Equality Impact Assessment – Local Government Reorganisation (Proposal)

Proposal	**Local Government Re-organisation (LGR) in Derbyshire and Derby**
Reason for proposal	The initial proposals for LGR prepared by the eight district and borough councils of Derbyshire plus Derby City Council.
Date of assessment	June 2025 (prior to consultation) September and October 2025 (assessed in relation to proposal development)

EIA Team

Name	Job title	Organisation
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Sally Price	Head of Communities	Amber Valley Borough Council
Tracy Bingham	Executive Director of Resources and Transformation	South Derbyshire District Council
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Step 1 - setting the scene

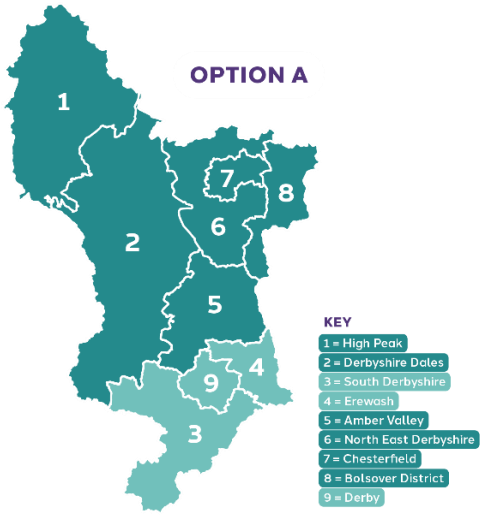
Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side- tracked.

What are the main aims, objectives, and purpose of the decision you want to make?	**This Equality Impact Assessment (EIA) is a working document, considering the anticipated impact of the Local Government Reorganisation (LGR) Proposal being developed by the eight district and borough councils of Derbyshire and Derby City Council, as a result of the English Devolution White Paper and subsequent legislative stages.** The EIA was previously undertaken when planning community and stakeholder consultation on potential options for LGR. We are now reviewing the EIA again in light of the consultation responses, further technical assessments and the development of four possible options for government to consider. These have been developed further using a wider evidence base compiled for the Proposal. The final decision on the implementation of LGR will be made by Government, therefore this decision is to submit the Proposal for consideration. We will not be able to assess with any certainty the extent of any impact until we know the Government decision about the model. As more detailed implementation and delivery plans are developed further this EIA will be reviewed to ensure we continue paying due regard to equality and inclusion issues as the LGR transition progresses. This equality analysis sets out the headline issues that all partners need to be aware of as we move into the planning phase for this work. As we do not yet know what decision the Government will make on the form unitary local government will take in Derbyshire, much of this analysis is provisional and general in nature. Alongside the changes for our communities, LGR will involve the reorganisation of the workforce of all the upper and lower tier authorities in Derbyshire. While detailed analysis of impacts of this on staff will not be possible until implementation plans for the new authorities are developed, we also set out here key considerations that will need to be kept in mind to avoid unequal impacts on different groups of employees. In response to the Government's English Devolution White Paper, collaboration has taken place between Derby City Council and the eight district and borough councils of Derbyshire - Amber Valley Borough Council, Bolsover District Council, Chesterfield Borough Council, Derbyshire Dales District Council, Erewash Borough Council, High Peak Borough Council, North East Derbyshire District Council and South Derbyshire District Council - to develop an interim proposal for Local Government Reorganisation (LGR). The County Council are developing their own proposals. This EIA examines the possible impacts arising from the proposals for LGR and identified options that were subject to consultation and has been developed further in light of the wider evidence base compiled for the Proposal. It will be updated throughout the LGR process. Our LGR Proposal would see Derbyshire's 10 existing Councils be replaced by two new Unitary Council authorities which would deliver all local authority services:

- A Council for northern Derbyshire
- A Council for southern Derbyshire

Four potential variations have been developed, three of which were included in the consultation. Option B1 has emerged in response to evidence gathering and further deliberations.

Option A – a north/south split of the county, with Amber Valley Council being part of the northern Council



Key statistics

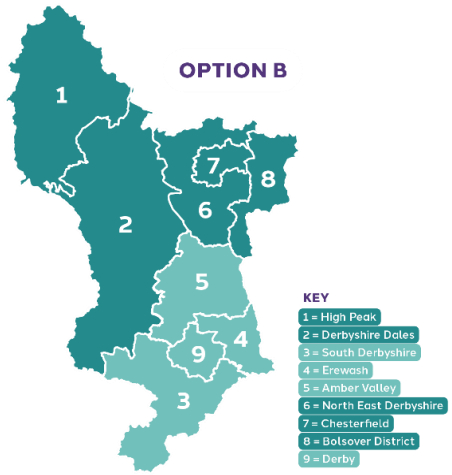
Unitary Council 1: Amber Valley, Derbyshire Dales, High Peak, Bolsover, Chesterfield, North East Derbyshire

- Population: 584,000
- Area (sq. km): 2,103
- Council Tax Base: 194,804

Unitary Council 2: Derby City, South Derbyshire, Erewash

- Population:494,000
- Area (sq. km): 526
- Council Tax Base: 147,434

Option B – a north/south split of the county, with Amber Valley Council being part of the southern Council



Key statistics

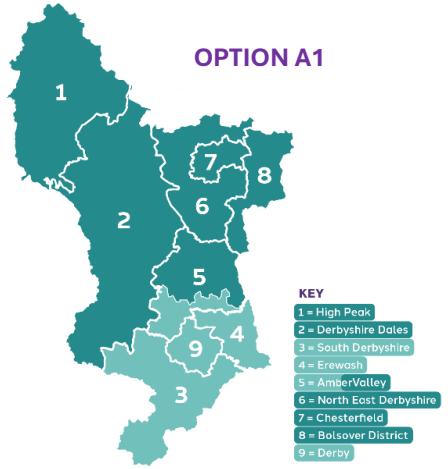
Unitary Council 1: High Peak, Derbyshire Dales, North East Derbyshire, Chesterfield, Bolsover

- Population: 456,000
- Area (sq. km): 1,838
- Council Tax Base: 152,247

Unitary Council 2: South Derbyshire, Erewash, Amber Valley, Derby City

- Population: 622,000
- Area (sq. km): 791
- Council Tax Base: 189,991

Option A1: A north / south split of the county, with Amber Valley being split between the northern and southern Unitary Councils (Modification request from option A)



