

# **Corporate Equalities and Safeguarding Annual Report 2019/20**

**Organisational Development and Performance  
June 2020**

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## Version Control

Version	Description of version	Effective Date
1	Draft version for Finance and Management Committee	June 2020

## Approvals

Approved by	Date

## Associated Documentation

Description of Documentation



## Foreword

We are proud to introduce South Derbyshire District Council's Corporate Equalities Annual Report which outlines key activities the Council has undertaken to meet the Public Sector Equality Duty.

This report builds on the commitments which have been embedded into our Corporate Plan and service planning process, and over the next few years will bring key strategies and activities forward that will help to further promote equality, diversity and inclusion.

The Council, as a community leader and place shaper, has both a moral and legal obligation to its residents to address inequality. We do this through the services we provide, the money we spend, the people we employ and by working effectively with our partners to ensure better outcomes for those living, working and visiting.

This enables us to guarantee better value for money spent on services, to empower our communities to be inclusive and to improve our performance for our residents.

Our diversity is one of its greatest strengths and promoting this, along with equality, is at the forefront of everything the Council and our partners do to improve the quality of life for everyone. Our vision for equality is to have equal opportunities by building a strong, inclusive and fair district.



Frank McArdle  
Chief Executive



Councillor Martyn Ford  
Leader of the Council



## Introduction

The Equality Act 2010 places a duty on public bodies such as South Derbyshire District Council to ensure they consider the needs of individuals in their day-to-day work when developing policies, delivering services and in relation to their own employees. The Act includes the Public Sector Equality Duty, which replaced the former duties relating to race, disability, and gender equality.

## Public Sector Equality Duty

The Equality Duty was developed to harmonise the equality duties and to extend them across all protected characteristics. Those subject to the Equality Duty must, in the exercise of their functions, 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.

Having 'due regard' is an important part of the duty and means consciously thinking about the three aims of the Equality Duty as part of the decision-making process.

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations, tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

## Specific equality duties

In addition to the general duties outlined above, 'specific duties' have been introduced to help public bodies achieve the aims of the general duties. Under the specific duties, we must:

- Publish information to demonstrate compliance with the Equality Duty annually
- Adopt and publish equality objectives that must be reviewed at least every four years. This was last undertaken in April 2016 and will be done again in 2020.

## How this report is organised

This report is designed to highlight what we have done to meet the Equality Duty during 2019/20 and to demonstrate how we have continued to play our part in helping to make society fairer by tackling discrimination and providing equality for all.

The first section demonstrates how we have met the Equality Duty. Some of the work is ongoing. The second section looks at the progress we have made in relation to meeting our equality objectives.

Information in relation to our employees can be found in our Workforce Profile.



## 1. Public Sector Equality Duty

This section of the report demonstrates how we met the Equality Duty in 2019/20.

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations.

Eliminating discrimination, victimisation and harassment	
Area covered	Supporting information
<b>Governance arrangements and local 'champions'</b>	<p><b>Corporate Equalities and Safeguarding Group (CESG)</b> – Chaired by the Strategic Director (Corporate Resources), the group is made up of service level representatives.</p> <p>The main focus of the CESG is to ensure the Council meets its duty under the Equality Act 2010 and to champion the authority's work relating to this.</p> <p>Its aims include:</p> <ul style="list-style-type: none"> <li>• Monitor the Annual Equalities and Safeguarding Action Plan as approved by the Finance and Management Committee;</li> <li>• Co-ordinate the Annual Equalities Report to satisfy the requirements of the Equality Act 2010;</li> <li>• Review safeguarding incidents as reported by the Council's Safeguarding Officer;</li> <li>• Advise, monitor and review Equality Impact Assessments in accordance with Council guidelines;</li> <li>• Share information across the Council regarding equalities, fairness and safeguarding;</li> <li>• Consider and act on any matters arising from other forums and external agencies regarding Equality and Safeguarding matters;</li> <li>• Ensure that relevant legislative changes and new initiatives are implemented across the Council as required;</li> <li>• Receive and consider information on the Council workforce and propose actions to address areas of under representation or inequality.</li> </ul> <p>During 2019/20 it was decided that a separate Safeguarding group with a different membership was needed. The group was established, and meetings started.</p> <p>Information was circulated to the group and a Microsoft Teams team created. Work started on a safeguarding intranet section to house all the information and referral pathways.</p>
	<p>We require all:</p> <ul style="list-style-type: none"> <li>• election candidates to sign a compact which includes a commitment to reject all forms of discriminatory violence, harassment and unlawful discrimination</li> <li>• staff who recruit for the Council to take part in training</li> </ul>



