

# **BOLSOVER DISTRICT COUNCIL**

## **Single Equality Scheme**

**2015 - 2019**

DRAFT

**This Policy addresses the following Corporate Aim**



SOCIAL INCLUSION





**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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## **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.

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## Foreword

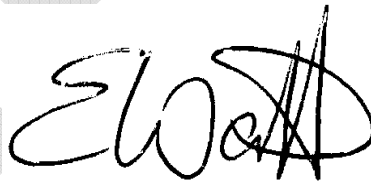
Welcome to Bolsover District Council's second Single Equality Scheme. The Council is committed to ensuring equality in providing all its services and as an employer. The Council is also committed to continuously involving and consulting relevant stakeholders in regularly reviewing and updating the scheme.

This scheme builds on the achievements of the previous Single Equality Scheme 2011-2015, 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.



A handwritten signature in black ink, appearing to be 'C. G.'.



A handwritten signature in black ink, appearing to be 'E. W.'.

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# Single Equality Scheme 2015-2019

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# 1. Equality, human rights and good relations

Bolsover District Council's Single Equality Scheme sets out our approach to promoting equality, human rights and good relations between different groups. The Council's role as a community leader means that it plays a key role in building community cohesion, engendering respect and fostering tolerance.

## 1.1 Equality Duties

The Equality Act 2010 aims to reduce inequality by extending protection across a range of 'protected characteristics'. These are:

- Age
- Disability
- Race
- Gender
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief
- Sexual orientation

There are two key legal requirements within the Equality Act 2010 which the Council must observe: the general equality duty and the public sector equality duty. The general equality duty sets out the broad aim to advance equality by requiring public bodies to consider equality issues in every aspect of their work. The public sector duty helps public sector organisations to implement the general duty by setting out what they should do to achieve compliance and to advance equality.

To meet the general equality duty, the Council must demonstrate due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other prohibited conduct
- Advance equality of opportunity
- Foster good relations between different groups

To demonstrate due regard and fairness in its decision making, the Council is required to assess the equality impact of its current and proposed policies and practices. This is to ensure that the authority can identify and then mitigate or justify any adverse impact resulting from the policy or practice. More information about our programme of Equality Impact Assessments is given in Section 6.

To meet the public sector equality duty as specified in the Equality Act (Specific Duty) Regulations 2011, the Council must demonstrate that it provides clear information about the equality results it achieves. This requires the publication of data with regard to:

- Our workforce
- Our service provision
- Setting equality objectives with a focus on outcomes
- Our engagement with protected groups in setting our equality objectives



This Scheme sets out the Council's aims and objectives and the approach it will take towards achieving equality.

## **1.2 Human rights**

Human rights are the basic rights and freedoms which belong to everyone. They are relevant to day-to-day life in protecting an individual's freedom to control their own life; effectively take part in decisions made by public authorities which impact upon their rights; and get fair and equal services from public authorities

The [Universal Declaration of Human Rights](#) is an international agreement on the rights and freedoms of all human beings, which was developed after the second World War. The [European Convention for the Protection of Fundamental Rights and Freedoms](#) embedded human rights principles within the European Union.

In 2000, the [Human Rights Act 1998](#) placed a legal duty on public authorities to ensure that their policies, programmes and services promote the safety and security of people. The Human Rights Act makes the European Convention enforceable in our courts and helps to promote greater unity and fairness through shared values. Human Rights Act obligations act as a lever to promote action by public authorities which ensures that the fundamental FREDA principles underpin equality work. These principles are: Fairness, Respect, Equality, Dignity and Autonomy.

### **1.2.1 Convention on the Elimination of All forms of Racial Discrimination**

The [Convention on the Elimination of All Forms of Racial Discrimination](#) came into force in 1969 and underpins changes to national laws and policies which create or perpetuate racial discrimination, including indirect discrimination or unjustifiable disparate impact. The Convention outlaws practices such as the dissemination of ideas based on racial superiority or hatred, incitement to racial discrimination, acts of violence against any race or group of persons of another colour or ethnic origin, and assistance in such activities.

### **1.2.2 Convention on the Elimination of Discrimination Against Women**

The [UN Convention on the Elimination of Discrimination Against Women](#) (CEDAW) defines what constitutes discrimination against women and sets the agenda for national action to end such discrimination. The UK government ratified the Convention in 1985 and makes periodic reports to the United Nations on progress made towards ending discrimination against women.

### **1.2.3 Convention on the Rights of Persons with Disabilities**

More recently, the [United Nations Convention on the Rights of Persons with Disabilities](#), ratified by the UK in 2009, establishes disability as not only a social

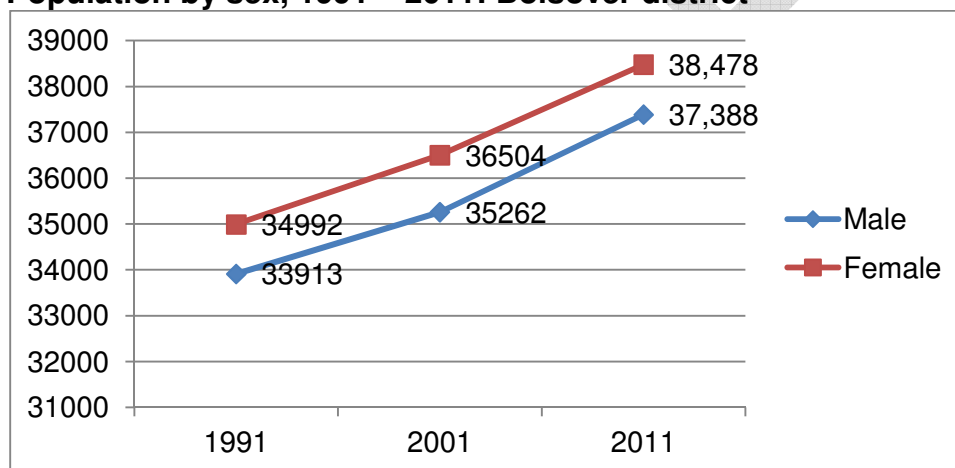
welfare matter but a human rights issue and matter of law. Its purpose is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all disabled people.

## 2. Profile of Bolsover District

Bolsover District lies in the north-east corner of Derbyshire and stretches between junction 28 and 30 of the M1 motorway. The district covers an area of 61.8 square miles (160 square kilometres) and has a rich environmental and cultural heritage. Our heritage includes sites of special scientific, geological and archaeological interest; conservation areas; scheduled Ancient Monuments such as Hardwick Hall, Bolsover Castle and Barlborough Hall; and Creswell Crags. The district also benefits from many areas of public open space, including seven countryside parks.

Since the 2001 Census, the district's population of 71,766 is estimated to have risen by 6% to 75,866 in 2011 (Census 2011). The chart below shows how the population has increased at the time of each Census since 1991, broken down by sex.

**Population by sex, 1991 – 2011: Bolsover district**



Source: ONS, Census 1991 - 2011 © Crown copyright

The area has historically had high levels of deprivation, low income and poor health outcomes associated with the former heavy industries. In 2007, Bolsover was ranked 55 out of 354 local authorities in the Indices of Deprivation (1 is most deprived, 354 is least deprived); by 2010, this had improved slightly to 58.

Public health data for 2010 - 2012 shows that life expectancy at birth for males in Bolsover is 77.9 years compared to 79.2 years for England and 82 years for females compared to 83 years for England (Health Profile 2014, Public Health England). This is an improvement since 2004 - 2006 when the life expectancy at birth was 75.9 years for males and 80.1 years for females in the district. The gender gap in life expectancy in the District is illustrated in section 3.1 on Age below.

The District has high levels of disability and long term ill health with 25% of the population stating that they experienced daily activity limitation, with those aged 65

and over experiencing the highest level of activity limitation overall. We also have high levels of unpaid care provided in the District.

## Elected Members

Bolsover District Council is one of 8 district councils in the County of Derbyshire. The Authority has 37 elected members, representing 14 parishes and 20 wards, with a current distribution of 32 Labour, 3 Independent and 2 District Residents' Group. Since May 2000 the political management has been based on a Leader and Cabinet (Executive) structure, with all 7 members drawn from the controlling group. There are two female Members on the Executive.

The percentage of elected Members at Bolsover District Council who are female rose from 35% in May 2011 to 40.5% in January 2015. Nationally, in 2013 around one third (31.7%) of councillors were female (Census of Local Authority Councillors 2013, LGA and NfER, May 2014). The table below shows the percentage of elected Members at Bolsover since 2007 who are female.

### Percentage of elected Members who are female

March 2007	33%
May 2011	35%
January 2015	40.5%

## Corporate Plan 2015 - 2019

The Council sets out its high level strategic priorities in its Corporate Plan, which is refreshed every four years.

Our new Corporate Aims for 2015-2019 are:

- Unlocking our **growth** potential
- Providing our **customers** with excellent service
- Supporting our **communities** to be healthier, safer, cleaner and greener
- Transforming our **organisation**

Beneath these aims sit priorities and targets to deliver them. Promoting equality and diversity is a priority within *Providing our customers with excellent service* and this Scheme sets out the actions we plan to take to deliver this in Section 8. The Single Equality Scheme and delivery of its associated Action Plan is a key element in maintaining our achievement of the Customer Service Excellence standard.

## 3. Setting equality objectives: the evidence

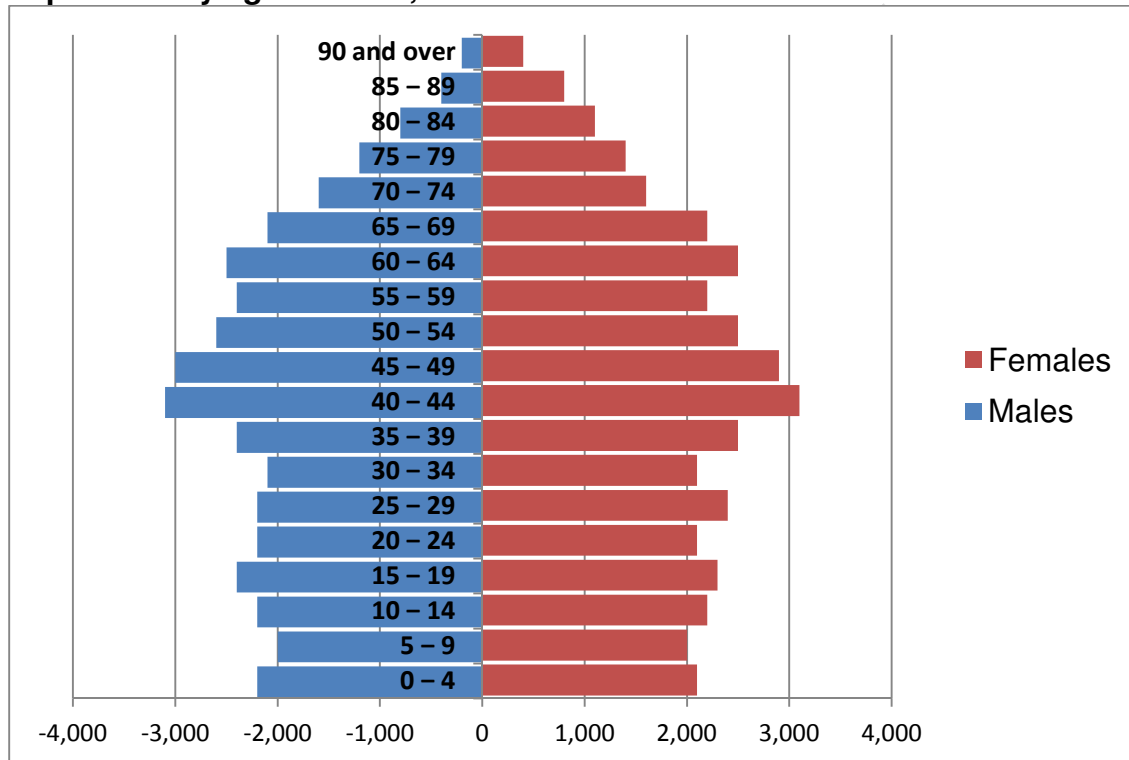
The following section draws together a range of data to provide insight into our community and inform our equality objectives. The information is analysed by protected characteristic and other relevant categories such as hate crime and socio-economic disadvantage. As more information from the Census and other sources about our ethnic minority groups is now available, this has been presented in this

Scheme. The key equality issues for Bolsover District remain disability and long term ill health and age.

### 3.1 Age

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

**Population by age and sex, 2011**



Source: NOMIS / ONS, Census 1991 - 2011 © Crown copyright

The table below compares the numbers of people in the district who were aged 60 years or more in 2001 and 2011.

- In 2001, there were 17 people aged 100 years or more living in the district but in 2011, this number had reduced to 7
- During the same period, the number of people aged 95 - 99 years has doubled from 61 to 122
- The number of people aged 60 – 69 years has increased by 2164 but despite a small increase in those aged 70 – 75 years, overall the number aged 70 – 79 has decreased by 109.

