

Equality impact assessment form

Directorate	Corporate Resources
Service area	Policy, Insight and Communications
Proposal	Approval of a new three-year Council Plan
Reason for proposal	Work with the city to achieve our ambitions for Derby
Sign off (Director/Head of Service)	Director Policy, Insight and Communications
Date of assessment	January 2022

The form

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

The assessment team or name of individual completing this form

Team leader's name and job title – Sarah Walker, Head of Strategy and Performance

Other team members if appropriate

Name	Job title	Organisation	Area of expertise
Kelly Smith	Head of Policy and Insight	Derby City Council	Policy, consultation and insight
Ann Webster	Lead on Equality and Diversity	Derby City Council	Equality, diversity and inclusion
Natalie Tuckwell	Corporate Insight Manager	Derby City Council	Research, corporate performance and insight

Step 1- setting the scene

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

1. What are the main aims, objectives and purpose of the decision you want to make?	To approve a plan that sets out Derby City Council's long-term ambitions for the city, alongside a summary of the steps that will be taken to achieve this, and how we will evaluate if we are achieving our aims.	
2. Why do you need to make this decision?	The plan sets out our shared goals, for the Council and key stakeholders forming the basis of activities for the next 3 years.	
3. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements?	As the main strategic document for the Council, all services contribute to delivery, alongside partners through the City Partnership Board and supporting Outcome Boards. The plan will be owned by Cabinet and Strategic Leadership Team and delivered by all Service Directors, Heads of Service and council colleagues. The contents of the Plan went to public consultation between December 2021 and January 2022. Consultation and procurement activities will be led by service leads, as appropriate, with details of this to be included in the annual Council Delivery Plan.	
4. Who are the main customers, users, partners, colleagues or groups affected by this decision?	All businesses, residents, communities, partners, councillors and council colleagues.	

Step 2 – collecting information and assessing impact

5. Who have you consulted and engaged with so far about this change, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.	<p>Who was consulted?</p> <ul style="list-style-type: none"> ▪ Cabinet ▪ Corporate Leadership Team ▪ All Councillors ▪ All colleagues ▪ Derby Partnership Board ▪ Children, Families and Learner's Board ▪ Opportunity Area Board ▪ Derby Economic Steering Group / Taskforce ▪ Stronger Communities Board ▪ Community Equality Hubs and Employee Networks ▪ Public consultation via Let's Talk Derby, which was open to anybody who lives, works or studies in Derby and wanted to take part. An online survey was available on the website with paper and translated versions available. <p>Methodology</p> <p>The plan and themes were discussed externally and internally through established Boards and working groups, with the draft circulated for further comments. One-to-one meetings were hosted as required. Online surveys were completed for partners and public consultation, with paper and translated versions available, as required. Colleagues also had access to share their views via this survey.</p>
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Summary of feedback received

Colleagues and councillors

The draft plan was shared with targeted groups, before consultation commenced and the feedback received was reflected within the plan published for further consultation.

All colleagues had access to the Let's Talk Derby link. Targeted feedback received has resulted in minor amendments to the language within the plan to make sure that it is Plain English. Further areas of feedback will be reflected within the annual Council Delivery Plan.

Partnership forums

Partners were supportive of the proposed themes, as these were co-produced from September 2020 onwards. The graph on the right summarises the outcomes of a targeted survey completed with key findings below:

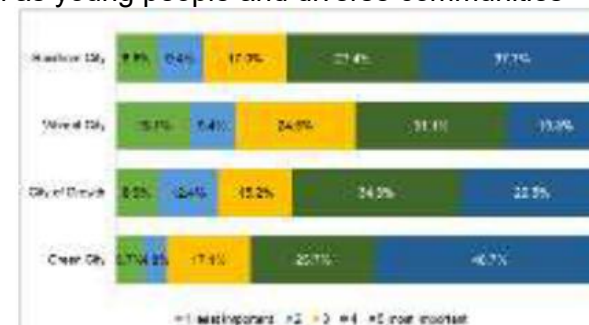
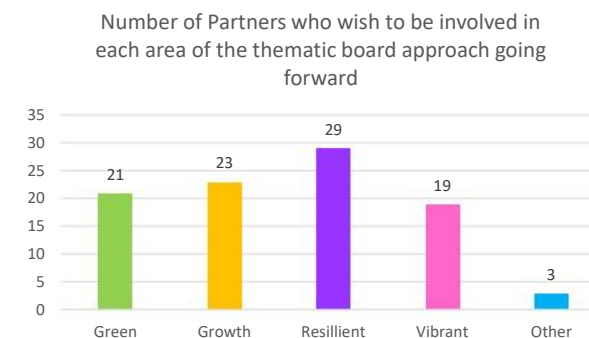
- There is a feel of genuine #TeamDerby commitment and dedication from partners across the city
- Partners value working together– expertise, support and guidance can be shared
- Agreement that the thematic approach will strengthen a joined up focus
- Opportunity to give greater voice to key groups such as young people and diverse communities

No specific actions are required in relation to this feedback as the delivery of the plan will address issues raised.

