

**BOLSOVER DISTRICT COUNCIL**

**Single Equality Scheme**

**2019 - 2023**

DRAFT

## Bolsover District Council Equalities Statement

Bolsover District Council is committed to equalities as an employer and in delivering the services it provides to all sections of the community.

The Council believes that no person should be treated unfairly and is committed to eliminating all forms of discrimination, advancing equality and fostering good relations between all groups in society.



**We speak your language**

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**Polish**

**Mówimy Twoim językiem**

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**Slovak**

**Rozprávame Vaším jazykom**

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**Chinese**

**我们会说你的语言**

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## Foreword

Welcome to Bolsover District Council's Single Equality Scheme. We are committed to providing good quality services shaped by an understanding of the needs of different people and ensuring that how we deliver services promotes equality and challenges inequality. We are also committed to ensuring equality as an employer.

This scheme builds on the achievements of the previous Single Equality Scheme 2015-2019, and sets out actions we will take to continue to deliver improved equality outcomes for everyone.

The Council welcomes comments from all sections of the community.

Insert Leader and CEO's signatures

Draft

# **Contents**

**Page**

**Introduction**

**The Equality Act 2010**

**A profile of Bolsover District**

**Our equality objectives**

**Performance monitoring for equality objectives**

**Responsibilities for equality**

**Communication of the scheme**

Appendix one – definitions of the protected characteristics

Appendix two – a profile of Bolsover District

Appendix three – a profile of the Council's workforce

Appendix four – perceptions of fairness (Citizens Panel survey results)

## Introduction

Bolsover District Council is committed to the creation of a fairer Bolsover for everyone.

We are committed to providing good quality services shaped by an understanding of the needs of different people and ensuring that how we deliver services promotes equality and challenges inequality. We will continue to seek to understand Bolsover's communities and to work effectively to reduce and eliminate all forms of discrimination, advance equality and foster good relations between all groups in society.

This Scheme recognises our legal responsibilities as set out in the Equality Act 2010 and includes our corporate equality objectives, which are the key objectives that the Council will undertake in order to meet the general equality duties. This Scheme applies to all our employees and Councillors and covers all aspects of the Council's activities.

## The Equality Act 2010

The Equality Act 2010 (the Act) sets out the general equality duty, which in summary requires that 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.

The Equality and Human Rights Commission states that "having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low."<sup>1</sup>

The Equality Act 2010 covers the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership (only with regard to eliminating unlawful discrimination)
- pregnancy and maternity
- race

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<sup>1</sup> The Equality and Human Rights Commission: <http://www.equalityhumanrights.com/private-and-public-sector-guidance/public-sector-providers/public-sector-equality-duty>

- religion or belief
- sex
- sexual orientation

Definitions of these protected characteristics can be found in appendix one.

In addition to the general equality duty, the Act's specific duties require the Council to publish information to demonstrate our compliance with the general equality duty, and prepare and publish one or more equality objectives that the Council thinks it needs to achieve in order to meet one or more of the general equality duties, and then at least every four years subsequently. These objectives must be specific, measurable and published in a way that is accessible for the public.<sup>2</sup>

The publication of information includes information relating to people who share protected characteristics that are affected by the Council's policies and practices, and information related to its employees.<sup>3</sup> This information is published on the equality page of our website.

## **A profile of Bolsover District**

A range of data to provide insight into our community and inform our equality objectives is contained at appendix two. This data also supports our equality impact assessment process and service planning. The key equality issues for Bolsover District remain disability and long term ill health and age.

Information on the Council's workforce is contained at appendix three. This is also used to inform organisational planning and development needs.

The Council seeks views from its Citizens Panel about being treated fairly and with dignity and respect. This information is contained at appendix four.

## **Our equality objectives**

For this scheme we have set broader equality objectives taking a steer from the aims encompassed in the general equality duty. Under each one we have set out the actions we will take or continue to take to achieve the objective. We have also listed the measures too which will evidence our achievement towards each objective.