Key statistics

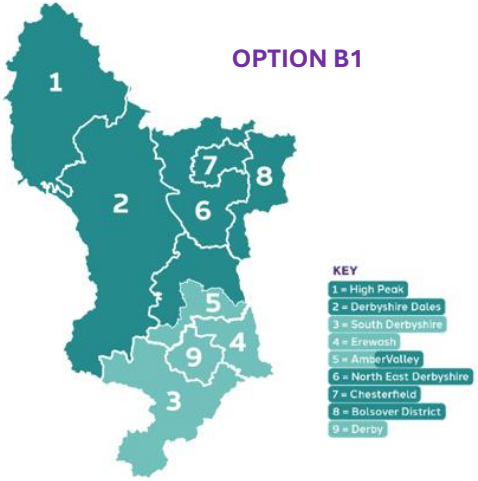
Unitary Council 1: High Peak, Derbyshire Dales, Chesterfield, North East Derbyshire, Bolsover, part of Amber Valley*

- Population: 567,000
- Area (sq. km): 2,068
- Council Tax Base: 187,572

Unitary Council 2: Derby City, Erewash, South Derbyshire, part of Amber Valley*

- Population: 511,000
- Area (sq. km): 560
- Council Tax Base: 154,666

*Amber Valley Parishes in the North - Aldercar and Langley Mill, Alderwasley, Alfreton, Ashleyhay, Belper, Codnor, Crich, Denby, Dethick, Lea and Holloway, Hazelwood, Heanor and Loscoe, Idridgehay and Alton, Ironville, Kilburn, Pentrich, Ripley, Shipley, Shottle and Postern, Somercotes, South Wingfield, Swanwick.

	*Amber Valley Parishes in the South - Duffield, Holbrook, Horsley, Horsley Woodhouse, Kedleston, Kirk Langley, Mackworth, Mapperley, Quarndon, Ravensdale Park, Smalley, Turnditch, Weston Underwood, Windley. **Option B1: A north / south split of the county, with Amber Valley being split between the northern and southern Unitary Councils (Modification request from option B)**  Key statistics Unitary Council 1: High Peak, Derbyshire Dales, North East Derbyshire, Chesterfield, Bolsover, part of Amber Valley* • Population: 539,000 • Area (sq. km): 2,012 • Council Tax Base: 180,133 Unitary Council 2: Derby City, Erewash, South Derbyshire, part of Amber Valley* • Population: 538,000 • Area (sq. km): 617 • Council Tax Base: 162,105 *Amber Valley Parishes in the North - Aldercar and Langley Mill, Alderwasley, Alfreton, Ashleyhay, Codnor, Crich, Dethick, Lea and Holloway, Hazelwood, Heanor and Loscoe, Idridgehay and Alton, Ironville, Pentrich, Ravensdale Park, Ripley, Shottle and Postern, Somercotes, South Wingfield, Swanwick, Turnditch, Weston Underwood, Windley. *Amber Valley Parishes in the South - Belper, Denby, Duffield, Holbrook, Horsley, Horsley Woodhouse, Kedleston, Kilburn, Kirk Langley, Mackworth, Mapperley, Quarndon, Shipley, Smalley.
Why do you need to make this decision?	The Government requires a Proposal to be submitted by 28 November 2025 in line with the guidance set out in the letter dated 5 February 2025 and subsequent feedback received by Government on 15 May 2025. The Government has determined criteria which local authority proposals must align with. Ultimately Government will make the final decision on the proposals put forward, which will be subject to statutory consultation. Further engagement and development of this EIA will take place throughout the process. More information can be found here - Local government reorganisation: Policy and programme updates - GOV.UK

Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements?	The proposed new Councils will be public bodies and as such will be subject to the Public Sector Equality Duty (PSED) (both the general duty and the specific duties). Once established, the new Councils will need to consider what systems, processes, and resources it will need to put in place to ensure that it complies with the Public Sector Equality Duty as well as the Equality Act in the performance of its functions. The existing Councils are themselves subject to the PSED and as such they will need to comply with their own respective policies and procedures as they plan, prepare for, and implement the transition of LGR. Copies of the Councils' equality and diversity policies and procedures are available on their respective websites.
Who are the main customers, users, partners, colleagues, or groups affected by this decision?	Residents in Derbyshire and Derby Businesses in Derbyshire and Derby Voluntary, community and charity organisations Councillors and members of staff Town and Parish Councils in Derbyshire Local MPs in Derby and Derbyshire Universities and colleges in Derbyshire and Derby NHS organisations in Derbyshire and Derby Derbyshire Constabulary and Police and Crime Commissioner Derbyshire Fire and Rescue Service East Midlands Chamber of Commerce East Midlands County Combined Authority

Step 2 – collecting information and assessing impact

Who have you consulted and engaged with so far about this change, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.	The consultation methods included: • an online survey with alternative options available to meet the needs of participants (for example including translations, BSL video, paper copies and easy read versions) • engagement with businesses, the voluntary and community sector and other stakeholders identified. • public events to engage local residents. A stakeholder list was collated to ensure that consistent identification and mapping has been undertaken across Derbyshire and Derby to include interested businesses, organisations, groups and individuals as part of the consultation. Each Council holds mailing lists or databases of their own partner organisations / networks and will share any consultation information through these. Active steps were taken to promote the consultation, to encourage participation and to ensure that the consultation is accessible to all (including, for example, digitally disadvantaged people and those with protected characteristics). As part of the specification, completion of the survey was tailored to needs (for example, paper, large print, translation provided, braille, BSL video and so on).