**People aged 60 years or more in 2001 and 2011, Bolsover District**

Age	2001	2011
60-64	3709	5032
65-69	3513	4354
70-74	3155	3183

Age	2001	2011
75-79	2710	2601
80-84	1793	1904
85-89	895	1136
90-94	313	477
95-99	61	122
100+	17	7

Source: ONS, Census 2001 and 2011 © Crown Copyright

## 3.2 Disability and long term ill health

In the Census for both 2001 and 2011, Bolsover district ranked 4<sup>th</sup> out of all local authorities in England with the highest percentage of population rates of daily activity limitation.

18,777 persons or 25% of the population of Bolsover district declared that their day to day activities were limited. Of these:

- 13% declared that their day to day activities were limited a lot
- A further 12% stated that that their day to day activities were limited a little.

Bolsover district ranks 6<sup>th</sup> out of all local authorities in England for the percentage of the population providing unpaid care, when ranked by the total of all durations of care combined with duration specific categories.

- 2690 people were providing care for 50 hours per week or more
- 1490 people were providing care for 20 to 49 hours per week
- 5444 people were providing care for 1 to 19 hours per week.

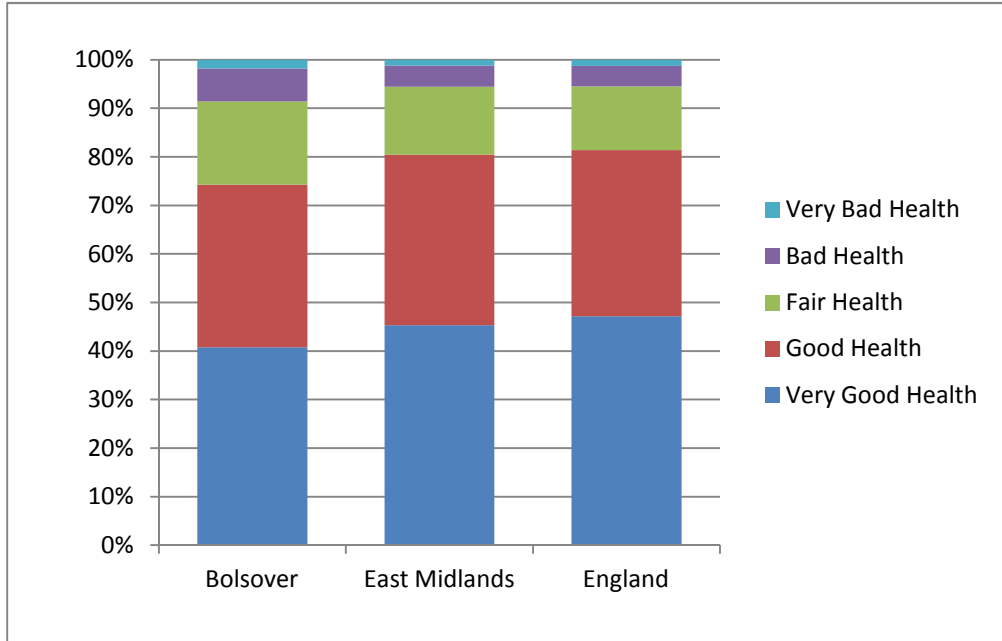
### General Health

The Census collects data which gives an indication of the state of health and well being in the population. However, as the questions relating to general health in the Census 2011 were slightly different from those asked in 2001, it is not possible to give an accurate comparison with data from 2011.

- In 2001, 14% of the population of Bolsover district considered themselves to have poor health; with a further 27% describing their health as fair.
- In 2011, 9% of the population of Bolsover district considered themselves to have bad or very bad health, and a further 17% described their health as fair.

The chart below compares health status across Bolsover district, the East Midlands region and England and illustrates the higher levels of poor health in the district as a proportion of the total population.

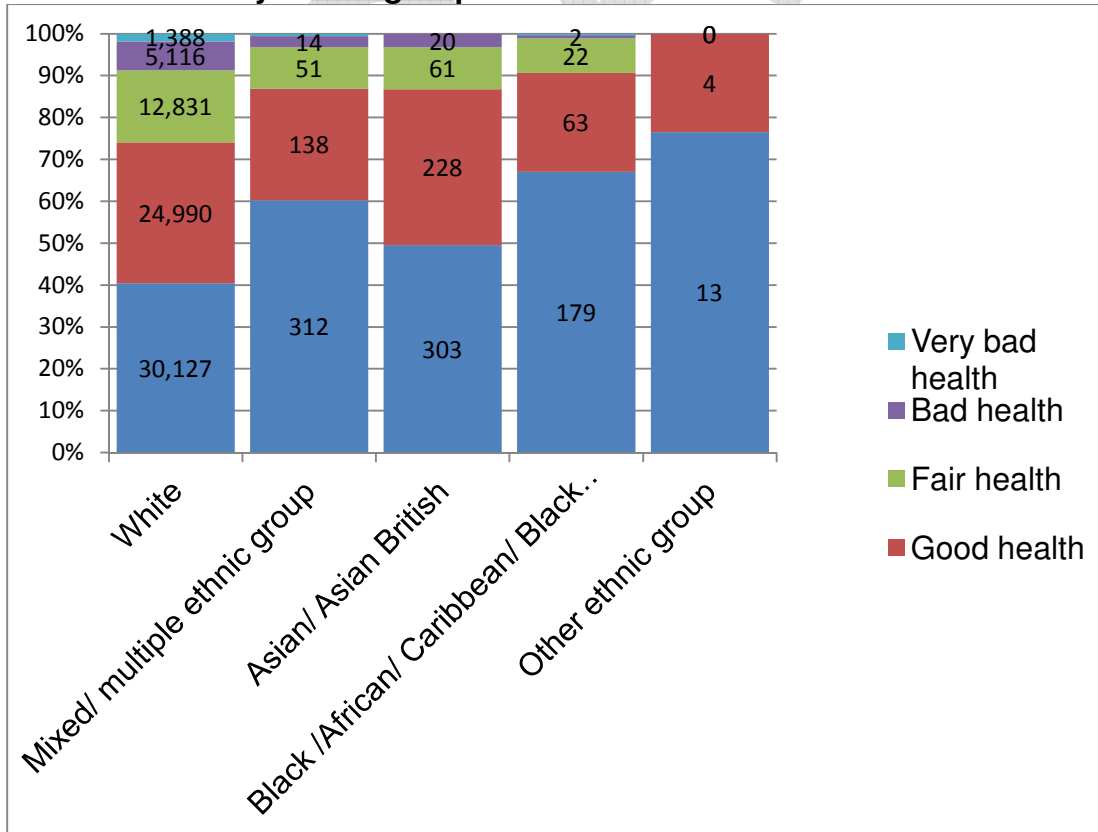
## General Health



Source: ONS, Census 2011 © Crown copyright

The chart below shows data on general health analysed by ethnic group. This shows that while 90% of the White population considered that they had very good, good or fair health, the proportion of those with bad or very bad health was greater in this group than other ethnic groups.

## General health by ethnic group



Source: ONS, Census 2011 © Crown copyright

## Long term health problem or disability which limits daily activity

This section describes the health of the population of Bolsover district with regard to health problems or disabilities which limit daily activity.

*Most people suffer periods of ill health at some time, but these are usually temporary problems that do not have a sustained effect on day to day activities, such as going to work or socialising with friends and family. However, some health problems and disabilities are long-lasting and reduce a person's ability to carry out the activities people usually do day-to-day and which most of us take for granted.*

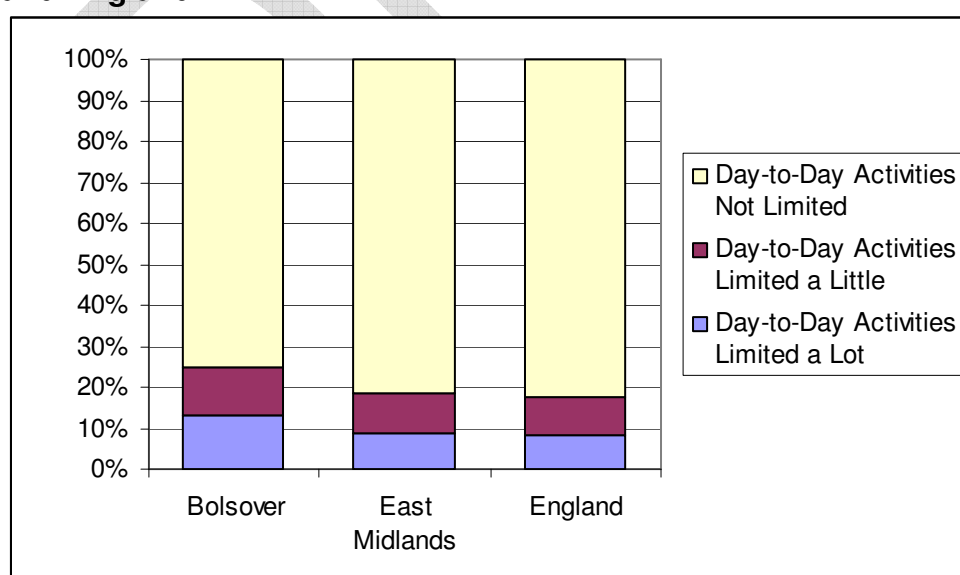
ONS, Disability in England and Wales, 2011 and Comparison with 2001  
[http://www.ons.gov.uk/ons/dcp171776\\_296871.pdf](http://www.ons.gov.uk/ons/dcp171776_296871.pdf)

In 2011, a similar question was asked on activity limitation to that in Census 2001, enabling us to consider change over time by comparison of prevalence between those dates.

- In Census 2001, 26% of the population of Bolsover district declared themselves to have an activity limiting long term illness.
- In Census 2011, 13% of the population of Bolsover district declared that their day to day activities were limited a lot with a further 12% stating that their day to day activities were limited a little.

As the chart below illustrates, levels of activity limitation were significantly higher in Bolsover district than the East Midlands region and England.

### Long-Term Health Problem or Disability: Bolsover district, East Midlands region and England

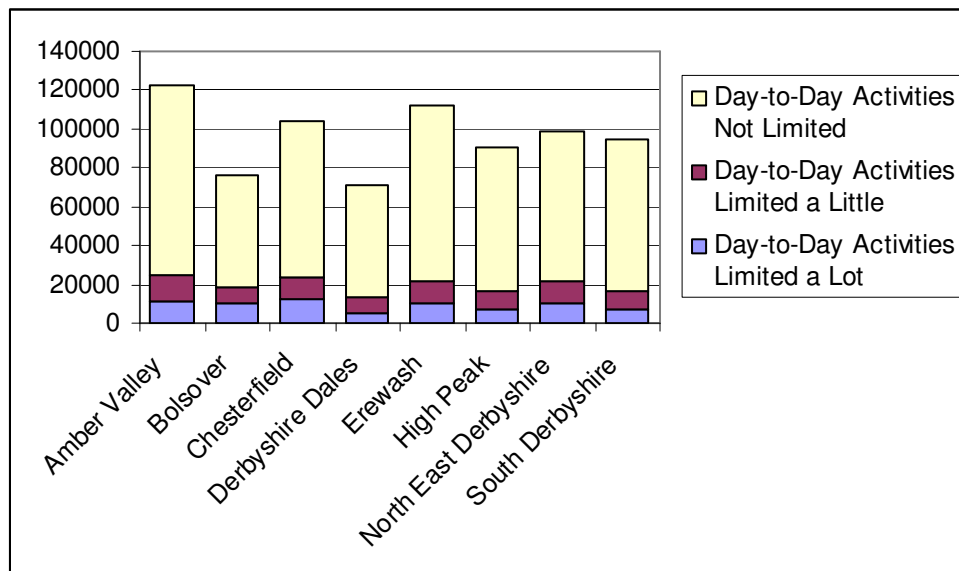


Source: ONS, Census 2011 © Crown copyright

In the Census for both 2001 and 2011, Bolsover district ranks 4<sup>th</sup> of all local authorities in England with the highest percentage rates of daily activity limitation.

