



## **Chesterfield Borough Council**

# **WORKING TOGETHER FOR EQUALITY FOR ALL: Equalities Annual Report 2010/2011**

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- ✓ **We want everyone to be able to read our written materials.**
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### **1.0 INTRODUCTION BY CLLR. SHARON BLANK, EXECUTIVE MEMBER FOR CUSTOMERS AND COMMUNITIES**

- 1.1 Welcome to Chesterfield Borough Council's Equalities Annual Report for 2010-2011. We are committed to striving towards our aspiration for Chesterfield Borough to be:

*'A cohesive community with equality of access to services. We aim to develop an inclusive Borough where everybody feels valued and has equal access to all local services and employment opportunities. We want everyone to enjoy living, visiting, working and investing in Chesterfield Borough. We respect our diverse communities, recognising the valuable contributions that everyone makes to Chesterfield.'*

- 1.2 This report highlights the work we have been doing over the last year to promote equality. We are particularly proud to have reached the 'Achieving' Level of the Equalities Framework during 2010-2011. The Framework is an equalities development and monitoring tool for all local authorities, providing a systematic method for a local authority to monitor its performance on equalities.
- 1.3 During the last year, we also welcomed the introduction of the Equality Act 2010, a key piece of legislation which has streamlined and simplified pre-existing anti-discrimination laws to promote equality of opportunity in England and Wales. The Act has raised the profile of equalities and we are raising awareness of the Act with our employees, partners, and the wider community.

## **2.0 EQUALITIES ACHIEVEMENTS DURING 2010/2011**

2.1 We are very proud of our achievements during the past year, which we believe have made a real difference to the quality of life of our residents, businesses and visitors. We would like to take this opportunity to highlight some of our key equalities achievements and outcomes during 2010-2011.

### 2.2 Work for Yourself Programme and Apprenticeships Scheme

2.2.1 The Work for Yourself programme began in 2009-2010 and has continued to be successful throughout 2010-2011 building on the previous year's achievements. The programme seeks to assist local residents with limiting long-term health conditions/disabilities to start their own businesses and is funded through the Working Neighbourhoods Fund.

Between 1<sup>st</sup> April 2010 and 9<sup>th</sup> March 2011, the following was achieved across Chesterfield Borough and Bolsover District:

- 178 Contacts;
- 107 Clients having one-to-one meetings with Business Advisers;
- 24 Trading businesses, plus five more imminent starts;
- 27 Former clients reporting that they had found jobs in this year – an increase over Year One;
- Five Clients reporting that they were undertaking training;
- 76 Clients continuing to progress their business ideas;
- Signposting information about other work support provided to all clients withdrawing from the programme.

In addition, five Enterprise workshops were held for Raising Aspirations clients in June and October 2010 and four disability workshops for partner organisations received very positive feedback.

2.2.2 Clients build on their previous work experience or life interests when they create their business ideas. Although many may remain as sole traders, some have established registered companies – and many have the potential to grow. Trading businesses to date in Chesterfield include:

- Air conditioning service
- Antiques dealer
- Building and joinery
- Cycle repairs and sales
- Dog walking
- Events and marketing

- Gardening
- Mobile spray tanning
- Recovery and scrapping of vehicles
- Supplying clothes/goods to residents of care homes
- Teaching assistant
- Welding and fabrication

2.2.3 The project is client focussed, recognising that personal, financial and other circumstances all play their part in individual achievement. Our support is flexible to accommodate individual needs, ranging from providing short, straightforward and accessible business information packs, to expert and empathetic Business Adviser support. During this year we provided clients with the additional resource of a CV writing guide available in hard copy, in audio version and on-line. We also contacted former clients to check their current situation, offering additional support where needed.

2.2.4 A further £770k in Working Neighbourhoods Funding was allocated to projects tackling worklessness. Projects focused on tackling barriers to employment caused by mental health issues and social exclusion, access to affordable credit, advice and support around financial inclusion, helping 16 to 24 year olds find work and learn new skills, and helping those with a criminal record.

2.2.5 The Council's award winning apprenticeships scheme has continued to be successful throughout 2010-2011. With our partners, principally Bolsover DC, we have taken proactive steps to improve outcomes for local people. Young people, either aged 16 to 24 at risk of becoming long-term unemployed, or aged over 25 years unemployed and living in deprived communities have been given an opportunity to start a fully supported apprenticeship placement in the public sector or community and voluntary sector. The scheme has been funded through the Government's Future Jobs Fund and Chesterfield Borough Council and Bolsover District Council Working Neighbourhoods Funding.

