



Corporate Equalities and Safeguarding Annual Report 2015/16

South Derbyshire Changing for the Better

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 in order 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 Equality Duty annually
- Adopt and publish equality objectives that must be reviewed at least every four years.
This was last undertaken in April 2012 and is planned to be done again in April 2016.

How this report is organised

This report is designed to highlight what we have done to meet the Equality Duty during 2015/16 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 (page three) demonstrates how we have met the Equality Duty. Some of the work is on-going. The second section (page 10) 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 are meeting or have met the Equality Duty in 2015/16.

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

Eliminating discrimination, victimisation and harassment

Area covered	Supporting information
Governance arrangements and local 'champions'	<p>In order to take forward issues within the Council and the local community we have appointed Elected Member champions for equalities and diversity and safeguarding.</p> <p>Corporate Equalities and Safeguarding Group - Chaired by the Director of Finance and Corporate Services, the group includes the Elected Member champions and service level representatives.</p> <p>Its aims are to:</p> <ul style="list-style-type: none">▪ share best practice▪ set and review equality objectives▪ consider implications of new legislation and procedures▪ develop and agree equality initiatives and procedures▪ scrutinise corporate and service level performance▪ monitor and review our action plan <p>The group has an important role to play in advising the Council, in particular when key business decisions are being made. In 2015/16 the group ensured that 'promote inclusion' has been included as a key aim in the Corporate Plan.</p>
Promoting and maintaining high standards of conduct by Elected Members and employees	<p>We require all:</p> <ul style="list-style-type: none">▪ election candidates to sign a compact which includes a commitment to reject all forms of discriminatory violence, harassment and unlawful discrimination▪ staff who recruit for the Council to take part in training covering equalities▪ employees to treat others with respect and not discriminate unlawfully against any person▪ contractors to abide by our Equalities Policy as a minimum standard <p>We have developed policies and procedures to tackle discrimination, victimisation and harassment.</p>

	<p>For instance:</p> <ul style="list-style-type: none"> ▪ updating our Bullying and Harassment Policy ▪ providing training in relevant policies and procedures for staff and Elected Members ▪ standards of conduct and all relevant equalities policies and procedures are covered in induction sessions for new employees ▪ Recording and monitoring all reports of harassment
Comments, complaints and compliments	<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 2015/16, there was 1 (1) comment, 74 (74) complaints and 61 (43) compliments (previous year's 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>
Safeguarding	<p>Our responsibilities for 'safeguarding' are set out in our <u>Safeguarding Children, Young People & Vulnerable Adults Policy</u>.</p> <p>During 2015/16:</p> <ul style="list-style-type: none"> ▫ Child Sexual Exploitation (CSE) awareness raising sessions were provided to taxi drivers and licensed premises (27 attendees), District Councillors (15 attendees) and District Council staff (27 attendees). This was part of the county wide CSE campaign 'say something if you see something'. ▫ The CSE and Safeguarding training held over the past two years has led to an increase in incidents reported to the Safeguarding Officer, with 42 over the past 12 months. <p>The Cause for Concern form has been updated, with communications sent out to South Derbyshire District Council staff and Northgate Public Services employees. The new form means more depth and context is now given in safeguarding alerts.</p>
Safer South Derbyshire Partnership	<p>The <u>Safer South Derbyshire Partnership</u> is a statutory partnership formed under the Crime and Disorder Act 1998.</p> <p>All of the priorities within the Safer South Derbyshire Partnership Plan 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 Community Focus, including set objectives to understand the expectations, changing needs and concerns of different communities. More details can be found in the case study on page five.</p>

Eliminating discrimination case study

The work of The Safer South Derbyshire Partnership

Examples of how the Safer South Derbyshire Partnership made its commitment to eliminate discrimination, victimisation and harassment public during 2015/16 include:

- Hate Awareness Week** in October was promoted using social media. Posters and leaflets were provided to shops, taxi drivers and eateries to raise awareness about the third party reporting system operated by Stop Hate UK in Derbyshire.
 - The Derbyshire Anti-Social Behaviour (ASB) Victims First Project** is aimed at providing help to vulnerable victims of anti-social behaviour through a sharing of information with partners who can provide appropriate measures. The information is collated in an ASB case management system, called E-CINS, which is populated with information about those identified as being vulnerable victims. The system which risk assesses each victim is used by the Police, various council departments, Fire Service and DCC Children's Services.
- The aim of this project is to:
- Ensure the victim is at the heart of our approach to tackling ASB
 - Provide a multi-agency approach to the identification of vulnerable/repeat ASB victims
 - Improve the service for ASB victims, especially the most vulnerable
 - Improve ASB case management for victims and offenders through IT
- Holding **Liberation Day** for South Derbyshire residents aged 55 and over. The event offers light entertainment as well as providing advice on topics such as community safety, pensions, fire safety, health and social care, finance and Benefits.
 - An **International Women's Day** event was held in Swadlincote to promote services for women. It attracted 23 organisations from education, employment, health and sport. Speakers included the local Police Inspector, a former GB Basketball star and the head of Pingle School. Year 10 pupils from local secondary schools were among the 120 attendees at the inspirational event.
 - 393 properties were secured through the **Safer Homes** security project. The scheme is open to elderly and vulnerable people, victims of burglary and Domestic Abuse victims.
 - Three **'Your Choice'** events were held in three of our secondary schools to in excess of 350 young people. The event uses inspirational speakers to talk about their experiences which include bullying, hate crime and child sexual exploitation.



Advancing Equality of Opportunity

Area covered	Supporting information
Corporate policies, vision and values	<p>Our Corporate Plan 2016 - 2021 sets out plans and priorities for delivering local services. One of the key outcomes centres on equality and diversity.</p> <p>The <u>Sustainable Community Strategy 2009 - 2029</u> sets out how the <u>South Derbyshire Partnership</u> (made up of the Council and other public, private and voluntary organisations) is committed to planning the kind of future our communities want. The Partnership's vision is to <i>seize opportunities to develop successful communities whilst respecting and enhancing the varied character and environment of our fast growing District</i>.</p> <p>The <u>Equalities Policy Statement</u> sets out our commitment to advancing equalities and fairness while celebrating the diversity of South Derbyshire.</p>
Other policies, plans and strategies	<p>Other policies, plans and strategies include:</p> <ul style="list-style-type: none"> • Our new <u>Housing Strategy 2016 - 2021</u> sets clear priorities such as satisfying the demand for affordable properties, along with details about how vulnerable residents will be protected. • The <u>Sport and Health Strategy</u> aims to support the delivery of national and local objectives (more on page 10).
Making services accessible to all	<p>We offer assisted refuse collection to elderly, infirm or disabled people who do not have anyone to help them put out their bins.</p> <p>We have embraced social media to enable people to engage with us and aim for our website to achieve AA Standard, set by the Web Accessibility Initiative.</p> <p>Customers who come into the Council Offices to make a payment are provided with information on alternative methods of payment. Further details can be found in the case study on page seven.</p>
Reducing the number of vulnerable households experiencing fuel poverty	<p>We have published details about grants and discount schemes that could help residents pay for energy efficiency measures and renewable technology.</p> <p>We continue to progress a programme of works to replace inefficient heating systems and upgrade insulation measures to our properties.</p>

Advancing equality case study

Payment machines

Two payment machines designed to reduce waiting times and enhance the customer experience went live at the Civic Offices during the year.

The two paypoints, which are similar to bank ATMs, process money securely within 24 hours, accept payments for all council services including Council Tax, housing rent, planning and licensing.

The change has freed up resources to allow customer advisers to deal with enquiries rather than payments, in turn reducing queues and further increasing the standard of service on offer to residents.

One of the machines is lower in height than the other to accommodate wheelchair users and a disabled member of the Tenants Forum volunteered to test this ahead of the system being officially launched.

In the first five months of go live, a total of 4,562 transactions were processed through the payment machines - an average of 912 a month.



New payment machines

Advancing equality case study

Leisure & recreational activities



We work with our partners to deliver **summer holiday activities** and play schemes in various village venues for eight to 16-year-olds. Free-of-charge activities were delivered in the urban core and parishes during Easter and half-term.