### **Objective 1: Everyone can access our services, facilities and information**

Our aim is for all services, facilities and information to be accessible to all, and for people to be satisfied with our services and facilities.

#### **Actions - we will:**

- Monitor who is using our services and facilities and their satisfaction with them by collecting, analysing and publishing equality information from our customers.

<sup>2</sup> 'Objectives and the Equality Duty: A [Guide](#) for Public Authorities. England (and non-devolved public authorities in Scotland and Wales)' Equality and Human Rights Commission, p7

<sup>3</sup> 'The Essential [Guide](#) to the Public Sector Equality Duty England (and Non-Devolved Public Authorities in Scotland and Wales), Equality and Human Rights Commission, 2014 p9 -10

- Use the equality information gathered from our customers, and information on our communities, to inform the design and delivery of our services and policies.
- Ensure that the information that the Council produces is accessible by using a range of alternative channels.
- Make reasonable adjustments for disabled people by providing alternative formats for our communications on request and maintaining a register of those requiring alternative formats.
- *Support people to live independently in their own homes by providing disabled adaptations to council properties and Careline alarm systems.*
- Promote and monitor our Customer Service Standards.
- Promote and monitor our Compliments, Comments and Complaints policy.

**Measures – we will:**

- Publish updated equality information annually on our website.
- Undertake Equality Impact Assessments (EIAs) for new and reviewed policies, services and functions and publish relevant ones on our website.
- Ask accessibility and fairness questions in relevant customer satisfaction surveys and publish results on our website.
- Publish information on the website and in council publications on how to access services.
- *Publish annually data on disabled adaptations to council properties and Careline alarm systems.*
- Publish information annually on performance against our Customer Service Standards and Compliments, Comments and Complaints policy.
- *Any service specific measures e.g. any tailored or targeted leisure/health initiatives?*

**Objective 2: Decision making and services are influenced by the needs of residents and communities**

Our aim is for all communities to engage in public and civic life, and for information from all communities to influence decision making, planning and the delivery of services.

**Actions - we will:**

- Invite residents, businesses and communities to give us their views through the Citizen Panel, Equality Panel, Bolsover District Young Voice (Youth Council), Business events and forums, and Community events.
- *Encourage voter registration taking into account the needs of different groups of people.*
- Encourage individuals to give feedback by promoting our Compliments, Comments and Complaints policy and other service specific mechanisms for feedback e.g. suggestion schemes at Leisure Centres.
- Review our opportunities for engagement and involving individuals, groups and communities and have an effective communication strategy to support this process.

## **Measures – we will:**

- Publish our Engagement Plan annually on the website.
- Publish consultation and satisfaction survey reports on our website and share results and planned actions through suitable communication methods.
- *Need something for voter registration.*
- *Anything specific from service areas?*

## **Objective 3: Discrimination, harassment and hate crime is not tolerated**

Our aim is to encourage everyone to report incidents of harassment, discrimination, victimisation and hate crime, and to be confident that it will be dealt with robustly.

### **Actions - we will:**

- Carry out regular surveys to monitor public perceptions of discrimination when accessing our services and in the wider community.
- Record and monitor hate crime and hate incidents reported to the Council. We will take action where appropriate.
- *Remove racist and offensive graffiti within 24 hours of reporting.*
- Maintain access to language translation and interpretation services, including British Sign Language.
- *Identify antisocial behaviour motivated by hatred for the victim related to a protected characteristic and deal with appropriately.*
- *Raise awareness and publicise local Safe Places.*
- *Support communities to foster good relations between people with share a protected characteristic and those who do not.*
- *Record incidents of harassment, discrimination and victimisation in the workforce.*
- *Support this objective through our workforce policies and promote our Harassment and Bullying procedure.*

## **Measures – we will:**

- Publish consultation results and reports on public perceptions of discrimination.
- *Analyse hate crime and hate incidents on a yearly basis and share with the Community Safety Partnership?*
- Run regular features on hate crime reporting to encourage reporting via the website and council publications.
- *Report on the number of racist and offensive graffiti removed within 24 hours of reporting*
- *Any relevant measures for antisocial behaviour?*
- *Any measures for the controlling migration fund?*
- *Run regular workforce campaigns to promote supporting workforce policies and procedures.*

## **Objective 4: Our workforce, and workforce policies, support equality**

We recognise that our employees are our most valuable asset and are committed to:



- Ensuring that all employees are treated with dignity and respect and that no form of intimidation, bullying or harassment is tolerated.
- Making training, development and progression opportunities available to all staff.
- Ensuring that all of our employment policies and practices reflect our commitments to equality and fairness.
- Fostering good relations between people of different groups within the workforce.

