



Chesterfield Borough Council

Equalities Annual Report 2012/2013



Working together for equality for all

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1. INTRODUCTION FROM COUNCILLOR SHARON BLANK, EXECUTIVE MEMBER FOR CUSTOMERS AND COMMUNITIES

- 1.1. Welcome to Chesterfield Borough Council's Equalities Annual Report for 2012/2013. This report highlights the work we have been doing over the last year to promote equality with our partners and the wider community.
- 1.2 We continue to strive towards our aspiration for Chesterfield Borough to be '*an inclusive Borough where everyone feels valued and has equal and fair access to local services*', and this remains one of the six key aims within the Council's Corporate Plan.
- 1.3 Our organisational vision is "Chesterfield Borough Council – Putting Our Communities First". Chesterfield Borough Council is committed to treating people fairly in everything we do as a service provider, employer and community leader. We want to ensure that our employees and the people we serve receive fair and equal treatment in all aspects of our work.

2. EQUALITIES ACHIEVEMENTS DURING 2012/2013

2.1. We are very proud of our achievements during the past year, and our continued promotion of equalities and celebration of diversity within our services and out in the wider community. We believe we are continuing to make 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 the year.

2.2. *Equality, Diversity and Social Inclusion Policy and Strategy*

2.2.1. We started the year by launching Chesterfield Borough Council's new Equality, Diversity and Social Inclusion Strategy (2012 - 2015) and related Equality, Diversity and Social Inclusion Policy. These new documents replaced our previous Equality and Community Cohesion Strategy and our Equality Scheme.

2.2.2. The Policy and Strategy set out the Council's commitment to promoting and advancing equality and social inclusion while celebrating the diversity within our communities.

2.2.3. The Policy includes our overall commitment to equality, diversity and social inclusion, specific commitments in relation to our role as an employer, implementation of the policy, and our approach to equality monitoring. The Council also decided to expand the scope of the policy beyond the Equality Act 2010 to include tackling inequality arising from other forms of disadvantage such as social and economic deprivation and health inequalities.

2.2.4. The Equality, Diversity and Social Inclusion Strategy includes an action plan which outlines the actions we'll be taking over the next three years to promote equality, diversity and social inclusion and tackle discrimination, as a service provider and employer.

2.3. *Chesterfield Equality and Diversity Forum*

2.3.1. Chesterfield Equality and Diversity Forum is the new name for Chesterfield Equality Advisory Group. During the past year, members of the group have been working together to re-launch the Forum with a new action plan and a stronger sense of community ownership. The forum has been going from strength to strength.

2.3.2. The Forum's purpose is to work with local community groups, partners and individuals to promote equality, share ideas and raise awareness of equality and diversity. It also consults, involves and engages with

local people on equalities matters relating to the wider community as well as Chesterfield Borough Council's policies and activities.

2.3.3. The group has progressed from being chaired by a Council officer to a community member, with ongoing support from officers. Members of the group have developed an action plan to ensure it is a focussed group and can measure and celebrate its success over the year. The action plan includes activities and events to raise awareness of issues, for example, the impact of Welfare Reform.

2.3.4. Forum meetings can include guest speakers, briefings, training sessions and discussions about key service areas or hot topics. A range of community events are also being discussed for 2013/14 to promote equality and celebrate diversity, maximising the impact we can all make with limited resources by working in partnership with other organisations.

2.3.5. A key aim within the Forum's action plan is to raise awareness of equalities and issues affecting local people. As part of this work, the Forum now produces a quarterly newsletter with articles written by participants.



2.3.6. Over the past year, participation in the Forum has grown and we now have 100 people registered on the mailing list, who receive regular information about the meetings, events and equalities news, as well as the Forum's newsletter. Some of the participants represent a community group, or statutory organisation, while others are there as individuals from the community with an interest in promotion of equality.

