

Equality, Dignity and Respect Policy including our equality objectives 2025/2028



Minor amendments

March 2025

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1 Introduction

- 1.1 This is the Council's Equality, Dignity and Respect Policy, covering our commitment to equality, diversity and inclusion.
- 1.2 Whether you are a job applicant, colleague, an apprentice, volunteer, Councillor, one of our customers, a partner we work with, or a visitor to Derby, we hope that we can provide you with services and employment opportunities, without any barriers to equality. If you do face any barriers, we hope we can sort them out.
- 1.3 Any Equality and Diversity Policy needs equality objectives to work towards. Here are our Statutory Equality Objectives for 2025/2028 demonstrating how we are going to promote equality, diversity and inclusion...

Objective 1 Leadership - Leaders, across the organisation actively embrace equality, diversity, inclusion and compassion and make fair, accessible and inclusive decisions. This objective is all about how Leadership embraces equality, diversity, and inclusion in the way the Council is managed.

Objective 2 Communities - Strengthen meaningful inclusive engagement between the Council, colleagues, volunteers, communities, neighbourhoods, groups and individuals, fostering good relations between them as part of our Public Sector Equality Duty. This is about our role in the community and how we tackle hate crime and promote understanding amongst communities.

Objective 3 Partnerships - Coordinate effective joint working on equality, diversity and inclusion with other statutory agencies and partners. Use our Public Sector Equality Duty to be an influencer for change to external organisations in their equality, diversity and inclusion journey. This is about how we work together with our partners to provide a more consistent approach on equality,

diversity and inclusion with our joint customers - for example bus services, businesses in Derby.

Objective 4 Removing barriers to our services - Maximise people's ability to access our services, identifying and removing barriers to inclusion This is about how we check on how we are delivering and commissioning our services by equality monitoring and talking to our customers and Equality Hubs and Networks about what they think about our services and how we can remove any barriers. Our services need to be designed 'with' people and not 'for' people.

Objective 5 Diverse workforce - Champion diversity at all levels across our workforce, so we are representative of our communities, promoting colleague understanding and accountability for equality, diversity and inclusion. This objective is about our role as an inclusive employer and making sure our colleagues can be themselves at work.

Our Equality, Diversity and Inclusion Board, Employee Networks and our Equality Hubs and Forums have developed a set of actions for each objective which are in our Equality, Diversity and Inclusion Plan 2025/2028. They are working on delivery plans, monitoring actions, measures and timescales for each of these objectives.

2 Our commitment to equality and diversity and making it happen

- 2.1 Derby City Council genuinely cares about promoting and providing equality, diversity, and inclusion in all our areas of responsibility both as a major employer and leader in the city and also as a key service deliverer. We believe in treating everyone fairly and with respect. We see the diversity of our city as a real strength. We want to build strong communities with a sense of belonging and we want to tackle disadvantage. We also want to build a strong cohesive workforce that reflects the community we serve. We want everyone to be able to reach their full potential and to benefit from the cultural, social, economic and civic strength of our city. We recognise that it's only by meeting people's particular needs, having accessible services and a diverse workforce, just like the community we live in, that we will achieve equality, diversity and inclusion.
- 2.2 We will challenge unfair treatment, prejudice, discrimination, harassment, victimisation and bullying on grounds of:
- age
 - disability
 - gender identity and gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation.

This also includes discrimination by association and perception.

- 2.3 Equality and diversity lies at the heart of all our work, across the Council – we believe this makes good business sense, is cost effective and makes for a much happier workforce, which in turn results in satisfied customers. It also has an impact on the health and wellbeing of our communities. Here is how we will make sure it happens...

In plans, policies, and practices we will:

- design services that meet the needs of our communities by using detailed research and consultation and our experience of good practice
- make sure that our plans, policies, and practices do not unfairly discriminate against people with protected characteristics by doing robust equality impact assessments and acting on the results
- make sure that all our colleagues, apprentices, volunteers, customers, residents, partners, and contractors are aware of this Equality, Dignity and Respect Policy.