<b>Promoting and maintaining high standards of conduct by Elected Members and employees</b>	<p>covering equalities</p> <ul style="list-style-type: none"> <li>employees to treat others with respect and not discriminate unlawfully against any person</li> <li>contractors to abide by our Equalities Policy as a minimum.</li> </ul> <p>We have developed policies and procedures to tackle discrimination, victimisation and harassment.</p> <p>For instance:</p> <ul style="list-style-type: none"> <li>providing training in relevant policies and procedures for staff and Elected Members. In 2019/20, six Equalities and Fairness training sessions were organised.</li> <li>standards of conduct and all relevant equalities policies and procedures are covered in inductions for new employees recording and monitoring all reports of harassment.</li> </ul>
<b>Comments, complaints and compliments</b>	<p>We receive a variety of comments, complaints and compliments each year in relation to our services. We regularly monitor these to help improve our services and put right any mistakes we have made.</p> <p>During 2019/20, there were four (6) comments, 81 (97) complaints and 94 (132) compliments (2018/19 figures shown in brackets).</p> <p>Analysis of the complaints shows that none allege unfair treatment or discrimination. All are in relation to the services provided.</p>
<b>Safeguarding</b>	<p>Our responsibilities for 'safeguarding' are set out in the Council's Safeguarding Children, Young People and Vulnerable Adults Policy.</p> <p>During 2019/20:</p> <ul style="list-style-type: none"> <li>We completed an S11 Children's Safeguarding Audit.</li> <li>Following the audit, we created a new safeguarding action plan.</li> <li>The South Derbyshire Community Safety Partnership took "Prison Me No Way" sessions into the District's four secondary schools. This covers a variety of topics including knife crime, County Lines and ASB.</li> </ul> <p>A new Corporate Safeguarding Group was created to look at safeguarding matters, review cause for concern forms and check quality, share best practice and review and develop our Safeguarding policy.</p>
<b>South Derbyshire Community Safety Partnership</b>	<p>The South Derbyshire Community Safety Partnership (CSP) is a statutory partnership formed under the Crime and Disorder Act 1998.</p> <p>All of the priorities within the South Derbyshire Community Safety Partnership Plan, which was refreshed during 2019/20, are delivered in accordance with the overarching principles as set out in the Derbyshire Strategic Threat and Risk Assessment.</p> <p>Within the plan, one of the Priorities is "Protecting Those Most at Risk".</p>





## Eliminating discrimination, victimisation and harassment case study Corporate Plan 2020 -24

During 2019-20, a new Corporate Plan was launched which includes a new vision and new values.

It sets out the steps the Council is taking through its modernisation process around Our Environment, Our People and Our Future.

The Corporate Plan is an important statement of the Council's priorities and strategy.

Under the "Our People" heading, the Council explains: "The people who live and work in our District are at the heart of everything we do and we will work hard to ensure the many services we provide to them are of the highest quality."

Support will be provided to help people achieve the very best quality of life, at home and at work.

The plan then sets out the key aims to deliver this priority, one of which is: "Supporting and safeguarding the most vulnerable".

Setting out how it will achieve this, the Council pledges to:

- Work with partners to encourage independent living and keep residents healthy and happy in their homes.
- Promote health and wellbeing across the District.
- Improve the condition of housing stock and public buildings.
- Improve social mobility to ensure people have the opportunity to access skilled jobs, higher and further education.