	This Equality Impact Assessment has been undertaken to assist the Councils to fully understand the relevance and effect of the Proposal and to identify the most proportionate and effective responses, particularly in relation to those with protected characteristics. Each Council will work with those groups covered by the EIA locally to ensure engagement. We recognise there is need to target communications locally to ensure we receive a cross section of responses from all areas and therefore a geographic and demographic balance. Where an area was under-represented Constituent Councils considered whether to boost responses. The Councils used a variety of measures to promote the consultation in their areas, including resident communication, press releases and social media as well as producing surveys, explainers and FAQs, and holding meetings and stakeholder engagement sessions. A detailed communications plan provided an outline of methods to be used to target residents. Each Constituent Council will look at the best way to target the consultation through their own networks. A list of FAQs will be devised and shared on any consultation pages created. An easy read version was also be produced to make the information more accessible. With the help of the British Deaf Association a British Sign Language (BSL) Video was produced that was able to be shared with Deaf people throughout Derbyshire.
Please list and/ or link to below any recent and relevant consultation and engagement that can be used to demonstrate clear understanding of those with a legitimate interest in the policy/ service and the relevant findings.	An open public consultation took place to inform the development of the councils' final proposals for Local Government Reorganisation as part of their submission to Government. The consultation was live for a six-week period from Monday 30 June to Sunday 10 August 2025. A consultation was established by Derbyshire's eight district and borough councils with Derby City Council to examine options. The consultation was carried out by Public Perspectives on behalf of the councils. The main mechanism for capturing responses was an online consultation questionnaire, promoted through councils' websites, communication channels and promotional/marketing activity. The questionnaire was also available in alternative formats such as paper copies, Easyread and BSL video, alongside email and phone support. Local councils also supported 27 community outreach and engagement events (held face to face) across Derbyshire, promoting the consultation and engaging with over 500 residents and stakeholders, including businesses. • Online response platform, which could be accessed through the website; • Hard copy response form, which was available to print out from the website and on request; • A written letter, sent via the Freepost address listed on the paper response form; • By email, via a dedicated consultation email address; • Accessible and alternative versions were available on request and • BSL Video.

In total, the consultation questionnaire received 7,335 responses, plus an additional 7 submissions via email/letter.

Sample of stakeholder groups invited to consult (amongst many others):

- Derby City Council's Equality Hubs
- Derbyshire Deaf Community
- Voices in Action (young people forum)
- Derbyshire LGBT
- Sight Support Derbyshire
- Derbyshire Carers
- Derbyshire Mind
- Disability Direct

Consultation Participants profile and key equality, diversity and inclusion findings

Overall, consultation findings are outlined in the Consultation Report produced by Public Perspectives. The following section sets out the participant profile against the demographic information provided by participants and shows the percentage point difference against the overall population breakdown for Derbyshire. This is followed by a breakdown of significant differences by protected characteristic to the closed questions.

Comparison of consultation respondents and 2021 population by sex

Sex	**Consultation Responses**		**Population of Derbyshire by Sex (Census 2021, ONS)**		**% point difference (Respondents - Population)**	
	Number	**%**	**Number**	**%**		
Female	3386	49%	536,707	50%	-1%	
Male	3164	46%	519,293	49%	-3%	
Other	22	0%				
Prefer not to say	301	4%				
Total	**6,873**	**99%**	**1,056,000**	**99%**		

Comparison of consultation respondents and 2021 population by age band

Age Band	**Consultation Responses**	**Population of Derbyshire by age band (Census 2021, ONS)**	**% point difference (Respondents - Population)**

	Number	%	Number	%		
Under 16	3	0%	186,990	18%	-18%	
16 to 24	93	1%	100,246	9%	-8%	
25 to 34	453	7%	131,434	12%	-5%	
35 to 44	861	13%	126,268	12%	+1%	
45 to 54	1309	19%	147,822	14%	+5%	
55 to 64	1631	24%	144,768	14%	+10%	
65 to 74	1358	20%	117,800	11%	+9%	
75+	783	11%	100,672	10%	+1%	
Prefer not to say / not provided	376	5%	11,100	1%	+4%	
Total	6,867	**100%**	**1,067,100**	**100%**		

Comparison of consultation respondents and 2021 population by ethnicity

Ethnicity	**Consultation responses**		**Population of Derbyshire by ethnicity (Census 2021, ONS)**		**% point difference (Respondents – Population)**	
	Number	%	Number	%		
White British-Irish	6060	88%	958,167	90%	-2%	
Non-White British-Irish	234	4%	97,833	9%	-5%	
Prefer not to say / not provided	587	9%	11,100	1%	+8%	
Total	6881	**100%**	**1,067,100**	**100%**		

Comparison of consultation respondents and 2021 population by disability

Disability	**Consultation Response**		**Population of Derbyshire by disability (Census 2021, ONS)**		**% point difference (Respondents – Population)**	
	Number	%	Number	%		
Yes, which reduce my ability to carry out my day-to-day activities a lot	395	6%	89,075	8%	-2%	

Yes, which reduce my ability to carry out my day-to-day activities a little	649	9%	119,404	12%	-3%	
Yes, but they don't reduce my ability to carry out my day-to-day activities at all	687	10%	77,013	8%	+2%	
No	4486	65%	770,508	72%	-7%	
Prefer not to say / not provided	644	9%	11,100	1%	+8%	
Total	6,861	**99%**	**1,067,100**	**101%**		

Findings

Q5. Before today, were you aware, and how much did you know about, the current structure of councils in Derbyshire and the different services delivered by each council?

Respondents with lower levels of awareness and knowledge of the current structure of councils and the different services delivered are:

- Women (7% not aware and 17% aware but do not know much about it) compared with men (5% not aware and 10% aware but do not know much about it).
- Aged under 35 (11% not aware and 15% aware but do not know much about it) compared with older respondents (5% not aware and 13% aware but do not know much about it).
- Disabled people whose impairments affect them a lot (12% not aware and 15% aware but do not know much about it) compared with others (5% not aware and 13% aware but do not know much about it).
- Non-white British-Irish (11% not aware and 18% aware but do not know much about it) compared with White British/Irish respondents (6% not aware and 13% aware but do not know much about it).
- Private renters (10% not aware and 17% aware but do not know much about it) and social renters (12% not aware and 23% aware but do not know much about it) compared with owner-occupiers (5% not aware and 13% aware but do not know much about it).
- Employees of a Council were more aware (76%) compared to other respondents (60%).

Q6. How effective do you think the current structure of councils is in Derbyshire and the approach to service delivery?