Positive Activities for Young People - Children's disability swimming lessons delivered by Active Nation were widely promoted. These sessions were made available to parents/carers and children from the age of five months.

Rosliston parkrun - Following the successful introduction of weekly junior parkrun sessions at Maurice Lea Memorial Park in 2014/15, achieved by working in partnership with Parkrun UK, a second for adults was launched at Rosliston Forestry Centre in February 2016 after appeals for volunteers went out in November 2015. The free weekly 5km runs, on offer each Saturday morning, started to attract regular participants as the year drew to a close.

Fostering good relations

Area covered	Supporting information
Sign posting to support groups, voluntary organisations and other partners for help and assistance	We use our website to raise awareness of <u>support groups and voluntary organisations</u> that provide advice and support to different sections of the community. External links are also provided to a <u>talking newspaper and books</u> to enable people who are blind, have a visual impairment or find it difficult to hold a book to enjoy newspapers and reading material in an accessible format.
Tenant Participation	<u>Tenant Participation</u> encourages individuals to make a real contribution to the decisions that affect their homes and communities. Involvement means that customers are able to provide us with a valuable source of feedback, which improves services. <i>More details can be found in the case study on page nine.</i>
Social cohesion and celebrating diversity	<p>We:</p> <ul style="list-style-type: none"> ▪ raise awareness ▪ promote understanding ▪ get actively involved in local and national activities, events, campaigns, festivals and commemorations <p>We develop and hold arts and recreational initiatives with our partners to celebrate and promote diversity through mediums such as dance, music and sport. Examples include the Swadlincote International Food and Drink Festival and Holocaust Memorial Day tree planting.</p>
Communities Forum	Together with South Derbyshire CVS, we established the Communities Forum to address equality and diversity issues. Membership includes voluntary sector organisations and interest groups who represent individuals discriminated against because of their gender, sexual orientation, ethnicity, religion, age, physical or mental disability.
Understanding our diverse communities	<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

Tenant and resident participation

This year, Tenant Participation has successfully completed four Dreamscheme projects, working with partner agencies and organisations including the Derbyshire Multi-Agency Team, Safer South Derbyshire Partnership, Sharpe's Pottery Museum and the Rotary Club of Swadlincote.

The Dreamscheme recognises young people's efforts to give something back to the community by rewarding them with points for every hour worked towards a trip out. Projects include:



Dreamscheme participants hard at work.

- **Swadlincote Sk8 Park** - In April, improvements at Swadlincote Sk8 Park, in Woodhouse Street, were completed. Sk8 park users and a Derby-based graffiti artist designed and sprayed a memorial mural to Mark Haywood, a young skater who was tragically killed in a road traffic accident in 2014. More than 50 people attended the unveiling of the mural.
- **Pine Grove, Newhall** - Three young volunteers spent a day here, litter picking, clearing car parks of rubbish and filling two planters with plants supplied by Blooming Marvels. All tenants living within the area were invited to join the team for afternoon tea.
- **Swadlincote Town Centre** - Eighteen young people aged 8 to 15 added a dash of colour to Swadlincote Town Centre as part of a four-day project. Seven planters were filled and land on the corner of Midland Road was cleared. These areas were identified as needing improvement by Swadlincote Town Team, with local businesses sponsoring the planters.

On the last day of the project young volunteers were asked to design a new Dreamscheme logo. A presentation event was held at Swadlincote Town Hall where the Council's Chairman, Cllr Neil Atkin, presented certificates to the young volunteers.

The Dreamscchemers were rewarded with a trip to conkers funded by Housing Services for a day of canoeing, bush craft, den building and high rope assault course.

- **Christmas Hamper Scheme** - Housing Services, in partnership with its tenant-led Community Events Group, made up 20 Christmas hampers under the Dreamscheme project and took to the streets to deliver them.

Leah Burton, Sarina Dhesi, Sonny Ward and Finley Colver gave up their own time after school to drop off packages containing festive treats including cake, mince pies and chocolates as well as toiletries, toys, and tinned and packet foods.