In service delivery we will:

- make sure our services are relevant to the people of Derby and take into account, individuals' and communities' different needs
- provide clear information about our services in a variety of formats such as large print, in Braille, Easy Read, on social media, in appropriate community languages including British Sign Language
- provide qualified British Sign Language interpreters and other community languages when communicating with our service users or them with us as detailed in our Accessible Communications Protocol
- actively engage with as many sections of the community as possible when we consult about our services

- encourage and support our communities to take part in community life and public duties
- celebrate the variety of lifestyles and cultures in Derby
- do all we can to review and monitor our services to make sure they do not discriminate unfairly, and identify where we can improve services
- make sure we provide services that comply with relevant legislation and statutory codes of practice
- continue developing good practice policies and practices over and above that required by legislation
- treat all our customers positively, with dignity and respect
- act promptly, investigate and respond to complaints of discrimination, harassment, victimisation and bullying
- analyse and understand findings when things go wrong or when we need to do better
- listen to our customers to make sure their views are continually taken into consideration to shape decisions.

In employment we will:

- do everything we can to make sure our workplace is free from discrimination, oppression, bullying, harassment, and victimisation and will act promptly on any complaints through our Tackling Bullying and Harassment Policy
- recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level
- treat all colleagues, apprentices, volunteers, and job applicants fairly and provide reasonable adjustments for disabled people when required without delay

- make sure we address carers', and disabled colleagues' requirements when we do restructures, change jobs or change workplaces
- make sure all our colleagues, apprentices and volunteers receive equality and diversity training
- provide our colleagues with clear information about job selection, training and development and encouragement to reach their full potential
- provide positive action training where there is under-representation of certain groups to address current imbalances, such as through recruitment, career development and training
- work with our partners and employers to promote the Disability Confident Scheme
- provide a safe working environment and demonstrate that we care about the health and wellbeing of our colleagues
- make sure that we work to relevant legislation and statutory codes of practice
- continue to develop good practice employment policies and practices over and above those required by legislation
- listen to our colleagues' ideas and suggestions for improving services and ways of working, through regular surveys and our Employee Equality Networks.

In partnerships, contracting and commissioning we will:

- make sure that our partners, contractors and those we commission our services to have the same values and principles and approach to equality and diversity as we do

- make sure that equality, diversity and dignity is embedded in any contract and commissioning specification and that contracts are monitored regularly for equality
- take appropriate action for any breach of equality or dignity requirements and conditions by contractors and organisations we have commissioned to deliver our services
- share our knowledge of our diverse communities, their requirements, and aspirations, with our partners and contractors to help shape and improve the services they provide
- listen to the views of our partners and contractors to help us to improve our work and practice.

Responsibilities

- The Leader of the Council and Cabinet Members are responsible for promoting the Council's approach and commitment to equality and diversity across the organisation and in the wider community, recommending changes and improvements where necessary.
- Councillors with assistance from the Lead on Equality and Diversity have responsibility for publicly advocating the Council's approach to equality and diversity and to directly challenge prejudice, discriminatory behaviour and attitudes.
- The Chief Executive, Strategic Directors, Service Directors and Senior Managers have responsibility for developing a culture that promotes equality and values diversity in employment and in service delivery. They are also responsible for making sure that this policy is fully implemented and monitored.
- Service Directors also have a responsibility to make sure that equality and diversity issues are central to service delivery and employment practices and actions are reflected in their business and service plans.

- We will make sure that all our colleagues are aware of their personal responsibility for making sure that the principles of equality and diversity are met. This applies to their behaviour at work and in some situations even when they are not at work. All colleagues, apprentices, volunteers and contractors must make sure they **do not**:
 - discriminate against anyone
 - persuade or pressure another employee to discriminate
 - harass, bully, abuse or victimise other employees, apprentices, volunteers or customers for any reason
 - condone harassment.