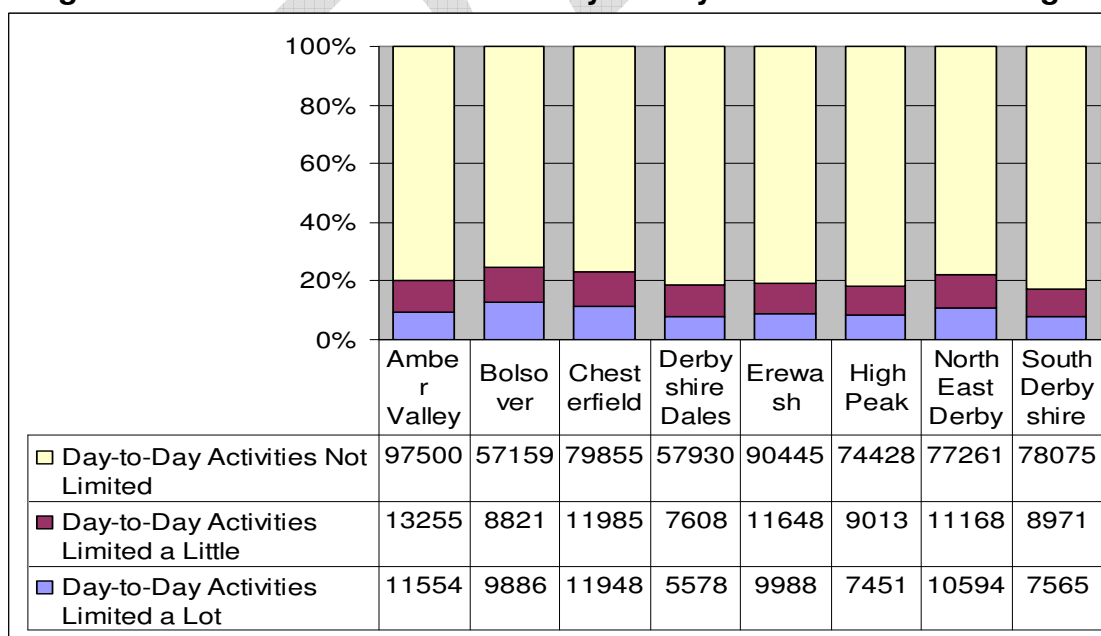
However, as the two charts below illustrate, a comparison of all Derbyshire district / borough council data shows that Amber Valley, Chesterfield and Erewash each had higher numbers of people with daily activity limitation.

### Long-Term Health Problem or Disability: Derbyshire districts / boroughs



Source: ONS, Census 2011 © Crown copyright

### Long-Term Health Problem or Disability: Derbyshire districts / boroughs



Source: ONS, Census 2011 © Crown copyright

The following table and chart show the extent of activity limitation in Bolsover district by age group.



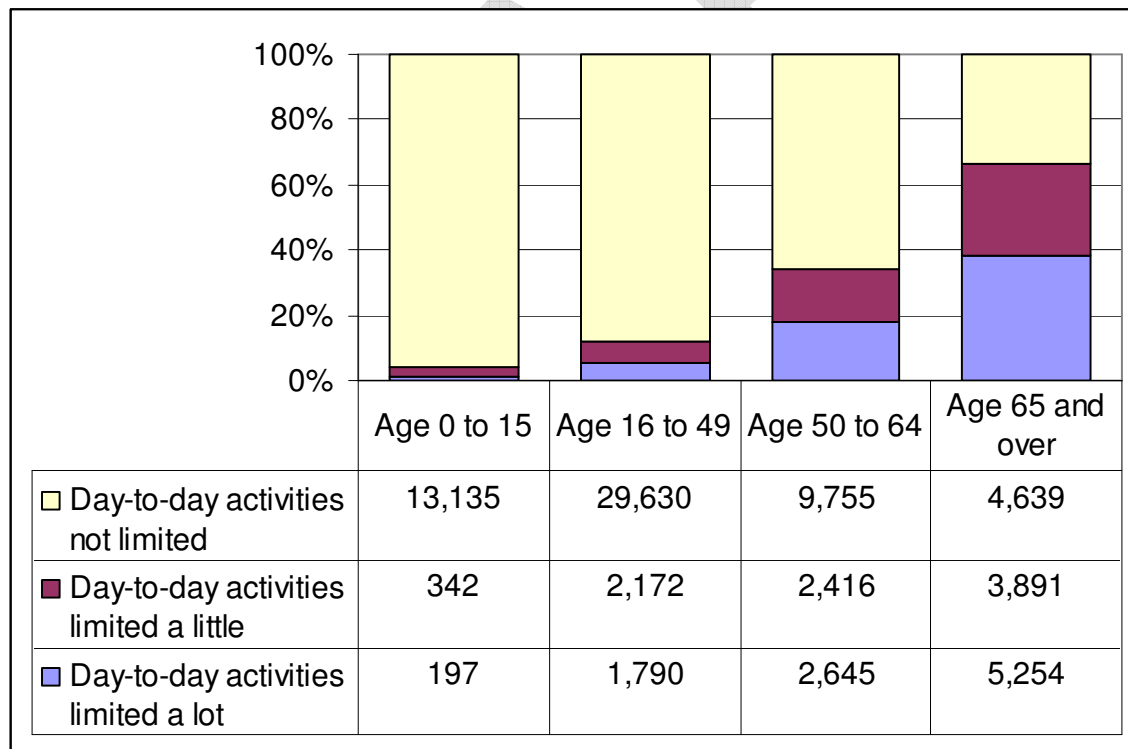
- In 2011, those aged 65 years or more experienced higher levels of activity limitation overall
- More than twice as many people aged over 65 were experiencing higher levels of activity limitation than those aged 50 – 64 years.

### Activity limitation in Bolsover district by age group

Age	All categories: Long-term health problem or disability	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited
All categories: Age	75,866	9,886	8,821	57,159
Age 0 to 15	13,674	197	342	13,135
Age 16 to 49	33,592	1,790	2,172	29,630
Age 50 to 64	14,816	2,645	2,416	9,755
Age 65 and over	13,784	5,254	3,891	4,639

Source: NOMIS / ONS, Census 2011 © Crown copyright

### Activity limitation in Bolsover district by age group



Source: NOMIS / ONS, Census 2011 © Crown copyright

### Provision of unpaid care

A person is a provider of unpaid care if they look after or give help or support to family members, friends, neighbours or others because of long-term physical or mental ill health or disability, or problems related to old age. *This does not include any activities*

as part of paid employment. The data does not tell us whether the care is provided for a person within the household, nor does it tell us the nature of the care provided.

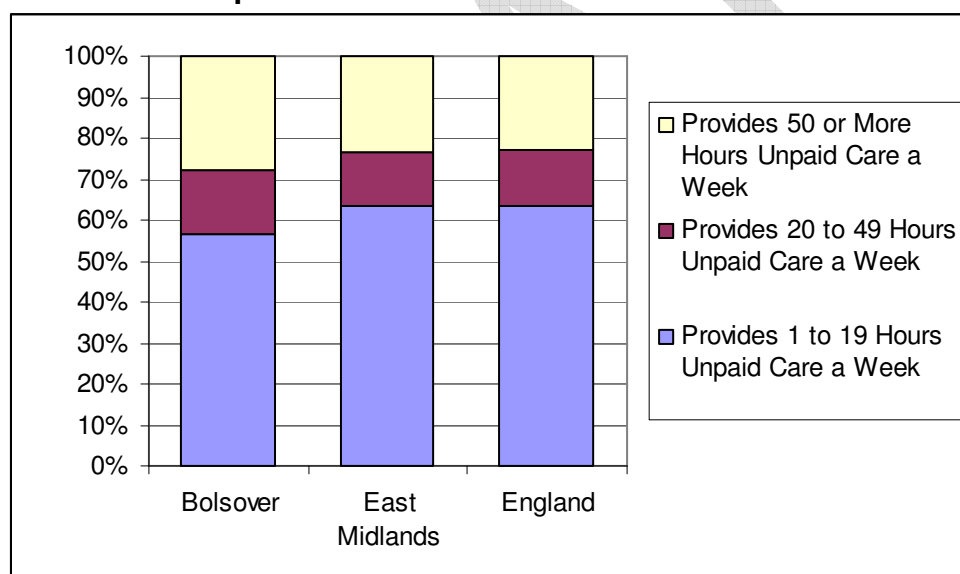
In England, in 2011, 5.43 million people provided unpaid care for someone else. Of these, around 3.12 million were females (58%) and around 2.29 million were males (42%), representing 11.8% of the total female population and 8.9% of the total male population in England.

The amount of unpaid care provided increased with increasing age, with those aged 50 to 64 providing the most care. This was also the age group with the greatest gender inequality with 24% of women aged 50 to 64 providing unpaid care, compared with 17% of men in the same age group.

In Bolsover District, 12.7% of the population provided unpaid care, compared to 10.8% in the East Midlands and 10.3% in England. As the chart below illustrates, levels of unpaid care for 50 hours or more per week were significantly higher (3.5%) in Bolsover district than the East Midlands (2.5%) region and England (2.4%).

- 2690 people were providing care for 50 hours per week or more
- 1490 people were providing care for 20 to 49 hours per week

#### Provision of unpaid care: 2011



Source: ONS, Census 2011 © Crown copyright

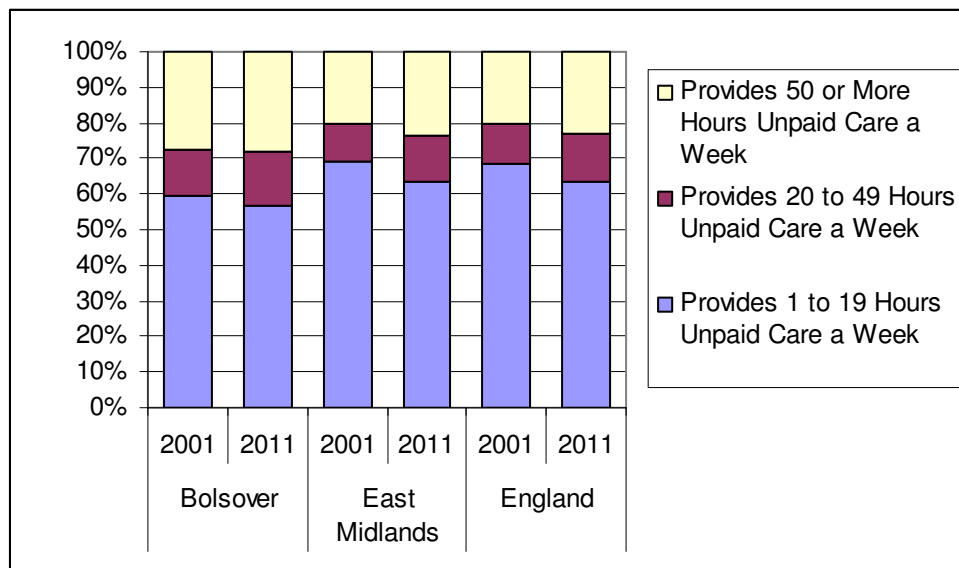
Bolsover district ranks 6<sup>th</sup> out of all local authorities in England for the percentage of the population providing unpaid care, when ranked by the total of all durations of care combined with duration specific categories.

<http://www.ons.gov.uk/ons/rel/census/2011-census-analysis/provision-of-unpaid-care-in-england-and-wales--2011/art-provision-of-unpaid-care.html>

However, comparison of all Derbyshire district / borough council data on unpaid care shows that Amber Valley, Chesterfield and North East Derbyshire all had higher numbers of carers.

The chart below compares the amount of time individuals spent providing unpaid care for someone else at district, regional and national levels for 2001 and 2011. Higher levels of unpaid care of 50 or more hours per week have increased across the population of England as a whole.

### Provision of unpaid care at local, regional and national levels: 2001 and 2011



Source: ONS, Census 2011 © Crown copyright

In July 2009, Derbyshire County Council's electronic database for Social Services contained 8704 people who were identified as carers, of whom 170 were young carers. Estimates suggest that 70% of carers in Derbyshire are caring for people over the age of 65 years.

[http://www.derbyshire.gov.uk/images/Completed%20EIA%20Joint%20Commisisioning%20Strategy%20Services%20for%20Carers%202009\\_tcm44-112361.doc](http://www.derbyshire.gov.uk/images/Completed%20EIA%20Joint%20Commisisioning%20Strategy%20Services%20for%20Carers%202009_tcm44-112361.doc)

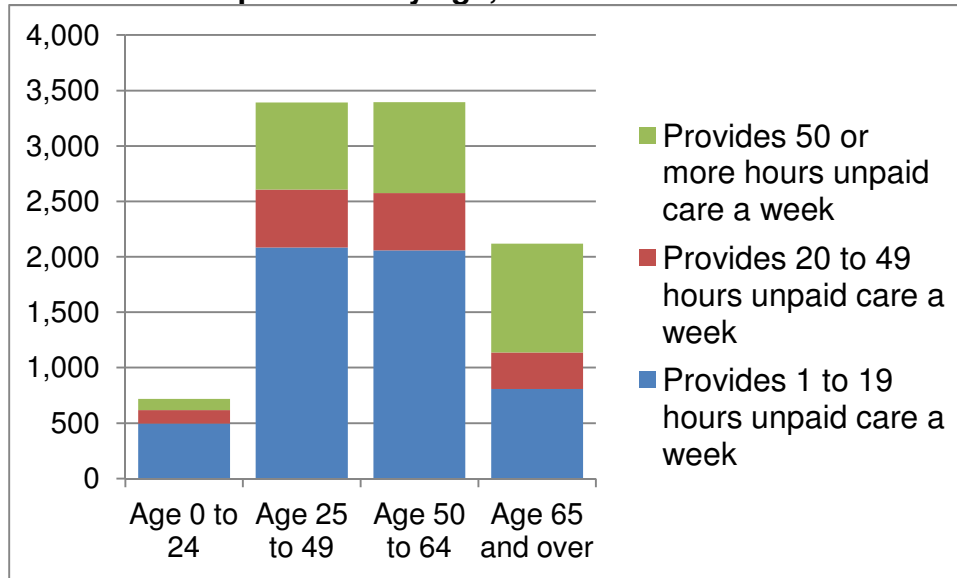
However, across the county the number of people receiving carers' services or assessments from Derbyshire County Council is significantly smaller than the number of people who identified themselves as carers in the Census responses (Draft Joint Strategic Needs Assessment, 2012 - 2013).