Among those to receive hampers were families affected by serious illnesses, people who would be spending Christmas alone and individuals who had dealt with exceptionally difficult circumstances during the year. The hampers were sponsored by O'Neill Electrical, Council Chairman Cllr Neil Atkin and the authority's Housing Services team.

2. Equality objectives

This section of the report demonstrates how we are meeting or have met our Equality Objectives in 2015/16.

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 services which reflect the communities of South Derbyshire and which are accessible to all users.

Objective 2: Work with partners to help younger people to access employment opportunities in South Derbyshire.

Objective 3: Enhance opportunities for vulnerable people to access suitable housing to live independently at home for longer.

Objective 1: Provide services which reflect the communities of South Derbyshire and are accessible to all users

Area covered	Supporting information
Tenant Participation	<p>We have a group of tenants involved in various aspects of housing service delivery. During 2015/16, tenants have:</p> <ul style="list-style-type: none">• Reviewed the existing Tenancy Agreement• Approved the Easy-Read Tenancy Agreement• Worked with us to deliver four Dreamscheme projects• Helped to judge the Can You Dig It? gardening competition• Worked in partnership with Trent and Dove Housing to give their input into new build projects.
Sports, leisure and recreational activities	<p>We engage with community groups to ensure our sports and leisure provision reflects the needs of 'protected' groups.</p> <p>Our <u>Sport & Health Strategy</u> aims to support the delivery of local and national objectives, including:</p> <ul style="list-style-type: none">• Young people participation and volunteering• Adult participation and volunteering• Reaching communities - addressing local needs

Objective 1: Provide services which reflect the communities of South Derbyshire and are accessible to all users

Housing allocations and homelessness

We have a statutory responsibility to manage and review the housing waiting list.

We allocate all of our properties through a Government scheme called 'choice based lettings'. This allows people to apply for a home of their choice.

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 are interested in, they are allowed to 'bid' for it. The 'bidder' with the greatest housing need is allocated the property.

We work with partners to provide advice and assistance for a wide variety of issues and to prevent homelessness. There are a number of agencies within the District that also offer help.

Our Homelessness Prevention Strategy sets out how we're working to reduce and prevent homelessness. One of the priorities was to reduce homelessness for young people aged between 16 and 35.

The number of people on the housing register at 31 March 2015 was 1,061 (1,980 in the previous year).

In 2014/15 we secured funding for a 12-month fixed term contract for a Homelessness Case Officer, whose main aim was to work specifically with people between the ages of 18 and 25.

The post has been a success and has been extended until a Housing department restructure underway has been completed. It has been recognised that the post adds value, as the decreases in the number of people on the housing register suggests.

In terms of results, we noted over 80% success in preventing homelessness in 2015/16, which is significant.

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. Assistance is also provided to people in finding accommodation in the private sector through our Housing options service and Home Swapper schemes.

Help with financial issues case study

Community food hub

The Community Food Hub scheme was launched in December 2015 by South Derbyshire District Council and South Derbyshire CVS to help tackle food poverty in the District.

Funded by the South Derbyshire Partnership and Derbyshire County Council's Health and Housing

fund, the project aims to deliver a range of healthy eating options, including a hot meal to those in need, giving out recipe information and teaching cooking skills. It also links in with the South Derbyshire Food Bank, which is currently run by the CVS.



Food hub lunchtime meal at St. George's for a Chomp at the Church event... 24 people turned out, and everyone went off with a smile on their faces.

Food Hub users are also signposted to other local organisations able to provide support. A Facebook page has been set up too, featuring details of meals, project volunteering opportunities and all sorts of food news.

Community food hub project manager Miles Halpin said: "We use a 'pay what you can' model for our meals so that no-one need miss out, with all money raised going back into making the next meals. It's a win-win.

"We believe food is a great leveller - we are inviting people from across the community to come together, meet new people and enjoy a bite to eat.

"We are working on building up a bank of volunteers to help deliver these sessions and free training will be available."

Derbyshire County Council Cabinet Member for Health and Communities, Cllr Dave Allen said: "Eating a healthy, balanced diet is vital for people's physical and mental health and we're very pleased to fund this worthwhile project to support some of our most vulnerable residents."

