



Corporate Equalities Annual Report 2013 / 2014

1. Background

The Equality Act 2010 placed a duty on public bodies such as the Council and others 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 or when recruiting new staff.

Equality Duty

The Equality Duty has three aims or ‘general duties.’ It requires the Council to have ‘due regard’ to the need to:

- i. Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010.
- ii. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- iii. Foster good relations between people who share a protected characteristic and people who do not share it.

What has changed by the Equality Act 2010?

The Equality Duty replaces the three previous separate public sector duties for race, gender and disability. The Equality Duty covers the following ‘*protected characteristics*’:

- | | |
|------------------------|-----------------------------------|
| ▪ Race | ▪ Pregnancy and maternity |
| ▪ Disability | ▪ Religion (belief or non-belief) |
| ▪ Gender (sex) | ▪ Sexual orientation |
| ▪ Gender re-assignment | ▪ Age |

It also applies to marriage and civil partnership, but only in respect to having due regard to eliminate unlawful discrimination.

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 Equality Duty also recognises that some people’s needs may be different from others, such as disabled people. Therefore, we must consider their needs when making decisions about policies and services. This will probably mean making ‘reasonable adjustments’ or treating disabled people more favourably than non-disabled people in order to meet their needs.

The Specific Equality Duties

In addition to the general duties outlined above, a number of 'specific duties' have been introduced to help public bodies achieve the aims of the general duties. Under the specific duties South Derbyshire District Council must:

- Publish information to demonstrate its compliance with Equality Duty annually commencing in January, and,
- Adopt and publish equality objectives that must be reviewed at least every four years. This was last undertaken in April 2012.

How this report is organised.

This report is designed to highlight what we are doing to meet the Equality Duty and demonstrate how we are playing our part in helping to make society fairer by tackling discrimination and providing equality for all.

The first section of this report focuses on the progress we are making in relation to meeting our equality objectives. The second demonstrates how we are meeting or have met the Equality Duty. Information in relation to our employees can be found in our [Workforce Profile](#).

2. Equality Objectives

Our Equality Objectives were identified through consultation with our residents and Partners and are set out in the Council's [Sustainable Community Strategy 2009 - 2029](#), an overarching policy framework for our [Corporate Plan 2009/14](#).

We have set and published three equality objectives, derived from the key issues identified. Progress during the year is outlined below:

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

Area covered	Supporting information
Implementation of the Local Council Tax Reduction Scheme (LCTRS)	<p>Following approval of our LCTRS in January 2013, the final scheme was implemented with effect from 1 April 2013.</p> <p>Although the LCTRS is based to some extent on the provisions set out by the Government, we designed the scheme as far as possible to have the least negative impact on present/future claimants.</p> <p>A report on take up costs and collection rates of LCTRS and the implications of wider DWP reforms, including changes to the scheme for 2014/15, were approved by the Finance & Management Committee on 23 January 2014.</p>

Case Study – Help with money and welfare reform

We publicised free advice sessions set up by South Derbyshire Citizen's Advice Bureau and funded by the South Derbyshire Partnership

'**Money Matters**', held in relaxed settings at community venues in Swadlincote, Newhall and Castle Gresley, helped residents to overcome common fears and offer clear, simple guidance and support on a variety of subjects.

Handy hints and tips were provided to attendees on how to manage their money, such as, setting a household budget, the pros and cons of different kinds of credit, ways of dealing with debts and opening and using a bank account, keeping track of finances and planning ahead for the future.

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

Area covered	Supporting information
Assisting unemployed groups into opportunities for training, employment and entrepreneurship	<p>The South Derbyshire Partnership drew up an action plan to help young people into the world of work.</p> <p>Rates of 16-18 year olds in the district who are not in employment, education or training are well below the national average.</p> <p>We joined forces with the National Apprenticeship Service to encourage further opportunities amongst businesses. This included:</p> <ul style="list-style-type: none">▪ A Youth Training Fair▪ The 'Personal Wellbeing' Project▪ Job Clubs▪ Work experience placements

Case Study: Helping young people into the 'world of work'

In June 2013, a **Youth Training Fair** was held at Swadlincote Town Hall, which attracted over 100 young people aged between 16 and 24. The aim of this free event was to point attendees to a brighter future.