Let's Talk Derby

There were 108 responses received – a full analysis is available upon request and has been incorporated into the development of the final plan.

A summary of specific equalities issues raised is set out below, alongside the proposed next steps.



Comment received	Next steps
Accessible public toilets at Normanton Park	Issue has been passed to Derby City Council's Lead on Equality and Diversity for discussions with service leads and the Access, Diversity and Inclusion Parks Sub Group.
Diversity training for council colleagues	All colleagues and councillors complete mandatory equality, inclusion and diversity training. Targeted activities of further actions required are highlighted within our Equality Diversity and Inclusion Plan 2021/2024 .

Overall, responses to the consultation were supportive of the proposed priorities and supporting outcomes. Further details will be included within the annual Council Delivery Plan.

Sources of supporting information used in the development of the impact assessment:

- [Derby City Joint Strategic Needs Assessment](#)
- Office of National Statistics - Mid-year population estimates (released June 2020)
- Census 2011, Office of National Statistics (released March 2011)
- Office of National Statistics - Annual population survey for the period (October 2020 - September 2021)
- [Derbyshire Observatory – Births and deaths](#)
- DWP benefit claimants – working age client group (May 2017)
- People on Universal Credit - DWP Stat-Xplore (November 2021)

6. Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. Only fill in the mitigation box if you think the decision will have a negative impact and then you'll need to explain how you are going to lessen the impact.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?																																																	
Age – older and younger people	<p>Derby has a total resident population of 256,800 based on the ONS, mid-year population estimates 2020.</p> <p>The highest percentage of the city are of working age, 16 to 64 years, (62.7%).</p> <ul style="list-style-type: none">• Working age population mid-year 2020 is 160,900• 128,900 or 78.5% of the working age population are economically active• 107,300 or 65.5% are employees• 15,600 or 9.5% are self-employed• 7,900 or 6.0% (proportion of economically active) are unemployed this compares to 5.0% in the East Midlands and 4.8% in GB.• 2020 jobs density, 156,000 (0.97) compared to 0.79 in the East Midlands and 0.84 in GB <table><thead><tr><th rowspan="2">Statistic</th><th colspan="2">Derby</th><th>EM</th><th>England</th></tr><tr><th>Count</th><th>%</th><th>%</th><th>%</th></tr></thead><tbody><tr><td colspan="5">Age Structure</td></tr><tr><td>Aged under 1 year</td><td>2,900</td><td>1.1</td><td>1.0</td><td>1.1</td></tr><tr><td>Aged 1 - 4</td><td>12,900</td><td>5.0</td><td>4.4</td><td>4.7</td></tr><tr><td>Aged 0 - 15</td><td>53,600</td><td>20.9</td><td>18.5</td><td>19.2</td></tr><tr><td>Aged 16 - 64</td><td>160,900</td><td>62.6</td><td>61.8</td><td>62.3</td></tr><tr><td>Aged 18 - 24</td><td>25,100</td><td>9.8</td><td>8.9</td><td>8.3</td></tr><tr><td>Aged 65 and over</td><td>42,400</td><td>16.5</td><td>19.6</td><td>18.5</td></tr><tr><td>Aged 85 and over</td><td>6,400</td><td>2.5</td><td>2.5</td><td>2.5</td></tr></tbody></table>	Statistic	Derby		EM	England	Count	%	%	%	Age Structure					Aged under 1 year	2,900	1.1	1.0	1.1	Aged 1 - 4	12,900	5.0	4.4	4.7	Aged 0 - 15	53,600	20.9	18.5	19.2	Aged 16 - 64	160,900	62.6	61.8	62.3	Aged 18 - 24	25,100	9.8	8.9	8.3	Aged 65 and over	42,400	16.5	19.6	18.5	Aged 85 and over	6,400	2.5	2.5	2.5	<p>The themes within the Council Plan have been identified as they are the areas, which will benefit the largest percentage of residents, communities and businesses, including those with protected characteristics. The specific benefits and equality impacts will be reflected as appropriate</p>	<p>The plan supports improvements for all residents and communities within the city, with targeted activity for those where needs have been identified.</p>	<p>The priority themes within the Council Plan have been co-produced with partners, based on our collective understanding of need across the city, with targeted insight collated to further evidence this.</p> <p>The Council Plan will be underpinned by an annual Council Delivery Plan that will contain more details. This will be a dynamic</p>
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	<p>There are 59,691 children and young people in Derby City under the age of 18 (23%), so we are a relatively young city.</p> <p>The percentage of the working age population (2020) with NVQ4 level and above qualifications is 43.5%, this is higher than both the East Midlands (37.2%) and Great Britain (43.1%), however 5.2% of the working age population has no formal qualifications, which is lower than both the East Midlands (6.2%) and Great Britain (6.4%) positions.</p> <p>Derby has a higher than national average Universal Credit Claimant Rate for younger adults</p> <table border="1"> <caption>Universal Credit Claimant Rates by Age</caption> <thead> <tr> <th></th><th colspan="2">Not in employment</th><th colspan="2">In employment</th></tr> <tr> <th></th><th>16-19</th><th>20-24</th><th>16-19</th><th>20-24</th></tr> </thead> <tbody> <tr> <td>Derby</td><td>4.1%</td><td>10.9%</td><td>2.6%</td><td>9.3%</td></tr> <tr> <td>East Midlands</td><td>3.0%</td><td>8.2%</td><td>2.1%</td><td>6.8%</td></tr> <tr> <td>England</td><td>3.4%</td><td>9.3%</td><td>2.0%</td><td>7.2%</td></tr> </tbody> </table> <p>Source: DWP Stat-Xplore, November 2021</p> <p>There are lower than national average life expectancy rates at birth for Derby residents...