2.2.6 There are currently 20 out of 30 apprentices still on the programme. Ten have left the scheme so far and of these: five have gained employment, one has gained a place at University, two have left the scheme due to completing the full 18 months of their apprenticeships, and two have left for other reasons. The remaining 20 apprentices are expected to complete their apprenticeships between May and December 2011.

## 2.3 Equalities Advisory Group

2.3.1 We continue to engage with local community groups and individuals by offering a variety of high quality, accessible engagement activities. One of our key forums is the Equalities Advisory Group. During 2010/2011 the Equalities Advisory Group has assisted the Council in developing policies and improving services including:

- Considering the Equalities Impact Assessment for the proposed Corporate Services Public Private Partnership
- Considering the report on Proposed Designated Public Places Order
- Consideration of the Hackney Carriage and Private Hire Licensing Policy
- Supporting the local Census Area Manager on engaging with seldom heard groups
- Consideration of the Equality Impact Assessment for the Chesterfield Race for Life
- Consideration of the Equality Impact Assessment for Volunteering in Cultural Services Report
- Contributing to the improvement plan of the Improving the Street Scene Project
- Consideration of the Equality Impact Assessment for the Recruitment and Selection Policy
- Consideration of the Equalities Impact Assessment and Communications Plan for the Sports and Leisure Management Contract

## 2.4 Arts, Sport and Leisure

2.4.1 During the last academic year, students with learning disabilities studying towards City & Guilds Skills in Life have been working on a Sensory Garden Project. The project is part of a Creative Horticulture module around developing art and improved planting in the Shentall Gardens (opposite the Town Hall). Students are working with an artist, a landscape artist (funded by a Derbyshire County Council Small Arts Grant and Cultural Renaissance funds), and with joinery students. They will be creating a larger than life-size living sculpture of a reclining woman. The garden will be entered into Chesterfield in Bloom, and is planned to open in June 2011.

2.4.2 Queen's Park Sports Centre has launched a range of gym sessions and classes for children aged 8 to 15 years as part of the national Childhood Obesity campaign. Chesterfield Royal Hospital and Chesterfield Borough Council have joined forces in opening a community midwifery base at the Healthy Living Centre to give mums to be wider access to

pregnancy services along with the healthy lifestyle activities offered at the centre.

2.4.3 The first Changing Places facility in Chesterfield has been installed in Queens Park Sports Centre with funding from the Council and Leonard Cheshire Disability. The Changing Places facility enables people with profound and multiple learning disabilities, and people with physical disabilities to use the facilities comfortably. Changing Places facilities include extra features and more space to meet these needs, for example, a changing bench, a tracking or mobile host, adequate space for carers to assist and a non-slip floor.

2.4.4 The PAN Disability Football Sessions continue to be a success. Approximately 15 young people aged 8 to 16 years attend the sessions at Queens Park Sports Centre each week. The sessions are led by volunteers provided by Chesterfield Football in the Community and Somersall Rangers. In order to develop and sustain these sessions, the Council is working with Chesterfield Football Club Community Trust to secure £20,000 from the Football League Trust to support the sessions, train more volunteers, deliver after school sessions for students with special educational needs, work with specialist schools, and to develop an Adult Pan Disability club. The funding if successful will be spent over a two year period, building on the current success.

2.4.5 We have been supporting local clubs and projects to enhance sport and physical activity provision for disabled people through the North Derbyshire Disability Sports Network. NDDSN is a constituted group of representatives from the public, private and voluntary sector in Chesterfield, North East Derbyshire and Bolsover. The group provides advice, training, funding and marketing to enable the success of projects across the three districts. For example, the Chesterfield PAN Disability Football sessions.

2.4.6 Chesterfield Borough Council has also been working in partnership with North East Derbyshire District Council to coordinate the Chesterfield and North East Derbyshire Sports Awards. These annual awards celebrate local talented athletes, and include an award for Disabled Sportsperson of the Year and Junior Disabled Sportsperson of the Year.