Employers provided talks and information about opportunities available. Training and careers advice was provided by Burton and South Derbyshire College and Training providers, while attendees could turn their hand to learning new trades, such as forensic science and floristry.

Case Study: Helping young people into the ‘world of work’

Elsewhere, we worked with **DART Training** (specialists in the provision of government funded courses in the land based sectors) to enable young people to work outdoors and improve their job prospects through its Foundation Learning Level 1 course in gardening.

The courses help to improve the career prospects of young people who have left school and are struggling to decide what to do next, or those who have been disengaged with traditional class room learning environment and are looking to gain a vocational qualification.

In addition to the practical elements, the courses helped students to improve their ‘employability’ with personal development sessions. As well as ‘hands on’ training and a qualification, learners also received a bursary of £30 per week.

Commenting on the success of the Foundation Learning course, Amy Harris, business development at DART Training, said: *“We are delighted with the success of our gardening course, which is designed to help young people who are interested in gardening and working outdoors, but have never been given the opportunity to follow this career path . . . it also helps students develop other skills which will help them find employment in the industry.”*

The ‘**Personal Wellbeing Project**’, led by South Derbyshire CVS, targeted non-traditional learners with a view to increasing confidence levels and exploring a move to volunteering and ultimately work.

Meanwhile, the **Job Club** at the Old Post Centre in Newhall is now delivering employability assistance to local residents, which includes CV preparation and IT skills. Due to the success of this initiative, there is a waiting list of people seeking assistance. Participants have described the service as a ‘lifeline’.

Some 60 people have participated in **work experience placements** arranged by the Jobcentre (25-30 hours per week for a minimum of four weeks). Seven people were taken on by the companies involved and a further 19 people found work within 13 weeks.

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

Area covered	Supporting information
Adapting homes	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 document.

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

Area covered	Supporting information
	<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 landlord need to contact the local Social Services office.</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. However, 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 a off-site Careline Support Coordinator ▪ 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>In April 2014, Careline was successfully relocated to Oakland Village.</p>

Case Study: Oakland Village

Oakland Village, in Swadlincote, is a £20 million development between South Derbyshire District Council, Derbyshire County Council and the Trident Group. Its aim is to provide a focal point for older people’s services in the area.

Case Study: Oakland Village

At its official opening on 6 March 2013, a key note speech given by the Chief Executive of the National Housing Federation, David Orr, stated that:

“The idea is to cater for all levels of support needs in a welcoming community setting. Support is always available to enable residents to live independently but with the peace of mind that there is always someone there if they need them.”

Oakland Village consists of 88 one day and two-bedroom purpose built extra care apartments with 24/7 on site care available to rent or buy, giving people aged 55 years and over the opportunity to live independently.

It also has a specialist community care centre made up of 16 short term residential care beds for older people and 16 short term residential care beds for respite care and rehabilitation.

Activities are available to promote health and well being, such as chair based exercise classes, themed sessions for people with dementia and their carers, support for carers, walking and dancing groups. A health and well being zone is on site offering advice on diet, fitness and finance.

Also included are a host of communal facilities such as an IT suite, health treatment and clinic rooms, café/bistro, gym, shop, and a hairdressing salon for use by both residents and the public. Community rooms can be hired.

Barbara, (a relative of some one who lives /lived here), said:

“This village has been the answer to all our prayers. Since moving there she has re-gained her independence and interest in life.”

In July 2013, Oakland Village was named the best social housing project at the Local Authority Building Control’s East Midlands Building Excellence Awards.

3. Meeting the aims of the Equality Duty

This section of the report will demonstrate how we are meeting or have met the Equality Duty.

Meeting the aims of the Equality Duty

Area covered	Supporting information
Corporate policies, vision and values	Corporate Plan 2009/14 sets out plans and priorities for delivering local services. It describes how we will work with partners to achieve our vision of making ‘ <i>South Derbyshire a better place to live, work and visit</i> ’. The Plan is the result of extensive consultation.