If an employee does not follow the principles of this Equality, Dignity and Respect Policy, then this will usually be dealt with under our Disciplinary Procedure.

- Policy, Insight and Communications develop and monitor our equality related policies and practices, supported by the Council's Equality, Diversity and Inclusion Board and our Employee Networks.
- We will make sure that our partners and contractors are aware of and comply with this Equality, Dignity and Respect Policy.

3 Equality Hubs, Forums and Employee Networks

We will continue to help and support our:

- Equality Hubs and Forums (Race Equality Hub, Access Equality and Inclusion Hub, 60 + Forum, Voices in Action Young People's Forum, Learning Difficulties Partnership Board, Deaf and Hard of Hearing People's Commitment Group, Customer Communications Reference Group)

- Black, Asian and Minority Ethnic Employees Support Network
- Disabled Employees and Carers Network and Fibromyalgia Support Network
- LGBTQ+ and Allies Employee Network
- Neurodiversity Employees Network
- Menopause Friends.

These groups all act as our critical friends in making sure equality, diversity and inclusion stays at the heart of everything we do - when we don't get things right, we learn from this and try not to make the same mistake again. We regularly involve these Hubs, Forums and Networks in our equality impact assessments, making them much more meaningful with the expert advice available.

4 Equality Act 2010, Public Sector Equality Duty, equality impact assessments and monitoring

- 4.1 We take our legal obligations very seriously under the Equality Act 2010 and the Public Sector Equality Duty 2011. This includes the Duty to make reasonable adjustments for disabled people. We will make sure all our employment policies and practices are up to date and that our services are meaningful and accessible for Derby's diverse communities. We will make sure all our colleagues, apprentices, volunteers and contractors are aware of these legal responsibilities in everything the Council or our representatives do.
- 4.2 We will use our responsibilities under the Public Sector Equality Duty to do all we can to encourage other organisations to work to the Equality Act so that the people of Derby experience a consistent approach to equality in the city.
- 4.3 The Public Sector Equality Duty requires us as a public body to have 'due regard' to:

- eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by the Equality Act
- advance equality of opportunity
- foster good relations between people who share a relevant protected characteristic and those who don't.

The Duty also requires us to take into account disabled people's impairments, when making decisions about policies and services, as the law recognises that disabled people's needs may be different from the needs of non-disabled people. This might mean making reasonable adjustments or treating disabled people better than non-disabled people to meet their needs.

4.4 Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different to from the needs of other people
- encouraging people with certain characteristics to participate in public life or in other activities where the participation is disproportionately low.

4.5 The Public Sector Equality Duty also has specific requirements that we legally have to comply with and these are to publish:

- equality information about our employees and people affected by our policies and practices by 31 March every year
- one or more equality objectives at least every four years to help us achieve the requirements of the general Public Sector Equality Duty.

Equality impact assessments

- 4.6 We continue to complete equality impact assessments and publish them, despite the change in the requirement to do them. This is so we can equality proof what we do, to make sure we can demonstrate we have paid 'due regard' to equality. For example, when we are about to produce a policy, or review an older one, write a strategy or plan or review services or functions. In fact, we complete equality impact assessments whenever a decision is needed that affects people and **before** that decision is made.
- 4.7 The Council has voluntarily adopted 'Socio Economic' as a protected characteristic as well as 'Care Experienced' and so these are included in our Equality Impact Assessment forms too when we are assessing impact.

Equality monitoring

- 4.8 Equality monitoring is collecting information about colleagues, apprentices, job applicants and customers. It's a sophisticated way of us better understanding our organisation, who are our colleagues, who apply for jobs and who are our service users – it can also tell us who are not using our services or who are not applying for jobs with us.
- 4.9 We collect equality information on our colleagues, apprentices, and job applicants and on certain service areas such as feedback and complaints and some other areas of service delivery where equality monitoring is a statutory requirement. When we do customer surveys and consultation exercises, we ask people to give us their equality information. We do this not because we are nosy, but because we genuinely want to make things better and filling in equality monitoring forms helps us to do this.
- 4.10 We ask equality questions to make sure we are being fair and that people from all backgrounds are represented and so that we can make our services better by targeting them at the right people.