	Respondents that rated lower the effectiveness of the current system are: • Aged under 35 (39% effective and 31% ineffective) compared with older respondents (47% effective and 25% ineffective). • Non-White British/Irish (35% effective and 37% ineffective) compared with White British/Irish respondents (47% effective and 25% ineffective). **Q7. Before today, were you aware, and how much did you know about, the reorganisation of councils across England?** Respondents with lower levels of awareness and knowledge of local government reorganisation across England are: • Women (15% not aware and 24% aware but do not know much about it) compared with men (11% not aware and 18% aware but do not know much about it). • Aged under 35 (24% not aware) compared with older respondents (12% not aware). • Disabled people whose impairment affects them a lot (18% not aware) compared with others (12% not aware). • Non-white British-Irish (22% not aware) compared with White British/Irish respondents (12% not aware). • Private renters (21% not aware and 19% aware but do not know much about it) and social renters (20% not aware and 29% aware but do not know much about it) compared with owner-occupiers (12% not aware and 21% aware but do not know much about it). • Employees of a Council were more aware (65%) compared to other respondents (42%). **Q8. To what extent do you agree or disagree with plans to reduce the number of councils across England? Please select one answer only.** Respondents that are less likely to agree with the plans to reduce the number of councils across England are: • Women (39% agree) compared with men (50% agree). • Disabled people whose impairments affect their lives a lot (37% agree) compared with other respondents (45% agree). • Social renters (33% agree) compared with other respondents (45% agree). **Q9. To what extent do you agree or disagree with the proposal to replace the ten existing councils with two councils to run local government across the whole of Derbyshire?**

	Respondents that are less likely to agree with the proposal to replace ten existing councils with two across Derbyshire are (similar patterns as per the previous question on wider plans for reorganisation across England): • Women (35% agree) compared with men (45% agree). • Disabled people whose impairments affect their lives a lot (33% agree) compared with other respondents (41% agree). • Social renters (31% agree) compared with other respondents (41% agree). **Q10. To what extent do you agree or disagree with Option A** Levels of agreement are broadly similar across different demographic groups. Employees **Q11. To what extent do you agree or disagree with Option B?** Levels of agreement are broadly similar across different demographic groups. **Q12. To what extent do you agree or disagree with Option C** Levels of agreement are broadly similar across different demographic groups.
What is the context for the local area that should be considered as part of the Proposal?	**About the Area** Derbyshire, including Derby City, encompasses the stunning natural beauty of the Peak District, the UK's original National Park, alongside vibrant urban areas such as Derby City and historic market towns like Buxton and Chesterfield. According to the 2011 Rural-Urban classification, 27.0% of Derbyshire's population resides in rural areas such as High Peak and Derbyshire Dales. **Population** The 2024 population estimate for Derbyshire and Derby combined is 1,096,500 an increase from 1,056,000 on census day in March 2021 and from 1,018,400 in the 2011 census. South Derbyshire experienced the largest growth in population within the county, with an increase of 13.3% between the 2011 and 2021 census. In the 2024 population estimates the median age in Derbyshire is 45.3 years, while Derby City has a younger average age of 37.4 years. The latest sub-national population projections (2022) project that the population for Derbyshire will increase by 6.9% in 10 years (2032) and 3.3% for Derby City. The projected increase for England is 6.4% by 2032. By 2047 Derbyshire is expected to see a 15.1% rise from 2022 and Derby City a 6.4% rise. The growth varies within the districts, with South Derbyshire projected to grow by 19.2% by 2032 and 37.8% by 2047 compared to Erewash with a smaller projected growth of 4.4% by 2047.

	Population projections show that Derbyshire and Derby have an increasingly ageing population with the population aged 65+ expected to increase significantly. The 2021 Census estimated there were 459,000 households in Derbyshire and Derby City combined, a 5.7% increase since 2011 (3.3% increase in Derby City and 6.5% increase in Derbyshire). Source: ONS 2024 population estimates, 2021 Census and 2022 sub-national population projections (migrant category variant) **Deprivation and Poverty** 15.9% of Local Super Output Area (LSOAs) in Derby and 4.5% in Derbyshire are within the most deprived 10% nationally (IMD 2019, MHCLG). 28% of children in Derby aged 0-15 are living in families in absolute low income and 32% in relative low-income families. In Derbyshire 18% of children aged 0-15 are living in families in absolute low income and 21% in relative low-income families. The rate for England as a whole is 19% for absolute and 22% for relative low-income families (Children in low income families 2023-24, DWP). In 2023 13% of households were in fuel poverty in Derby and 12% in Derbyshire, compared to 11% for England (Fuel Poverty, LILEE Measure 2023, DESNZ). The rates for children in low-income families and fuel poverty varies significantly across areas within the city and the county. **Health** In Derby, life expectancy at birth for males is 77.7 years and in Derbyshire 78.9 years. For females it is 81.6 years in Derby and 82.5 years in Derbyshire. These are lower than the national averages (ONS 2021-23, PHE). Inequality in life expectancy at birth is higher within Derby than the national average for males and females, within Derbyshire it is slightly below the national average (ONS 2021-23, PHE). **Educational Attainment and Skills** At the early years foundation stage, the proportion of children having a good level of development in Derby is 64.8% and 66.8% in Derbyshire, below the average for all English authorities which was 68.3%. Two out of the eight Derbyshire districts were above the English authority average (Early years foundation stage profile results 2023/24, DfE).