Our aim is for all employees and Councillors to support equality through their actions and behaviour.

#### **Actions - we will:**

- Provide equality training for staff and Councillors to raise awareness and support our policies.
- Provide specialist training to support equality where required or identified e.g. deaf awareness, mental health awareness.
- Gather recruitment and employment equalities information and monitor to ensure our policies are working.
- Use workforce equality information to inform workforce policies.
- Ensure our recruitment and employment practices support disabled people by providing reasonable adjustments where appropriate.
- Run regular staff surveys and gather perceptions on fairness.
- Raise awareness of equality issues and events through communication campaigns internally and externally.
- Promote equality positively within and outside the Council.
- *Measure satisfaction with apprenticeships.*

#### **Measures – we will:**

- Put an equality training programme together each year to support employee/Councillor induction and refresh needs.
- Build in any specialist training identified through our learning and development processes.
- *Report recruitment and employment equalities information to X on an X basis.*
- *Retain the Disability Confident Employers standard.*
- Publish the results of staff surveys and the actions to be taken.
- Run regular workforce campaigns and communications to support equality.
- *Publish a workforce profile annually on our website.*

### **Performance monitoring for equality objectives**

Progress against the corporate equality objectives will be reviewed on a quarterly basis under the Council's performance monitoring arrangements with information being published annually on our website.

Equality impact assessments for completion, any actions identified from the analysis of equality information and relevant equality targets will be included within Service Plans. Equality actions in Service Plans will be monitored quarterly as part of our Corporate

Performance Monitoring process, which is reviewed by the Strategic Alliance Management Team and Cabinet Members.

## **Responsibilities for equality**

Bolsover District Council is committed to equalities and has a structure in place for the continued embedding and scrutiny of equalities, from departmental to Cabinet level. The Portfolio Holder for Partnerships & Transformation (including social inclusion) has the equalities portfolio, as does one Head of Service.

### **Senior managers and managers**

All Heads of Service and managers have a key role in creating a workplace environment where unlawful discrimination, harassment and bullying are not tolerated. All managers are responsible for ensuring that our equality commitments and the requirements of this Scheme are embedded within their teams and service delivery. All managers support the corporate equality objectives and identify and undertake service level equality actions.

### **Employees**

Employees have a key role in promoting equality and this Scheme. Employees should understand the relevance and importance of equality to their roles, be committed to delivering good quality services shaped by the needs of different people, and report any equality issues to their managers.

The corporate officer for equalities provides support for equality impact assessment completion, monitors the completion of the corporate equality objectives and equality actions from Service Plans and monitors and updates the Single Equality Scheme. They also support the collection and publication of equality information.

### **Councillors**

The support of Councillors in the development of a fairer Bolsover and in the achievement of the corporate equality objectives is essential. Councillors have a vital community leadership role in relation to equality and in engaging with communities and acting as conduits for community information.

## **Communication of the scheme**

The updated Single Equality Scheme and corporate equality objectives will be communicated to staff through team meetings, the extranet and equality awareness training. Councillors will receive information about the Single Equality Scheme and the corporate equality objectives as part of their induction programme in 2019 and in Member Briefings. The Scheme and corporate equality objectives will also be published on our website for members of the public to view.

## Appendix one – definitions of the protected characteristics

Please find below further information about the key terms used in this document.

### The protected characteristics

These are the grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Definitions of these protected characteristics can be found below:

**Age:** This refers to a person belonging to a particular age group, which can mean people of the same age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds, or people over 50).