- 4.11 There are nine protected characteristics under the Equality Act and so we feel it is important that where appropriate when we ask monitoring questions, we use all nine of these.
- 4.12 When we receive equality monitoring forms, we have strict laws to make sure we keep the information safe and secure and only use the information to make our services and employment areas better.

5 Equality target groups and key areas

Age

- 5.1 We want to tackle age discrimination, which can affect both young and older people in services and when applying for jobs. We will continue to work closely with our young people's forum – Voices in Action and the 60 Plus Forum, as well as our own Equality Hubs to make sure we provide appropriate services and opportunities for all ages. We will also work closely with Derbyshire LGBT+ who are working with older LGBTQ+ people.

We will continue to actively improve the way that services support older people and people with dementia through promoting equality, diversity and dignity for service users. Dignity is promoted by encouraging good practice when working with older people and people with dementia and other impairments. For example, we make sure that:

- service specifications state that services must support people from all equality groups and provide appropriate monitoring information to demonstrate this. This includes providing a diverse workforce to meet our service users' needs
- external domiciliary care providers train their workers in equality and diversity and Dignity in Care

- we encourage and support our colleagues to sign up to become Dignity Champions, to promote Dignity in Care as part of their work.
- we continue developing extra care accommodation to support older and disabled people to stay independent in their own homes
- continue working with voluntary and private organisations, health and social care colleagues in Derby and the County to improve services and support when we re-commission Dementia Support Services. This includes support for Dementia Friends too.

Care experienced

Just like any parent, as corporate parents, we want the best for our children, and we know that our care experienced young people face particular challenges. We will do all we can to support these young people, offering equal opportunities in becoming adults, such as getting a home and a job and offering emotional support in what may be a difficult part of their life.

We recognise that care experienced young people sometimes face more difficulties and challenges than their peers and so may need extra emotional and financial support. We also accept that care experienced young people are a diverse group of young people in their own right and many will be protected under the Equality Act. We have a moral and legal duty to make sure that care experienced young people's individual equality needs are met.

The Council has voluntarily agreed that we treat care experienced people as if they are covered under the Equality Act and there is a section on the Committee Report Template as well as our Equality Impact Assessment forms.

Carers

- 5.2 A carer is anyone who cares unpaid, for a friend or family member who due to illness, impairment, a mental health issue or an addiction and

cannot cope without their support. Carers are protected from discrimination and harassment under the Equality Act 2010 because they are associated with disabled people. Carers can be any age, gender, race, religion and belief, sexual orientation or trans. They can be disabled people themselves and there are many young carers too.

The Council signed the Carers Pledge to recognise our support to Carers in Derby and to our employees who are carers. The pledge commitments are to:

- keep carers better informed about what help is available
- offer a carers assessment to all carers
- offer to create an emergency plan with carers, to support in case there is an unplanned event
- promote carers rights at work to make sure carers are recognised and can access support, to enable them to continue their caring role and their career
- provide training for carers to equip them to provide better care and support
- develop carers champions who are a point of contact for identifying and promoting carer support
- include carers in the Council's Equality, Dignity and Respect Policy
- support carers to have a break from their caring role
- listen and act when carers talk about their needs
- recognise the importance of the help carers give to the person they care for
- supporting more carers in Derby, from all backgrounds, including young carers.

We know we have carers working for us and we will encourage and make sure that they can freely identify themselves as carers so we can do all we can to support them at work. Support can include:

- flexible working hours
- access to a private telephone
- car parking arrangements near to work
- working from home
- unpaid and paid leave

- wellbeing counselling service
- providing advice on where to get help and support.

We will respect the legal rights of carers such as the right to request flexible working, the right to unpaid or paid time off including in emergencies and the right not to be discriminated against or harassed.