	The percentage of 19 year olds qualified to level 2, including English and Maths was 67.0% in Derby and 72.9% in Derbyshire compared to 74.2% for all English authorities, with four out of eight Derbyshire districts above the English authority average (Level 2 qualified, including English and Maths 2023/24, DfE). 43.6% of adults in Derby and 44.7% in Derbyshire are qualified to NVQ level 4 and above, this is below the UK rate of 47.2%. 7.1% adults have no qualifications in Derby and 4.8% in Derbyshire, compared with 6.8% for the UK as a whole (Annual Population Survey 2024, ONS). **Economy** Productivity for both Derby (£38.02) and Derbyshire (£37.44) is below the England average (£42.39) GVA per hour worked (GVA 2023, ONS). Earnings by place of work is higher in Derby than the region and national average, for Derbyshire it is lower. For earnings by place of residence, both Derby and Derbyshire pay is lower than the England average (Gross weekly pay - full time work, ASHE 2024, ONS). The proportion of the working age population in employment is at 69.9% in Derby and 78.1% in Derbyshire, the UK rate is 75.4% (APS April 2024 – March 2025, ONS). In Derbyshire the highest rate is in Chesterfield (83.4%) and lowest in Bolsover (74.0%). Current unemployment levels are above the UK rate (3.9%) in Derby (5.9%) and slightly below in Derbyshire (3.4%). In Derbyshire the highest unemployment levels are currently in Bolsover (4.4%) and lowest in High Peak (2.5%) (APS modelled unemployment rate April 2024 – March 2025, ONS). **Housing** The average house price in Derby was £210,000 in July 2025, increasing by 5.6% compared to July 2024. For the Derbyshire districts this ranges between Derbyshire Dales where the average house price is £331,000 and Bolsover where it is £174,000. This compares to the average house price of £270,000 for the UK (UK House Price Index, ONS). The proportion of properties in Derby which are in council tax band A is 51% and 36% in Derbyshire. 93% are in council tax bands A-D in Derby and 87% in Derbyshire (VOA, 2023-24). 7.3% of dwellings in Derbyshire are local authority owned and 11.0% within Derby City (MHCLG, 2023-24). Latest quarterly homelessness rates for households assessed as owed a prevention or relief duty is 5.4 per 1,000 households in Derby City, above the national rate of 3.4. In Derbyshire the rate varies between 3.06 in Chesterfield and 1.16 in South Derbyshire (January to March 2025, H-CLIC Performance Dashboard).

Please list or link below to any relevant service user/ customer or employee monitoring data and what it shows in relation to any Protected Characteristic (Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race and ethnicity, Religion and belief including non-belief, Sex or gender, Sexual orientation)	**Protected Characteristics** **Age** Children aged 0-15 represent 17.5% of the Derby and Derbyshire population combined (a higher proportion of 20% in Derby compared to 16.7% in Derbyshire). This compares to 18.4% for England overall. The number of 16-64 year olds represent 61.4% of the combined population, for Derby City it is slightly higher at 63.7% and Derbyshire slightly lower at 60.7%. The proportion aged 16-64 for the country as a whole is 62.9%. For Derby and Derbyshire combined the population aged 65+ represents 21% of the total resident population, this is lower in Derby at 16.2% and higher in Derbyshire at 22.6%. This is higher than the proportion for England overall which is 18.7% (2024 mid-year population estimates, ONS). **Sex** The latest population estimates show that Derbyshire has a slightly higher proportion of females (51%), Derby City is 50.1%. For the 16-64 age group 50.6% are male in Derby City and 49% in Derbyshire (2024 mid-year population estimates, ONS). **Disability** In the 2021 census, 8.4% in of residents in Derbyshire and Derby combined (8.2% in Derby, 8.5% in Derbyshire) reported that they were disabled people under the Equality Act and their day to day activities are limited a lot. 11.3% stated that they were disabled people and their day to day activities were limited a little (10.5% in Derby and 11.6% in Derbyshire). This is above the national proportion of 7.3% and 10% (these are non age-standardised figures). Derby City has the highest proportion of people using BSL as their main language in the country. The 2021 census reported that 0.2% of the population use British Sign Language (BSL) as their main language compared to 0.04% nationally. Source: Census 2021, ONS. **Ethnicity (and language)** The proportion of the population from a minority ethnic background varies significantly between Derby City (33.8%) and Derbyshire (6.3%). The 2021 census reported that the highest percentage of Derby City residents identified as White British (66.2%, this is lower than the national and regional rate). 15.6% of residents identified their ethnic origin within the Asian, Asian British ethnic group category (higher than regional and national rates). 4.0% Black, Black British, Caribbean or African ethnic group and 3.7% Mixed or Multiple ethnic groups category.

In Derbyshire the highest percentage of residents identified as White British (93.7%), 1.5% of residents identified their ethnic groups within the Asian, Asian British ethnic group category and 1.4% within the Mixed or Multiple ethnic groups category (lower than regional and national rates).

According to the 2021 Census 98% of residents in Derbyshire's main language is English and 87.1%in Derby. In Derby City 4.9% of resident's identified their main language as a European language (including 1.6% Polish, 0.9% Slovak and 0.7% Romanian) and 4.9% a South Asian Language (including 2.2% Panjabi and 1.6% Urdu). In Derbyshire 1.2% of resident's identified their main language as a European language (including 0.6% Polish).

The 2021 census recorded a higher than average percentage of households in Derby where no one in the household has English as their first language (7.1%, compared to 4.7% for the East Midlands and 5.0% for England). This compares to 1.2% in Derbyshire. Source: Census 2021, ONS.

Religion

In Derbyshire 44.6% of residents did not have a religious belief at the time of the 2021 census, this was higher than the regional (40.0%) and national rate (36.7%). For Derby City this was a lower proportion of residents at 36.6%.

In Derbyshire 47.8% described their religion as Christian, slightly above the regional (45.4%) and national rate (46.3%). In Derby City this was lower at 40.2%, 11.2% described their religion as Muslim (higher than the regional and national rate of 4.3% and 6.7% respectively). Source: Census 2021, ONS.

Sexual Orientation

In the 2021 Census a voluntary question was added on sexual orientation. In Derbyshire 91.1% identified as straight or heterosexual, 1.3% as gay or lesbian and 1.0% as bisexual. In Derby City 88.1% identified as straight or heterosexual, 1.3% identified as lesbian or gay and 1.5% as bisexual in Derby City. These rates were comparable to national averages. Source: Census 2021, ONS.

