

## Draft DDDC Equality Objectives and Action Plan 2024-26

The general equality duty says that public bodies must, in the exercise of their functions, have due regard to the need to:

- eliminate discrimination, harassment, and victimisation
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Derbyshire Dales Plan 2024-28 sets out the following 5 priority themes:

- A financially sound, fair and responsive District Council
- Resources and services to enable communities to flourish
- A thriving environment in the Derbyshire Dales
- Housing that meets the needs of Dales residents
- Prosperous and sustainable Dales communities and businesses

The following 5 Equality Objectives will support the Derbyshire Dales Plan priority themes:

1.	To be a Council that listens to and engages fairly and effectively with all Derbyshire Dales communities, including the Council workforce.
2.	To provide high-quality, equitable, accessible and customer-centred services which understand and meet the needs of all Derbyshire Dales communities.
3.	To support a thriving environment that can be accessed, enjoyed and appreciated by all Derbyshire Dales residents and visitors.
4.	To support the provision of housing that meets the needs of all Derbyshire Dales residents, carefully considering the needs of diverse communities and people with protected characteristics.
5.	To support prosperous and sustainable Derbyshire Dales communities and businesses, which offer opportunities for employment and growth to all residents and visitors, including those with protected characteristics.

**Draft DDDC Equality Objectives and Action Plan 2024-26**

<b>Equality Objectives</b>	<b>Actions</b>	<b>Performance Measures/Targets</b>	<b>Outcome (to be reported by April 2025)</b>	<b>Lead</b>	<b>By When</b>
<b>A financially sound, fair and responsive District Council</b>					
Objective 1: To be a Council that listens to and engages fairly and effectively with all Derbyshire Dales communities, including the Council workforce.	Undertake a full Residents Survey, in person, in writing, online and using the Online Panel, every 2 years to establish residents priorities and satisfaction with services	Residents Survey is carried out with a high response rate by March 2025	April 2025	Director of Corporate & Customer Services  Corporate Policy Officer	March 2025
	Provide accessible information about services and provide customer access channels in a variety of ways to meet the needs of our customers.	Continue to maintain and provide a variety of online and offline customer contact channels for the District Council's services, including Dales Matters and other media.	April 2025	Director of Corporate & Customer Services	March 2025
(CPJ number is the Corporate Project Tracker reference number)	Deliver the Customer Access Strategy (CPJ228)	Strategy delivered as planned and recommendations implemented ensuring that the needs of people with protected	April 2025	Director of Corporate & Customer Services  Business Support Manager	March 2025

Equality Objectives	Actions	Performance Measures/Targets	Outcome (to be reported by April 2025)	Lead	By When
		characteristics, especially older or disabled people, are carefully considered.			
	Complete thorough Equality Impact Assessments at the start of and throughout the development of all new policies and procedures to fully understand the impacts on people with protected characteristics and document the findings.	Equality Impact Assessments (EIAs) to be produced and published on the DDDC website for all new policies and procedures	Ongoing	Corporate Leadership Team  Director of Corporate & Customer Services	March 2025
	Continue to offer training to develop knowledge and understanding of Equalities, including online training modules	Training sessions offered to staff and Members, where necessary	April 2025	Director of Corporate & Customer Services	March 2025
	Publish the District Council's Equality information	Published on website by end Jan 2025 and Jan 2026	April 2025	Corporate Leadership Team  Director of Corporate & Customer Services	Jan 2025 & Jan 2026
<b>Resources and services to enable communities to flourish</b>					
Objective 2: To provide high-quality, equitable, accessible and	Deliver a high-quality waste and recycling service to residents	Waste & recycling collection – over 60% satisfaction rating in surveys of residents ( <b>target TBC</b> )	April 2025	Director of Community & Environmental Services	April 2025

OFFICIAL-[SENSITIVE]