**Disability:** A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Gender reassignment:** The process of changing or transitioning from one gender to another.

**Marriage and civil partnership:** Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

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

**Race:** Refers to a group of people defined by their race, colour, nationality (including citizenship) ethnic or national origins.

**Religion or belief:** Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex:** Refers to whether a person is a man or a woman.

**Sexual orientation:** Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

This information has been sourced from the Equality and Human Rights Commission website: <http://www.equalityhumanrights.com/private-and-public-sectorguidance/guidance-all/protected-characteristics>

## Appendix two – a profile of Bolsover District

### Bolsover District

#### People

With lower birth rates and higher life expectancy, the shape of the UK population is transforming. The proportion of those of working age is shrinking whilst those of pensionable age is increasing. Derbyshire's working age population is projected to fall by 4% (19,629) by 2039. Nationally an increase of 4% is expected. This will mean there are fewer working age residents supporting those aged 65 and over (Derbyshire Local Economic Assessment, 2018).

Our population in Bolsover District is growing and its profile is changing. 17% of our population is aged 65 or over.

#### Derbyshire: Population estimates by sex, June 2017

	<b>Total</b>	<b>Males</b>	<b>Females</b>
Derbyshire	791,966	389,401	402,565
Amber Valley	125,898	61,965	63,933
Bolsover	79,098	39,099	39,999
Chesterfield	104,579	51,202	53,377
Derbyshire Dales	71,849	35,422	36,427
Erewash	115,314	56,543	58,771
High Peak	92,063	45,414	46,649
North East Derbyshire	100,780	49,277	51,503
South Derbyshire	102,385	50,479	51,906

Source: ONS, Mid-Year Population Estimates, June 2017 © Crown copyright

#### Bolsover District: Population by sex, 2011 and 2017

	<b>Males</b>		<b>Females</b>	
	<b>2011</b>	<b>2017</b>	<b>2011</b>	<b>2017</b>
Bolsover	37,388	39,099	38,478	39,999

Source: ONS, Census 2011 and Mid-Year Population Estimates, June 2017  
Crown copyright

©

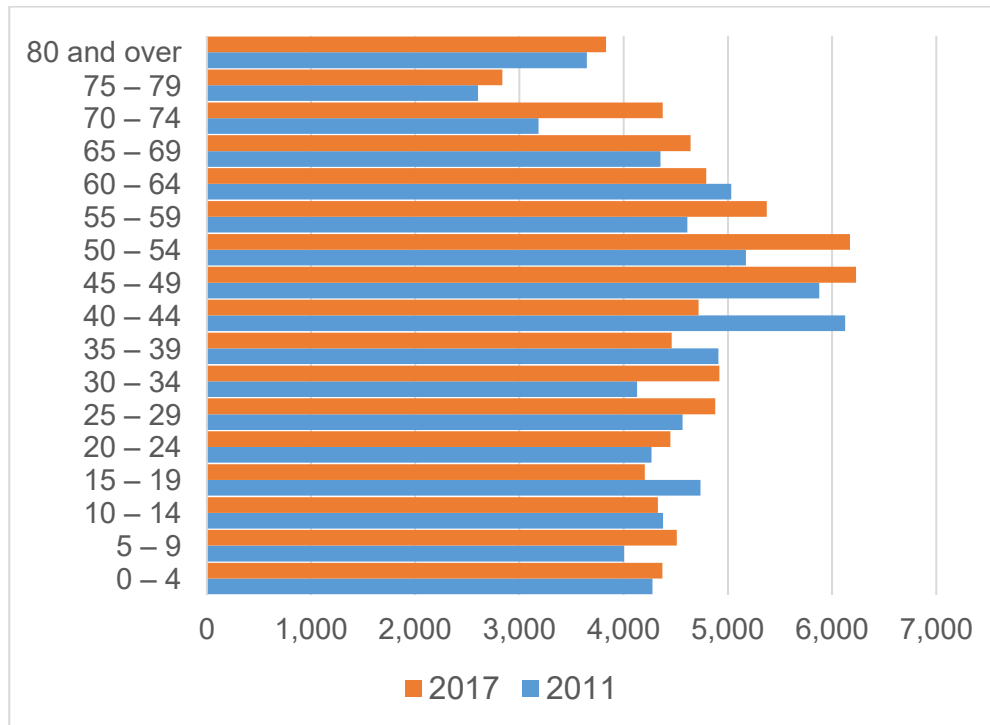
The median average age in Bolsover in 2017 was 43.8 years compared to 39.4 years in 2011.