Meeting the aims of the Equality Duty

Area covered	Supporting information
	<p>We also have a set of values which provide a framework for the way we want to work as a Council in helping us deliver our vision. We will:</p> <ul style="list-style-type: none"> ▪ Put customers first ▪ Set clear targets ▪ Act decisively ▪ Lead for success ▪ Actively listen and resolve problems ▪ Develop our people ▪ Maintain value for money through continuous improvement ▪ Treat people fairly <p>The Sustainable Community Strategy 2009 - 2029 sets out how the Safer South Derbyshire Partnership (made up of the Council and other public, private, voluntary and community organisations) is committed to planning the kind of future our communities want. The Partnership's vision is to have <i>'a dynamic South Derbyshire, able to seize opportunities to develop successful communities whilst respecting and enhancing the varied character and environment of our fast growing district.'</i></p>
<p>Other policies, plans and strategies</p>	<p>The Equalities Policy Statement sets out our commitment to advancing equalities and fairness while celebrating the diversity within South Derbyshire. Other Policies, plans and strategies include:</p> <ul style="list-style-type: none"> ▪ The Housing Strategy 2009-14 aims <i>'to ensure that existing and future housing stock offers affordable homes in safe, healthy and sustainable locations.</i> ▪ The HECA Strategy sets out practicable, cost effective energy conservation measures that are likely to result in significant improvement of energy efficiency of the residential accommodation. ▪ Directorate Service Plans bring together our priorities in relation to our Corporate Plan and the Sustainable Community Strategy ▪ Other policies, plans and strategies
<p>Governance arrangements and local 'champions'</p>	<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>

Meeting the aims of the Equality Duty

Area covered	Supporting information
	<p>Corporate Equalities & Safeguarding Group – Chaired by the Director of Finance and Corporate Services, the group includes the ‘elected member’ champions as well as service level and trade union representatives.</p> <p>Its aim is to:</p> <ul style="list-style-type: none"> ▪ share best practice ▪ 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
Communities Forum	<p>Together with South Derbyshire CVS, we established a forum to address equality/diversity issues. Membership includes voluntary sector organisations and interest groups who represent individuals who are discriminated against because of their gender, sexual orientation, ethnicity, age physical and mental disability.</p> <p>Its aim is to:</p> <ul style="list-style-type: none"> ▪ Provide advice consultation, and suggestions on the development of our plans, strategies and services ▪ Provide an opportunity for key voluntary sector groups to scrutinise, improve and influence equalities and diversity initiatives affecting our communities ▪ Highlight and discuss new legislation and national issues with regards to equalities and diversity ▪ Improve community cohesion
Comments, complaints and compliments	<p>We receive a wide 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 the year 2013/14, there were 2 (0) comments, 33 (52) complaints and 25 (28) compliments (previous years figures shown in brackets).</p> <p>Analysis of the complaints show that none allege unfair treatment or discrimination. All are in relation to the services provided.</p>

Case Study: Understanding our diverse communities

We access Census and other socio-economic demographic data to inform our work. For instance the [Derbyshire Observatory](#) is a website managed by Derbyshire County Council. The website contains a wealth of information on social, health, economic, crime and environmental issues.

This local intelligence system is an interactive facility with maps, charts and tables, identifying key statistics to provide an overview of the county. In depth analysis on key topics such as unemployment and population are also available, giving a greater understanding of our communities, which in turn supports the development of our services, policies and strategies.

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. For instance, crime is more likely to occur in areas of deprivation.

We work with partners and conduct surveys to improve our understanding of the needs and views of people, in particular 'protected groups'. For instance: [The 'Accommodation needs assessment for gypsies and travellers' \(2008\)](#). This assessment was undertaken by working with Derbyshire County Council and their partners. A range of issues linked to housing need and requirements in relation to health and education services were examined.

Another example, a study by Derbyshire Rural Community Council from 2008 entitled '[Rural Derbyshire: Story of Place](#)', provides a useful insight into life in our rural areas.

This study highlighted the continued difficulties faced in relation to affordable housing, the decline of rurally based shops and services. It also identified the difficulties faced by local parish councils, groups and organisations in trying to support a vibrant rural life, participation in arts and culture, an ageing population and often a low waged economy.

We promote the use of Equality Assessments to improve understanding of diverse communities.

Case Study: Assessing the impact of our services, policies and activities on our diverse communities.

We undertake equality monitoring to help us understand the impact of our services, policies and activities on people, to ensure we do not discriminate against individuals or groups on the grounds of their 'protected characteristics'. For instance: we offer an [assisted refuse collection scheme](#) to elderly, infirm or disabled people who do not have any family members or friends who can help them put out their wheelie bins or recycling boxes.