### Provision of unpaid care by age, Bolsover District

Age	Provides 1 to 19 hours unpaid care a week	Provides 20 to 49 hours unpaid care a week	Provides 50 or more hours unpaid care a week
0 to 24	495	121	101
25 to 49	2,083	524	785
50 to 64	2,059	515	821
65 and over	807	330	982

Source: Census 2011 © Crown Copyright

**Provision of unpaid care by age, Bolsover District**

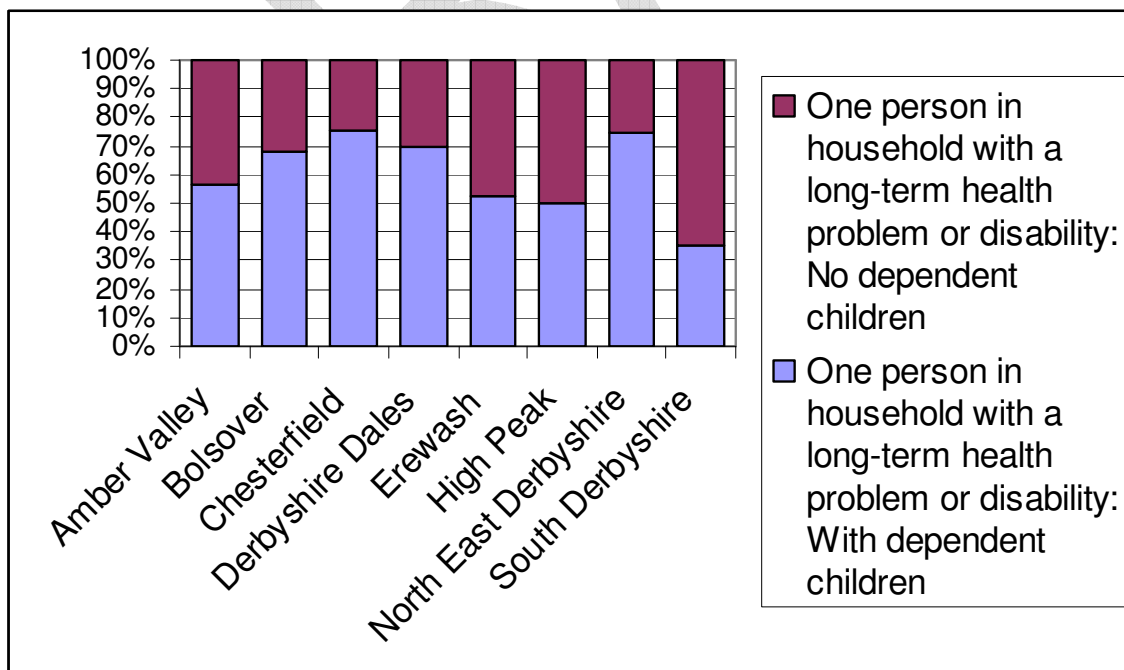


Source: Census 2011 © Crown Copyright

**Adults not in employment and dependent children and persons with long-term health problem or disability**

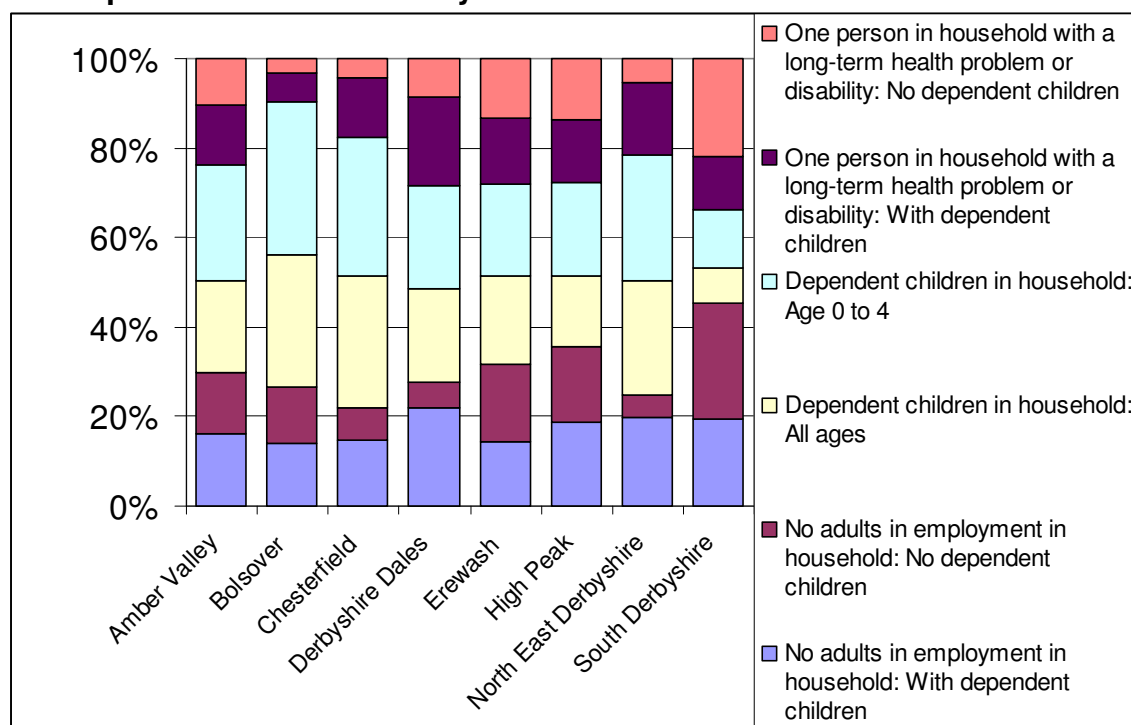
The Census gives an indication of the number of households where an adult is not in employment and which also have dependent children or an adult with ill health or disability.

**Households with one person who has a long term health problem or disability and dependent children: Derbyshire**



Source: ONS, Census 2011 © Crown copyright

## Households with one person who has a long term health problem or disability and dependent children: Derbyshire



Source: ONS, Census 2011 © Crown copyright

## Communal establishments

A communal establishment is one which provides managed residential accommodation. Communal establishments include sheltered accommodation as well as hotels and Bed & Breakfast accommodation. 600 persons were living in communal establishments in Bolsover district at the time of the Census 2011.

A detailed local Profile of Disability, Ill health and Care is available on the Council's website:

<http://www.bolsover.gov.uk/community-living/equality-diversity>

## 3.3. Gender

The resident population of Bolsover District is 49% male and 51% female.

### Lone parents

According to Census 2011 data, there were 2194 lone parent households with dependent children in Bolsover district in 2011. Of these lone parents, 275 (12.5%) were male and 1919 (87.5%) were female.

The table below shows the numbers of lone parents by sex and by employment.

- 1222 (57.5%) lone parents were in employment
- 692 lone parents were in part-time employment, of whom 95% were female

- 76% of lone parents were in full-time employment were female
- 932 (42.5%) lone parents were not in employment, of whom the majority were female (80%).

### Lone parents by sex and employment status, Bolsover district

Family status: Lone parents	Male lone parent: In part-time employment	Male lone parent: In full-time employment	Male lone parent: Not in employment	Female lone parent: In part-time employment	Female lone parent: In full-time employment	Female lone parent: Not in employment
2194	33	135	107	659	435	825

Source: Census 2011

### Economic activity rates, working age population

The economic activity rates of the working age population are significantly lower for females living in the district (61.6%), compared to the East Midlands region (72.5%) and to Great Britain (71.8%).

### Economic activity rates by percentage of working age population, Bolsover District, East Midlands and Great Britain, June 2014

	Bolsover (%)	East Midlands (%)	Great Britain (%)
Men	80.8	83.8	83.2
Women	61.6	72.5	71.8

According to the Low Pay Commission's 2014 report on the National Minimum Wage, 18.2% of jobs in Bolsover District are paid at National Minimum Wage compared to 6.4% of jobs in the East Midlands and 5% of jobs in England. This is the highest percentage rate of National Minimum Wage jobs anywhere in the country.

Despite accounting for 30% of all jobs, part-time workers held 60% of National Minimum Wage jobs, mainly in hospitality, retail and cleaning. The groups which contain a high proportion of National Minimum Wage jobs are women, young workers, older workers, disabled people, ethnic minorities, migrant workers and those with no qualifications. Low wages are linked to smaller employers, part-time work and gendered occupations.

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/288847/The\\_National\\_Minimum\\_Wage\\_LPC\\_Report\\_2014.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/288847/The_National_Minimum_Wage_LPC_Report_2014.pdf)

The Council's Economic Development and Housing Strategy aims to promote equality of opportunity and diversity, ensuring that all groups can contribute to and benefit from economic growth and housing provision. It is likely that the outcomes of the Strategy will affect sections of the community in different ways by specifically targeting particular groups of individuals to overcome disadvantage and inequality, for example relating to economic participation or homelessness.

The data presented in the table below shows employment in the District by occupation.

### Employment by occupation, Bolsover District, July 2013 - June 2014

	Bolsover (level)	Bolsover (%)	East Midlands (%)	Great Britain (%)
Soc 2010 major group 1-3	10,100	30.6	40.9	44.5
<b>1</b> Managers, directors and senior officials	#	#	9.6	10.2
<b>2</b> Professional occupations	#	#	18.2	19.9
<b>3</b> Associate professional & technical	3,700	11.2	12.9	14.2
Soc 2010 major group 4-5	8,100	24.8	22.1	21.4
<b>4</b> Administrative & secretarial	4,200	12.7	10.9	10.6
<b>5</b> Skilled trades occupations	4,000	12.1	11.1	10.6
Soc 2010 major group 6-7	7,700	23.3	16.5	17.0
<b>6</b> Caring, leisure and other service occupations	3,600	11.1	8.7	9.1
<b>7</b> Sales and customer service occupations	4,000	12.2	7.7	7.8
Soc 2010 major group 8-9	7,000	21.3	20.5	17.1
<b>8</b> Process plant & machine operatives	4,100	12.4	8.6	6.3
<b>9</b> Elementary occupations	#	#	11.8	10.7

Source: NOMIS / ONS Annual population survey © Crown copyright  
# Sample size too small for reliable estimates

### 3.3i Transgender

Transgender is:

.. a very broad term to include all sorts of trans people. It includes cross dressers, people who wear a mix of clothing, people with a dual or no gender identity, and transsexual people. It is also used to define a political and social community which is inclusive of transsexual people, transgender people, cross-dressers (transvestites), and other groups of “gender-variant” people.

Whittle et al (2007: 58)

The Equality Act 2010 provides protection for a range of transsexual people who are proposing to undergo, are undergoing or have undergone the process of changing their sex. The Act further defines gender reassignment as a personal rather than medical process which may involve different stages, from change of name, title and/or appearance through to surgical intervention. To receive protection, the Act

does not require a person to be under medical supervision during the transition process nor does the process have to be irrevocable.

With regard to personal information, Section 22 of the Gender Reassignment Act 2004 states that:

*It is an offence for a person who has acquired protected information in an official capacity to disclose the information to any other person.*

The Council holds all data securely as required by the Data Protection Act 1998.

Although there is no firm data, estimates suggest that nationally, there are between 5000 – 6000 transsexual adults (Press for Change), which indicates that an estimated 6 adults in Bolsover district could be transsexual. More recent national data shows that people are transitioning at younger ages than previously.

The Council has strong links with local transgender groups, Derbyshire County Council's LGBT Group and Derbyshire Friend, which provided LGBT training for our staff.

We have a Transgender Policy which sets out how any member of staff wishing to transition will be supported to do so and Customer Service Standards which set out our commitment to treat everyone using Council services with dignity and respect.

### **3.3ii Violence against women and girls**

All public authorities in Derbyshire are committed a multi-agency co-ordinated approach to tackling violence against women and girls. Data from Derbyshire Police for Derby city and Derbyshire county shows that from April 2011 – January 2013:

- 80% of victims of all recorded domestic violence offences were female
- 93% of all domestic violence victims were white
- 28% of all victims were aged 25 – 34 years; 4% were aged 55 and over and 5% were aged 17 years and under.