</p> <ul style="list-style-type: none"> • Derby males rate of 77.7 versus the mean for All English unitary authorities of 79.4 • Derby females rate of 81.5 versus the mean for All English unitary authorities of 83.1 • The inequality in life expectancy rates at birth, are also higher than the national rates for both males and females in Derby (<i>this measures the inequalities within a local authority area, representing that we have higher levels of inequality within the city</i>). <p>Derby has areas of high deprivation with one in three residents living in an area regarded as one of the top 20% most deprived in England...</p> <ul style="list-style-type: none"> • Arboretum ward had the highest proportion of neighbourhood areas within the 10% most deprived nationally, 90% are within the top 10% most deprived and 100% within the top 20%. • Sinfen had 55.6% within the most deprived 10% and 77.8% within the most deprived 20%. Normanton had 44.4% within the most deprived 10% and 88.9% within the most deprived 20% nationally. • Allestree, Blagreaves, Littleover and Mickleover have no LSOAs in either the top 10% or 20% most deprived nationally – evidencing the large inequalities within the city. <p>A person's physical and mental health is profoundly shaped by their experiences in the areas of education, employment, the living environment and income, and multiple disadvantages compound to produce significantly worse physical and mental health and wellbeing. There is much that can be done to improve the lives and health of people who have already reached working age and beyond. Services that promote the health, wellbeing and independence of older people make a significant contribution to ameliorating health inequalities.</p>		Not in employment		In employment			16-19	20-24	16-19	20-24	Derby	4.1%	10.9%	2.6%	9.3%	East Midlands	3.0%	8.2%	2.1%	6.8%	England	3.4%	9.3%	2.0%	7.2%	within individual service or project plans		<p>plan and any negative impacts identified by actions proposed or taken in previous years will be identified through regular monitoring and new actions commissioned, as required.</p> <p>The Council Equality, Diversity and Inclusion Plan 2021/2024 also highlights actions that the equality community in Derby and colleagues have asked us to work on to promote equality and inclusion in our city, which is a key document that underpins our city and council ambitions.</p>
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	<p>Derby has a 60 Plus Forum, which is open to anyone living or working in Derby aged 60 years and over; and our Voices in Action Youth Forum that represents our young people. Feedback received through both these forums informs our strategic and service developments and delivery.</p>			
<p>Disability – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical impairments</p>	<p>Based on working age residents, 0.9% of Derby's citizens are disabled people, which is slightly above the national average of 0.8% there are also a higher percentage of residents claiming ESA and incapacity benefits (7.2% compared to the national average of 6.1%) (May 2017).</p> <p>Disabled children face a range of inequalities, including accessing services, health outcomes and educational attainment. Based on 2020 data, over 7,000 pupils in the city were either disabled children or had an identified special educational need.</p> <p>In the 2011 census, 81.3% of residents reported that their day to day activities were not limited compared to the national position of 82.4%; evidencing further levels of need within the city.</p> <p>25.6% of Derby's 16 to 64-year olds are economically inactive due to long-term sickness (compared to the national average of 24.2%, October 2020 – September 2021).</p> <p>Derby has a number of Equality Hubs that we receive regular feedback from, which informs our strategic and service delivery.</p> <ul style="list-style-type: none"> ▪ Access, Equality and Inclusion Hub - Parks Sub Group – the hub is open to disabled people and organisations providing services to disabled people. We also have a parks sub group focusing on access in our parks and open spaces. ▪ Learning Difficulties Partnership Board - the Board is a partnership between the Council, Health and CCG (Clinical Commissioning Group). It is open to people with learning difficulties, carers and organisations providing services to people with learning difficulties. ▪ Deaf and Hearing Impaired People's Commitment Group - this Group is open to Deaf people and people who are hearing impaired and works on the progress of our Deaf and Hearing Impaired People's Commitment. Derby has the second highest population of Deaf people outside of London <p>We know that disabled people face discrimination, harassment and hate crime in employment and in services, despite the Equality Act, so it's essential we make sure that we challenge this and do all we can to prevent this. Most importantly we take on board disabled people's views to make a positive difference to our services and employment issues. We have a Disabled Employees Network who have recently been helping us with new technology that we want to introduce. We have successfully secured our Disability Confidence Leader status for the second time, in recognition of our support to disabled job applicants and colleagues.</p> <p>We try to make sure our communication is accessible to disabled people by using BSL interpreter footage on our films, and that they are accessible for screen reader users. We also have mobile phones for Deaf people to text us as well as our BSL signing service.</p>			