Case Study: Assessing the impact of our services, policies and activities on our diverse communities.

Currently, we support 2,250 residents with this service. For instance, we provide a tailored service to a blind resident in Church Gresley. Each type of bin is left in a defined space near her home so that the resident knows which to use for waste and recyclables.

We support or commission research into the future needs of different people. We have an ongoing programme of [housing needs studies](#), which focus on key areas of activity. As a result our [Housing Strategy 2009-14](#) includes objectives aimed at meeting the needs of vulnerable groups and older people

We also look at how other local authorities are managing aspects of equalities. An outcome of this is used to identify best practice.

Case Study: Communicating and engaging with our communities to ensure that we deliver services appropriate to them

Our [Annual Communications Report 2013/14](#) highlights our key achievements during the year and contains a work-plan for 2014/15.

[Website Site Help & Accessibility](#) - We also try to ensure that our website can be accessed by everyone. The standard we aim for is AA Standard set by the Web Accessibility Initiative. This makes sure that people using 'assistive technology' (such as screen readers) can read our site. It also means that the site is more user friendly to everyone. Regular independent testing is undertaken to ensure that as many of our pages meet the standard as possible. This is particular useful for people with dyslexia, but certain pages such as our interactive mapping currently do not meet this standard.

A link is also available to signpost computer users to make the most use of the internet, whatever their disability, by signposting them to the BBC [My Web, my way](#) website. This contains features such as changing computer settings and receiving information in other formats. Assistance is also provided on how to use Google as a translation service.

We have embraced **social media** to enable people to engage with us. We have more than 2,500 people following us on Twitter. Following [@sddc](#) is an easy way to share opinions on different issues and raise customer service queries. Our Twitter channel provides access to important announcements and updates on events, services and initiatives. We are also working hard to make sure that social media is used in a way to assist our residents. For instance, we held a series of mini Tweetathons to help raise awareness of our draft Preferred Growth Strategy, which considers how many new houses are needed until 2028, while in depth coverage of events such as the Swadlincote Christmas Lights switch on has also proved popular.

Case Study: Communicating and engaging with our communities to ensure that we deliver services appropriate to them

The Safer South Derbyshire Partnership has developed a Facebook page with access to Twitter. This has enabled the Partnership to provide and receive instant accessible information at people's fingertips 24 hours a day, seven days a week. Partnership Manager Chris Smith said: *"Social media offers such a varied platform to work from and our Facebook page is set to be a fantastic source of information for residents and partners. We also hope this will help us to engage more with local young people and we will be using it to promote any relevant activities run across the district."*

Scrutiny adds a new dimension to our decision making process and makes an important contribution in making service improvements.

The Overview and Scrutiny Committee's role is externally focused, working with other Councillors, officers, partners, organisations and individuals. It reviews both the services we deliver and those services that are provided and delivered by other organisations that affect our residents. The role of scrutiny has been extended in recent years with the introduction of Councillor Call for Action, crime and disorder issues and public health.

We undertake an annual programme of scrutiny work, which is determined by asking our residents to come forward with suggestions of issues of local merit that would benefit from detailed analysis. Each topic included in the work programme is subject of a review by a dedicated cross party of Councillors, who gather evidence, analyse issues and make recommendations to Full Council for changes and improvements. Past achievements include the successful lobbying of faster broadband speeds in the district and reviews of leisure services. A recent review of community partnerships also identified £100,000 of additional funding for the voluntary sector in the District.

Our Chief Executive Frank McArdle stated that: *"Overview and scrutiny reviews give us an opportunity to take a close look at issues of importance and make recommendations for change. We are keen to hear from our residents about the things that matter the most to help us decide on priorities to ensure they are relevant and make a real difference in communities."*

The Committee produces [annual reports](#) and these can be viewed along with other [public documents](#) on our website.

The [Housing Performance & Scrutiny Panel](#) was set up as part of our commitment to creating opportunities for tenant involvement in our services and promoting more ways for tenants to scrutinise what we do. In some instances, the Panel may request for our senior officers to explain matters within their remit, which may result in the initiation of a service based review.