Disabled people

- 5.3 We recognise that disabled people experience discrimination and prejudice every day. This happens in all areas of life, specifically when trying to access education, training, job opportunities, transport and mainstream services. We know many disabled people face hate crime and we will do all we can to tackle this and support those experiencing it.

We will do all we can to provide disabled people with equal and inclusive access to employment opportunities and to our services and in taking part in public life.

The Council has adopted the **social model** of disability, accepted by national and international representatives of organisations of disabled people. This means that we accept that disability is not caused by someone's impairment, but by the way in which society fails to meet disabled people's needs.

Examples of barriers showing how society discriminates against disabled people, despite the Equality Act 2010 include:

- **social** - such as stereotyping, media representation, attitudes. Ignorance, fear or direct prejudice
- **practical** - such as lack of access to buildings, pedestrian environments where access has not been considered, some rules on public transport about the use of wheelchair spaces for buggies, information and communication
- **organisational** – such as legislation, organisational priorities, policies, procedures, systems and economic factors.

In contrast the **medical model** of disability, or the traditional way of looking at disabled people, sees disabled people as 'lacking' in some way and needing to be 'looked after' or helped to 'fit in' wherever possible. The medical model puts the responsibility on disabled people to change to fit in a society that is neither built nor organised to meet their needs.

We believe it is important to adopt the social model of disability because it means any barriers **can** be changed, so removing 'disability'. Because of this, it is important that we use the term 'disabled people' rather than 'people with disabilities'.

We take our legal responsibility under the Equality Act 2010 and Public Sector Equality Duty seriously in making sure we meet the needs of disabled people in employment and in our services. We use our Disabled Employees Network and Access, Equality and Inclusion Hub to help us to make sure our policies and procedures are inclusive to disabled people.

We have signed the [Dying to Work Charter](#) to do all we can to support our terminally ill colleagues in how they choose to spend their final months.

People living with autism

We recognise that people living with autism in any form, face particular challenges and we'll do all we can to make our employment environment and services accessible. We take our responsibilities on the Government's Adult Autism Strategy seriously, so we will make sure:

- our employees are trained about autism and learn how to remove barriers
- we have systems in place for finding out if someone has autism and what support they need
- we provide support for young people as they start to be an adult

- work together with local groups and organisations on our Autism Partnership Board
- support people with autism to keep safe and well
- give people the right support for them
- provide extra support as needed
- support people to get jobs
- work with the NHS, police, court and prison service to help them know more about autism and make sure that people with autism get the right support.

Deaf and Hard of hearing people

Our commitment to Deaf and Hard of hearing people has been strengthened by us signing up to the Deaf and Hard of Hearing People's Commitment. The six pledges of the commitment aimed at improving the rights and access of Deaf and Hard of hearing people are:

- providing access for Deaf and Hard of hearing people to information and services
- promoting learning and high quality teaching of British Sign Language
- promoting learning and teaching of high quality lip speaking skills
- supporting families with Deaf or Hard of hearing family members
- making sure that when our colleagues are working with Deaf people that they can communicate effectively using British Sign Language interpreters
- consulting with local Deaf and Hard of hearing people regularly.

The Commitment actions are monitored regularly by the Commitment Working Group.

Disabled children and young people

We will make sure that we produce School Accessibility Strategies every three years and that the actions in them are reviewed regularly to make sure we do all we can to promote equality for disabled children using our schools.

We will make sure that any Access Guide includes information for young disabled people so they can enjoy activities with their non-disabled friends. We will also keep our Local Offer up to date with information about many inclusive mainstream activities.

We will continue to provide a range of accessible play equipment in our parks as well as Changing Places toilets in the main parks.

Mental health and colleague health and wellbeing

We feel it is important that our workplace provides a non-discriminative and supportive environment for all colleagues, not just to help colleagues with a mental health issue, but to help promote mental health wellbeing overall.

We are aware of the high number of suicides of young men aged 16 to 24 and will work with the Suicide Prevention Strategy Group to tackle this.