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>Our Access, Equality and Inclusion Hub have been focussing on the barriers faced by people with hidden impairments and also identified where we needed more Changing Places Toilet facilities in the city. They regularly take part in Equality Impact Assessments for us, and their input is greatly appreciated.</p>			
<p>Gender identity- trans and those people who don't identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity.</p>	<p>There is strong evidence that trans people and those who don't identify with a particular gender face discrimination, harassment and hate crime in employment, in services and in their everyday life.</p> <p>As a Council we work closely with our own LGBTQ+ and Allies Employee Network to make sure that our own policies and procedures are gender neutral. Just recently we have reworded some of our HR policies to be more inclusive of trans people. Our Network purchased some trans support badges in the recognised colours of blue, pink and white with the Council logo on for colleagues to wear on their lanyards. They are so popular we've had to order many more to meet demand. We also raise the trans flags for key dates throughout the year. We work in partnership with our colleagues in Derbyshire as members of the Derbyshire Network Alliance to champion LGBTQ+ equality and inclusion.</p> <p>Our LGBTQ+ and Allies Employee Network produced a key report for us on LGBTQ+ equality at the Council and the recommendations, which were made through this report are in our Equality, Diversity and Inclusion Plan 2021/2024</p> <p>The LGBT Companion Document (2013) has been developed by a group of volunteer experts from across the LGBT community and the Department of Health. It provides national data and evidence on LGBT communities for each indicator and domain and is designed to increase our understanding of LGB&T health. This should ensure that the public health system can challenge inequality related to sexual orientation and gender identity, which will improve the commissioning and provision of services for the LGBT community.</p> <p>We also have Derbyshire LGBT+ in Derby who provide lots of support to our LGBTQ+ community. They also have two weekly youth groups, one in Derby City Centre and one in Chesterfield, which has been providing youth services since 2005, with representatives from both the city and the county.</p>			
<p>Marriage and Civil Partnership</p>	<p>Based on the 2011 census data of the 102,271 households 41% were married / in a civil partnership.</p>			