#### **Domestic violence offences, outcomes & high risk referrals, April 2011 – January 2013**

DV offences	4119
Positive outcome rate	58%
High risk referrals	417

Source: Derbyshire Police, Equality Information, April 2013

#### **Rape offences and positive outcomes, April 2011 – January 2013**

	<b>2012-13</b>	<b>2011-2012</b>
Rape offences	213	225
Positive outcome rate	24%	28%

Source: Derbyshire Police, Equality Information, April 2013

Derbyshire Police Equality Information is available from their website:



## Specialist support services

Bolsover District Council has had a dedicated outreach service for men and women experiencing violence and abuse since 2005. We work closely with our partners to manage risk and safeguard those who are most vulnerable. We offer help with housing, benefits advice, parenting support and home security measures. We also offer The Freedom Programme, an awareness course for women who have experienced abuse.

The Council will seek to support any employee disclosing domestic abuse (for example flexible working, special leave, occupational health services, signposting to support services).

Derbyshire Domestic Violence and Sexual Abuse Service, offers refuge provision for men and women fleeing domestic abuse and has a range of specialist support services for men, women and children. DDVSAS offer a phone helpline and drop-in sessions for those seeking information, advice and support:

<http://www.ddvsas.org.uk>

Safeguarding training has been widely delivered to ensure the Council's frontline staff understand our responsibilities with regard to safeguarding vulnerable adults and children.

## 3.4 Race

### Ethnic groups

In 2011, the largest ethnic group in Bolsover district was White British, which constitutes 96.3% of the population, with the second largest ethnic group being White Other at 1.8%. A further 0.8% of residents identified as Asian or Asian British; 0.7% as mixed / multiple ethnic groups and 0.4% Black African / Black Caribbean or Black British (Census 2011).

The table below shows the population of the District by ethnic group.

#### Population by ethnic group, Bolsover District

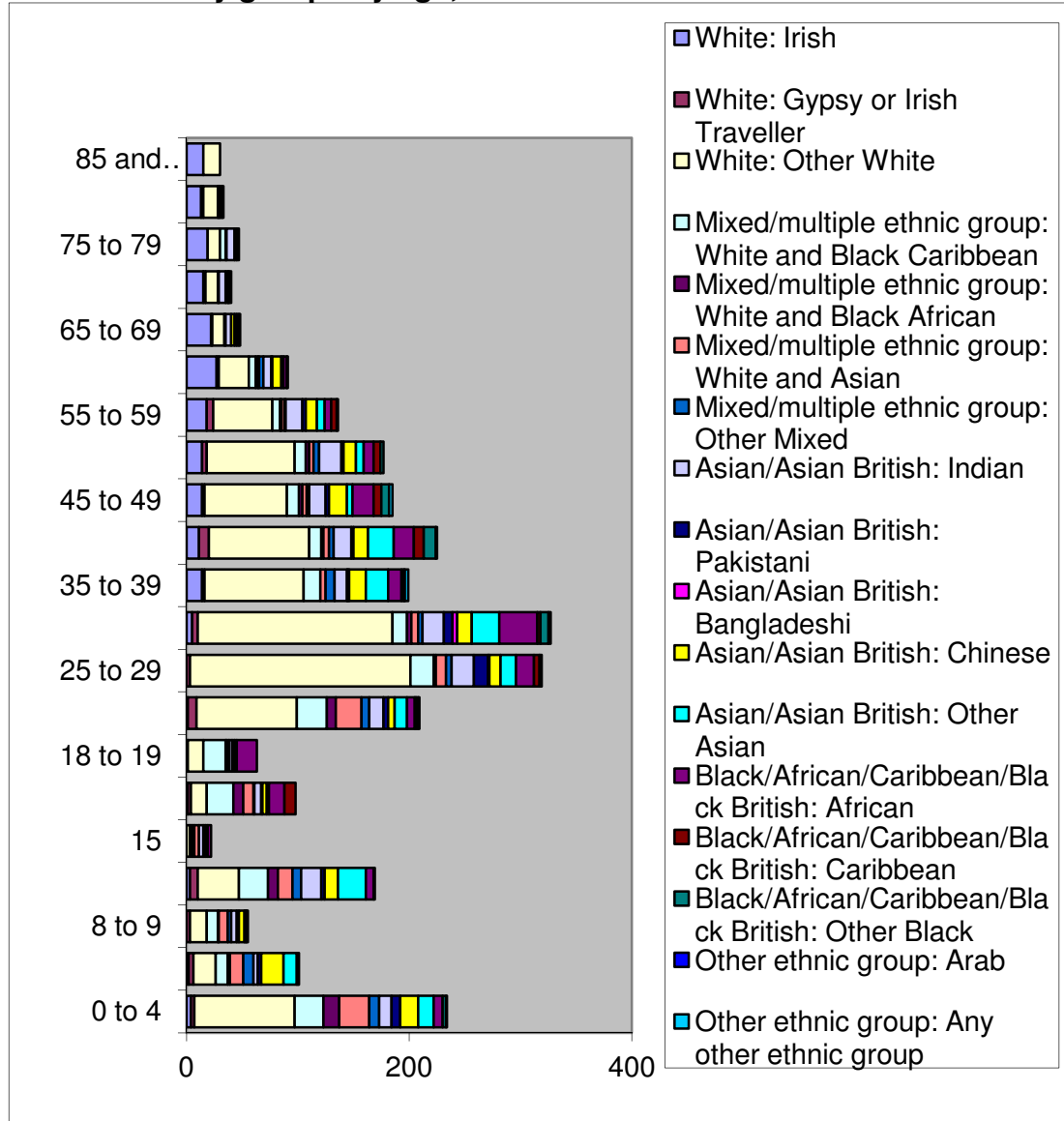
White British	White Other	Mixed / multiple ethnic groups	Asian / Asian British	Black / African / Caribbean / Black British	Other ethnic group
73058	1394	518	612	267	17
96.3%	1.8%	0.7%	0.8%	0.4%	0.0%

Source: ONS, Census 2011 © Crown copyright

Analysis of Census data gives an age profile of ethnic minority groups living in the District, showing that most are of working age. This is set out in the chart below.

- 373 people who identified as White other were aged 25 – 35 years; 90 children in this group were aged 0-4 years and 28 people were aged 80 years and over. 66 persons identified as Gypsy / Irish Traveller.

### Ethnic minority groups by age, Bolsover District

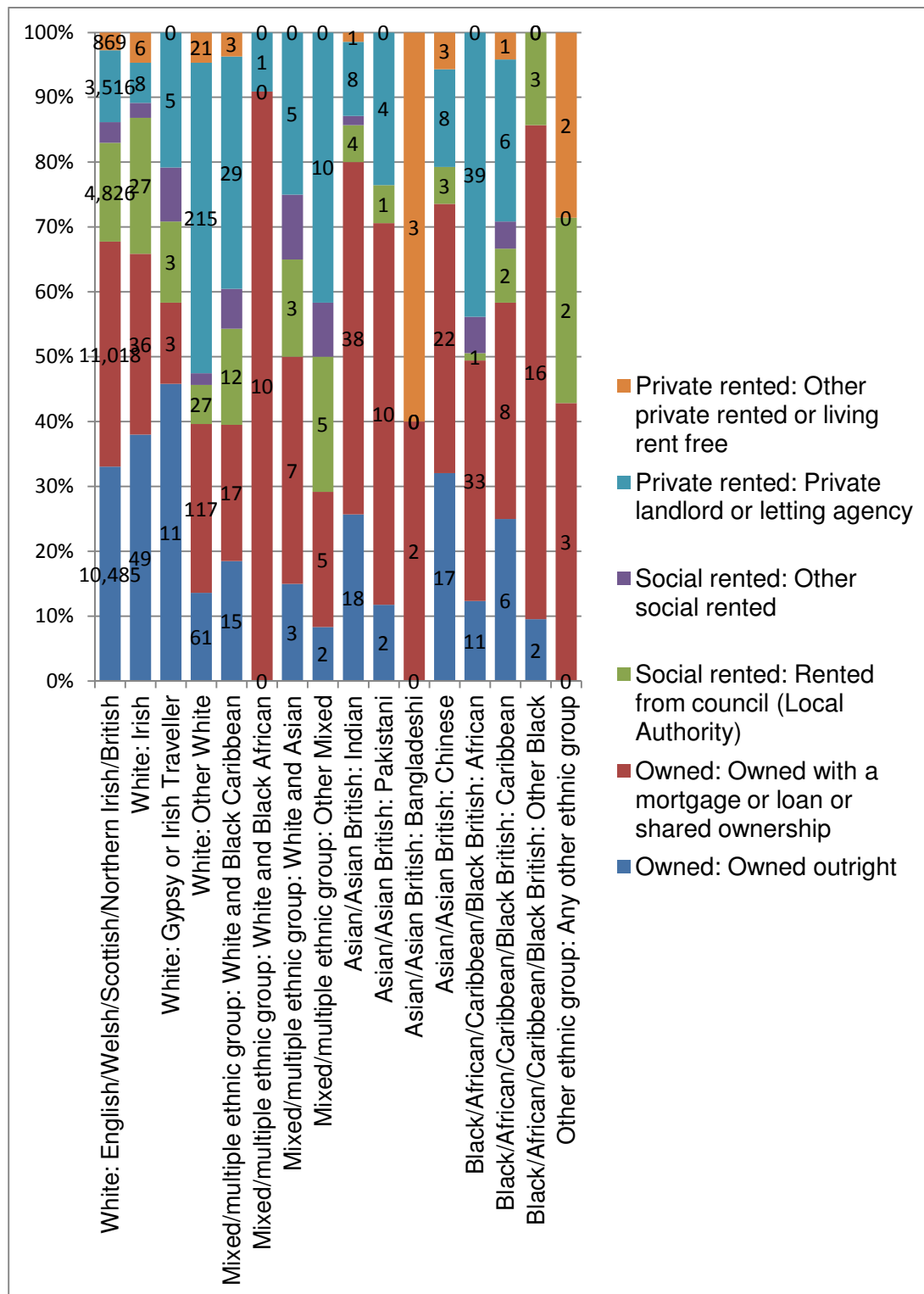


Source: ONS, Census 2011 © Crown copyright

### Households by tenure by ethnic group

Almost 70% of households which defined themselves as White British were owner occupiers, with approximately a third owning their home outright. As the chart below illustrates, although only 449 households defined themselves as White Other, the majority of this group (215) were renting their home from a private landlord or letting agency compared to 3516 White British households.

## Tenure by ethnic group



Source: NOMIS, Census 2011 © Crown copyright

## Bolsover District - Passports held by age, 2011

	Age							
	0-15	16-24	25-34	35-49	50-64	65-74	75-84	85 +
United Kingdom	8112	6053	6774	13415	11378	5190	2344	516
Ireland	5	6	3	31	34	17	14	3
EU member countries in March 2001	17	18	24	66	34	14	14	2
EU Accession countries April 2001 - March 2011	115	66	247	124	63	1	1	2
Rest of Europe	3	1	12	6	1	0	0	0
North Africa	0	1	2	0	0	0	0	0
Central & Western Africa	0	1	15	8	0	0	0	0
South & Eastern Africa	9	12	33	20	18	1	0	0
Middle East	0	0	0	0	1	0	0	0
Eastern Asia	3	0	7	11	1	0	0	0
Southern Asia	7	8	28	10	10	1	0	0
South East Asia	9	5	26	23	5	0	0	0
Central Asia	0	0	0	0	0	0	0	0
North America & Caribbean	1	2	11	10	16	1	2	1
Central & South America	0	0	1	3	0	0	0	0
Antarctica & Oceania inc Australasia	1	0	3	8	2	0	0	0

	Age							
	0-15	16-24	25-34	35-49	50-64	65-74	75-84	85 +
No passport held	5392	1815	1507	3176	3253	2312	2130	1218

Source: Census 2011, NOMIS © Crown copyright

The Department for Work & Pensions collects data on new registrations for National Insurance numbers of adult overseas nationals entering the UK. The most recent data for Bolsover district (as shown in the table below) shows that while the number of new registrations increased by more than a third from 302 in 2011-12 to 446 in 2012-2013, they decreased in 2013-2014 to 385.

### National Insurance No. registrations to adult overseas nationals entering the UK, 2002-2014: Derbyshire Districts/Boroughs

	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
<b>Amber Valley</b>	72	86	94	206	275	233	181	127	148	144	151	171
<b>Bolsover</b>	30	31	72	138	277	168	190	142	237	302	446	385
<b>Chesterfield</b>	121	153	155	260	263	278	201	157	207	138	146	173
<b>Derbyshire Dales</b>	45	70	104	227	230	217	160	93	99	74	81	97
<b>Erewash</b>	85	110	117	221	272	283	178	123	186	145	129	145
<b>High Peak</b>	58	76	124	174	247	248	190	150	147	113	116	121
<b>North East Derbyshire</b>	55	74	78	109	123	116	126	83	103	90	77	95
<b>South Derbyshire</b>	80	100	104	207	189	188	179	94	143	114	116	114

Source: DWP, August 2014

### Electoral register

The Council has published nationality information drawn from the Council's Electoral Register. The information drawn from the current Register covering January to December 2015 is set out in the table below gives. However, this does not indicate when someone came to live in the area.