Our commitment to promoting the mental health of our colleagues is an underpinning principle of this policy. We will highlight all the services currently available to colleagues to support them through stressful times and build resilience. We will also make training available in mental health awareness to all colleagues.

We have developed an Employee Workplace Health Strategy to improve the physical and mental health and wellbeing of our colleagues by:

- providing a healthy workplace
- reducing absence and stress
- increasing morale and motivation.

The Strategy will help reduce colleague turnover, increase performance and efficiency, and reduce any legal risk to the council through colleague grievances. It will also help build resilience amongst colleagues in the challenging and changing working environment we find ourselves in.

Pregnancy and maternity

- 5.4 We know nationally that there are many women who face discrimination and harassment when they come back to work after having a baby. We are committed to making sure this does not happen here at the Council and will do all we can to be as supportive as possible to make the return to work as easy and stress free as possible.

We have facilities available at the Council House for women colleagues who are breast feeding to express their milk and store this until they leave for home. At our other buildings, managers will do all they can to facilitate breast feeding and to store expressed milk.

We know that despite the Equality Act, some women still face barriers when they breast feed their babies in public places. We care about equality for women who want to breast feed and have facilities in the Council House for women who want to breast feed in private or in any of our public areas. In our other buildings, managers will do all they can to facilitate customers who want to breast feed. We will do all we can to challenge establishments in the city who fail to recognise that women have a legal right to breast feed wherever they want to.

Race

- 5.5 Derby is a diverse city, rich in culture where people get on well together. The profile of Derby is changing all the time with new communities arriving and we want everyone to feel welcome and safe.

We know that people face discrimination because of their colour, race, ethnic origin, and nationality, including citizenship. This is not acceptable in Derby and we are determined to challenge all forms of race

discrimination and race hate crime. We will work with our partners to tackle it, both in the workplace, in schools and in the community. This is monitored by our Equality Diversity Inclusion Board.

When we do our equality impact assessments, we will make sure that we listen to the views of Black, Asian and Minority Ethnic people so that we can shape our services to meet particular community needs.

With the help of our Black, Asian and Minority Ethnic Employee Support Network we will do all we can to offer support to Black, Asian and Minority Ethnic colleagues to develop themselves at work. We are committed to making sure that Black, Asian and Minority Ethnic colleagues are fairly represented across all grades at the Council and that our workforce is as diverse as Derby's community.

We will continue to support events including Show Racism the Red Card and Wear Red Day, Windrush Day, Stephen Lawrence Day as well as Black History Season.

Religion and belief

- 5.6 We respect and value the religion and beliefs of our colleagues and our customers, including those people with no religion or belief. We will do our best to make sure that we avoid the dates of important festivals and events when we are planning meetings or appointments.

We recognise that individuals have a right to their own religious and cultural beliefs and practices. We will do all we can to prevent any form of discrimination, both in employment and in the services we deliver. We will also work with our partners to tackle hate crime, including hate crimes amongst alternative sub-cultures.

We have adopted The International Holocaust Remembrance Alliance working definition of **antisemitism** which says that ‘

‘Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical

manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities’

This means we oppose all forms of Anti-Semitism, hatred and harassment towards people who belong to the Jewish faith, and people with a Jewish ethnic or cultural background.

We have a Quiet Place in the Council House where colleagues can observe prayer times if they wish or for those who want to contemplate. We also have ablutions, including ablutions that are accessible for disabled colleagues. In our other buildings, managers will do all they can to facilitate people wanting to observe prayer times.

We will make sure that wherever possible, colleagues wanting to take part in religious and cultural festivals and events, can take leave to do so. Managers have access to multifaith calendars to facilitate this.

We feel it is really important that our services are able to meet the religious and cultural needs of the people who use them. So, it is essential that our colleagues who deliver these services are sensitive to the needs of people’s faiths.

We take part in National Interfaith Week each year to celebrate the diversity of religions and beliefs in Derby as well as mark Holocaust Memorial Day with our partners in the community.

