

Corporate Equalities Plan 2011/2012 : Quarter 4 / Year End

	Quarter 3 31/12/2011	Quarter 4 31/12/2011	Year End Performance	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	G	<p>During quarter 4 there have been many successful community and consultation events including the Armed Forces Knowing Your Community for internal staff and our partners. Connecting Communities, New Year, New Start, New Ideas focused around the Youth within the Bretch Hill Area. Consultation Wall at Oxford and Cherwell Valley College (OCVC) and the Independent Advisory Group (IAG) and the Faith Forum Committee Meetings have been attended.</p> <p>Significant progress has been made on the extra care development at Stanbridge Hall, Banbury and London Road, Bicester. The first tenants are set to move in this Spring.</p> <p>Mystery shopping not complete, budget for 2011/12 shown as a saving. Alternatives with Cherwell District Council and opportunities with South Northants Council will be explored in 2012/13. Cherwell District Council is now represented through a Regeneration and Housing rep on the County-wide Physical Disability Strategy steering Group</p>
To improve our services to the older generation within the Cherwell district	G	G	G	The older peoples strategy will be included within the Cherwell's Overall recreational strategy during 2012/2013. Housing already have a specific strategy and action plan to the older community within Cherwell.
To ensure all our services both internal and external are accessible to all Equality Groups at a high standard	G	G	G	Mystery Shopping exercise has not been completed this year and has been taken as a budget saving. However, 2012/2013 will see a review of mystery shopping.
Tackling Inequality and Deprivation				
To break the cycle of deprivation within the district (Brighter Futures in Banbury Programme)	A	G	G	Ongoing multi agency activities in the targeted wards. All local government tiers involved. Review undertaken of priority actions and new mutli agency opportunities. Oxfordshire County Council's Early Intervention Hub now integrated into the programme
Building Strong and Cohesive Communities				
Promote integration between communities and groups through the use of sport, leisure, cultural activities and opportunities for community involvement	A	G	G	The commissioning of strategically relevant advice, car driving, and volunteer schemes has been completed so that new arrangements can begin on 1st April 2012. The Banbury Working Cohesion Group met during quarter 4 to discuss possible future arrangements with regards to increasing community cohesion and engagement throughout the district. The meeting was poorly attended so before any final decisions are made an online consultation will take place.

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Positive Engagement and Understanding				
To continue to increase engagement and work with young people within the district	G	G	G	Regular work within the Banbury and Bicester Hubs
Increase Cherwell's knowledge and understanding of the wider community to ensure we fulfil all residents' needs within our services	G	G	G	<p>During Q4 Cherwell's Customer Services have attended a family open day at Bicester Garrison and it has also been agreed for Cherwell District Council to hold two themed events a year at the Bicester HIVE. Cherwell District Council continue to support the work of HALT by sitting on the steering group and supporting the actions held within their own Oxfordshire wide action plan.</p> <p>During Q4 Cherwell District Council have supported the pilot launch of Oxfordshire Mantra - Hate Crime Reporting. No External communications has resulted in no incidents having been reported but Q1 of 2012/2013 will start to monitoring phase.</p>
Raise internal awareness of diversity within our community	G	G	G	Continued to complete this action via the implementation of the Cultural Awareness Fair & Aware training module and through the quarterly Knowing Your Community events.
Demonstrating Our Commitment to Equality				
Review and publicise all documentation in line with government framework	G	G	G	Cherwell District Council is compliant to the Equality Act 2010 legislation and the Public Sector Equality Duty. Cherwell District Council continues to maintain and update it's Equality & Diversity Web Page.
Review achieving standard to research and develop improvement programme	G	G	G	Next self assessment due to take place Q2/Q3 2012/2013
Ensure staff and services promote and embed equality into their work	G	G	G	Continued success for the Fair and Aware in house equality training programme. Q4 has seen specific discussion based around usage of the course by service area. This has produced the need for a separate course to be created for all depot staff and will be set as a single objective for 2012/2013.
All EIA's and Equality documents to be reviewed by the Corporate Equality and Diversity Steering Group	G	G	G	The Corporate Equality Steering group continue to focus on specific and relevant subjects such as, fair and aware training, equality complaints and specific subjects that impact the whole of the council.