## Advancing equality of opportunity

Area covered	Supporting information
<b>Corporate policies, vision and values</b>	<p>During the year, a new Corporate Plan 2020 – 2024 was adopted which includes revised corporate values. One of the key aims centres on supporting and safeguarding the most vulnerable.</p> <p>In 2019/20 the South Derbyshire CSP refreshed its Partnership Plan which identifies the priority areas the Partnership will focus on for the next three years. The priorities were agreed by all members based on the information provided by members of the public (at Area Forums and via the Police and Crime Commissioner Survey) and through the knowledge of the statutory partners. The priorities are Protecting the Most Vulnerable, Organised Crime and ASB.</p>



	Our Equalities Policy Statement outlines our ongoing commitment to advancing equalities and fairness while celebrating the diversity of South Derbyshire.
<b>Other policies, plans and strategies</b>	<p>During 2019/20 staff guidance on Modern Day Slavery (MDS) was made available to all staff via the intranet. Key staff from the Council's Customer Services team attended MDS training by the Council's Communities Team Manager.</p> <p>The Council made a Make A Stand pledge to publicly commit to taking action to support victims of domestic abuse.</p>
<b>Making services accessible to all</b>	<p>Section 165 and Section 167 of the Equality Act 2010 aims to prevent discrimination against wheelchair users by private hire drivers.</p> <p>Section 167 gives us the power to make a list of wheelchair accessible vehicles so that wheelchair users are made aware of the accessibility of private hire vehicles within South Derbyshire.</p> <p>The current list of <a href="#">wheelchair accessible vehicles</a> that we license is available on our website.</p>
<b>Making our website comply with equalities needs and requirements</b>	<p>Our current <a href="#">website</a> meets nationally accepted accessibility standards: WACG guidelines - Level AAA W3C / WAI testing methodology for HTML5</p> <p>It also has several clearly marked, additional features to support those with visual impairments.</p> <p>Content is regularly reviewed and updated to ensure it provides the most up-to-date information for visitors on subjects including disabled facilities grants.</p>
<b>Corporate policies, vision and values</b>	<p>During the year, a new Corporate Plan 2020 – 2024 was adopted which includes revised corporate values. One of the key aims centres on supporting and safeguarding the most vulnerable.</p> <p>In 2019/20 the South Derbyshire CSP refreshed its Partnership Plan which identifies the priority areas the Partnership will focus on for the next three years. The priorities were agreed by all members based on the information provided by members of the public (at Area Forums and via the Police and Crime Commissioner Survey) and through the knowledge of the statutory partners. The priorities are Protecting the Most Vulnerable, Organised Crime and ASB.</p> <p>Our Equalities Policy Statement outlines our ongoing commitment to advancing equalities and fairness while celebrating the diversity of South Derbyshire.</p>





## Advancing equality of opportunity case study Building affordable homes

South Derbyshire District Council is committed to affordable housing delivery, enabling everyone to have a decent place to live.

It works towards achieving this by rehousing people living in unacceptable living conditions and enabling people who cannot afford to access market housing to remain within their communities.

SDDC is one of the few local authorities that are building and acquiring new Council housing to add to its housing stock and more new homes were delivered throughout 2019-20.



Six two-bedroom semi-detached properties, all designed to the highest standards, built on disused land in Lullington Road in Linton were handed over to the Council. The homes are now rented out at affordable rent levels and were all been allocated to people in housing need via the Council's Housing Register.

Part-funded by Homes England, the properties have been built to high environmental standards to ensure they are energy efficient, helping to keep tenants' energy bills down as well as creating a minimal carbon footprint.

In addition during the year, the Council took handover of seven new homes in Aston-on-Trent purchased directly from the Developer Cameron Homes.

12 homes in total are being purchased on this site with the first seven consisting of two three-bed houses, two two-bed houses, two one-bed houses and a two-bed bungalow

The affordable homes were negotiated at planning stage as part of the s106 requirements (30% affordable homes required on all sites over 15 units), the Council bid for these 12 affordable homes alongside other registered providers and was successful.

The homes were funded partially through the Council's capital reserves and partially from commuted sums payments from a previous development (the exact cost is commercially sensitive as the Council had to bid competitively for the homes).

These developments are particularly fitting in the year which marks the centenary of the Addison Act – an ambitious Housing Act which promised government subsidies to help finance the construction of houses following the Great War. The 1919 Act - known as the 'Addison Act' after its author, Dr Christopher Addison - was a highly significant step forward in housing provision.