**NATIONALITY INFORMATION ON CURRENT ELECTORAL REGISTER -  
Covering 9 January 2015 until 1 December 2015**

Area (and polling district)	Country/Nationality	Numbers
<b>BARLBOROUGH WARD</b>		
Barlborough (AA1)	Australia	1
	Britain/UK	2366
	Canada	1
	Czech Republic	1
	Germany	2
	Hungary	4
	India	6
	Ireland	7
	New Zealand	1
	Poland	1
	Romania	1
	South Africa	6
Sri Lanka	1	
Barlborough (AB1)	Britain/UK	93
<b>BLACKWELL WARD</b>		
Blackwell (Blackwell) (AC1)	Britain/UK	1025
	France	1
	Ireland	3
	Malaysia	0
	Poland	4
	Spain	1
	Sweden	1
Hilcote (AD1)	Britain/UK	356
	Netherlands	2
Newton (AF1)	Australia	1
	Britain/UK	1553
	France	1
	Germany	1
	Netherlands	1
	Ireland	1
South African	1	
Westhouses (AH1)	Britain/UK	507
	Germany	2
	Ireland	1
	Kenya	2
	Portugal	1
	Poland	1
<b>BOLSOVER WARDS</b>		
<b>BOLSOVER NORTH WEST</b>		
Bolsover North West (BB1) Shuttlewood	Britain/UK	729
	Czech Republic	1
	Italy	6

Bolsover North West (BC1) Stanfree	Britain/UK	434
	Germany	1
	Ireland	2
	Italy	2
Bolsover North West (BC2)	British	139
Bolsover North West (BD1)	Britain/UK	1201
	Czech Republic	1
	Latvia	5
	Lithuania	1
	Nigeria	1
	Poland	13
	Romania	4
	Slovakia	1
Sri Lanka	2	
Bolsover North West (BE1)	Britain/UK	424
	Czech Republic	2
	Ireland	1
<b>BOLSOVER SOUTH</b>		
Bolsover South (BF1)	Australia	1
	Britain/UK	2902
	Greece	1
	India	3
	Ireland	4
	Italy	11
	Pakistan	1
Slovakia	1	
Bolsover South (BH1)	Britain/UK	70
<b>BOLSOVER WEST</b>		
Bolsover West (BJ1)	Bangladesh	1
	Britain/UK	2564
	Germany	2
	Ireland	3
	Italy	4
	Latvia	3
	Lithuania	2
	Pakistan	1
	Poland	7
Spain	1	
Bolsover West (BJ2)	Britain/UK	336

<b>CLOWNE WARDS</b>		
Clowne North (CB1)	Britain/UK	3015
	Bulgaria	3
	Germany	2
	Hong Kong	1
	India	4
	Ireland	1
	Italy	6
	Jamaica	1
	Latvia	1
	Lesotho	1
	Malaysia	3
	Netherlands	3
	Poland	8
	Romania	4
	Spain	1
Zambia	6	
Zimbabwe	2	
<b>CLOWNE SOUTH</b>		
Clowne South (CC1)	Britain/UK	2844
	Canada	1
	France	2
	Germany	2
	Greece	1
	India	1
	Ireland	1
	Italy	2
	Poland	1
<b>ELMTON WITH CRESWELL WARD</b>		
Elmton with Creswell (DA1)	Britain/UK	4033
	Czech Republic	3
	Denmark	1
	France	2
	Germany	4
	Greece	3
	Hungary	2
	Ireland	3
	Italy	2
	Lithuania	4
	New Zealand	2
	Pakistan	1
	Poland	65
	Slovakia	1
	Spain	1
	Sri Lanka	1
Sweden	1	
Elmton with Creswell Hodthorpe (DC1)	British	503
	Germany	1



	Poland	1
	South Africa	1
<b>Pinxton Ward</b>		
Pinxton (EA1)	Australia	1
	Britain/UK	3305
	Cypriot	1
	Czech Republic	2
	Hong Kong	2
	Hungary	4
	Ireland	1
	Latvia	1
	Poland	17
	Portugal	1
	Slovakia	2
	Sweden	1
<b>PLEASLEY WARD</b>		
Pleasley EC1	Britain/UK	866
	Canada	1
	Malaysia	2
	Netherlands	1
	Poland	2
	Slovakia	1
	Spain	2
	Zambia	1
New Houghton EC2	Britain/UK	941
	Gambia	1
	Latvia	2
	Poland	10
	Slovakia	3
Glapwell (ED1)	Britain/UK	1157
	France	1
	Greece	3
	Poland	7
	Portugal	1
<b>SCARCLIFFE WARD</b>		
Scarcliffe Village (FB1)	Britain/UK	300
	New Zealand	1
	Spain	1
Hillstown (FC1)	Britain/UK	723
Palterton (FD1)	Britain/UK	282
	Ireland	1
	Poland	1
Langwith (FJ1)	Britain/UK	952
	France	1
	New Zealand	1
	Poland	7

Whaley Thorns (FL1)	Britain/UK	878
	Cameroon	1
	Germany	1
	Ireland	2
	Poland	20
<b>SHIREBROOK WARDS SHIREBROOK EAST</b>		
Shirebrook East (GB1)	Britain/UK	1015
	Canada	2
	France	1
	Germany	1
	India	2
	Poland	69
	Romania	1
	Slovakia	2
	Sweden	1
<b>SHIREBROOK LANGWITH</b>		
Shirebrook Langwith (GC1)	Britain/UK	805
	Lithuania	2
	Poland	6
	Slovakia	4
Langwith Junction (FM1)	Britain/UK	586
	Ireland	2
	Lithuania	1
	Poland	8
	Slovakia	1
Recreation Road (FP1)	Britain/UK	185
	Poland	2
	Romania	1
<b>SHIREBROOK NORTH WEST</b>		
Shirebrook North West (GD1)	Belgium	1
	Britain/UK	1607
	Canada	2
	Czech Republic	1
	Ireland	3
	Latvia	1
	Poland	39
	Slovakia	4
	Zimbabwe	1

<b>SHIREBROOK SOUTH EAST</b>		
Shirebrook South East (GF1)	Austria	1
	Britain/UK	1449
	Cyprus	3
	Czech Republic	2
	Ireland	1
	Latvia	7
	Lithuania	16
	Poland	127
	Slovakia	11
<b>SHIREBROOK SOUTH WEST</b>		
Shirebrook South West (GJ1)	Britain/UK	1842
	Czech Republic	1
	Fiji	1
	France	1
	Hungary	3
	Lithuania	6
	Pakistan	1
	Poland	82
	Slovakia	3
<b>SOUTH NORMANTON WARDS</b>		
South Normanton East (HA1)	Britain/UK	1697
	Czech Republic	1
	Denmark	1
	Germany	1
	India	3
	Italy	1
	Jamaica	1
	Latvia	1
	Lithuania	1
	Netherlands	2
	Poland	14
	Romania	3
	Seychelles	1
	Slovenia	1
	South Africa	1
Zimbabwe	2	

South Normanton East – Part 2 (HB1)	British/UK	1610
	France	1
	Germany	1
	India	1
	Ireland	3
	Lithuania	2
	New Zealand	1
	Nigeria	1
	Poland	12
	Slovakia	1
South Africa	1	
<b>SOUTH NORMANTON WEST</b>		
South Normanton West (HC1)	Belgium	1
	Britain/UK	3544
	France	1
	Germany	3
	Greece	2
	Hungary	4
	Ireland	7
	Italy	4
	Kenya	2
	Latvia	1
	Netherlands	5
	Poland	30
	Portugal	1
	Romania	3
	Slovakia	3
Sri Lanka	1	
Zimbabwe	4	
Pinxton Broadmeadows (HF1)	Britain/UK	972
	Ireland	1
	Italy	1
	Latvia	1
	Poland	8
	Slovakia	1
Spain	2	
<b>TIBSHELF WARD</b>		
Tibshelf (KA1)	Britain/UK	1369
	Bulgaria	1
	Hungary	1
	Ireland	2
	Netherlands	1
	Poland	10
	South Africa	1
Zimbabwe	1	

Tibshelf (KB1)	Britain/UK	1517
	Cyprus	1
	Germany	2
	Greece	1
	Ireland	1
	Poland	4
	Portugal	2
	Slovakia	3
	South Africa	3
Ault Hucknall (Stainsby) (KC1)	Britain/UK	113
Ault Hucknall (Bramley Vale) (KD1)	Britain/UK	665
	Czech Republic	1
	Germany	1
	Ireland	3
	Latvia	2
	Mauritius	1
	Pakistan	1
	Poland	1
	Spain	1
Ault Hucknall (Hardstoff) (KF1)	Britain/UK	181
	Denmark	1
<b>WHITWELL WARD</b>		
Whitwell (LA1)	Britain/UK	2201
	France	3
	German	1
	Ireland	3
	Netherlands	1
	Nigeria	1
	Poland	3
Whitwell (Bakestone Moor) (LB1)	Austria	1
	Britain/UK	847
	Canada	1
	Germany	1
	Ireland	1
	Italy	1
	Poland	1
	Spain	1

Electorate information by nationalities on the 2015 electoral register

<b>Ranking</b>	<b>Country</b>	<b>Numbers registered</b>
=28	Australia	4
=34	Austria	2
=37	Bangladesh	1
=34	Belgium	2
1	Britain/UK	56,703
=21	Bulgaria	6
=37	Cameroon	1
19	Canada	8
=24	Cyprus	5
=12	Czech Republic	16
=32	Denmark	3
=37	Fiji	1
14	France	15
=37	Gambia	1
7	Germany	30
=16	Greece	11
=32	Hong Kong	3
10	Hungary	18
9	India	20
3	Ireland	58
5	Italy	40
=34	Jamaica	2
=28	Kenya	4
8	Latvia	25
=37	Lesotho	1
6	Lithuania	35
=24	Malaysia	5
=37	Mauritius	1
=12	Netherlands	16
=21	New Zealand	6
=28	Nigeria	4
=24	Pakistan	5
2	Poland	581
=21	Portugal	6
11	Romania	17
=37	Seychelles	1
4	Slovakia	42
=37	Slovenia	1
15	South Africa	14
=16	Spain	11
=24	Sri Lanka	5
=28	Sweden	4
20	Zambia	7
18	Zimbabwe	10

## Trends over last 8 years

	9/1/15	17/2/14	16/10/12	1/12/11	1/12/10	1/12/09	1/12/08	1/12/07
Australia	4	7	5	4	5	4	6	4
Austria	2	2	3	3	2	1	3	2
Bangladesh	1	1	1	1	0	0	0	0
Belgium	2	2	2	3	4	2	2	2
Britain/UK	56,703	57,632	57,133	56,961	57,440	58,742	59,153	58,745
Bulgaria	<b>6</b>	2	3	1	2	1	0	0
Cameroon	1	1	1	1	0	0	0	0
Canada	8	7	8	10	11	9	7	4
Cyprus	5	5	3	2	3	7	5	5
Czech Republic	<b>16</b>	<b>13</b>	9	6	7	10	10	10
Denmark	3	2	3	3	4	5	5	5
Estonia	0	1	0	0	0	0	1	0
Fiji	1	1	0	0	0	0	0	0
France	15	13	12	14	11	10	9	8
Gambia	1	0	0	0	1	1	2	1
Germany	<b>30</b>	<b>30</b>	23	25	27	22	22	19
Ghana	0	0	1	1	1	0	0	0
Greece	<b>11</b>	9	8	8	9	9	6	5
Hong Kong	3	4	3	2	2	0	0	0
Hungary	<b>18</b>	11	10	3	7	11	16	5
India	20	14	18	21	24	12	23	17
Ireland	58	53	52	48	41	20	79	51
Italy	40	41	42	42	42	44	44	39
Jamaica	2	2	2	2	2	2	2	0
Kenya	4	3	5	6	4	4	4	1
Latvia	<b>25</b>	<b>22</b>	11	9	1	1	3	3
Lesotho	1	1	1	0	0	1	1	0
Lithuania	35	<b>36</b>	9	6	6	4	2	2
Malawi	0	0	0	0	0	0	1	0
Malaysia	5	<b>5</b>	3	1	1	0	0	0
Malta	0	1	1	1	1	0	1	1
Mauritius	1	1	1	1	1	1	2	0
Netherlands	16	17	14	12	15	17	16	16
New Zealand	6	5	5	3	3	3	3	1
Nigeria	4	4	4	7	8	5	8	4
Pakistan	5	5	4	5	1	1	5	1
Poland	<b>581</b>	<b>515</b>	279	258	239	205	202	102
Portugal	6	<b>7</b>	4	4	4	2	3	3
Romania	<b>17</b>	<b>13</b>	8	2	5	6	2	1
Samoa	0	0	0	0	0	0	0	1
Seychelles	1	1	1	1	1	0	0	0
Slovakia	<b>42</b>	<b>27</b>	24	17	14	11	8	5
Slovenia	1	1	1	1	1	1	1	1
South	14	13	12	12	20	25	40	19

Africa								
Spain	11	10	10	9	11	7	7	5
Sri Lanka	5	7	4	8	12	7	5	5
St Lucia	0	0	0	0	0	0	1	0
St Vincent and Grenada	0	0	1	1	1	0	0	0
Sweden	4	5	6	6	4	2	1	1
Trinidad	0	0	0	0	0	0	1	0
Zambia	7	9	5	4	4	0	1	1
Zimbabwe	10	10	9	3	8	7	13	8

Trends appearing in this year's newly published register are increases from Eastern Europe. The biggest increases are for Poland (+66); Slovakia (+15); Hungary (+7).