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Pregnancy and maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	<p>We know that despite the Equality Act, discrimination and harassment when feeding babies in public places still goes on. We are a breast-feeding friendly service provider and parents are free to feed their babies on our property wherever they feel most comfortable.</p> <p>We have a room at the Council House where colleagues returning to work can express their milk.</p> <p>We also have an Employee Assistance Scheme that can support colleagues coming back to work after having time off with a baby as this can be a stressful time for them.</p>																								
Race - the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community	<p>Based on the 2011 census, the highest percentage of Derby City residents are White, however at 80.3% this is below the national average of 89.3%.</p> <table><thead><tr><th></th><th>Count</th><th>%</th></tr></thead><tbody><tr><td colspan="3">Ethnicity by broad ethnic group - Census 2011</td></tr><tr><td>White</td><td>199,751</td><td>80.3</td></tr><tr><td>Mixed/multiple ethnic groups</td><td>7,232</td><td>2.9</td></tr><tr><td>Asian/Asian British</td><td>31,095</td><td>12.5</td></tr><tr><td>Black/African/Caribbean/Black British</td><td>7,320</td><td>2.9</td></tr><tr><td>Other ethnic group</td><td>3,354</td><td>1.3</td></tr></tbody></table> <p>It should also be noted that there is a higher than average percentage of households in Derby where no one in the household has English as their first language (5.3%, compared to 3.6% for the East Midlands and 4.4% for England).</p> <p>We know that Black, Asian and Minority Ethnic Communities face discrimination, harassment and hate crime at work, in services and in their daily lives and our Race Equality Hub is crucial to helping us to challenge this. The Hub is chaired by a councillor and meets every two months.</p> <p>Feedback from this hub shapes service development and delivery, and members regularly take part in equality impact assessments, which is much appreciated.</p> <p>The Race Equality Hub has been instrumental in developing our Equality, Diversity and Inclusion Plan 2021/2024 to make sure we addressed actions needed following Black Lives Matter. In addition, the Race Equality Hub has worked with our HR Section and Lead on Equality and Diversity to overhaul the Annual Equality Employment Statistics we produce.</p> <p>Each year we mark Black History Month, Steven Lawrence Day and Windrush Day as well as Holocaust Memorial Day. Many of the events are coordinated by volunteer colleagues from our Black, Asian and Minority Ethnic Employee Network.</p>		Count	%	Ethnicity by broad ethnic group - Census 2011			White	199,751	80.3	Mixed/multiple ethnic groups	7,232	2.9	Asian/Asian British	31,095	12.5	Black/African/Caribbean/Black British	7,320	2.9	Other ethnic group	3,354	1.3			
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Religion or belief or none - the effects on religious and cultural communities, customers and colleagues	<p>Based on the 2011 census, a higher than average percentage of the city's population identified that they did not have a religion, at 27.6% compared to 24.7% nationally...</p> <table border="1"> <thead> <tr> <th rowspan="2">Statistic</th><th colspan="2">Derby</th><th>EM</th><th>GB</th></tr> <tr> <th>Count</th><th>%</th><th>%</th><th>%</th></tr> </thead> <tbody> <tr> <td colspan="5">Religion</td></tr> <tr> <td>All categories: Religion</td><td>248,752</td><td></td><td></td><td></td></tr> <tr> <td>Has religion</td><td>163,143</td><td>65.6</td><td>65.6</td><td>68.1</td></tr> <tr> <td>Christian</td><td>131,129</td><td>52.7</td><td>58.8</td><td>59.4</td></tr> <tr> <td>Hindu</td><td>2,198</td><td>0.9</td><td>2.0</td><td>1.5</td></tr> <tr> <td>Muslim</td><td>19,006</td><td>7.6</td><td>3.1</td><td>5.0</td></tr> <tr> <td>Sikh</td><td>8,891</td><td>3.6</td><td>1.0</td><td>0.8</td></tr> <tr> <td>No religion</td><td>68,668</td><td>27.6</td><td>27.5</td><td>24.7</td></tr> <tr> <td>Religion not stated</td><td>16,943</td><td>6.8</td><td>6.8</td><td>7.2</td></tr> </tbody> </table> <p>We know that despite being protected by the Equality Act, people are still discriminated against and suffer harassment and hate crime because of their religion and beliefs, and we need to challenge this along with our key partners.</p> <p>Each year we join with city partners to mark National Interfaith Week to celebrate the diversity of religions and beliefs in Derby.</p>	Statistic	Derby		EM	GB	Count	%	%	%	Religion					All categories: Religion	248,752				Has religion	163,143	65.6	65.6	68.1	Christian	131,129	52.7	58.8	59.4	Hindu	2,198	0.9	2.0	1.5	Muslim	19,006	7.6	3.1	5.0	Sikh	8,891	3.6	1.0	0.8	No religion	68,668	27.6	27.5	24.7	Religion not stated	16,943	6.8	6.8	7.2			
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Sex - the effects on both men and women and boys and girls	<p>Overall, based on the 2020 mid-year estimates a large proportion of Derby's population are female, but a higher proportion of the working age population is male.</p> <table border="1"> <thead> <tr> <th rowspan="2">Statistic</th><th colspan="2">Derby</th><th>EM</th><th>GB</th></tr> <tr> <th>Count</th><th>%</th><th>%</th><th>%</th></tr> </thead> <tbody> <tr> <td colspan="5">Population estimates</td></tr> <tr> <td>Total Population</td><td>256,900</td><td></td><td></td><td></td></tr> <tr> <td>Male Population</td><td>127,600</td><td></td><td></td><td></td></tr> <tr> <td>Female Population</td><td>129,200</td><td></td><td></td><td></td></tr> <tr> <td>Population aged 16-64 (working Age): Total</td><td>160,900</td><td>62.7</td><td>61.8</td><td>62.4</td></tr> <tr> <td>Population aged 16-64 (working Age): Male</td><td>81,300</td><td>63.7</td><td>62.4</td><td>63.1</td></tr> <tr> <td>Population aged 16-64 (working Age): Female</td><td>79,600</td><td>61.6</td><td>61.3</td><td>61.7</td></tr> </tbody> </table> <p><i>Please also refer to the section on "Age – older and younger people"</i></p> <p>Every year we support events to promote International Women's Day and we are working on a Strategy for Violence against Women and Girls and another on Domestic Violence and Abuse.</p>	Statistic	Derby		EM	GB	Count	%	%	%	Population estimates					Total Population	256,900				Male Population	127,600				Female Population	129,200				Population aged 16-64 (working Age): Total	160,900	62.7	61.8	62.4	Population aged 16-64 (working Age): Male	81,300	63.7	62.4	63.1	Population aged 16-64 (working Age): Female	79,600	61.6	61.3	61.7													
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Female Population	129,200																																																									
Population aged 16-64 (working Age): Total	160,900	62.7	61.8	62.4																																																						
Population aged 16-64 (working Age): Male	81,300	63.7	62.4	63.1																																																						
Population aged 16-64 (working Age): Female	79,600	61.6	61.3	61.7																																																						