Eliminating discrimination, victimisation and harassment

Area covered	Supporting information
<p>Safer South Derbyshire Partnership</p>	<p>The Safer South Derbyshire Partnership is a statutory partnership formed as part of the Crime & Disorder Act 1998. It is supported by the Safer Derbyshire Partnership, based at County Hall, Matlock.</p> <p>Although, South Derbyshire has low levels of crime compared to the rest of the county and country, surveys have shown community safety to be a top priority. Therefore, the Partnership's aim is to reduce crime, disorder and the fear of crime in South Derbyshire by providing support, advice and leadership to its partners and communities.</p> <p>The main areas of focus at a local level are contained within its three-year Safer South Derbyshire Plan, which is reviewed annually to show progress and updated with new priorities and actions. Initiatives include:</p> <ul style="list-style-type: none"> ▪ educating young people on the consequences of committing crime and antisocial behaviour ▪ working with partners to deliver diversionary activities in hotspot locations ▪ making public our commitment to eliminate discrimination, victimisation and harassment
<p>Promoting & maintaining high standards of conduct by Elected Members & employees</p>	<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. ▪ Employees to treat others with respect and not discriminate unlawfully against any person. <p>We have developed policies and procedures to tackle discrimination, victimisation and harassment. For instance:</p> <ul style="list-style-type: none"> ▪ Updating our Bullying & Harassment Policy supported by staff training ▪ Putting in place links from this policy into our Disciplinary Procedure ▪ Recording and monitoring all reports of harassment, undertaking staff awareness surveys, offering training about harassment issues and raising awareness of supporting procedures ▪ Making clear to both our staff and Members the standards of behaviour we expect

Case Study: Safer Communities

Educating young people on the consequences of committing crime and anti social behaviour.

'**Prison Me, No Way**' took place at Granville, John Port, William Allitt and Pingle Schools during the year. The events were well received by both the schools and young people. Some comments received include:

"I thought the day was valuable . . ." Jalman

". . . You got more in depth detail about anti-social behaviour." Luke

"An excellent workshop! Pupils are taught this subject matter, but having CEOP in reinforced the topic and made the pupils understand." Miss Warren.

Working with Partners agencies to deliver diversionary activities in hotspot locations

Following consultation with local user groups we identified the preferred design for a £50k refurbishment and extension to **Swadlincote Skate Park**.

Duke of Edinburgh Award Scheme –20 young people between the ages of 14 and 16 years are currently working on an airplane restoration project. This project gained significant interest from the media and the Duke himself (because it was his plane!)

Making public our commitment to eliminate discrimination, victimisation and harassment

For instance:

- We promote the reporting of hate crime incidents using a third party reporting system operated by [Stop Hate UK](#). The reporting of incidents also takes place directly to the Police and other agencies involved in the Safer Derbyshire Partnership.
- Supporting [Safer Internet Day 2014](#). This event is organised by the UK Safer Internet Centre in February each year to promote the safe and responsible use of online technology and mobile phones for children and young people. Education packs were made available to all secondary and primary schools. A pack for sharing with parents was also made available.
- Supporting the **Face up to Facebook** campaign which was held in November to raise awareness with young people and their parents on how they can use social networking sites safely and how to report any concerns via [CLICK CEOP](#). Secondary schools in the area planned special events around this topic, with a drama was written by students at William Allitt.
- Holding [Liberation Day](#) for South Derbyshire residents aged 65 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.

Case Study: Safer Communities

- During **Relationship Week**, we took an active role in supporting and promoting an exhibition put on by HOPE, a national charity raising awareness amongst young people of domestic violence. Other support agencies, including Derbyshire Friend, Next Step against Domestic Violence and Victim Support, were also on hand to provide information.
- **International Women’s Day** was celebrated for the first time in South Derbyshire to promote local services for women. Over 16 organisations offered advice and inspiration for local women, including adult education, police, domestic violence, stop smoking advice, free body MOT’s and beauty therapy. Cllr Bob Wheeler, Chairman of the Safer South Derbyshire Partnership, said: *“We are encouraging women of all ages to succeed in the present and the future.”*
- We work closely with the South Derbyshire CVS in making contact with hard to reach communities across the District. In November, we supported **Inter Faith Week**, which is designed to increase understanding between faiths. Cllr Bob Wheeler, as Leader of the Council, said: *“South Derbyshire District Council is committed to treating people fairly in everything we do as a service provider, employer and leader of the community.”*