- It made housing a national responsibility, and local authorities were given the task of developing new housing and rented accommodation where it was needed, something the Council is proud to continue doing.



Fostering good relations	
Area covered	Supporting information
<b>Sign posting to support groups, voluntary organisations and other partners for help and assistance</b>	<p>Our website includes a page dedicated to volunteering to raise awareness of where volunteering opportunities are available.</p> <p>External links are provided to The Volunteer Centre, run by South Derbyshire CVS and to Do-it where roles can be searched and applied for.</p> <p>The page also provides links to the Derbyshire Directory and Community Directory which offer information about local community clubs, organisations, charities and care services.</p>
<b>Community Engagement</b>	<p>Community Engagement encourages individuals to make a real contribution to the decisions that affect their homes and communities.</p> <p>Involvement means that customers are able to provide us with a valuable source of feedback, which improves services.</p>
<b>Social cohesion and celebrating diversity</b>	<p>We:</p> <ul style="list-style-type: none"> <li>• raise awareness</li> <li>• promote understanding</li> <li>• get actively involved in local and national activities, events, campaigns, festivals and commemorations</li> </ul> <p>We develop and run arts and recreational initiatives with our partners to celebrate and promote diversity through mediums including dance, music and sport. Examples include Liberation Day and Holocaust Memorial Day tree planting.</p>
<b>Communities Forum</b>	<p>In partnership with South Derbyshire CVS, we established the Communities Forum to address equality and diversity issues.</p> <p>In 2019-20 a strategic group was created, and it became a sub-group of the South Derbyshire Partnership.</p> <p>This public, private and voluntary sector partnership comes together to deliver the Sustainable Community Strategy which aims to improve the economic, social and environmental wellbeing of South Derbyshire.</p>
<b>Understanding our diverse communities</b>	<p>We access Census and other socio-economic demographic data to inform our work.</p> <p>We publish information about the make-up of our communities, such as area profiles, plans and strategies, and highlight any inequalities or issues to be addressed.</p>



## Fostering good relations case study Promotion of social cohesion through events

A range of events is organised by the Council each year which provide audiences with a chance to experience foods, activities and entertainment from a range of different cultures. Safeguarding as well as social cohesion is an important part of these.

Examples of events organised in 2019-20 are:

Holocaust memorial tree dedication - Residents and visitors were invited to attend a tree dedication ceremony (pictured) organised by South Derbyshire District Council to mark Holocaust Memorial Day which encourages people to stand together – both against persecution and wrongs in society and to stand together to remember those that were lost in the Holocaust.



A memorial artwork commissioned by SDDC and as part of the Memorial Flames national competition. Created by a group of community members from South Derbyshire, it was displayed in the reception at the Civic Offices in Swadlincote following the tree dedication. The banner, entitled 'We Remember...' was created over three workshops at People Express in Swadlincote, and saw participants working alongside professional artists.

Liberation Day – Over 250 attendees aged 60 years plus from throughout the District attended this free event which focuses on Stay healthy – Stay Active – Keep Safe – Have Fun. The aim is for attendees to access local information and services to support people to stay active and live independently.

Festival of Leisure – This free to enter event offers many activities to try as well as a variety of entertainment to enjoy which at the event in 2019 included the East Midlands Caribbean Carnival Arts Network, Tribal Taiko Drumming Performance & Workshops, and the Celtic School of Irish Dancing.

In terms of safeguarding, South Derbyshire District Council and police work closely together to ensure the safety and safeguarding of everyone at event. Families are encouraged to take photos of their children when entering an event site so that should a lost child incident occur, staff have up to date information available.



- Music afternoons and Proms in the Park – A free of charge, relaxed afternoon of music of various kinds for people to enjoy – whether it's as a group, family or on their own and with the opportunity to offer suggestions on future music events..



## 2. Equality objectives

This section of the report demonstrates how we are meeting or have met our Equality Objectives in 2019-20.

Our Equality Objectives were identified through consultation with residents and partners and are set out in the Council's [Sustainable Community Strategy 2009 - 2029](#), an overarching policy framework for our Corporate Plan.