	<b>2011</b>	<b>2017</b>	<b>2017</b>
Median age	39.4	42.3	43.8

Source: ONS Population estimates 2011 - 2017 © Crown copyright

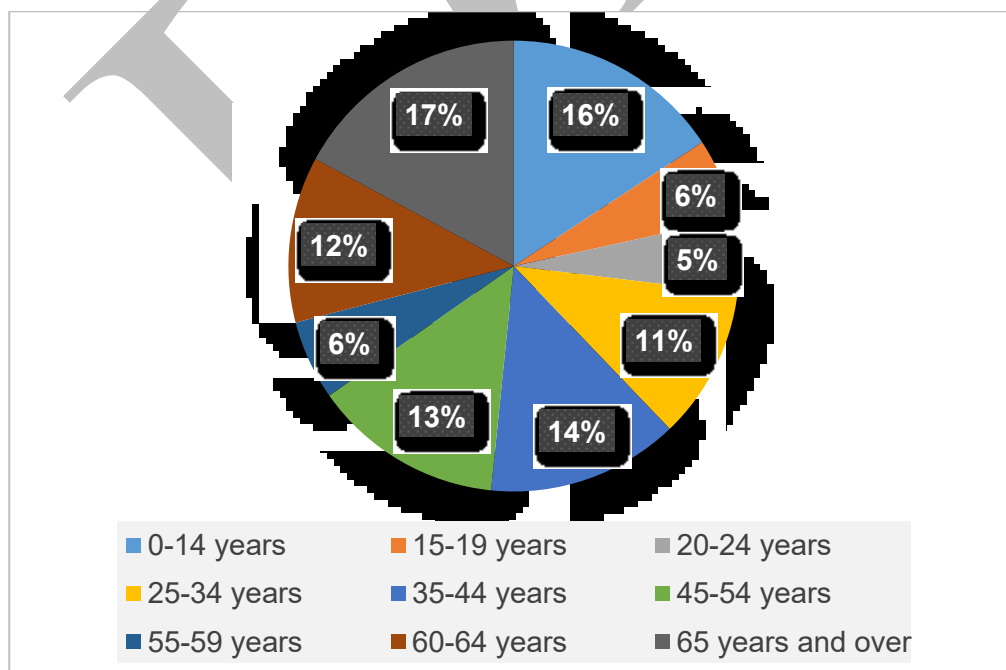
The bar chart below shows the age distribution of the district's population in both 2011 and 2017. This shows that while the number of people aged 5 to 14 years has increased by 4.6%, the population aged 65 years or more has grown to 17% of the total population. 3832 people were aged 80 or over, an increase of 286 since 2011.