2.3.7. One of the events hosted by the Forum was an information session on welfare reform on 27th February. The event was attended by around

30 people who heard about changes to Housing and Council Tax Benefit, the 'Bedroom Tax', Universal Credit, and how the changes are affecting people locally. Linda Cantrill from the Enable Group said 'I found the information session very helpful, particularly as we were able to get the perspective of the revenues and housing dept.' We were particularly pleased with the attendance as 22 of the people who came were not previously part of the Equality and Diversity Forum, so the event reached out to new audiences.

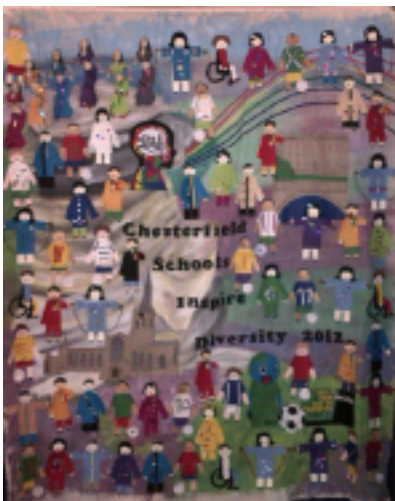
2.3.8. The Forum is currently planning an event to raise awareness of hate and harassment, with a focus on the impact such crimes have on people from alternative subcultures. Sylvia Lancaster from the Sophie Lancaster will be giving a talk about hate crime, speaking about her daughter Sophie's murder and why the Sophie Lancaster Foundation was established. The talk will also include the work the Foundation does to challenge the prejudice and intolerance towards people from alternative subcultures, and campaigning to have the UK Hate Crime legislation extended to include people from alternative subcultures or lifestyle and dress.

2.3.9. Throughout the year, the Forum has also continued its role as 'critical friend' of the Council, sharing best practice, and assisting in the development of policies and services, including Equality Impact Assessments.

2.4. Working with partners to promote equality and celebrate diversity

2.4.1. In addition to the awareness raising undertaken with the Equality and Diversity Forum, the Council has also been able to work with employees and partners in the community to produce events.

2.4.2. Inspire Diversity Schools Festival



From 15th October 2012 to 16th November 2012, Chesterfield Borough Council supported the Chesterfield Schools Inspire Diversity Festival which involved children from schools across Chesterfield Borough in activities and events that celebrate diversity, inspire pride, and help children to overcome barriers. The Festival was launched here at the Town Hall in October and was attended by 100 children from a range of local schools. During the launch, children worked together to create a diversity banner which is now on

display at the Town Hall.

2.4.3. Holocaust Memorial Day

Chesterfield marked Holocaust Memorial Day in January 2013 with two events organised by members of the North Eastern Derbyshire Hate Crime Consultative Group, hosted at Chesterfield Town Hall. The theme for the day was 'Build a Bridge' in your community.

2.4.4. In the weeks leading up to Holocaust Memorial Day, a bridge sculpture was created by service users from the local Enable Resource Centre art group. Enable Resource Centre provides specialist day service for people with profound and multiple learning disabilities. Once complete, the bridge was displayed in the Town Hall for two weeks, and people were asked to put messages onto the sculpture about how they plan to build bridges in their community.



2.4.5. In the afternoon on 24th January, we held a film showing of 'The Power of Good' - the Emmy Award winning documentary film by Matej Mináč which tells the story of Sir Nicholas Winton who personally saved the lives of 669 Jewish children from Czechoslovakia in 1939 when it was soon to be occupied by the Nazis. Following the film showing, a number of local organisations showcased their projects which challenge discrimination and promote equality. This included talks from the National Federation of Gypsy Liaison Groups, Arts Education, the National Sikh Holocaust Museum, and a countywide hate crime education package for schools.