The top 10 on our electoral register are

1. Britain/UK
2. **Poland**
3. Ireland
4. **Slovakia**
5. Italy
6. Lithuania
7. Germany
8. Latvia
9. India
10. **Hungary**

Derbyshire has a Gypsy Traveller community with its own representative group, the Derbyshire Gypsy Liaison Group, and a distinct and separate Showmen itinerant community, which consists of family businesses providing equipment for fairs and festivals across the country and throughout the year. The data shows the type of accommodation in which our Gypsy and Irish Traveller communities were living at the time of the Census 2011.

#### **Bolsover District - Gypsy and Irish Traveller community: Accommodation type**

<b>Total: Accommodation type</b>	<b>House or bungalow</b>	<b>A flat, maisonette or apartment</b>	<b>A caravan or other mobile or temporary structure</b>
24	16	5	3

Source: Census 2011



## 3.5 Religion or Belief

Human rights and anti-discrimination laws underpin each person's right to hold their own religious belief or other philosophical belief similar to a religion. People also have the right to have no religion or belief.

Generally, a belief should affect an individual's life choices or the way they live, for it to be included in the definition. For example, humanism and atheism are protected philosophical beliefs but political beliefs would not be protected.

The Equality Act 2010 protects people's rights to hold religious beliefs and to be treated fairly, whatever their religion or belief, but does not ban anything to do with religious celebration. This means that people remain free to take part in religious celebrations such as Christmas, Diwali, Eid or Chanukah.

It is difficult to gain a clear picture of religion and belief across the population as data only refer to broad identity or religious affiliation to particular faiths, and not to the extent of belief or practice. The most reliable data is drawn from the Census.

The question on religion was the only voluntary question in the 2011 census; 7.2% of people in England and Wales chose not to answer the question.

Between 2001 and 2011, there was an overall decrease in the numbers of people who identified as Christian in England in Wales from 71.7% to 59.3% with an increase in those reporting no religion from 14.8% to 25.1%.

In 2011, 65% of Bolsover district residents were Christian compared to 78.1% in 2001; 27% had no religious belief compared to 12.6% in 2001; and 7% did not state any religion compared to 8.8% in 2001. The largest groups within the Other religion category in 2011 were Pagan (105 people), Spiritualists (69) and Wiccans (20).

20,507 persons stated that they had no religion. Of these, 22 persons stated that they were agnostic; 31 stated that they were atheist; and 4 stated that they were humanist.

The table below compares Census data from 2001 with 2011.

**Religion or belief, Bolsover District 2001 and 2011**

	2001	2011
Christian	56018	49447
Buddhist	48	115
Hindu	57	81
Jewish	16	29
Muslim	65	146
Sikh	86	104
Other religion	104	261
No religion	9052	20507
Religion not stated	6320	5176

## 3.6 Sexual Orientation

There are no reliable figures for the lesbian, gay and bisexual community in the UK as no national survey has attempted to capture this information. Stonewall, a national organisation which represents lesbian, gay and bisexual people, estimates that between 5-7% of the population are lesbian, gay or bisexual.

Although there was no specific question in the Census 2011 relating to an individual's sexual orientation, some data is available with regard to civil partnerships and same sex households.

- In 2011, there were 44 same sex households in Bolsover district; compared to 58 in 2001
- In 2011, 488 persons stated that they were living as a same-sex couple household, either as registered civil partners or as co-habitees.

Civil partnerships were introduced in 2005 so there is no comparable data in any previous Census.

- In Census 2011, 44 persons in Bolsover district declared themselves to be in a registered civil partnership
- Asked about marital status, 176 persons identified themselves as being in a civil partnership (0.3% of all respondents).

### Household types

The table below draws on Census data for household types in Bolsover district.

- There were 95 households with same sex civil partnership couples, 68 of which had no dependent children.
- Of the 17 same sex civil partnership couples with children, 6 had one dependent child and 18 had two or more dependent children. A further 3 couples had non-dependent children.

<b>One family, same sex civil partnership couple</b>	<b>No.</b>
No Children	68
One Dependent Child	6
Two or More Dependent Children	18
All Children Non-Dependent	3
<b>Total</b>	<b>95</b>

Source: ONS, Census 2011 © Crown copyright

## Living arrangements: usual residents aged 16 years or over by type of household

- 61577 persons aged 16 years and over living in households
- 48% are married couples and 14% are co-habiting couples

Living arrangements	No. of residents aged 16 and over in households
Living in a couple: Married	29680
Living in a couple: Cohabiting (opposite-sex)	8394
Living in a couple: In a registered same-sex civil partnership or cohabiting (same-sex)	488
Not living in a couple: Single (never married or never registered a same-sex civil partnership)	12603
Not living in a couple: Married or in a registered same-sex civil partnership	528
Not living in a couple: Separated (but still legally married or still legally in a same-sex civil partnership)	1272
Not living in a couple: Divorced or formerly in a same-sex civil partnership which is now legally dissolved	4072
Not living in a couple: Widowed or surviving partner from a same-sex civil partnership	4540

Source: ONS, Census 2011 © Crown

## 3.7 Hate crime and harassment

According to the Crown Prosecution Service, almost 85% of hate crime prosecutions now result in a conviction (CPS, 7<sup>th</sup> Hate Crimes and Crimes against Older People Report, October 2014). In January 2012, we saw the first successful prosecution nationally for a hate crime on grounds of sexual orientation in Derby, which demonstrated how a multi-agency co-ordinated approach to hate crime can encourage both reporting and positive outcomes for victims (Derbyshire Friend, 2013).

The following data is taken from Derbyshire Police and includes data from Derby city as well as the Derbyshire administrative county. Please note that data for 2012-2013 is for part of the year to December 2012.

### Racial and religiously motivated offences, April 2011-December 2012

2012-2013	2011-2012	% Change	% Positive outcome
301	346	-13%	61%

Source: Derbyshire Police, Equality Information, April 2013

### Hate incident data, April 2011-December 2012

Race		Religion		LGBT		Disability	
2012-2013	2011-2012	2012-2013	2011-2012	2012-2013	2011-2012	2012-2013	2011-2012
408	439	9	9	84	81	28	17

Source: Derbyshire Police, Equality Information, April 2013

Third party reporting is made available via the Stop Hate helpline service. The data shows that most contacts were made as a result of disability related (41%) and racially motivated (29%) hate incidents with very small but not insignificant numbers on grounds of gender identity (2%) and age (2%).

### Stop Hate contacts April 2011 – December 2012 by hate motivator

Hate motivation	No.	%
Disability	43	41%
Race or nationality	31	29%
Sexual orientation	10	9%
Other/ non-hate	9	8%
Religion, faith or belief	8	8%
Gender identity	3	3%
Age	2	2%
Total hate motivations	106	
Total with multiple motivations	14	

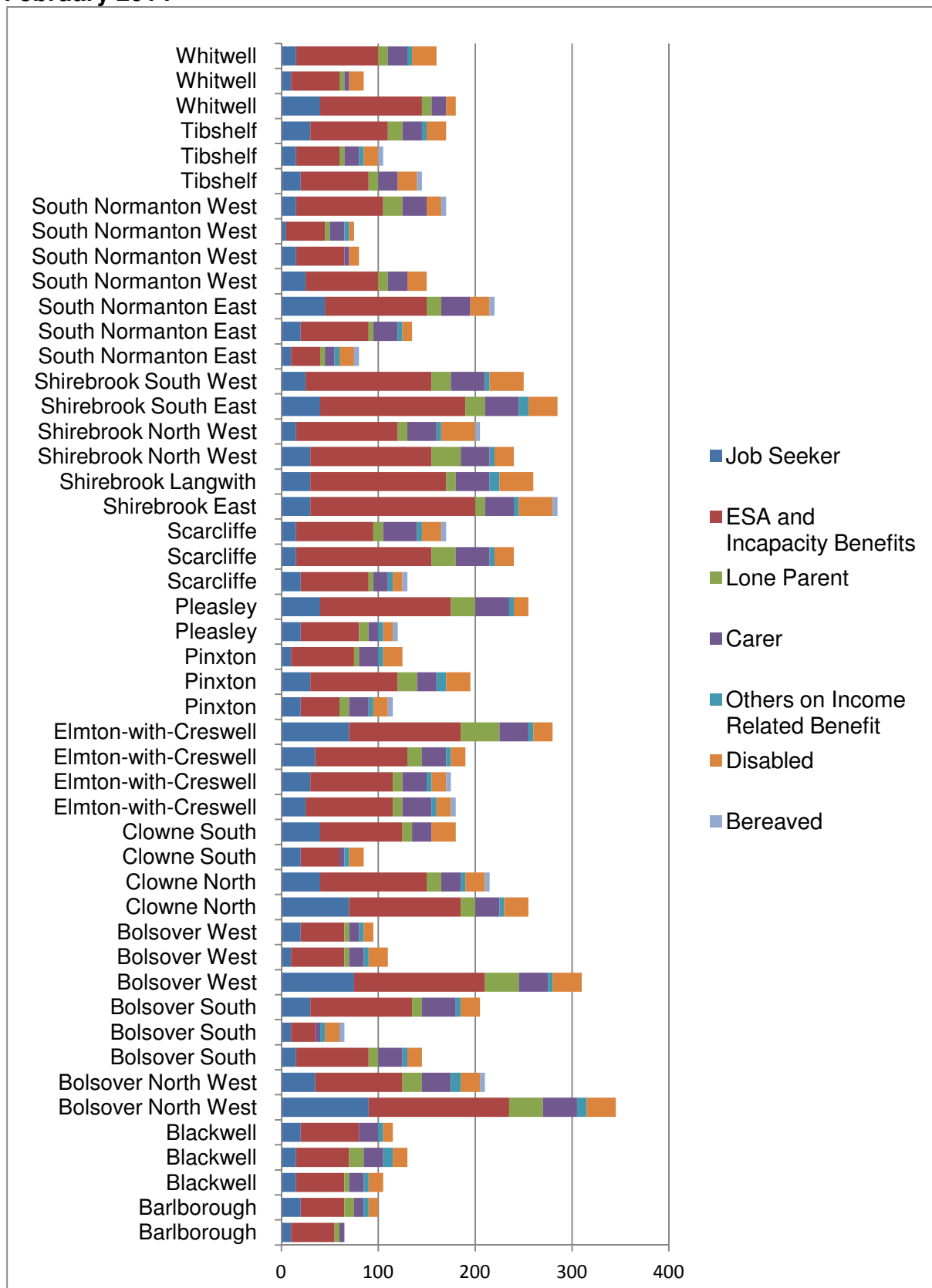
Source: Derbyshire Police, Equality Information, April 2013

## 3.8 Socio-economic disadvantage

The chart below shows the working age claimant count in February 2014 for small areas within electoral wards known as lower super output areas, by the type of social security benefit claimed. This illustrates the relatively low levels of unemployment across most of the District compared with higher levels of incapacity due to ill health and/or disability.

It should be noted that some claims relate to in-work benefits as well as out of work benefits - for disability or care responsibilities, for example. It is impossible to distinguish these from this data.

## Working age claimant count by lower super output area, Bolsover District, February 2014



Source: DWP Information, Governance and Security Directorate © Crown copyright

Child poverty estimates produced by Derbyshire County Council's Public Health team in 2014 show how low incomes impact on local children. The table below analyses these estimates at electoral ward level.

### Child poverty estimates by ward, Bolsover District

Local Authority	Ward	Number of children	% of children
Bolsover	Barlborough	46	6
Bolsover	Blackwell	107	12
Bolsover	Bolsover North West	291	30
Bolsover	Bolsover South	102	14
Bolsover	Bolsover West	165	21
Bolsover	Clowne North	174	21
Bolsover	Clowne South	54	8
Bolsover	Elmton-with-Creswell	436	32
Bolsover	Pinxton	183	21
Bolsover	Pleasley	171	23
Bolsover	Scarcliffe	234	27
Bolsover	Shirebrook East	86	23
Bolsover	Shirebrook Langwith	114	27
Bolsover	Shirebrook North West	221	39
Bolsover	Shirebrook South East	186	34
Bolsover	Shirebrook South West	90	16
Bolsover	South Normanton East	159	15
Bolsover	South Normanton West	159	13
Bolsover	Tibshelf	168	15
Bolsover	Whitwell	105	13
		3,251	

## 4. Workforce

### Monitoring of employment policies

The Council currently has a number of ways it monitors the effects of its policies on employees which are co-ordinated by the Human Resources & Payroll Department. The authority undertakes equalities monitoring at all stages of the employment process. This is achieved through methods such as employee surveys and exit questionnaires. Monitoring information is collected for gender; ethnicity; disability; age; sexual orientation; and religion or belief.