Advancing equality of opportunity

Area covered	Supporting information
Better ways to make payments	Customers who come into the Council Offices to make a payment are provided with information on alternative methods of payment. This includes making payments by direct debit, debit/credit card, telephone, online or making a payment at other outlets in the district, such as the Post Office or a Pay Point location.
Affordable housing, homelessness and advice	<p>We provide affordable homes to those most in need, mainly in the form of social rented accommodation with some shared ownership. It is targeted at people who cannot afford accommodation on the open housing market.</p> <p>We allocate all of our properties through a new government scheme called ‘choice based lettings’. This allows people to apply for a home of their choice rather than having to wait for an offer of a property we think is suitable. Everyone applying for our waiting list is placed into a priority band depending on their need. If potential tenants see a property they are interested in, they can ‘bid’ for it. The ‘bidder’ with the highest housing need will be allocated the property.</p>

Advancing equality of opportunity

Area covered	Supporting information
	<p>There are a number of agencies within the district that offer help, advice and assistance for a number of issues including housing related problems</p> <p>Our Homelessness Prevention Strategy sets out how we are working with our partners to reduce and prevent homelessness. One of the priority areas for action was to reduce homelessness for young people aged between 16 and 35.</p> <p>The number of people on the housing register at 31 March 2014 was 1,951 (2,015 in the previous year)</p> <p>During the year, 2013/14 there were 44 affordable homes delivered compared to 88 in the previous year</p>
<p>Reducing the number of vulnerable households experiencing fuel poverty</p>	<p>We have published details:</p> <ul style="list-style-type: none"> ▪ of our Home Energy Conservation Act (HECA) Plan which sets out we will work with our partners to tackle fuel poverty and promote energy efficiency. ▪ about grants and discount schemes that could help residents pay for energy efficiency measures and renewable technology, such as Energy efficiency grants and Green Deal financing. <p>We continue to progress a programme of works to replace inefficient heating systems and upgrade insulation measures to our properties. During the year, 50 new boilers and four new heating systems were installed, with 100 loft and cavity wall insulations completed. As well as helping our residents on low incomes to stay warm and well, these measures also help them save money on bills.</p>
<p>Sports, leisure and recreational activities</p>	<p>We engage with community groups to ensure our sports and leisure provision reflects the needs of 'protected' groups. Our Sport & Health Strategy aims to support the delivery of national and local objectives, including:</p> <ul style="list-style-type: none"> ▪ Young people participation and volunteering ▪ Adult participation and volunteering ▪ Facilities ▪ Reaching communities – addressing local needs

Case Study: Affordable homes, homelessness support and housing advice

As part of a wider £5 million project, planning permission for two quality **affordable housing** schemes was granted in December 2013. The cost of the project comes from existing resources, borrowing and money generated through 'Right to Buy' sales, under which tenants can purchase council houses. The aim of the project is to help reduce the waiting list for housing, which currently stands at its highest ever level with more than 2,000 separate applications. To start the ball rolling, four sites were given the go ahead in Newhall. Priority was also given by the Council to those areas that have the highest demand and the greatest need. Over the next two years, 45 homes will be built to bolster the authority's housing stock which currently stands at 3,038.

A Council spokesman stated that: *"Good quality, well insulated and ventilated affordable housing plays a significant part in ensuring people's health and well being. This is an investment in our residents and their future."*

Our Homeless Case Worker came into post in February 2014, and has been working with younger adult clients aged between 18 and 35 in providing them with **homelessness support and housing advice**. This support also includes housing options advice across all tenures, and where appropriate signposting to external agencies for further assistance.

We work with each client and their support workers (if in place) to provide the most appropriate level of support to help them access and sustain a tenancy. This may include providing them with financial planning, meal planning, food budgeting or other life skills.

We also provide support to each client to assist them in accessing training and employment options. This includes helping them to improve their wellbeing with diaries of positive activities.

As a result, the case worker is now dealing with 24 new active cases since the beginning of February 2014. We have also successfully housed five people who we have worked with.

Case Study: – Community Partnership Scheme

Through the [Community Partnership Scheme](#) we provide support and advice to the voluntary and community sector in relation to funding (sources, bid writing, and funding strategy) and project development.