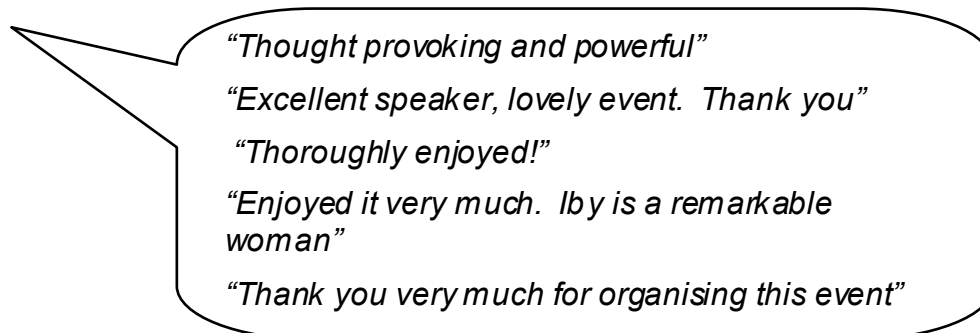
2.4.6. At the second event, held in the evening on the same day, guests were



welcomed by an acoustic Klezmer band playing traditional Jewish music. The main event in the evening was a talk by Iby Knill who shared her own story of surviving Auschwitz, followed by a question and answer session. Both events were hosted by Councillor Martin Stone from Chesterfield Borough Council. Over 160 people attended

the Holocaust Memorial Day events at the Town Hall.

- 2.4.7. The feedback from attendees was very positive with 100% of people who completed the evaluation form agreeing that: the event met expectations, the film was thought provoking, the speaker was informative and relevant, and that they would attend a similar event in the future. Below are just a few of the other comments made:



2.4.8. Our Vision Our Future Training Event

In January 2013, Our Vision Our Future came to the Town Hall to deliver a presentation about hate crime to Councillors and employees at the Council.

- 2.4.9. Members of Our Vision Our Future (a local self-advocacy group run by, and for, adults with learning disabilities) shared their personal experiences of disability hate crime, and how it has affected them. The presentation was attended by around 25 people and the feedback from the very personal presentation was extremely positive.

2.5. Work for Yourself Programme

- 2.5.1. The Work for Yourself Programme is a scheme that helps local residents with long-term health conditions or disabilities who want to start their own businesses has been extended for a further three years.
- 2.5.2. Together with Bolsover District Council, we have secured investment of a further £424,000 into the 'Work for Yourself' programme. This means we have been able to extend the programme for a further three years. The programme has been in operation in the area since June 2009 and has helped seventy-six people back into work and establish their own business.
- 2.5.3. The programme, which is funded by the European Regional Development Fund (ERDF) and investment from the two councils, is delivered by Disability Dynamics and aims to help local people back into work and stimulate the economy. Everyone who takes part in the

scheme has their own Business Adviser who offers help and advice throughout the programme.

2.5.4. Councillor John Burrows, Leader of Chesterfield Borough Council said: "Work for Yourself has delivered really excellent results for Chesterfield residents. The project has produced sound, sustainable, well planned businesses with many innovative ideas coming to fruition."

2.6. Arts, Sport and Leisure

2.6.1. Clubs for All

This year Chesterfield Borough Council launched a Clubs for All Grants programme. The programme offered grants of £1,000 to help not for profit sport clubs and organisations run projects which aim to increase participation in sport and/or physical activity and improve performance in sport within the Borough. The aim of the scheme is to offer grants to groups who are seeking to widen current provision for people with disabilities and groups with lower than average participation rates e.g. young women.

2.6.2. Chesterfield Athletics Club, Chesterfield Boccia Club, Chesterfield Swimming Club and Colin Deaton Table Tennis Club were all successful in their application to the 'Clubs for All' grants programme.



The grants were presented after the Olympic Torch Relay had passed through Chesterfield at a Civic Reception in the Town Hall by Councillor Donald Parsons, Mayor of Chesterfield.

2.6.3. As a result of the grant funding, the successful clubs were able to develop a number of targeted activities to improve participation in sport including:

- Offering Boccia to younger age groups, and linking in with local schools, also offering volunteer opportunities through Boccia Leaders course;
- Establishing a disability swim club hub in Chesterfield, and a competitive disability squad;
- Extending the offer of the Athletics Club to children and younger people.