## 2.5 Housing

2.5.1 Housing Services has a number of specialised services available to older and disabled residents who may need more support at home. Chesterfield Borough Council became the first Council in England to

achieve the prestigious Telecare Services Association European Standard in Social Alarm Monitoring. This standard gives recognition to the high quality Careline and warden services we provide to 3400 residents. Chesterfield's Careline made and received over 172,000 calls during 2010-2011 and has maintained the extremely high performance standards and achieved equally high customer satisfaction ratings.

2.5.2 We also provide a Mobile Warden Service throughout the Borough. Service Users are visited in their own homes on a daily or weekly basis, depending on their needs. The service can be provided on a short-term basis, for example while someone is recovering following hospital discharge.

2.5.3 Around 220 homes every year benefit from adaptations and improvements as a result of disabled facilities grants and investment by the Council in home repair assistance. A further 547 council homes were adapted for disability access and other needs. This programme enables people to remain living independently in their own homes for as long as possible.

2.5.4 The North Derbyshire Home Improvement Agency also received a nationally recognised quality mark for the quality of the services it provides to the community. The agency continues to provide grant aid and also loans to help home owners and landlords with home repairs, to bring empty properties back into use and, through disabled facilities grants, to enable people to remain living independently in their own homes for as long as possible.

## 2.6 Grant Funding

2.6.1 During 2010-2011, the Council provided £300k in grant funding to local community and voluntary organisations through a combination of small grants and Service Level Agreements. Service Level Agreements were maintained and developed with the Citizens Advice Bureau, Chesterfield Law Centre, Shopmobility, Derbyshire Unemployed Workers' Centres, Links, and Groundwork Creswell (Ashfield and Mansfield). In appreciation of the work being done by these organisations, the level of funding was maintained from the previous year 2009-2010 to ensure continued quality of provision at a time of unprecedented demand for the services of these organisations.

## 2.7 Community Safety

2.7.1 Innovative programmes to tackle crime and anti-social behaviour have been developed including developing and strengthening Pubwatch, an



extension of the network of re-deployable CCTV, development of the Designated Public Place Order for much of the south of the Borough and the launch of the Street Pastors Initiative. The Council also continues to be a partner in the North East Derbyshire Hate Crime Consultative Group.

### **3.0 EQUALITIES FRAMEWORK**

- 3.1 Over the last year we have been working towards the Achieving Level of the Equalities Framework, a key corporate aim for the Council. The framework is an equalities development and monitoring tool for all local authorities. It provides a systematic method for a local authority to monitor its performance on equalities across the following key areas:
- Knowing our community and equality mapping
  - Leadership, Partnership and our commitment to equalities
  - Community Engagement
  - Responsive services and Customer care
  - Developing a modern and diverse workforce
- 3.2 During a two day Peer Challenge in February 2011, Chesterfield Borough Council was assessed as meeting the Achieving Level of the Equalities Framework. The Achieving Level requires all parts of Chesterfield Borough Council to take account of the needs of all sections of the community in the services it provides and as an employer.
- 3.3 In the Equalities Framework Peer Challenge report, the Council received praise for a number of areas of good practice, including:
- Use of data and equality mapping, including the State of the Borough Report to inform corporate priorities and the work of the council
  - Partnership working
  - Involvement of senior management and Council Members in equalities promotion and scrutiny
  - The influence of the Equality Advisory Group and Community Forums on services
  - Commitment to engaging with the community about services, including children and young people, and tenant participation
  - A comprehensive Equality Impact Assessment system which influences services and challenges negative impact
  - Sensitivity of call centre staff to the needs of individuals
  - The Apprenticeship Scheme
  - Staff awareness of equality and the principle of dignity at work

The full report of the findings of the Peer Challenge produced by Local Government Improvement and Development can be found at our website, [www.chesterfield.gov.uk](http://www.chesterfield.gov.uk)

- 3.4 We would like to extend our thanks to everyone who supported the Council and contributed towards the achievement of this national standard.

#### **4.0 EQUALITY ACT 2010**

- 4.1 The Equality Act 2010 came into force on 1<sup>st</sup> October 2010. The Act replaces previous anti-discrimination laws: Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2006.
- 4.2 The purpose of the Equality Act is to bring together all anti-discrimination legislation to harmonise and strengthen the law to support progress on equality.
- 4.3 The Equality Act provides protection from discrimination for the following protected groups:
- Disability
  - Age
  - Gender
  - Gender reassignment
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sexual orientation
  - Marriage and civil partnership
- 4.4 The Equality Act furthers the work towards a fairer society and places duties on public sector organisations (see 5.2 below).

