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Corporate Services and Cost of Living Scrutiny Review Board – Equality, diversity and inclusion update

Recap on the laws for making sure all of us treat everyone fairly and with respect

Equality Act 2010 - every private, public and voluntary organisation must not discriminate against people in employment or in services because of someone's protected characteristics. There is also the **Public Sector Equality Duty 2011** with **General** and **Specific Duties**, **National Accessibility Standards** and **BSL Act 2022**



Duty to disabled people

The Duty also recognises that disabled people's needs may be different from non-disabled people and so we must take account of this when making decisions. It may mean treating disabled people more favourably to meet their needs.



‘Paying due regard’ to equality- how does it affect us?

- Important that we think ‘ahh equality’ in any decisions we make as a Council such as planning, budgeting, decisions about services and how we do things
- One way we ‘pay due regard’ is by using a simple toolkit called an Equality Impact Assessment just asking what’s the impact of our proposal on equality - now extended to cover social economic impact as well, although this is not a protected characteristic in law

Our Governance around equality, diversity and inclusion

- Cabinet member responsible for Equality and Customer Inclusion as well as Cost of Living
- Councillor Champions for equality groups
- Equality, Dignity and Respect Policy
- Bullying, Harassment and Victimisation Policy
- Equality, Diversity and Inclusion Board
- **New** Customer Communication Reference Group
- Employee Networks
- Working with our diverse communities in our Hubs and Forums

Our Hubs, Forums and Networks

‘Nothing about us without us’ so we have our:

- Equality Hubs – Race, Access and Parks Sub-Group, Deaf and Hard of Hearing People’s Commitment Group
- 60+ Forum and Voices in Action
- Learning Difficulties Partnership Board
- Black, Asian and Minority Ethnic Employee Support Network
- Disabled Employees and Carers Network and Fibromyalgia Sub-Group
- LGBTQ+ and Allies Employee Network
- Menopause Friends Group

Supporting national and international events

Taking part in events like Pride, International Women's Day, Black History Season, Interfaith Week, Show Racism the Red Card, International Day against Homophobia, Biphobia and Transphobia, Windrush



Out and about supporting equality, diversity and inclusion ...



Reclaiming the night...

Supporting stopping Violence against Women and Girls – in solidarity the Youth Mayor led a White Ribbon Campaign producing an amazing video <https://youtu.be/j927jqmkwKw> and they are finalists in the National Crime Beat Awards



Taxis...

- Working with Licensing to address the shortage of taxis that can accommodate disabled people with motorised wheelchairs and increase the number of private hire accessible taxis-
- Disability Action Plan



Inclusive parks and Changing Places toilets

- Changing places toilets in Arboretum, Alvaston and Markeaton Park and inclusive play equipment



More details...

Check out my equality pages to see the documents I've mentioned at...

[Equality and Diversity](#)

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