- Establishing disability table tennis, offering training for coaches and offering level 2 disability competitions.

2.6.4. The London 2012 Olympics

The London 2012 Olympics were the sporting event of the year. In Chesterfield we had a number of events on the lead-up to and throughout the Olympics and Paralympics.



Chesterfield was selected to welcome the official Olympic Torch Relay on Friday 29 June and it was estimated that around 98,000 people turned out to cheer on the torch and joined the community celebration as the nation counted down to the start of the London 2012 Olympics.

The Clubs for All grants was also awarded during the event.

2.4.1 To celebrate the Olympic Torch Relay passing through Chesterfield on 29 June it was decided that one way in which the community could join in and dress the town at the same time was to decorate 100 banners, each 12ft long. A series of workshops was organised by the Arts Development Officer at which groups of people, under the supervision of a community arts worker, decorated the banners using the Olympic values of respect, excellence and friendship and the Paralympic values of determination, inspiration, courage and equality as a base for their designs. One of these 10 workshops took place on 8 March as part of International Women's Day. Children from Ashgate Croft School, which teaches children with special educational needs, and women from Langdale Residential Home took part in this workshop. All 100 banners were displayed outside the Town Hall on 29 June.

2.4.2 At Chesterfield Museum, two new reminiscence boxes were created and launched to mark the Diamond Jubilee, "Long May They Reign". The boxes are mainly used by and targeted at groups/care homes working with older people and those with dementia.

2.4.3 Queen's Park Sports Centre – Partnership with Chesterfield College

In acknowledgment of the impact that participation in sport and physical activity has in tackling health inequalities, the Council is building a modern sports centre to replace Queen's Park Sports Centre that will deliver a significantly better customer experience. One of the exciting aspects of the project is the partnership with Chesterfield College. The scheme to build the new sports centre will be done in partnership with Chesterfield College.

2.4.4 Chesterfield College has sold its sports facilities at the former Clowne College campus as they were inaccessible to many of their students and the location was not popular due to being well away from Chesterfield Town Centre shops and services.

2.4.5 The Council and the College have come to an agreement which will involve the college contributing towards the cost of building a new centre, and an annual fee towards running costs. In exchange, the College will be using part of the leisure centre during term time and college hours. This exciting opportunity means that more people will use the centre, particularly during the day, creating a more vibrant and viable centre. There are lots of other benefits to the partnership including:

- It enables the Council to provide modern facilities for the general public which are likely to encourage potential new customers to take part in sports activities
- Improved accessibility standards at the new site to ensure that all our communities can take part in sport and physical activity
- It will improve levels of physical activity and health, in particular among young people
- It is an opportunity for the council to generate additional income reducing the amount of the annual subsidy paid for using Council Tax
- It offers opportunities to develop apprenticeship schemes and local employment at the centre to help reduce the high levels of youth unemployment in the borough.
- We minimise the environmental impact by having one building instead of two.
- Positive effect upon the town centre economy, due to students being situated close to the town centre

2.4.6 The Eastwood Park Restoration Project is now complete. Over the last few months we have made the following improvements to the Park:

- installed an accessible play area with specific items of play equipment for children and young people with disabilities.
- installed picnic tables at the play area and wildlife garden that are accessible to wheelchairs.
- Installed new footpaths that will make the site accessible to all - all year round
- Provided seating at a maximum of every 100m along the primary pathways.

- Installed raised beds in the new Community Garden that will enable people of all ages and with a disability to take part in gardening activity. We have spoken to the Macintyre Charity about a local group becoming involved in the Community Garden.
- We have improved access to and improved the appearance of the War Memorial setting for war veterans and local people.
- We have provided a teen seat for young people to meet and socialise along with some fitness equipment that all sections of the local community can use to improve their health.
- Refurbished the Village Hall and made the kitchen more accessible, added new male, female and disabled toilets with baby change as well as improved general access to the Hall.