Sex

- 5.7 We recognise that people still face discrimination because of their sex. This might be in education, applying for jobs, getting promotion, taking part in public life or even getting services. We will do all we can to make sure that we do not discriminate unlawfully against anyone either directly or indirectly because of their sex. We do equality impact assessments of all policies to make sure that they are equality proofed to avoid any negative impact on sex equality.

All new jobs are job evaluated to make sure there is no gender bias. We have also evaluated and made changes to our terms and conditions of employment to make sure of equality between men and women.

Where we can, we will take positive action initiatives to try increase the number of women applying and being successful in senior positions at the Council.

We have guidance for colleagues and managers on the menopause so that adjustments can be made where possible for women going through this stage of their life. We will continue offering support through our Menopause Friends Group for colleagues.

We know that men do not readily come forward for health checks, so we target men through our Livewell Scheme, for example with projects involving Derby County Football Club.

We will continue to support external International Women's Days events with publicity and colleague support where we can.

We will continue to work through our multi-agency [Violence against women and girls strategy 2022-2025](#)

The Council supports the WASPI campaign - Women against State Pension Inequality.

Our Communications Section will continue to work hard to make sure that we use gender role models in our publicity to avoid stereotyping.

Sexual orientation and trans

- 5.8 We recognise that many lesbians, gay men, bi-sexual, and trans people are unfairly discriminated against because of their sexual orientation and gender identity or gender reassignment. This discrimination can affect access to services, and access to jobs, promotions and other opportunities at work and in the community. We also recognise that LGBTQ+ people face hate crime and we will do all we can to tackle this and support people experiencing it.

Equality and inclusion for our LGBTQ+ colleagues and community members is important to us and we will work with our LGBTQ+ and Allies Employee Network and Derbyshire LGBT+ to make sure we provide equality in employment and in the services we deliver. This means making sure that we involve the LGBTQ+ community in any equality impact assessments we do when we are looking at how we deliver our services and our employment policies. It also means making sure our colleagues are aware of our commitment to LGBTQ+ equality and so we provide LGBTQ+ equality training.

We want a workplace where people can feel comfortable and where people can be open about their sexual orientation and gender identity, without the fear of discrimination or harassment – ‘being proud of who you are’.

We will continue to support our LGBTQ+ colleagues to take part in our LGBTQ+ and Allies Employee Network. We are proud to regularly organise and take part in LGBTQ+ events such as International Day against Homophobia, Transphobia and Biphobia, Derby Pride, LGBTQ+ History Month, Trans History Season and any local LGBTQ+ events happening in the city.

We will work through the Derbyshire LGBT+ Rainbow Accreditation Scheme to give us a benchmark on our road to LGBTQ+ equality.

5.9 Socio Economic Duty

The Council has voluntarily adopted socio economic as another protected characteristic. Socio economic is included in our equality impact assessment forms and also on our Committee Report templates. We have an Anti-Poverty Action Group made up of key partners and are developing an Anti-Poverty Strategy for Derby. Colleagues have recently been on workshops on equality and socio economic impacts for when producing equality impact assessments.

6 Monitoring this Policy and our Equality Objectives

- 6.1 We will monitor this Policy on a regular basis and take feedback from people who use the Policy and make changes as necessary. Our Equality Objectives will be monitored through our Equality Hubs and Forums, Employee Networks and our Equality, Diversity, and Inclusion Board.

For more details or to give us your comments please contact:

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[BSL Signing Service](#)

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 Mobile 07812301144** or **[BSL 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 643722 Mobile 07812301144** ਜਾਂ **[BSL Signing Service](#)**

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 643722 Mobile 07812301144** lub **[BSL 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 643722 Mobile 07812301144** alebo na stránke **[BSL Signing Service](#)**

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں **Urdu** جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **01332 643722 Mobile 07812301144** یا **[BSL Signing Service](#)** سے رابطہ کریں



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