Population by 5 year age group: 2011 and 2017

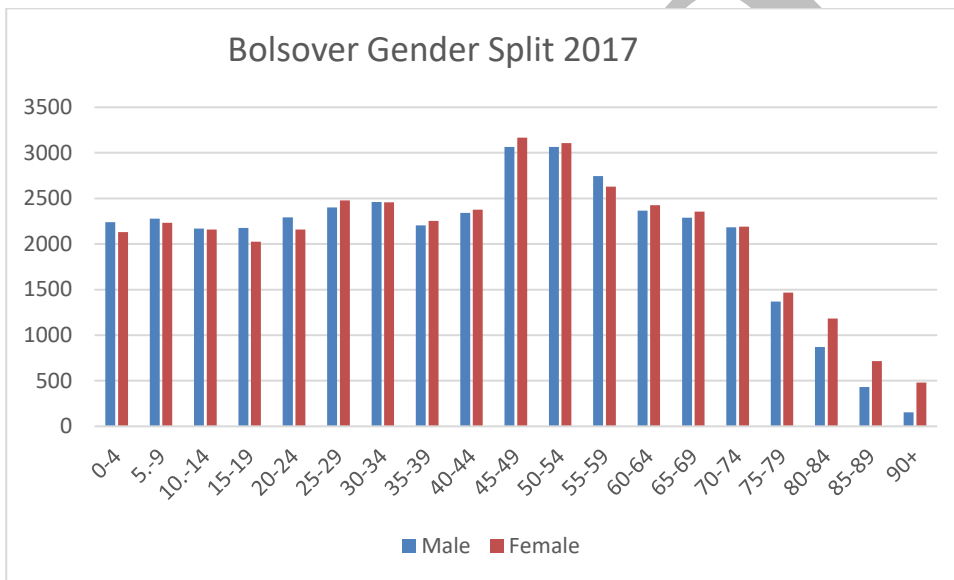
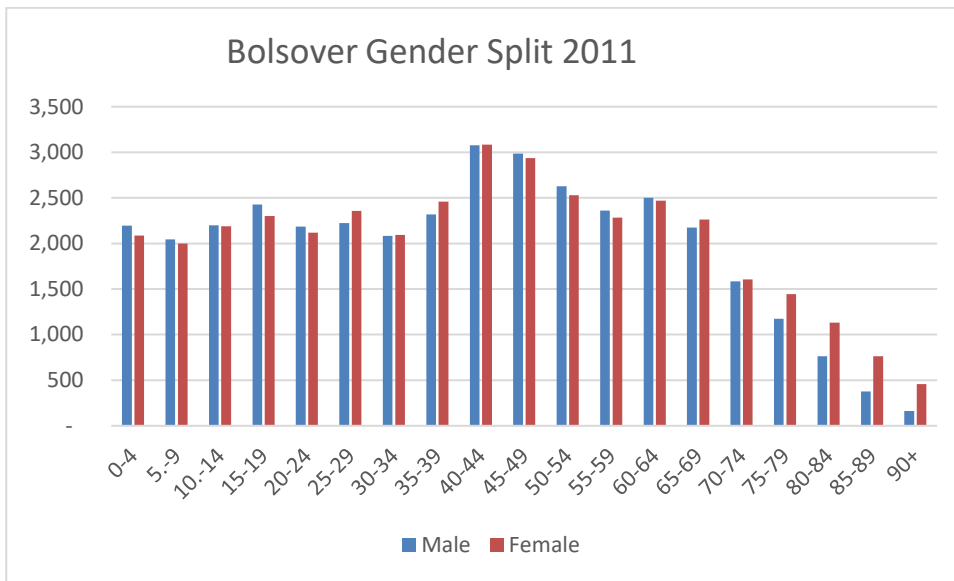


Source: ONS, Census 2011 and Mid-year population estimates 2017 © Crown copyright

Population percentages by 5 year age group, 2017



The chart below show the age distribution of the district's population by sex and illustrate the increasing numbers of women in the district who are living into very old age, compared to men.



## Disability and long term ill health

The health of people in Bolsover is varied compared with the England average. Almost a fifth (2,700) of children live in low income families.