2.4.7 Over the next year we plan to

- Provide an events and activities programme that people of all ages and abilities can take part in.
- Provide opportunities for local people of all abilities to take part in volunteering activity at the Park.
- Provide training opportunities to capacity build in the local community e.g. organising an event, basic gardening skills
- To enable local people of all abilities to take part in the Community Garden with support and advice given on how to "Grow Your Own" food.
- To provide a new accessible Multi Sports Pavilion for use by local sports teams and clubs as well as publicly/disabled accessible toilets.

2.4.8 Sports Development

Over the last year, a number of projects have been developed and are now being putting into place. Working in partnership with Early Years, we are recruiting a Pregnancy and Early Years Officer to support the existing service at the Healthy Living Centre, and to expand this service to Queen's Park Sports Centre. Working with the Schools Sports Partnership, we have also jointly funded a new Assistant Partnership Development Officer, who will be developing school sport and community sports, and a further post to support the links between schools and local sports clubs.

2.4.9 The 'Five 60' programme which is delivered in Primary Schools across the Borough is designed to increase physical activity, raise awareness and knowledge of nutrition choices and healthy food and improve emotional well-being. Chesterfield Borough Council



commissioned Sporting Futures to deliver the programme in the Borough which is targeted at children in school Years 3, 4 and 5 to reduce the level of

obesity by learning about their 5-a-day fruit and vegetable intake and 60 minutes of exercise a day.

2.4.10 Another great project will shortly be providing adapted cycling in Chesterfield to improve access to cycling for people with disabilities. We are working with the Wheely Fun Wheels to host a number of adapted cycles at Queen's Park Sports Centre and provide supported local cycling.

2.5 Housing

2.5.1 Housing Services have launched a smartphone app called iHome that allows tenants to access housing services through their smartphone at any time, day or night. The app can be used to:

- Report repairs and neighbourhood issues
- Request a direct debit form
- Set rent reminders
- Calculate your living costs
- Calculate if your home is under-occupied
- Keep up to date with our latest news and events
- Access useful contacts

2.5.2 This year, we have also introduced a Tenant Challenge Panel to deliver tenant scrutiny. The Tenant Challenge Panel will scrutinise services including repairs, antisocial behaviour (ASB), estate services, lettings, tenant participation, services for vulnerable people, etc. The Panel will look at performance figures, local offers, talk directly to employees, look at previous audits and complaints, and arrange for mystery shopping to enable them to make recommendations for improvement. The results of each review will be fed back to tenants via the newsletter 'Our Homes'.

2.5.3 In response to welfare reform changes, the Council has made changes to the Allocation Policy to assist households affected, and has proactively assisted households to move to more suitable and affordable properties.

- 2.5.4 We are continuing to work towards meeting all the requirements of the Respect ASB Charter for Housing by becoming involved in diversionary schemes that are aimed at preventing ASB.
- 2.5.5 Last year 123 homes benefited from adaptations and improvements as a result of disabled facilities grants and investment by the Council in home repair assistance. A further 183 major adaptations were carried out on council homes. This programme enables people to remain living independently in their own homes for as long as possible.
- 2.5.6 The Chesterfield Home Improvement 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.
- 2.5.7 Over the past year, the Careline service has had 1681 Council users, 976 private users, and 314 users from Housing Associations. The Council's Careline is an alarm monitoring system that is available to anyone living within the Borough of Chesterfield, who may consider themselves vulnerable and in need of assurance and security. The alarm can be used around the home day or night to summon help for a variety of reasons.

2.6 Grant Funding

- 2.6.1 In appreciation of the work being done by organisations, the Council decided to maintain the level of funding from the previous year for 2012-2013 to ensure continued quality of provision at a time of unprecedented demand for the services of these organisations. Chesterfield Borough Council awarded £276,160 of funding to organisations through Service Level Agreements, and a further £22,370 through small grants, totalling around £300k of grant funding.