Gender reassignment

Gender identity was added to the 2021 census as a voluntary question and due to concerns that some respondents may not have interpreted the question as intended, most notably those with lower levels of English Language proficiency, the ONS has issued additional information on this uncertainty and guidance on the appropriate use of these statistics. The ONS states that the gender identity estimates should not be used as precise estimates to support service delivery, but can be used to provide insight, users must refer to the specific advice before using these estimates to come to conclusions about the trans population: Census 2021 gender

	identity estimates for England and Wales, additional guidance on uncertainty and appropriate use - Office for National Statistics For Derbyshire and Derby combined the 2021 census estimates show that 0.42% of the population aged 16+ identify with a gender different from their sex registered at birth (Derby 0.85% and Derbyshire 0.29% individually), however almost half (0.2%) did not specify a gender. 0.07% identified as a trans man, 0.07% as a trans woman, 0.05% as non-binary and 0.04% as a different gender identity. This compares to the overall figure of 0.55% for England who identify with a gender different from their sex registered at birth. **Armed Forces Veterans** Almost 34,000 residents in Derby and Derbyshire have previously served in the UK Armed Forces, equating to 3.9% of the population (aged 16+), 3.3% in Derby City and 4.1% in Derbyshire (compared to the England figure of 3.8%). Of the veterans, 76.6% previously served in the regular armed forces, 19.0% in the reserve forces and 4.3% served in both the regular and reserve forces. Source: Census 2021, ONS. **Children in Care** As at the 31 March 2024, Derby City had 598 children in care, this equates to a rate of 100 children per 10,000 individuals under the age of 18. This was higher than the national rate of 70 per 10,000 and regional rate of 65. In Derbyshire this was 1,057 children which equates to a rate of 68 per 10,000 individuals under the age of 18 (Children looked after by Local Authorities SSDA903 return, 2023/24, DfE). **Socio Economic and Rurality** See earlier sections.
Please list or link to any relevant research, data or intelligence, or any other information that is available and will be used to help complete the analysis?	For more detailed demographic and socio-economic information, you can access data from: Derbyshire Observatory: Welcome to the Derbyshire Observatory - Derbyshire Observatory Derby City Website: Key statistics for Derby - Derby City Council LGA LG Inform Tool: Home | LG Inform NOMIS Local Authority Profiles: Labour Market Profile - Nomis - Official Census and Labour Market Statistics NOMIS Census Profiles: Nomis - 2021 Census Area Profile - Derby Local Authority, East Midlands Region and England Country Information on the Derby City Council Workforce: Working for Derby City Council - Equality Employment Statistics 2023/24

Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research, or data. Note that this template now includes Socio-Economic Duty (SED) local data can be found in the Corporate Insight Report Library. Indicate by a 'yes' or 'no' for each protected characteristic group whether this is a negative or a positive impact. Only fill in the mitigation box if you think the decision will have a negative impact and then you'll need to explain how you are going to lessen the impact.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
Age – older and younger people	More localised and consistent social care and education/SEND services can be better tailored to meet the specific needs of local communities, whether supporting aging populations or children in need. Two single tier unitaries may also better facilitate the design of care pathways that reflect local demographics and priorities. A tighter geographic focus can strengthen partnerships with schools, GP practices, care providers, police and community organisations. With more local control, services may become more responsive, reducing delays in assessments and support delivery.	**Yes**		As services which currently sit at district and borough level are aggregated across the proposed footprint, more work will be done to ensure greater consistency and that potential existing disparities are actively closed, whilst further disparities are prevented. There are some general principles for mitigation that can be adopted throughout the process: Being sure to follow the statutory requirements on consultation with residents, as well as ensuring we explore more detailed and nuanced opportunities for additional engagement and insight. Ensure clear arrangements are in place to deal with the transition with no/ minimal impacts on service delivery. Ensuring that approaches to service reforms and alterations to polices or eligibility criteria set locally are evidence led and
	Older adults often rely on stable, long-term care relationships. Disaggregation might lead to reassignment of cases, new care teams, or delays in services during the transition. Likewise, children and families might experience disruption if their caseworker changes or if a transition between authorities results in administrative delays. As the new unitary authorities establish themselves, they may decide over time to adopt different eligibility criteria, service models, or care quality standards. Additionally, each authority might offer different early help services, family support models, or access to mental health programs. This could lead to disparities depending on which area the residents live. Some older adults may receive services from providers based in another authority area. This may lead to more complex care		**Yes**	

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
	coordination arrangements across the two unitary authorities, which may create uncertainty for the residents affected. Disaggregation could fragment critical services like safeguarding boards, referral pathways, and multi-agency cooperation, potentially leaving vulnerable children and adults at greater risk. It's also important we recognise and support digital exclusion of some older people or vulnerable groups when designing services. At this very early stage the impact of workers has not fully been assessed but will be going forwards. We do know that workforce profiles show more older workers and so there will be a need for strategic workforce development, including upskilling of colleagues to build up knowledge and experience.			backed by a robust catalogue of supporting data. As part of the implementation process and development of internal policies, services can ensure that equality considerations are embedded from day one as well. As implementation plans are developed, dependencies with existing transformation and change programmes will be mapped to identify where changes arising from structural reform could exacerbate any negative impacts for these residents. This also extends to existing priorities, policies and strategies of local district and borough councils which will need to be considered. Any negative impacts that cannot be mitigated will reviewed and information captured in future iterations of this EIA. Feedback from further consultation and engagement activities will help inform mitigating activity against potential negative impacts and wider service design. These more detailed analyses will also take more in-depth looks at less targeted, more universal services, for any potential disproportionate/