To get the process off the ground, we invite parties to apply for assistance to support their operations. A total of £42,300 was shared between eight capital projects which were approved by an independent judging panel.

Case Study: – Community Partnership Scheme

These include:

- South Derbyshire Forum (£4,000) to set up a meals project supporting older people leaving hospital
- South Derbyshire Mental Health Association (£5,313) for new premises
- South Derbyshire Citizens Advice Bureau (£2,330) to develop extra office space to further enhance its services
- Etwall Scouts (£11,000) to fully refit its building to bring it up to modern standards and to ensure it can be used by other groups
- Melbourne Community Centre (£1,278) towards installing acoustic panels in the main hall to improve sound quality
- Recreation in Aston (£10,000) to improve play and recreation facilities
- Swadlincote Boxing Academy (£4,000) to support its move to new premises
- Sharpe's Pottery Museum, in Swadlincote (£4,250) to install an electric kiln

A total of £100,000 set aside for revenue funding was divided between a further eight voluntary groups as follows:

- Next Step against Domestic Abuse (£20,000) with assist with core costs
- Shout (£10,000) to support activities for families with disabled children
- Shout Out (£10,000) towards its self help group for young adults with learning /physical disabilities
- South Derbyshire Mental Health Association (£20,000) to provide a variety of physical activities
- South Derbyshire CVS (£18,347) to develop an accreditation centre
- Melbourne Arts (£5,053) to set up a package of events to be delivered at alternative venues across the district
- Old Post Centre, in Newhall (£8,300) to cover core costs
- South Derbyshire Citizens Advice Bureau (£8,300) on setting up a Gateway Assessment Centre and training volunteers.

Case Study: Leisure and recreational activities

We work with our partners to deliver a range of [Summer holiday activities](#) and Play schemes in various village venues for eight to 16 year olds.

Families are also invited to take time to complete navigational challenges at local parks or try something different at our leisure centres in Etwall and Swadlincote.

Activities in the villages were free, as parish councils had paid for the schemes so that young people have something to enjoy during the summer holidays.

In the urban areas in and around Swadlincote, where there are fewer parish councils, the funding came from the Positive Activities Group for Young People and the Safer South Derbyshire Partnership.

Case Study: Leisure and recreational activities

Positive Activities for Young People

Working in partnership with Derby County Football Club, we promoted the [Derbyshire Inclusive Football League](#). This provided inclusive opportunities for people (under 12 years to 16+) with disabilities and other additional needs to take part in football activities and competitive games. Opportunities are also available for deaf people (aged 12 to 18 years) to play [Futsal](#)

Children's Disability swimming lessons delivered by Active Nation were also widely promoted. These sessions were made available to parents/carers and children from the age of five months

[Village Games Project](#)

We work in partnership with [South Derbyshire Sport](#) and local villages to help their rural communities develop sport and activity programmes that are of interest to local people, such as, hockey, netball, squash and gymnastics.

Improved leisure facilities

A scheme of refurbishment works were undertaken at the Green Bank Leisure Centre. These works include modernising the dry side changing rooms, creating a new crèche, sauna and dance areas. Over the past two years, the wet side changing rooms have been renovated and disabled changing facilities introduced by the poolside.

Fostering good relations

Area Covered	Supporting information
Sign posting to other support groups, voluntary organisations and other Partners for help and assistance	<p>We use our website to raise awareness of support groups and voluntary organisations that provide advice and support to different sections of the community.</p> <p>For instance:</p> <ul style="list-style-type: none">▪ Disabled people▪ Race▪ 50+ and older people▪ Children▪ Gay, lesbian, bi-sexual and transgender▪ Marriage and divorce

Fostering good relations

Area Covered	Supporting information
	<p>External links are also provided to a Talking newspaper and books to enable people who are blind, have a visual impairment or even find it difficult to hold a book to enjoy newspapers and reading material in an accessible format</p>
<p>Tenant and resident participation</p>	<p>Tenant and resident participation 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 can lead to improved services.</p>
<p>Social cohesion and celebrating diversity</p>	<p>We:</p> <ul style="list-style-type: none"> ▪ raise awareness; ▪ provide support; ▪ promote understanding; ▪ get actively involved in local and national activities, events, campaigns, festivals and commemorations through sustained publicity <p>We develop and hold arts and recreational initiatives with our partners to celebrate and promote diversity through mediums such as dance, music, story telling and sport.</p>

