

## Corporate Equalities Plan 2011/2012

	Quarter 1 30/06/2011	Comment
<b>Fair Access and Customer Satisfaction</b>		
To ensure Cherwell District Council and our Partners treat the public fairly regardless of their background or way of life	G	During quarter 1 we have held a successful 'Connecting the Communities' outside event at Bradley Arcade whereby many young children took part and various partner organisations joined the day to be able to provide information etc. The Disability Forum has taken place whereby the specialist subjects for discussion were the Oxfordshire Fire Service and Oxford County Councils Adult Social Care/Personalised Budgets. The Disability Forum Steering Group will discuss all feedback and highlight to the correct agency.
To improve our services to the older generation within the Cherwell district	G	During Quarter 1 the (DFG) Disabled Facility Grants Policy has been implemented.
To ensure all our services both internal and external are accessible to all Equality Groups at a high standard	G	Actions plans are all on targets and further projects will start later during this year in terms specific service experience days etc.
<b>Tackling Inequality and Deprivation</b>		
To break the cycle of deprivation within the district (Brighter Futures in Banbury Programme)	G	Good ongoing multi agency actions agreed and underway. Connecting the Communities engagement activities also underway. Cherwell Faith Forum considered Brighter Futures Programme. New activities being considered for funding from residual LAA reward money.
<b>Building Strong and Cohesive Communities</b>		
Promote integration between communities and groups through the use of sport, leisure, cultural activities and opportunities for community involvement	G	During Quarter 1 the Banbury Community Cohesion working group have met once, reviewed the group aims and objectives, reviewed current membership, created, published and distributed the Summer Cohesion Newsletter.
<b>Positive Engagement and Understanding</b>		
To continue to increase engagement and work with young people within the district	G	Ongoing work with youth councils in Banbury, Bicester and Kidlington. New youth forum (The Hill) set up to liaise with young people in the more deprived wards in Banbury. Online forum now available on the youth microsite. ( <a href="http://www.cherwellyouth.co.uk">www.cherwellyouth.co.uk</a> or <a href="http://www.cherwellyouth.org">www.cherwellyouth.org</a> ).
Increase Cherwell's knowledge and understanding of the wider community to ensure we fulfil all residents' needs within our services	G	The Equality Officer continues to sit of both the HALT and Mantra steering groups and is a funder of the HALT programme. Continued success in relation to engagement with young people throughout the district.

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Raise internal awareness of diversity within our community	G	The first Knowing your community event for 2011/2012 is booked for September 12th 2011 and the theme is deaf awareness.
<b>Demonstrating Our Commitment to Equality</b>		
Review and publicise all documentation in line with government framework	G	All documents have been reviewed and are published accordingly.
Review achieving standard to reseach and develop improvement programme	G	This work will commence during Q2/3 of this year.
Ensure staff and services promote and embed equality into their work	G	The Fair & Aware Training course is a continuous mandatory course for all CDC employees. The last module 'Equality & the Community is due to go live during this financial year.
All EIA's and Equality documents to be reviewed by the Corporate Equality and Diversity Steering Group	G	The Corporate Equality Steering group have reviewed any completed Equality Impact Assessments prior to being published and all Corporate Equality documents. The group have also discussed service take up with regard to the Fair & Aware internal course and have responsibility for reminding SMT's about planning for this training course.