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
				disparate implications for services users.
Disability – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical impairments	Services being delivered by single tier authorities may be less complex and more responsive to local needs, preferences, and priorities, which may also mean they could be more adaptable to specific needs and requirements of disabled residents. For specialist services that require specific support for different impairment groups, economies of scale may be gained through more strategic commissioning of opportunities. There may be an opportunity to build on and extend engagement mechanisms to listen to lived experience and meet local needs, for example, Deaf-initely Women in Chesterfield or Derby City Council has a very active and knowledgeable Access, Equality and Inclusion Hub and Deaf and Deafblind People's Equality Hub and this model could be shared wider as good practice. Derby also has a successful LD Voice for people with learning difficulties. More localised and consistent social care and education/SEND services can be better tailored to meet the specific needs of local communities. Two single tier unitaries may also better facilitate the design of care pathways that reflect local demographics and priorities. There will be more opportunities to work across existing boundaries to access facilities for disabled people, for example, Chesterfield / Wingerworth, South Derbyshire/ Derby For colleagues, there could be opportunities for Employee Networks to work together to share support and knowledge. For example, there could be wider access for colleagues to health and well-being support through Joined Up Care Derbyshire (currently in place at Derby City). Derby is a DWP Disability Confident Leader and it is suggested that the new authorities could seek	**Yes**		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
	assessment going forward as positive commitment for disabled people.			
	Functions like public health, safeguarding, highways, or emergency planning may suffer from a lack of joined up working across new boundaries. With new boundaries being created, opportunities to learn and share best practice on how best to design services that meet specific needs might be lost, or harder to share. This could mean residents miss out on potential improvements to care or new options for support/ treatment adopted elsewhere. Each new authority may adopt different policies, eligibility criteria, or funding levels, as well as potential impacts on capacity. We know that for most neurodivergent people, change is a huge barrier and will need to be handled sensitively, for example changes to the delivery location of services.		**Yes**	Opportunities to engage and communicate with local people, service users and council staff about potential service changes. Opportunities to help shape any changes to the provision of services. Workforce colleagues will need to be reassured that their reasonable adjustments will still be maintained and any new ones in any change of working environment Need to make sure of consistent polices such as guaranteed interviews and Disability Confident Leader status commitments and ensure that colleagues on long term absence are updated and consulted with as appropriate.
Gender Reassignment – people who are going through or have been through gender reassignment. Please note for this characteristic - we also	We know locally and nationally at the moment our Trans community are feeling very vulnerable due to the Supreme Court Ruling on the definition of biological sex in the Equality Act. So, we know there is worry and uncertainty amongst the community about how any new Authority will respond to Trans equality issues. See comments above regarding employee networks.		**Yes**	Any future changes to local government will include full engagement with organisations like Derbyshire LGBT+ (Chesterfield and Derby branches) and more opportunities to adopt the Rainbow Accreditation Scheme can be implemented. Support and commitment from any new Authority to our Trans community

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
voluntarily include trans and those people who don't identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity.				at a very early stage will be very helpful reassurance.
Marriage and Civil Partnership – this applies to employment issues only	This only applies to employment issues and so at this early stage we've not identified any impact.			
Pregnancy and maternity – women who are pregnant or who have recently had a baby, including breast feeding mothers	The new local authorities may strengthen links between social care, health visitors, and maternity services at a community level, improving wraparound support. As services become slightly more localised, it could mean easier access to parent-focused services (e.g. family hubs, early years care) if organised more locally. There are opportunities to iron out variations in maternity support policies, childcare funding, or access to parenting programmes across the two authorities. Also, opportunities to widen our 'Breast feeding friendly places' initiatives.	**Yes**		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
	Service disaggregation could lead to disruption in care could also impact joined up working with the NHS, impacting the quality of care some residents may receive.		**Yes**	As LGR progresses through implementation, it is important for any colleagues on maternity leave to be fully consulted on the changes, and updated as appropriate.
Race – the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community	New authorities may develop more culturally responsive services tailored to the demographics of their specific area. Our various Black, Asian and Minority Ethnic Employee Networks will have the opportunity to collaborate with each other and in putting on events to mark diversity such as Black History Month, Show Racism the Red Card and so on.	**Yes**		
	In cases where English is not the first language in the household, there is a risk of unequal access to interpreting, translation, or culturally appropriate services if not prioritised in both authorities. More work is needed to identify the impact of the changes on our Gypsy and Traveller Communities and will be carried out.		**Yes**	We will need to make sure there is a consistent approach to interpretation and translation across new authorities.
Religion or belief or none – the effects on religious and cultural communities, customers, and colleagues	Whilst it is difficult to quantify potential impacts related to this characteristic, faith communities can be important sources of support for people, including older people and newly arrived populations so consideration should be given as implementation progresses as to how to ensure we engage with faith groups where needed. We need to make sure that any culturally sensitive services, such as some women only sessions are maintained For colleagues, we need to make sure there is consistency in facilities such as a place to pray for our colleagues and acknowledgment of religious festivals where time off is needed such as Eid.	**Yes**		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
Sex – the effects on both men and women and boys and girls	Single tier authorities and a general review of service delivery could present opportunities to review work which aims to tackle gender-based service disparities (for example domestic abuse, workforce inequality) through targeted local strategies. Good practice networks could be extended to other areas in Derbyshire, for example Derby City Council has a Menopause Friends support network.	**Yes**		
	Research suggests women are more likely to rely on county council and district and borough services (both targeted and universal) and so disruption of any significant kind to service delivery would likely disproportionately impact them. We also know from service-level data that we have more older women than men, therefore they are more likely to be affected by any potential disruption to adult social care. Domestic abuse / woman only services – awaiting equality guidance from the Equality and Human Rights Commission and the LGA.		**Yes**	Under the Public Sector Equality Duty all councils have to collect and analyse workforce statistics and the gender pay gap, so this will be reviewed proactively.
Sexual orientation – the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality	There is limited information available that could suggest significant impacts for residents based sexual orientation. There are some potential risks more associated with the partner organisations we are involved with and how we link up with voluntary, community and faith sector (VCFS) partners who provide support related to sexual orientation. It is therefore likely that any significant changes in how funding streams, support services and general cooperation through these groups are impacted may have knock-on implications, particularly for LGBTQ+ people. More detailed analysis will be developed as further implementation plans are drawn up. Local support exists both in Derby and Chesterfield from Derbyshire LGBT+ which is invaluable. There is also an			

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
	opportunity for collaboration between the various LGBTQ+ and Allies Employee Networks and to widen the accreditation of the Rainbow Accreditation Scheme and the events we organise.			
Those who experience socio-economic disadvantages – this is not a protected characteristic in law, but one or more of the Councils have voluntarily adopted it.	One of the new authorities may inherit a higher concentration of deprivation but fewer resources, leading to stretched services and reduced revenue raising potential. This risks a greater widening of unequal outcomes and disparities in the level of service delivery. As part of the transition to two new unitary authorities, existing financial arrangements currently split between district and borough councils, Derbyshire County Council, and Derby City Council will need to be reviewed and harmonised, for example Council Tax. This could impact those with limited financial resilience. The potential breaking up of county-wide services (e.g. youth employment support, transport subsidies, or digital inclusion programmes) may reduce access or make provision more expensive per capita. As with other more targeted services later into the implementation process, if new authorities adopt different eligibility criteria, application processes, or digital systems, low-income residents (especially those with lower digital literacy or language barriers) may struggle to engage with services.		**Yes**	More analysis could be undertaken to understand the impact of specific changes for socio economic groups. More analysis will need to be undertaken to understand the implications of harmonising funding arrangements once the shadow authorities are in place, with work to explore and mitigate any particular impacts for those with limited financial resilience. Mapping of existing work on poverty and inequalities could assist in developing targeted strategies to support lower income groups (for example, LIFT analysis in Derby). The new authorities could choose to adopt the socio-economic duty on a voluntary basis.
	The new unitary authorities may have the freedom to tailor social and economic policies (e.g. on housing, employment, welfare support) to better reflect the unique socio-economic needs of their populations. Commissioning and procurement practices can be redesigned to prioritise local jobs, apprenticeships, and inclusive economic growth, with a more direct link between service planning and economic regeneration.	**Yes**		