They are:

- **Objective 1:** Provide accessible services which reflect the needs of South Derbyshire residents.
- **Objective 2:** Protect and support the most vulnerable, including those affected by financial challenges.
- **Objective 3:** Enable people to live independently.

Objective 1: Provide accessible services which reflect the needs of South Derbyshire residents	
Area covered	Supporting information
Community Engagement	<p>We have a group of tenants involved in various aspects of housing service delivery.</p> <p>During 2019/20:</p> <ul style="list-style-type: none"> <li>• Young people joined us to promote community engagement at our allotment plot and by litter picking around Swadlincote town centre.</li> <li>• Tenants and those on the Council's Housing Register were invited to a Spotlight consultation event to look at and comment on changes to the way we allocate our homes.</li> <li>• Two of our tenants attended the ARCH (Association of Retained Council Housing) Annual Tenants' Conference, in Bridlington.</li> </ul> <p>TPAS (Tenant Participation Advisory Service) completed a Community Engagement 'health check' as part of an ongoing review of the Strategy.</p>
Sports, leisure and recreational activities	<p>We ensure our sports and leisure provision reflects the needs of 'protected' groups and our <a href="#">Sport and Health Strategy</a> aims to support the delivery of local and national objectives, including:</p> <ul style="list-style-type: none"> <li>• Young people participation and volunteering</li> <li>• Adult participation and volunteering</li> </ul> <p>Reaching communities – addressing local needs</p>
	<p>We have a statutory responsibility to manage and review the housing waiting list.</p> <p>We allocate all our properties through <a href="#">choice-based lettings</a>.</p> <p>Everyone applying for a place on our waiting list is put into a priority band depending on need. If potential tenants see a property they</p>





<b>Housing allocations and homelessness</b>	<p>are interested in, they can 'bid' for it. The 'bidder' with the greatest housing need is allocated the property.</p> <p>We work with partners to provide advice and assistance for a wide variety of issues and to prevent homelessness. We raise awareness of other organisations that can help and provide links to them from our website.</p> <p>Our Homelessness Prevention Strategy sets out how we are working to reduce and prevent homelessness.</p> <p>The Housing Advice and Options Team provides free information, assistance and specialist advice to landlords, tenants and owner occupiers to help prevent homelessness.</p> <p>The team can:</p> <ul style="list-style-type: none"> <li>• negotiate with friends and family on behalf of residents to enable them to stay where they are for longer while we help them to find something more suitable</li> <li>• provide debt counselling services with independent financial advisors</li> <li>• negotiate with residents' landlords if they have arrears</li> <li>• see whether residents are eligible for mortgage advice</li> <li>• help tenants to find a rented property in the private sector, in some cases we can help with a deposit</li> <li>• help residents to apply for social housing</li> <li>• help single people to access hostel accommodation</li> <li>• provide practical help and support if a resident needs to leave home because of violence or abuse.</li> </ul> <p>The number of people on the housing register at 31 March 2020 was 820 (701 in the previous year).</p> <p>We have accommodated many applicants throughout the year in our own stock, which is brought to a 'fit to let' standard before being offered to potential new tenants.</p> <p>Assistance is also provided to people in finding accommodation in the private sector through our Housing Options service.</p>
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## Objective 2: Protect and support the most vulnerable, including those affected by financial challenges

Area covered	Supporting information
<b>Better Care Fund</b>	<p>During 2019/20 the Council was allocated £1,943,392 of Better Care Fund (BCF) money.</p> <p>Derbyshire County Council (DCC) has confirmed that the BCF Allocation will continue to be paid directly to the Council (at a similar rate) in its current format until 2024.</p> <p>Several actions were delivered during the year by the BCF team.</p>