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
Sexual orientation - the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality	<p>We know that people face harassment, discrimination and hate crime because of their sexuality, as well as considerable health inequalities that affect both their health outcomes and experiences of the healthcare system.</p> <p>The LGBT Companion Document (2013) has been developed by a group of volunteer experts from across the LGBT community and the Department of Health. It provides national data and evidence on LGBT communities for each indicator and domain and is designed to increase our understanding of LGB&T health. This should ensure that the public health system can challenge inequality related to sexual orientation and gender identity, which will improve the commissioning and provision of services for the LGBT community.</p> <p>Our LGBTQ+ and Allies Employee Network produced an in-depth report on experiences, which had several recommendations for us to increase equality and diversity and inclusion. The report was presented to our Senior Management Team and later to our Colleague Conference. The recommendations are included in our Equality, Diversity and Inclusion Plan 2021/2024</p> <p>We are fortunate to have Derbyshire LGBT+ in Derby who provide lots of support to our LGBTQ+ community. They also have two weekly youth groups, one in Derby City Centre and one in Chesterfield, which has been providing youth services since 2005, with representatives from both the city and the county.</p> <p>Our Network purchased some LGBTQ+ support badges in the recognised rainbow colours with the Council logo on for colleagues to wear on their lanyards. They are so popular we've had to order many more to meet demand. We also raise the Pride in Progress flag for key dates throughout the year. We work in partnership with our colleagues in Derbyshire as members of the Derbyshire Network Alliance to champion LGBTQ+ equality and inclusion.</p>			

Important - For any of the equality groups you don't have any information about, then please contact our Lead on Equality and Diversity for help. You can also get lots of information on reports completed from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

Outcome 1	X	No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the proposal to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the proposal despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the proposal when the EIA shows actual or potential unlawful discrimination

Why did you come to this decision?

The Council Plan sets the vision and goals that Derby City has for our businesses, communities and residents, based on the latest insight. If evidence emerges that services or actions taken are having a negative impact on any group plans will be revised. If needs emerge during the period that the plan applies to, new actions will be included within the annual Council Delivery Plan to make sure that were possible service developments make the difference we need them to make for the city. The Council Plan runs alongside our Equality, Diversity and Inclusion Plan 2021-24 which contains actions to promote equality, inclusion and diversity in Derby.