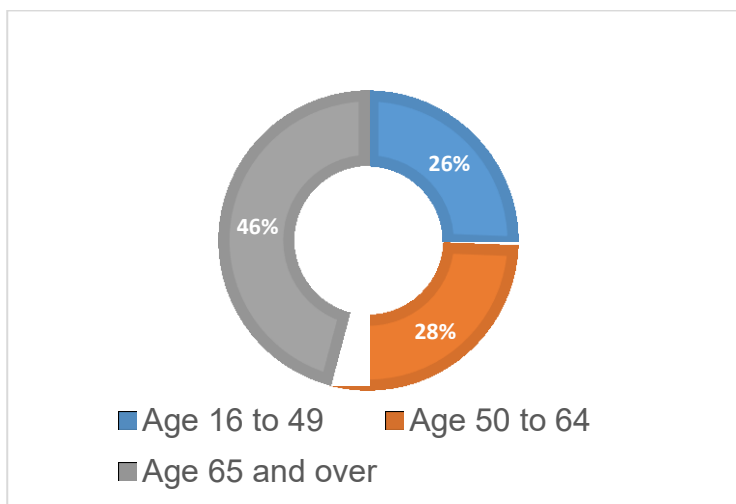
Life expectancy for both men and women is lower than the England average. It is 5.8 years lower for men and 4.8 years lower for women in the most deprived areas of Bolsover than in the least deprived areas (Public Health England, 2016).

9 in 100 Bolsover residents consider that they have bad or very bad health (Census 2011).

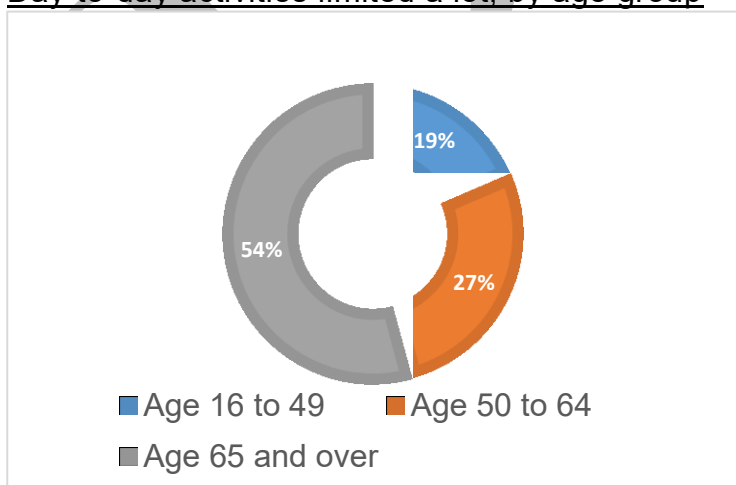
3 in 10 Bolsover residents have some day-to-day activity limitation

The charts and table below show how day-to-day activity limitation can increase with age.

### Day-to-day activities limited a little, by age group



### Day-to-day activities limited a lot, by age group



Bolsover District: Day-to-day activity limitation, 2011

Age	Day-to-day activities limited a little	Day-to-day activities limited a lot	Day-to-day activities not limited
Age 16 to 49	2,172	1,790	29,630
Age 50 to 64	2,416	2,645	9,755
Age 65 and over	3,891	5,254	4,639
<b>Total – all ages</b>	<b>8,479</b>	<b>9,689</b>	<b>44,024</b>

Source: ONS, Census 2011 © Crown copyright



Derbyshire: Valid Blue Badges issued and held, 2017

	Valid Blue Badges held / issued without further assessment	Valid Blue Badges held / issued subject to further assessment	Valid Blue Badges held by / issued to organisations	Total valid Blue Badges held by / issued to organisations and individuals
Blue Badges held	17,377	30,170	467	48,018
Blue Badges issued	6,119	11,582	186	17,890

Source: Dept. of Transport, Valid Blue Badges issued and held: England, by Local Authority 2017 © Crown copyright

**Race**

Below is a table highlighting ethnicity in the district. The largest group in the area is White British with 96.3%.

Population by ethnic group, Bolsover District

White British	White Other	Mixed / multiple ethnic groups	Asian / Asian British	Black / African / Caribbean / Black British	Other ethnic group
73058	1394	518	612	267	17
96.3%	1.8%	0.7%	0.8%	0.4%	0.0%

Source: ONS, Census 2011 © Crown copyright.



## Sexual Orientation

Sexual orientation monitoring has increased over the past decade. We do not have data analysis to district level however data has been collect at regional level. Below is a table highlighting differences between the period 2012 and 2016 in the East Midlands. There has been no significant changes in sexual preferences.