Equality Objectives	Actions	Performance Measures/Targets	Outcome (to be reported by April 2025)	Lead	By When
customer-centred services which understand and meet the needs of all Derbyshire Dales communities				Waste & Recycling Manager	
	Implement the outcomes of all phases of the Car Park Review. (CPJ201, CPJ99 & CPJ200)	Review outcomes are implemented, ensuring that the needs of people with protected characteristics, especially older or disabled people, are carefully considered.	April 2025	Director of Community & Environmental Services  Neighbourhoods Manager	Phase 1 – April 2025 Other phases post 2026
	Implement the outcomes of the Public Toilet Review (CPJ202)	Review outcomes are implemented, ensuring that the needs of people with protected characteristics, especially older or disabled people, are carefully considered.	April 2025	Director of Community & Environmental Services  Neighbourhoods Manager	April 2025
	Develop a Leisure Strategy which includes outreach / rural provision and leisure centres. (CPJ212)	Strategy is developed and implemented, which acknowledges the needs of people with protected characteristics and the needs of rural communities.	April 2025	Director of Community & Environmental Services  Community Development Manager	April 2026

Equality Objectives	Actions	Performance Measures/Targets	Outcome (to be reported by April 2025)	Lead	By When
<b>A thriving environment in the Derbyshire Dales</b>					
	Implement the “Nature Delivery Plan” – the outcome of the Biodiversity Review and Action Plan (CPJ141)	Plan and actions are implemented, carefully considering the impacts on people with protected characteristics.	April 2025	Director of Community & Environmental Services  Climate Change & Biodiversity Officer	April 2025
	Implement the Climate Change Strategy and Action Plan (CPJ142)	Plan and actions are implemented, carefully considering the impacts on people with protected characteristics.	April 2025	Director of Community & Environmental Services  Climate Change & Biodiversity Officer	April 2025
<b>Housing that meets the needs of Dales residents</b>					
Objective 4: To support the provision of housing that meets the needs of all Derbyshire Dales residents, carefully considering the needs of	Support work to identify new Traveller site (CPJ132)	New Traveller site is identified, balancing the needs of Travellers and residents.	April 2025	Director of Housing	April 2026

OFFICIAL-[SENSITIVE]

Equality Objectives	Actions	Performance Measures/Targets	Outcome (to be reported by April 2025)	Lead	By When
diverse communities and people with protected characteristics.					
	Implement homelessness strategy (CPJ176)	Review is completed and recommendations implemented, carefully considering the needs of vulnerable people and those with protected characteristics.	April 2025	Director of Housing  Housing Strategy Officer	March 2028
	Deliver current fuel poverty schemes and bid for available new funding streams (CPJ181)	Use the HUG grant scheme to improve a total of 57 homes by March 2025 ( <b>target TBC</b> )  Use devolution retrofit funding to improve homes ( <b>target TBC</b> )	April 2025	Director of Community & Environmental Services  Climate Change & Biodiversity Officer  Energy Efficiency Officer	March 2028
	Affordable homes - Develop a strategy and action plan and take forward the recommendations to deliver a step change in delivery of affordable homes.	Strategy and action plan developed Recommendations implemented taking into account the needs people with protected characteristics.	April 2025	Director of Housing  Housing Strategy Officer  Rural Housing Enabler	March 2028
	Disabled Facilities Grant - provide adaptations to the homes of 70 disabled people by March 2025. (CPJ225)	70 adaptations to be provided, improving access into and around the homes of disabled people ( <b>target TBC</b> )	April 2025	Director of Place & Economy	March 2025

Equality Objectives	Actions	Performance Measures/Targets	Outcome (to be reported by April 2025)	Lead	By When
				Environmental Health Manager	
	Continue to provide debt and welfare advice to vulnerable households	Provide debt and welfare advice to 300 vulnerable households by March 2025 ( <b>target TBC</b> )	April 2025	Director of Housing	March 2025
<b>Prosperous and sustainable Dales communities and businesses</b>					
	Work with and influence new Mayoral Combined Authority to ensure it addresses the identified needs of the Derbyshire Dales (CPJ187)	Provide information and meet with EMCCA leads to clearly communicate the need for support to fund our own local business adviser and a local grants programme administered in-house, not at a County / Regional level.  If agreed, implement actions and recommendations.	April 2025	Director of Place & Economy  Economic Development Manager	March 2025