	The team also produced a 'Private Sector Housing Assistance Policy' – the policy that underpins the BCF spend and provides the framework for all the BCF projects to ensure all new schemes align with the principles of the BCF.
<b>Dementia Action Alliance</b>	We are a member of the <a href="#">South Derbyshire Dementia Action Alliance</a> (DAA).
<b>Universal Credit</b>	<p>Universal Credit, one of the changes to the Benefits system under the Welfare Reform bill, is a standing item on the agenda of the Corporate Equalities and Safeguarding Group.</p> <p>Rollout started in November 2018 and the Council is no longer accepting applications for Housing Benefit, apart from in a few exceptional cases.</p> <p>In reaction to Universal Credit going live, a multi-agency Welfare Reform Group was created which goes from strength to strength.</p>
<b>Safer Places scheme</b>	The Safer Places scheme, supported by the leading national charity MacIntyre, aims to keep vulnerable adults safe if they feel scared, threatened or are in trouble while out and about.
<b>SignLive</b>	During the year, the Council set up a service level agreement with SignLive, which provides online video interpreting services through its Video Relay Service (VRS) and Video Remote Interpreting (VRI) to give deaf customers full accessibility.
<b>Hidden Disabilities Sunflower Lanyard Scheme</b>	The Council has become a member of the Hidden Disabilities Sunflower lanyard scheme to help staff recognise customers with a hidden disability and become confident to provide them with additional help or assistance.

### Protect and support the most vulnerable case study Fire safety work in sheltered accommodation

Tenants praised the approach taken by South Derbyshire District Council in getting their views on new fire doors for sheltered accommodation schemes. Full involvement of the residents was achieved by Community Engagement Officers from the

Council's Housing team and staff from the contractor organising get-togethers in the schemes for residents to enjoy.

A coffee morning was organised at Pear Tree Court in Etwall at which residents were given a chance to choose which doors they liked best and to ask questions.

At Coniston Court in Swadlincote a "pop-up" information session was set up in the car park. Doors to be changed here under the 2019/20 programme were simply communal area and cupboard doors. SDDC and Ventro still thought it important to visit the scheme to let tenants know what would be happening.



No-one was left out – in the case of residents who are bedbound, such as Ade Cox in Etwall, the team arranged appointments to visit them and discuss the works being done.

Mr Cox, 56, said: “I was really happy to have a choice of doors, I think it’s great. It’s everything opposite to the stereotypical idea of a council and tenant relationship. The popular idea is that nothing is ever done – but this is not the case with South Derbyshire District Council.”

Joan and Colin Burton, also residents at Pear Tree Court, said: “We thought it was really good that we got to meet the contractor and had a (front door) choice. The men doing the work are very polite, have answered all our questions and have treated us with respect. You don’t always get that when you are old folk.” They are pictured above discussing choices with Project Officer Phillip Omodeni.

The new front and communal area door installations are part of SDDC’s rolling fire safety works programme. As well as the doors the work also included fire alarm replacement, fire safety surveys of flats and fire stopping works in roof spaces. The programme will take two years to complete.

- During visits to tenants to explain why the Council is carrying out these fire safety improvements, those involved have also explained the steps tenants can take themselves to stay safe within their homes.

### Objective 3: Enable people to live independently

Area covered	Supporting information
Adapting homes	<p>We offer a range of locally determined ‘discretionary’ grants or provide assistance through loans and equity release products or a combination of both. Details on providing housing assistance are contained in our Private Sector Housing Policy documents.</p> <p>Residents who have problems managing their home because they have a disability can access various types of help, such as making minor adaptations to their homes. For instance, grab rails, stair rails and lever taps can be fitted to help around the home.</p> <p>If the property is rented from us minor adaptations can be requested directly. Homeowners or tenants who rent from private landlords need to contact Social Services.</p> <p>For major adaptations, residents can apply for a Disabled Facilities Grant to help pay for the works, such as installing a stair lift and widening doorways.</p> <p>If a home cannot be reasonably adapted, there is an option to consider moving to a more suitable property, where a Disabled Relocation Grant may be available to help with costs involved.</p>
Supported housing schemes	<p>Supported housing schemes consist of flats, bed sits and bungalows, which have:</p> <ul style="list-style-type: none"> <li>• Access to the services of an off-site Careline Support Coordinator (CSC)</li> </ul>



	<ul style="list-style-type: none"> <li>• Their own private facilities</li> <li>• Supported housing is designed for people who are:</li> <li>• Of pensionable age</li> <li>• Nearing pensionable age and whose circumstances would benefit from the services offered within sheltered housing</li> <li>• Able to live independently but would benefit from the services provided by the scheme</li> </ul> <p>Careline is located at Oakland Village in Swadlincote. CSCs offer support and advice and act on residents' behalf to get help from other organisations, such as Social Services.</p> <p>CSCs can help with other housing issues such as repairs and maintenance and tenancy issues.</p>
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## Enable people to live independently case study New Better Care Fund posts

The Better Care Fund (BCF) is a national programme that seeks to join-up health and care services in local areas, so that people can manage their own health and wellbeing and live independently in their communities for as long as possible.