	2012	2016
Heterosexual	94.5	92.7
Gay or lesbian	1.0	1.0
Bisexual	0.4	0.6
Other	0.3	0.9
Don't know or refuse	3.8	4.9

Annual Population Survey (APS). Office for National Statistics 2017

## Gender Reassignment

There is no robust data on the UK trans population exists. The Government equalities office tentatively estimate that there are approximately 200,000-500,000 trans people in the UK. The Office for National Statistics is researching whether and how to develop a population estimate.

41% of trans men and trans women responding to a Stonewall survey (2017) said they had experienced a hate crime or incident because of their gender identity in the last 12 months. They also found that 25% of trans people had experienced homelessness at some point in their lives. The national LGBT survey found similar results, with 67% of trans respondents saying they had avoided being open about their gender identity for fear of a negative reaction from others.

## Religion or belief

Below is a breakdown of different faiths in the area. The largest faith group is Christianity.

All categories: Religion	75,866
Has religion	50,183
Christian	49,447
Buddhist	115
Hindu	81
Jewish	29
Muslim	146
Sikh	104
Other religion	261
No religion	20,507
Religion not stated	5,176

Census 2011

## Appendix three – a profile of the Council’s Workforce

*Include information on number, sex, age, disability*

[Disability Confident](#) is a government scheme which encourages businesses to recruit and retain disabled people and people with health conditions for their skills and talent. Disability Confident Employers are recognised as going the extra mile to make sure disabled people get a fair chance. Bolsover District Council is a Disability Confident Level 2 Employer, meeting two key criteria:

- Getting the right people for your business
- Keeping and developing your people

At March 2017 the Council had 488 employees, 9.62% of whom declared themselves as disabled.



## **Appendix four – perceptions of fairness (Citizens Panel results)**

In November 2018 we asked our citizen panel questions about equality and diversity in the local area. (The full Citizen Panel report will be published on [Ask Derbyshire](#) in February 2019). We previously asked these questions in November 2014.

### **Q1. Do you believe that in using Council services you have experienced discrimination because of any of the following?**

In 2018 - 93% (197 respondents) advised they have received no discrimination when accessing council services. This compares to 86% (415 respondents) in 2014.

### **Q2. It is easy for me to contact the Council using the different ways available**

In the 2018 - 88% of respondents advised it is easy to contact the council with 5% stating don't know. This compares to 87% with 6% stating don't know in 2014.

### **Q3. There are no physical barriers to me accessing Council premises e.g. steps, blocked ramps, sufficient disabled parking.**

In 2018 – 74% of respondents agreed there were no physical barriers to access council premises, 23% of respondents stated don't know and 4% advised there were physical barriers. This compares to 76% of respondents agreed there were no physical barriers in 2014 with 21% of respondents stating don't know and 3% advising there were physical barriers.

### **Q4. The Council provides me with information in a suitable format e.g. large print or text message.**

In 2018 – 71% of respondents agreed the council provides information in suitable formats, 28% of respondents advising don't know and 1% disagreed. This compares to 72% of respondents agreed the council provides information in suitable formats in 2014 with 26% of respondents advising don't know and 2% disagreeing.

### **Q5. Thinking about your experiences living within Bolsover District but NOT including dealing with Bolsover District Council, do you believe that over the past year you have experienced discrimination because of, Gender, Race, Age, Religion and Belief, sexual orientation, disability or other characteristics ?**

In 2018 – 95% of respondents advised they have not experienced discrimination. 3% of residents commented on facing discrimination on the grounds of age and 2% on the grounds of disability, 1% on the grounds of gender, 1% on the grounds of race, 1% on the grounds of sexual orientation and 2% on other grounds. This compares to 86.5% of respondents advised they have not experienced discrimination in 2014 with 9% of residents commented on facing discrimination with the highest areas being disability and age.

### **Q6. To what extent do you agree or disagree that your local area is a place where people from different backgrounds get on well together?**

In 2018 - 80% agree that their local area is a place where people from different backgrounds get on well together. This compares to 77% in 2014.