

Corporate Equalities Plan 2011/2012

	Quarter 1 30/06/2011	Quarter 2 30/09/2011	Comment
Fair Access and Customer Satisfaction			
To ensure Cherwell District Council and our Partners treat the public fairly regardless of their background or way of life	G	G	3 large community consultation events taking place this quarter. Connecting the community in Grimsbury, Equality Panel specific to the changes taking place within the Customer Services transformation which allowed the public to try out machines etc and an internal/partners knowing you community event in relation to deaf awareness and the new contract between CDC and Lexicon.
To improve our services to the older generation within the Cherwell district	G	G	Older peoples action plan is on track.
To ensure all our services both internal and external are accessible to all Equality Groups at a high standard	G	G	All actions under this header continue with good progression.
Tackling Inequality and Deprivation			
To break the cycle of deprivation within the district (Brighter Futures in Banbury Programme)	G	A	Ongoing multi agency activities in the targeted wards. All local government tiers councillors workshop held for activity and performance update and to provide future direction. Oxfordshire County Council's Early Intervention Hub opened at Woodgreen. Changes in theme lead and other personnel requiring review of structure and programme organisation
Building Strong and Cohesive Communities			
Promote integration between communities and groups through the use of sport, leisure, cultural activities and opportunities for community involvement	G	G	The Recreation & Sport activators are working throughout the District offering free alternative sports sessions to all young people aged 8 years+ in open spaces and parks to engage and integrate young people in positive activities locally. The Activators are targeting resources at areas with additional needs and hard to reach groups including a new session working with Barnados and young people with disabilities
Positive Engagement and Understanding			
To continue to increase engagement and work with young people within the district	G	G	<p>On going work with Cherwell youth forums across the district with a new partnership approach working with the new early intervention hubs in Banbury / Bicester & Kidlington.</p> <p>A new youth forum has been set up to engage with the Banbury deprivation cycle wards young people, hosted at the Hill youth centre it is proving to be a great method to liaise with the young people to set up new initiatives in these areas of need.</p> <p>Youth micro site has officially launched its online forum allowing young people to leave there comments / views and questions about issues facing them in the district 24/7. New topics and themes will be posted on the forum monthly in the future to encourage young people to have a voice in their community</p>

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Increase Cherwell's knowledge and understanding of the wider community to ensure we fulfil all residents' needs within our services	G	G	Research into the armed forces and their families is taking place. Contact and relationship building with Officers at Bullingdon Prison has taken place to support the resettlement process back into the community
Raise internal awareness of diversity within our community	G	G	Lexicon - Deaf Awareness session took place this quarter.
Demonstrating Our Commitment to Equality			
Review and publicise all documentation in line with government framework	G	G	Conference attendance to ensure new Equality Analysis (formally known as Equality Impact Assessment) process is correct and in line with legislation. All documents correct and available via intranet or website.
Review achieving standard to research and develop improvement programme	G	G	Equality self assessment was update during July 2011. This document was sent to Scrutiny whereby members approved and congratulated CDC's approach to Equality Performance. members to review areas for improvement during Quarter 3.
Ensure staff and services promote and embed equality into their work	G	G	Staff Fair and Aware training module included within training schedule. Further specific work being researched regarding flexible training for Customer Services as process is too long and possible change in programme to adapt to ensure take up from depot staff. Equality E-learning module has gone live for all new starters. Community module to be written in Q3 and go live Q4.
All EIA's and Equality documents to be reviewed by the Corporate Equality and Diversity Steering Group	G	G	Group discussed Fair & Aware training and have tasked the Learning & Development Manager with researching flexible training options for whole teams such as Customer Service and Depot staff where it has been identified that training is not appropriate in its current style.