The Council's performance on equality issues with regard to employment practices is reported to the Union / Employer Consultation Committee each quarter. The report gives statistical data on the following:

- Job applicants
- Shortlisted candidates
- Successful candidates
- Workforce monitoring
- Training and development
- Discipline
- Grievances (including harassment and bullying)
- Labour turnover
- Voluntary leavers
- Dismissals
- Redundancy
- Ill health retirements
- Efficiency of service.

In addition, annual monitoring takes place on pay decisions relating to appointment within grades.

Bolsover District Council was proud to become a Living Wage Employer in 2013. We have consistently achieved the Investors in People standard, investing in learning and development opportunities to equip our workforce with the skills and knowledge to deliver excellent public services and policies which support their work / life balance.

We publish an annual Workforce Profile which collates the detailed equalities monitoring data we collect about our employees and in recruitment, selection and appointment processes. Our Workforce Profile is available as part of our Equality Information in the Equality and Diversity section of our website:  
<http://www.bolsover.gov.uk/community-living/equality-diversity>

In accordance with legal requirements we also publish details of our Senior Pay:  
<http://www.bolsover.gov.uk/your-council/data-transparency?highlight=WyJzZW5pb3liLCJwYXkiLCJzZW5pb3lgcGF5Il0=>

## 5. Customer service, engagement and involvement

### Equality Impact Assessment

The Council maintains its focus on Equality Impact Assessment of relevant policies and plans as a tool to identify any adverse impact on our employees and residents. The impact assessment process is an important driver for improving our services and actions to achieve these improvements are incorporated into service plans. An internal reference group ensures that our assessments are robust and we take the opportunity to consult more widely with the Equality Panel and stakeholders as required.

As part of our approach within our Strategic Alliance with North East Derbyshire District Council, we have streamlined impact assessment processes and documentation to support joint services and reducing the volume of EIAs by taking a proportionate approach. Joint Equality Impact Assessment template and guidance are available to staff via the intranet and we have undertaken joint Equality Impact Assessments with partners where appropriate.

The authority's approved Equality Impact Assessments are published in the Equality and Diversity section on the Council's website:

<http://www.bolsover.gov.uk/community-living/equality-diversity>

### Communication and Customer Service

Through publications such as *In Touch*, we are able to keep our residents informed about our services, our plans for the future and any enforcement action we take. The Council uses plain English in its corporate communications to reach a wide audience and offers alternative formats on request. Our staff has access to interpretation and translation services to ensure our services and communications accessible to those with language barriers or specific needs arising from a disability.

### Website

Bolsover District Council re-designed its website in 2014 to ensure that it continues to be accessible to all our customers as we transform our services through technology. The website has a language translation function and meets World Wide Web Consortium (WC3) standards for accessibility: <http://www.bolsover.gov.uk/accessibility>

### Social media

The authority has a Facebook page and uses Twitter. This provides a way of communicating information about Council services and activities to hard to reach groups and the wider public through media that they choose to use.



Twitter @BolsoverDC

<https://twitter.com/BolsoverDC>





Facebook

<https://en-gb.facebook.com/bolsoverdistrict.council>

## Customer Service

The Council operates four Contact Centres across the District - in Bolsover, Clowne, Shirebrook and South Normanton, We aim to provide excellent customer service through a single point of contact. Although customers can already contact us in person, by phone or by email, as we transform our services through technology, we are offering more choice in reporting problems or getting information on-line through our investment in a new Customer Information System, *Firmstep*.

In addition, due to a substantive increase in contacts with the Council arising from the Coalition government's welfare reform agenda, our Contact Centre staff have undertaken a range of training (including disability and mental health awareness) and worked closely with local advice and other agencies to improve how we respond to customers.

The Council encourages people with specific communication needs to register their details with us so that we can provide information in the format they need. This information is stored securely in line with data protection requirements. Examples of how this enables access include:

- Waste collection calendars were produced in large print for those customers who needed this format and delivered to their home address
- A customer with autism was able to register his preference contact by email as he experienced difficulty in communicating by phone.

We engage with our customers through annual National Customer Service Week and other events, using feedback to measure satisfaction with our services and identify where improvements can be made.

Our Comments, Compliments and Complaints service, which was reviewed in 2014, enables us to monitor any issues and resolve problems related to equalities needs or perceived discrimination.

## Engagement and Involvement

### Equality Panel

Established in 2008, the Equality Panel consists of residents and representatives from local groups with an interest in equalities and acts as a critical friend. The Equality Panel meets three times per year to review our progress on equalities, discuss issues of concern, raise awareness of new plans and activities and provide feedback on our Equality Impact Assessments and policies. We also consult with the Equality Panel from time to time on proposed plans or policies to gain their views.

Equality Panel meetings are attended by the Portfolio Holders for Social Inclusion and Customer Service.

### **Citizens Panel**

The Citizens Panel enables the authority to engage with our residents and seek their feedback on services as well as a wide range of issues. All survey findings are published on the Ask Derbyshire website. Following on from our first on-line equalities survey in 2010, a second survey via the Citizens Panel was carried out in November 2014. The findings enable us to identify any areas or services where people perceive that there are issues or where they perceive they have been treated unfairly so where possible, these can be addressed.

### **Youth Council**

The Youth Council – Young Voice - is made up of 36 youth councillors and comprises six pupils from each secondary school within the district (Tibshelf, Shirebrook, Bolsover, Fredrick Gent, Heritage and Stubbin Wood). The Young Voice meets formally four times a year.

The aims of the Youth Council are:

- To build on existing consultation with young people to inform improvements to service delivery
- To engage young people in Bolsover in local democratic processes and institutions
- To provide schools with a learning tool to enhance the teaching of citizenship
- To develop a positive image of young people across the district

Information about our Youth Council and its achievements can be found on our website.

<http://www.bolsover.gov.uk/component/content/article/103-your-council/consultation/311-young-voice?highlight=WyJjb25zdWx0YXRpb24iXQ==>

### **Local forums and groups (stakeholders)**

Where possible, the authority engages with local interest groups across most of its functions. The Council produces an annual Engagement Plan setting out its planned consultation and satisfaction measurement work across all its services. Both statutory and non-statutory engagement is undertaken using a variety of methods including surveys, focus groups, workshops and public meetings.

## 6. Internal mechanisms

### Improvement Group

This group is responsible for ensuring that departments are engaged with driving forward continuous improvement and ensure that the Council is delivering against recognised standards as part of our Corporate Plan 2015-2019 aim for Transforming our Organisation.

The group focuses on issues around:

- Customer service excellence
- People and performance
- Equality and diversity

The group may establish 'task and finish' groups to deal with developments requiring more intensive work. It has mandatory representation from all departments. Departmental representatives cascade information from the meeting within their department and also share good practice at the meetings.

The Improvement Group makes recommendations to the Executive Committee or Union / Employer Consultation Committee as appropriate.

### Scrutiny

All councils are required by law to provide an Overview and Scrutiny function which is carried out by elected members. This ensures that the Executive is held accountable in its decision making.

Scrutiny Committees oversee performance on our Corporate Plan, undertake service and other reviews, and scrutinise Council policies to ensure that they are effective. Recent Scrutiny Reviews have assessed our Discretionary Housing Payment Policy, the Private Rented Sector and Town Centre Regeneration.

The Joint Scrutiny Panel for Bolsover District Council, North East Derbyshire District Council and Chesterfield Borough Council scrutinises joint services between the three councils which are overseen by the Joint Board. This scrutiny arrangement is currently being reviewed as our joint working arrangements continue to change.

## 7. Reporting and reviewing arrangements

The Single Equality Scheme is supported by an associated Action Plan (see Section 8) which sets out the steps the Council will take to deliver our equality objectives. This Action Plan will be updated regularly and made available to the public via the Council's website.

Progress on delivery of the Single Equality Scheme 2015-2019 will be reported to the Executive and through the internal mechanisms outlined in Section 6 above. Progress reports also inform the corporate and service planning process and feed into annual service plans.

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## 8. Action Plan: Bolsover District Council - Single Equality Scheme 2015- 2019

Improvement	Lead Officer	Target date	Expected outcome	Resources	Progress	Actual outcome
1. Publish Single Equality Scheme and undertake regular reviews	JADCSI IO	April 2015	Publish Scheme setting out equality information to inform objectives and the steps to be taken to achieve them	Officer time	Draft Scheme & Action Plan <ul style="list-style-type: none"> <li>- Equality Panel on 16/01/15</li> <li>- Improvement Group on 20/01/15</li> <li>- Executive (March 2015)</li> </ul>	
	JADCSI IO	Mar 2019  May 2019	Update action plan half yearly and report to Improvement Group  Produce final Review and disseminate outcomes	Officer time		
2. Meet Corporate Plan target to fully deliver actions in the Single Equality Scheme by March 2019	JADCSI IO	Mar 2019	All actions delivered	Officer time		

<b>Improvement</b>	<b>Lead Officer</b>	<b>Target date</b>	<b>Expected outcome</b>	<b>Resources</b>	<b>Progress</b>	<b>Actual outcome</b>
3. Meet requirements of public sector equality duty	JADCSI JADHR &P IO	March 2019	Publication of required equalities data annually	Officer time		
4. Equality impact assessment programme	JADCSI IO	March 2019	Ensure that decision making processes and policy development are fair and compliant with statutory equalities duties	Officer time		
5. Support the Council's achievement of quality standards – Customer Service Excellence & Investors in People	JADCSI JAD HR&P IO	March 2019	Engagement with local equalities interest groups and satisfaction with engagement  Service improvements identified via Equality Impact Assessment	Officer time		
6. Provide equalities & other information for Community & Voluntary	IO	March 2019	Produce relevant equality information by working together with relevant external agencies and key partners to	Officer time		

Improvement	Lead Officer	Target date	Expected outcome	Resources	Progress	Actual outcome
sector Partnership to inform local voluntary sector Anti-Poverty and Health & Wellbeing Strategies			support the production of relevant equality information (i.e. Disability Dynamics)			
7. Transforming services through the use of technology	JADCSI CCM IO	March 2019	Ensure that on-line self service transactions are accessible and promote these services to local equalities interest groups	Officer time		
8. Support the work of the multi - agency Community Cohesion Group on Equality issues contributing to the wider community	HEO CSO IO CEPM	March 2019	Support the wider community cohesion activities in respect of Equalities  Work with key offices and partners, including the Community Cohesion Officer to develop approach,	Officer time Costs of printed resources		

Improvement	Lead Officer	Target date	Expected outcome	Resources	Progress	Actual outcome
cohesion agenda			events and resources			
9. Contribute to informing delivery of the Council's Economic Development & Housing Strategy to ensure access by hard to reach / disadvantaged groups to commissioned projects	IO	March 2019	Provide information on equalities issues to inform EIAs on individual commissioned projects			
10. Work with both Clinical Commissioning Groups (CCG) (Hardwick and North Derbyshire) through the District Councils CCG Liaison Group	IO CEPM	March 2019	Contribute to the CCG Liaison Group by sharing equalities and other relevant data to inform and strengthen delivery of equality objectives  Consider joint engagement methods with local interest groups	Officer time		



Improvement	Lead Officer	Target date	Expected outcome	Resources	Progress	Actual outcome
			where appropriate			
11. Maintain record of customer specific information needs to ensure that customers receive information in the format appropriate to their needs.	IO	March 2019	Records maintained and shared with relevant officers in line with information-sharing and data protection policy until technological solution is achieved			
12. Promote specific information needs system to encourage disabled and older people to register their needs with BDC	CO IO	March 2017	<p>Publish 2x articles in <i>In Touch</i> to raise awareness of system and encourage customers to register their specific information needs</p> <p>Produce and publicise case studies showing how this service benefits customers</p>			

<b>Improvement</b>	<b>Lead Officer</b>	<b>Target date</b>	<b>Expected outcome</b>	<b>Resources</b>	<b>Progress</b>	<b>Actual outcome</b>
13. Identify any specialist equality & diversity training needs and consider providing training	JADHR &P JADCSI CCM IO	March 2019	Specialist equality & diversity training identified and delivered	Officer time Costs of external trainers		
14. Promote the Council's Equality Panel to raise awareness of its role and encourage new members to join	CO IO	March 2016	Produce and publish 3 case studies which demonstrate the contribution of the Equality Panel to the Council's equality and diversity work	Officer time		
15. Produce and publish report analysing findings from Citizens Panel equalities surveys	IO	September 2015	Report produced and published on the Council's website; disseminated to local interest groups and Community Cohesion partners	Officer time		

**Abbreviations used:**

JADCS      Joint Asst. Director Community Services & Head of Housing

JADSP	Joint Asst. Director Customer Service & Improvement
JADHRP	Joint Asst. Director Human Resources and Payroll
CEPM	Chief Executives and Partnership Manager
CCM	Contact Centre Manager
CO	Communications Officer
IO	Improvement Officer
CSO	Community Safety Officer

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