2.7 Community Safety

- 2.8.1 The Community Safety Partnership continues to deliver innovative programmes to tackle crime and disorder.
- 2.8.2 Last year the Community Safety Partnership supported the White Ribbon Campaign which aims to raise awareness of domestic abuse, to encourage men to demonstrate positive behaviours and attitudes towards women and to provide women with support and confidence to report domestic abuse. We also continue to engage with the North

Derbyshire Domestic Abuse Action Group to improve positive outcomes from domestic abuse crimes.

2.8.3 Looking forward to next year, the Community Safety Partnership is launching a number of exciting projects including 'Victims First' project which will focus on supporting victims and will involve identifying and sharing information with other agencies about the most vulnerable people in our society.

2.8.4 The Street Pastor project utilises volunteers to engage with vulnerable people in the night time economy, providing support and re-assurance at a time where individuals are often at their most vulnerable, and a place of safety when required. Below is a list of the key achievements of Chesterfield Street Pastors during 2012 – 2013:

- Within the team of volunteers, there are now 20 women and 13 men totalling 33 volunteers drawn from 21 different churches.
- During 2012 -2013 Chesterfield Street Pastors helped 1,181 people and attended 102 anti-social incidents.
- Between August 2012 and the end of April 2013 a Street Pastor patrol took place on 58 nights (missing one Saturday night when heavy snow made travelling too hazardous).
- In the early evening Street Pastors collect and recycle glass bottles that have been left on the street and which, if broken, present a hazard or, if left, become potential weapons later in the evening. Since the project began in August 2011, more than 3,000 glass items have been cleared from the street.

2.8.5 We will also be launching a School Pastor Project this year. School pastors provide an adult presence at times in the school day when children may feel vulnerable. They also support the school in reducing instances of anti-social behaviour. As well as patrolling at the end of the school day, School Pastor teams may also be involved in mentoring schemes, leading assemblies and running reading clubs.

3. EQUALITIES FRAMEWORK FOR LOCAL GOVERNMENT

3.1. The Equalities Framework for Local Government is a national equalities development and monitoring tool for all local authorities. It provides a method for Councils to monitor performance on equalities, and is based on striving for continuous improvement.

3.2. Having successfully reached the Achieving Level of the Equalities Framework in February 2011 following a Peer Challenge, the Council made a commitment in its Corporate Plan to work towards the standards at the Excellent Level of the Equalities Framework.

- 3.3.** During this year, the Local Government Association refreshed the criteria within the Framework. We have undertaken a self assessment to measure our progress towards the Excellent Level across the five performance areas which are:
- Knowing your communities
 - Leadership and vision
 - Community engagement and satisfaction
 - Responsive services and customer care
 - Skilled and committed workforce
- 3.4.** We have made good progress towards reaching the Excellent Level. We are confident that we now meet over 70% of the Excellent Level criteria. We are developing an action plan to improve our work in promoting equality and address any areas where we could improve our practises in order to meet the standards within the Excellent Level.

4. EQUALITY ACT 2010 UPDATE

- 4.1.** The Equality Act 2010 came into force on 1st October 2010, bringing together all anti-discrimination legislation to harmonise and strengthen the law to support progress on equality.
- 4.2.** On 5 April 2011 the Public Sector Equality Duty (section 149 of the Equality Act) came into force in England, Scotland and Wales. This duty has replaced the previous race, disability and gender equality duties. The Duty requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees.
- 4.3.** As a Local Authority, Chesterfield Borough Council is subject to the Public Sector Equality Duty which requires the Council to have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
- 4.4.** The Duty requires public bodies to publish information to show their compliance at least annually, and set and publish equality objectives at least every four years.