Case Study - Social Cohesion

Taking steps to get Elected Members and employees actively involved in staging events and activities that they can participate in:

During his year as Chairman of the Council, Cllr Mick Bale dedicated himself to raising funds for the British Heart Foundation and the Women's Land Army Tribute. £5,000 was raised for each of the charities. Sophie Jardine of the British Heart Foundation said: *'The money will be put to a very good use.'*

In February, the Chairman of the Council, officially opened Headway's 21 shop on The Delph in Swadlincote. The shop will enable local people to support the charity, which cares for people with brain injuries.

Case Study - Social Cohesion

During October, we encourage young people to take a more active role in civic life by supporting **Local Democracy Week**. This raises awareness of local politics and the ever evolving decision making process.

Officers and elected members visit schools, informing pupils how they can get involved and to debate whether the voting age should be lowered from 18 to 16. Views both for and against were documented on the [@sddc](#) Twitter stream in a bid to encourage others to get involved in the discussion.

Providing support for national events and campaigns

During November, we supported and promoted the **National Trustees Week**, which celebrates the work undertaken by voluntary and community organisations, charities and individual people who support or care for some of the most vulnerable and disadvantaged people in our community.

Promoting and supporting local communities while delivering cultural events and festivals in the district

For instance:

- [Community events](#), such as the Festival of Leisure and the Pancake Races in Swadlincote
- The Swadlincote [Christmas Lights Switch on](#) and supporting start of the festivities at Melbourne
- Delivering the '[Glade in the Forest](#)' programme of events at Rosliston Forestry Centre
- [Etwall Well Dressings](#)
- [South Derbyshire Day](#)
- [Healthier South Derbyshire Day](#); and
- [The National Forest Walking Festival](#)
-

Working in partnership to promote community cohesion

[Get Active in the Forest](#) facilitated a day of physical activity on the 14 October 2013 to raise awareness and strengthen knowledge within mental health services of regular outdoor physical activity opportunities.

[Derbyshire Village Games Project](#) is a highly visible, accessible community spirited sport project across rural Derbyshire. It uses village competitions, festivals and events to encourage people to participate in sport and recreation. It also acts as a catalyst to a programme of club/coach development and volunteer recruitment. It also builds village identity and social interaction.

In South Derbyshire, the focus has been working with the local communities in Etwall, Repton, Linton, Melbourne and Gresley to provide opportunities of interest to them. In September 2013, the project received a Big Society Award from the Prime Minister for invigorating grass roots sport.

Case Study - The Dreamscheme

The [Dreamscheme](#) is a youth project involving eight to 15 year olds who are encouraged to take part in an activity that benefits the community. The participants are rewarded for their hard work and commitment with points, which can be redeemed for group trips and activities.

Communal Garden Tidy up

Elderly tenants living in Pear Tree Court, Etwall, requested the help of the Dream scheme to tidy up the extensive communal gardens.-As a result, 13 young people gave up a week of their summer holidays to help our Tenant Participation Officers and other community volunteers with the work.

Lauren Young, 11, from Willington was delighted with the end result. She said: *“This is the first time I have taken part in the Dreamscheme. It was hard work but so enjoyable and I really feel like I achieved something.”*

A thank you was given to Etwall Tenants’ Group for donating their £300 Housing Services annual grant towards the project, the Safer South Derbyshire Partnership for a £500 grant and Buildbase. Special thanks were also given to a Midway tenant who gave up his time to film and produce a video which will be used in schools and youth groups to recruit more youngsters in the future.

Christmas Hamper Scheme

Working with local businesses and organizations, we were able to make up 26 hampers for tenants facing personal hardship. A 42 year old man who cares for both his 63 year old mother and his 85 year old grandmother in Linton said: *“We really appreciate getting this hamper and it is so lovely to see young people involved in giving something back to the community.”*

4. Doing more

We recognise a need to do more to assess the impact of our services, policies and activities on different communities to ensure that:

- They are not being discriminated against by better promoting what we and our partners are doing
- Equality assessments can be embedded in the design and delivery of our policies, strategies and activities
- Equality monitoring is undertaken where necessary and acted upon
- We can proactively identify opportunities to foster good relations and lead by example