Earlier in the year a series of free cooking on a budget sessions were delivered in Swadlincote by Dave Bonner, a former policeman turned bistro owner.

They came courtesy of the county council's Heart of Derbyshire campaign and are typical of courses that will be built upon under the community food hub and made available to residents of the District.

Objective 2: Work with Partners to help younger people to access employment opportunities in South Derbyshire

Area covered	Supporting information
Providing opportunities for unemployed groups to access training, employment and entrepreneurship, in particular in the most deprived areas of the District	<p>The unemployment rate for 16-18 year olds in the District who are also not in education or training is above the national average. The South Derbyshire Partnership has drawn up an action plan to help young people into the world of work. It includes:</p> <ul style="list-style-type: none">• Jobs and Career Fairs• Work Clubs• Work experience placements

Case study: Helping young people into the world of work Jobs, careers & skills fairs

Jobs and Skills Fair - In April, a Jobs and Skills Fair was run by South Derbyshire District Council in partnership with Burton and South Derbyshire College, Jobcentre Plus and South Derbyshire CVS.

The event includes an hour of 'have-a-go' activities aimed at encouraging young people to try new skills.

Jobs and Careers Fair - In June, a Jobs and Careers Fair was held at the Green Bank Leisure Centre in Swadlincote.

It achieved some significant outcomes:

- 80 exhibitors from companies/organisations including Midland Lead, Burton and South Derbyshire College, Chameleon Construction, East Midlands Airport, JCB Academy
- Over 200 individuals attended seeking employment and skills
- 180 school children took part in the 'Have a Go' exercise

On the day the following were offered:

- 37 job interviews and one job offer with Avon
- 15 meetings arranged to discuss training
- Nine apprenticeship interviews were offered
- Seven meetings arranged to discuss voluntary work in which one person had a start date

A staggering 1,152 applications or leaflets were issued to those that attended on the day.



Young people speak to potential employers at the Jobs and Careers Fair.

Objective 3: Enhance opportunities for vulnerable people to access suitable housing to live independently at home for longer

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. Home owners or tenants who rent from private landlords need to contact Social Services.</p> <p>For major adaptations, our 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"> • Access to the services of an off-site Careline Support Coordinator (CSC) • Their own private facilities <p>Supported housing is designed for people who are:</p> <ul style="list-style-type: none"> • Of pensionable age • Nearing pensionable age and whose circumstances would benefit from the services offered within sheltered housing • Able to live independently but would benefit from the services provided by the Scheme <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. CSCs can help with other housing issues such as repairs and maintenance and tenancy issues.</p>

Case study: Helping people live independently for longer Dementia Friendly Community

Work started during the year to help South Derbyshire become a 'Dementia Friendly Community'.

Representatives from across the private, public and voluntary sectors were invited to put forward their ideas as a starting point for the process.

Becoming a Dementia Friendly Community is a national programme coordinated by the Alzheimer's Society and means putting strategies in place that improve inclusion and quality of life for those living with dementia as well for their families, friends and carers.



An event was organised to bring ideas together.

The process involves first establishing a 'Dementia Action Alliance' which will bring together ideas and help set out how the status will be achieved. An event at Swadlincote's Oakland Village was organised to do that.

The scheme was initiated by community groups including Swadlincote Town Team and South Derbyshire CVS as well as local businesses such as Timms Solicitors. It is supported by South Derbyshire District Council.

Case study: Helping people live independently for longer Voluntary Single Point of Access

The Southern Derbyshire Voluntary Single Point of Access (vSPA) supports greater integration between health and social care and voluntary sector services.

vSPA provides a clear and easily accessible referral pathway from Health and Social Care to Voluntary Sector services, to support older and vulnerable people, as well as people with long-term conditions, to maintain their independence within their own communities.

vSPA facilitates referral to a wide range of services including befriending, volunteer transport schemes, shopping schemes and social activities.

The project is led by South Derbyshire CVS and covers Amber Valley, Derbyshire Dales and South Derbyshire. South Derbyshire CVS works in partnership with Amber Valley CVS and Derbyshire Dales CVS.



Any health or social care professional, or representative from a voluntary or community organisation can make referrals to the scheme.