- 4.5. During 2011-2012, the Council collated all of the information we hold about who is accessing our services, how satisfied people are with the services we provide, and information about our workforce. A gap action plan for 2012-2013 was developed to demonstrate our commitment to publishing a complete and proportionate set of information about our services.
- 4.6. Having worked through the gap action plan, this year, we were able to publish a robust collection of information about our services, customers and workforce.
- 4.7. Another way in which CBC has due regard to the three aims of the Public Sector Equality Duty is by undertaking Equality Impact Assessments (EIAs) whenever a policy, project, service, function or strategy is reviewed, created or changed. EIAs are undertaken before decisions are made by the Council so that Councillors are able to consider any impacts and agree mitigating action where appropriate.

5. EMPLOYEE TRAINING

- 5.1. Throughout the year we have continued to deliver a Corporate Equality Induction to all new employees and Councillors, and an Equality Refresher Course to update the Council's existing employees about our equality values and the role they play in ensuring that the Council continues to promote equality in accordance with the Equality Act 2010. We also deliver an Equality and Diversity training programme for volunteers at the Council and can offer bespoke training for service areas.
- 5.2. We have also been visited by members of the local self advocacy group for people with learning disabilities, Our Vision Our Future. Members of Our Vision Our Future deliver a training session about hate crime to Councillors and employees at the Council.



- 5.3. This year we also launched the CBC Project Academy. This scheme provides an opportunity for employees to be seconded to the Business Transformation Service, for up to a year. During this time they are trained in project management and other skills. The training includes both formal training and 'on the job' experience of project management. Candidates are teamed up with a mentor and are taken

off their day job during the life of the secondment. At the end of the training programme the graduates will return to their service area with a new set of skills and experience which can be applied to help deliver future projects. The scheme is helping to develop our workforce and future potential.

- 5.4.** We continue to provide training courses for our employees, including Pre-retirement courses and functional skills. In addition, we have continued to develop apprenticeships with 8 Employees in Leisure undertaking an Adult Apprenticeship with Leicester College, and as a result, several employees have been promoted. Annually the Operational Services Division continue to take on apprentices to work in craft areas such as joinery/plumbing and plastering.

6. EQUALITY IMPACT ASSESSMENTS

- 6.1.** The Council is required to show that the relevant equality issues have been considered before changes are made to policies, projects, services, functions and strategies, or new ones are created. Chesterfield Borough Council does this through its robust Equality Impact Assessment (EIA) process. 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.
- 6.2.** During 2012/2013, the Council undertook over 40 Equality Impact Assessments (EIAs) for a variety of Policy changes, strategies and projects. The EIAs were published with the relevant reports to the Council's Cabinet, and on our website.
- 6.3.** Through the EIA process, we have been able to address any negative impacts on sections of the community and identifying opportunities to promote equality.

7. LOOKING FORWARD TO 2013 TO 2014

7.1. Throughout this report we have briefly mentioned some of the projects coming up in 2013/14. Detailed below are more plans for 2013/14:

7.2. Chesterfield Community Arts Festival

Artists from across North Derbyshire will be coming to Chesterfield this May for our inaugural community arts festival, organised. Each day of the festival, will feature events across a number of different venues in the town centre, featuring a wide range of performing and visual arts.



7.3. Local Authority Mortgage Support Scheme

Next year, Chesterfield will launch an innovative new scheme aimed at helping local first time buyers onto the property ladder. The 'Lend a Hand' scheme is a joint venture with Lloyds TSB, and Sector Treasury Services.

7.4. Community Assemblies

In 2013/14 a new community development and engagement programme – the Community Assemblies will be launched. This new approach will move away from being a traditional meeting focused forum to a year round engagement and development programme linked to existing and emerging structures including Tenant Participation, Equalities Groups, Health and Wellbeing agenda, Community Arts, Community Supports, Youth Forums etc. Engagement will not just be about the meetings but more focused towards the activities taking place outside the meeting room by linking the community and partners together to tackle community issues and develop projects.

7.5. Mentoring scheme

To complement the Council's extensive learning and development programme, during 2013/14 we will be launching a mentoring scheme for employees. The scheme will particularly focus on building confidence and self knowledge.

8. FURTHER INFORMATION

- 8.1 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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