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
	There is also the potential that more localised services would mean a possible reduction in travel costs associated and reduced distances being travelled by residents. Proactive work is taking place in Derby City to develop targeted strategies to reduce inequalities and poverty. For example, Derby Health Inequalities Partnership, Poverty Commission. There is also targeted work using the Low-Income Family Tracker which is assisting those eligible to access benefits they are entitled to. This could be widened out across new areas of Derbyshire by the new unitary authorities which would have a positive impact.			
Care experience – this is not a protected characteristic in law, but one or more of the Councils have voluntarily adopted it.	One authority may offer better access to breaks, assessments, or financial support, creating postcode inequality. This also extends to the risk related to differences in eligibility criteria and thresholds for support which might exist between the different authorities. Carers may also struggle to find or access help during the reorganisation — especially those with limited digital access or complex caring roles.		**Yes**	We will need to make sure of consistency and provide extra help and reassurance through the transition
	A closer partnership between local authorities and voluntary/community sector organisations may make carer services more accessible and better coordinated with community assets.	**Yes**		
Veterans - this is not a protected characteristic in law, but one or more of the Councils have voluntarily adopted it.	Whilst it is difficult to quantify potential impacts related to this characteristic, community links can be important sources of support for people, including veterans and the armed forces community, so consideration should be given as implementation progresses as to how to ensure we engage with groups where needed. An alignment of annual civic commemorations as the two authorities may be required as the new authorities are established.			

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation (applies to all characteristics)
Rural communities – this is not a protected characteristic in law but DDDC have voluntarily adopted it as 80% of their population live in rural areas.	Rural communities face greater difficulties accessing services and often greater costs if able to access them, due to either increased charges or increased transport costs. Rural communities are also more at risk from digital disadvantage with a lower level of high-speed broadband provision. There are potentially implications associated with the disaggregation of services, though the exact details on these potential impacts won't be known until it is clear what the proposed disaggregation programme of work will involve. At this stage, it is not possible to identify specific impacts for people in rural communities.		**Yes**	
	The new unitary authorities may have the freedom to tailor policies (e.g. on housing, employment, welfare support) to better reflect the unique geographic and socio-economic needs of rural populations. Commissioning and procurement practices can be redesigned to prioritise local services, potentially meaning more localised services would mean a possible reduction in travel costs associated and reduced distances being travelled by residents.	**Yes**		

Step 3 – deciding on the outcome

What outcome does this assessment mean suggest you take? You might find more than one applies.

Outcome 1		**No major change needed** – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		**Adjust the proposal** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3	**X**	**Continue the proposal** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		**Stop and rethink** the proposal when the EIA shows actual or potential unlawful discrimination

Why did you come to this decision?

This is a high-level EIA and we recognise there are positives as well as challenges. At this early stage we know we have not identified all the impacts of each protected characteristic group, but this is work we are building on as we go through this huge process, with equality and inclusion integral to our work. Specific actions have been identified below to mitigate any issues identified at this stage.

Issue identified	Action required to reduce/mitigate	Timescale / responsibility	Monitoring and review
The proposed new unitary authorities will become public bodies and subject to the PSED and the Equality Act.	Consider how the new authorities will meet the requirements of the PSED as it develops, is established and take appropriate actions.	New Shadow authorities Ongoing	Ongoing monitoring, review and action during the planning, preparation and implementation of the transition to the new unitary councils.
Furthermore detailed EIAs will be required as proposals go forward.	Consider establishing a workstream for equality, diversity and inclusion to assess more detailed plans and proposals (or appropriate integration into LGR programme workstreams).	LGR Coordination Group Ongoing	Ongoing monitoring, review and action during the planning, preparation and assess more detailed plans and proposals.

Issue identified	Action required to reduce/mitigate	Timescale / responsibility	Monitoring and review
Ensuring continued interest in the development of LGR by local people, service users and colleagues from protected characteristic groups.	Agree a plan to engage with equality groups and other services users and colleagues as part of service transition and design phases. To include reporting back on the outcome of consultation to those who took part, explaining how their feedback will be used to further shape the development of the new authority With a suggested focus on under-represented groups such as young people, care experienced people and faith communities.	Communications & Engagement / Service Design & Transformation Workstreams Ongoing	Ongoing monitoring, review and action during the planning, preparation and implementation of the new proposals.
Ensuring any internal or external communications regarding LGR meets the needs of equality groups.	Meeting any accessibility needs such as different languages, Deaf or Deafblind requirements and so on.	Comms & Engagement Workstream Ongoing	Ongoing monitoring, review and action during the planning, preparation and implementation of the transition to the new unitary councils.
Analysis of data at more localised level to show impact on equality groups as LGR implementation is developed further.	With particular attention in areas where data is less established such as gypsy/travellers, sexual orientation and gender reassignment).	Data and Insight Workstream Ongoing	Ongoing monitoring, review and action during the planning, preparation and implementation of the transition to the new unitary councils.

We can give you this information in any other way, style or language that will help you access it. Please contact us on **01332 643722, 07812301144** or **derby.gov.uk/signing-service/**

Punjabi
ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਇੱਥੇ ਸੰਪਰਕ ਕਰੋ: **01332 64XXXX** ਜਾਂ **derby.gov.uk/signing-service/**

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Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 64XXXX** lub **derby.gov.uk/signing-service/**

Slovak
Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosím, kontaktujte nás na tel. č.: **01332 64XXXX** alebo na stránke **derby.gov.uk/signing-service/**

Urdu
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