of the London 2012 Olympics. The Clubs for All grants will also be awarded during this event.

7.3 International Women's Day 2013

Following the success of our International Women's Day events last year, we will be planning a similar celebration for 2013, so look out for publicity about the events in March.

7.4 Inspire Diversity Schools Festival

From 15th October 2012 to 16th November 2012, Chesterfield Borough Council will be supporting the Chesterfield Schools Inspire Diversity Festival which will involve children from the schools in Chesterfield in activities and events that celebrate diversity, inspire pride, and help children to overcome barriers. The Festival will be launched here at the Town Hall in October and will be attended by 100 children from schools in the Borough.

8.0 FURTHER INFORMATION AND COMMENTS

- 8.1 If you have any comments on our Equalities Annual Report or would like to request further information or copies of any of the documents highlighted in the report please contact:

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