The Council receives BCF funding via Derbyshire County Council, and there were many BCF scheme actions progressed during 2019/20 in South Derbyshire, one of which involved adding new posts and new activities for the District.



Four new temporary two-year posts were created to enable the co-ordination of BCF scheme delivery and enhance front-line services in both the Private Sector Enforcement and Housing Services Teams.

The posts are a Health and Housing Coordinator, a Public Health (Housing) Officer, an Occupational Therapist and a SAIL (Staying Active and Independent for Longer) Coordinator.

The Health and Housing Coordinator works across all service areas within the Council and with external partners to deliver the new schemes. In addition, they promote availability of Disabled Facilities Grants (DFG) and associated schemes whilst providing tailored advice to individual households.

The Public Health (Housing) Officer focuses on tackling rogue landlords to improve housing conditions and enforcing standards through the courts where necessary to improve the quality of life for vulnerable households.

The recruitment of a SAIL Coordinator is designed to help elderly residents at risk of isolation and promote independent living through a scheme of physical activities



The appointment of an Occupational Therapist enables increased efficiency and consistency within the DFG team and speeds up the process of adapting homes.

The BCF includes provision for the administration of mandatory DFGs in accordance with the Housing Grants, Construction and Regeneration Act 1996.

DFGs are available to help provide adaptations and other aids to people who are elderly, disabled, physically impaired, have long-term medical conditions or who have other needs and would benefit from aids to help in their day-to-day lives.

- Work was done by the Council in 2019-20 to increase awareness of DFGs. Content of the page about DFGs on the website was revised, a leaflet was produced for Council Officers and appropriate partners to hand out, and a briefing note was set to partnership meetings such as the Welfare Reform Group.



## Next steps

This report and the work detailed throughout, illustrates our commitment to equality, diversity and inclusion. They are at the heart of everything we do.

We know that we need to make best use of Equality Assessments to identify where inequalities exist in the District and we are proud of the work the Council and its partners have undertaken to address these to date. However, we know this needs to be updated to reflect the current climate and equality landscape. This will be a focus of our future action plan.

We also know that there needs to be further alignment of the equality plan and the corporate plan. This will feed into our strategic plan monitoring and will equip us with data to inform our decision making, ensuring services are targeting residents who need it the most.

We expect that we will be able to provide even more detailed data and information on our achievements in the next Equalities Annual Report and will continue to work alongside our Officers, Elected Members, partners and the community to tackle inequality by building a strong, inclusive and fair district.

Finally, we know that there is still so much more work we can do. We recognise that the work on equality, diversity and inclusion and Safeguarding is so important to us and should have dedicated time. As a result of this, we have agreed to separate the groups and have two separate workstreams: Equality Diversity and Inclusion as one workstream and Safeguarding as the other. Each of these will involve relevant representatives to help address any issues raised. An annual report will continue to be published on Equality, Diversity and Inclusion.

## How to get involved

In the development of our new Equality, Diversity and Inclusion plan our approach will include active participation of our staff, Elected Members, residents and customers to influence and shape its focus.

We are also very keen to engage with groups that have an interest in promoting equality, diversity and inclusion in how we work. This will lead the way in making South Derbyshire a great place to live, work and invest as stated in our Corporate Plan.

If you would like to be involved in the development of our new plan, please get in touch by email: [communications@southderbyshire.gov.uk](mailto:communications@southderbyshire.gov.uk) or message us on Facebook @southderbyshiredc or twitter @SDDC

If you need this document in another format such as braille, large print, translated, email [communications@southderbyshire.gov.uk](mailto:communications@southderbyshire.gov.uk)