#### **5.0 EQUALITY IMPACT ASSESSMENTS**

- 5.1 Under the Equality Act 2010, the Council is required to evidence that the relevant equality issues have been considered before changes to or new policies, projects, services, functions and strategies are made. Chesterfield Borough Council does this through its robust Equality Impact Assessment (EIA) process which was refreshed this year. The EIA process enables us to look at our work in depth to see what impact it has on different equality groups, and to mitigate against any potentially negative impacts that are identified. Staff received training in the completion of EIAs ensuring that the process is embedded across all council services.

5.2 During 2010/11 the Council undertook 30 Preliminary Equality Impact Assessments (EIAs). Following the completion of the Preliminary EIAs, a further 19 Full Equality Impact Assessments were undertaken, combining to make a total of 49 EIAs undertaken during the year. These are listed below. The EIAs were published with the relevant reports to the Council's Cabinet.

### **Preliminary Equality Impact Assessments**

- Working Neighbourhoods Fund Evaluation
- European Regional Development Fund (2007-13) Local Investment Plan Refresh
- Chesterfield Markets Fees and Charges - 2011/12.
- Department for Work and Pensions Work Programme – Work Clubs
- Enterprise Zones
- Regulation of Sexual Entertainment Venues
- Langer Fields Project Floodlighting Scheme
- Air Quality
- Environmental Services Fees and Charges
- New Reception to Operational Services Division Offices
- Street Scene Improvement Plan
- Grievance Policy
- Freedom of the Borough: 575 Squadron
- Queen's Park Development Canopy

### **Preliminary and Full Equality Impact Assessments**

- Chesterfield Arts and Markets Festival
- Volunteering Policy for Cultural Services
- Fees and Charges Review for Cultural Venues - 2011/12
- Sports and Leisure Management Contract
- Green Travel Plan
- Hackney Carriage and Private Hire Licensing Policy and Conditions
- Gambling Act Statement of principles
- Licensing Act Statement of Licensing Policy
- Cemeteries Fees and Charges - 2011-2012
- Healthy Hub bringing together the GP Referral Scheme, Waist Wise scheme & Stop Smoking Service.
- Chesterfield Market Hall Redevelopment Scheme
- Corporate Health and Safety Policy
- Chesterfield Street Pastors Scheme
- Housing Capital Programme 2011/12
- Corporate Services Public Private Partnership (versions 1 - 4)
- Local Development Framework Core Strategy

- 5.3 Through the EIA process, we have been able to address any negative impacts on sections of the community and identifying opportunities to promote equality. For example, within the EIA for the Redevelopment of the Market Hall, additions were made to the plan to ensure that it will be accessible for all groups.

## **6.0 LOOKING FORWARD TO 2011-2012**

- 6.1 We will continue to use our robust Equality Impact Assessment process to measure any impacts on our community's protected groups, mitigate against negative impacts and inform our decision making process.

- 6.2 In accordance with the Equality Act Public Sector Equality Duty, the Council will have due regard to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

As part of the Public Sector Equality Duty the Council will also be publishing the following information during 2011-2012:

- Workforce data including: the race, disability, gender, age breakdown and distribution of the workforce, indication of likely representation on sexual orientation and religion or belief, an indication of any issues for transsexual staff, and gender pay gap information. This will be published in December 2011 and annually thereafter.
- Equalities Information including: an equality profile of the community, access to services where relevant, satisfaction and complaints regarding Council services broken down by protected group where relevant, and an action plan to address any gaps in the information currently available. This will also be published in December 2011 and annually thereafter.
- In addition, the Council will be publishing one or more Equality Objectives by 6<sup>th</sup> April 2012 and at least every four years thereafter.

- 6.3 During 2011-2012 we will be delivering a new Corporate Equality Induction and Equality Refresher Course to update the Council's employees about corporate equality values and the changes in legislation brought forward by the Equality Act 2010.

- 6.4 Having reached the Achieving Level of the Equalities Framework for Local Government, we will be continuing to develop and improve our work in promoting equality using an action plan developed from the assessors' report. This will help the Council to build on its Achieving Level status and ensure continuous improvement.

## **7.0 FURTHER INFORMATION AND COMMENTS**

- 7.1 If you have any comments on our Equalities Annual Report or would like to request further information or copies of any of the documents highlighted in the report please contact:

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