

**Cherwell District Council : 2013/2014  
Equalities - Quarter 2 (September 2013)**

Ref	Objective/Measure Definition	Quarter 1 30/06/2013	Quarter 2 30/09/2013	Direction of Travel	Comments on Performance
<b>Theme 1 : Fair Access and Customer Satisfaction</b>					
CEQ1.1	To provide accessible and meaningful consultation events throughout the Cherwell community	G	G	⇒	Two successful events were held during Quarter 2:- In August at Banbury Young Homeless Project (BYHP) the event attracted many local Grimsbury residents, especially children, young people and mothers. In September the event was held at Spiceball Leisure Centre and focussed on Sport, Health and Wellbeing. It was very well attended by families, people with disabilities, sport associations and groups. Positive feedback was received from both events and Spiceball Leisure Centre is very keen to work on a similar event in 2014.
CEQ1.2	Monitor specific objectives related to older people held within the Rec & Health Plan Implementation and roll out of specific Older People's Strategies	G	G	⇒	Seven older peoples groups that were at risk of folding were supported during Quarter 2.
CEQ1.3	To review the delivery of our Services	G	A	⇩	Just one complaint was received in Quarter 2 alleging or referring to discrimination. The complainant alleged that the complaint was related to discrimination as she was disabled. The complaint related to the way that her housing benefit and Council Tax Reduction was calculated. CDC use Department of Working Pensions (DWP) information to calculate the benefits and there is an issue with the way the information is presented. As the DWP is not able to rectify at this time, CDC is putting procedures in place to prevent this anomaly impacting others. CDC officers followed correct procedure issue was as a result of DWP data set being inaccurate - Discrimination allegations not upheld  The Housing Customer Service Satisfaction measures are still under development an update will be provided in the Quarter 3 report.  A full Disabilities Discrimination Act (DDA) review was undertaken last year on all Corporate buildings and we are 100% complaint. The rolling programme this year includes 10 buildings.
<b>Theme 2 : Tackling Inequality and Deprivation</b>					
CEQ2.1	Continue to break the cycle of deprivation within the district (Brighter Futures in Banbury Programme)	G	G	⇒	The annual report has been completed and as part of this work each theme lead has set priorities for the coming year. Oxfordshire County Council theme leads for Theme 1 - Early Years, Community Learning and Young People's Attainment have now been agreed and are participating fully. Funding commitments have been made to Homestart for work in Grimsbury, the Credit Union for outreach work and for cognitive behaviour training. These total £17.6k. A partners engagement event is planned for November 2013 from which additional funding bids are expected to arise for new ideas and projects later in the year and in 2014/15.

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<b>Theme 3 : Building Strong and Cohesive Communities</b>					
CEQ3.1	Improve opportunities for different groups within communities to work together and build strong community relations	G	G	⇒	2 successful events were held in Quarter 2. One in partnership with Banbury Young Homeless Project (BYHP) focusing on the younger generation and another supporting understanding the benefits of a active and healthy lifestyle.
CEQ3.2	Joint working with Thames Valley Police to highlight and reduce any community tension and build trust in local services.	G	G	⇒	Independent Advisory Group (IAG) has continued attendance by CDC is on-going and including community conference events.
CEQ3.3	Continue to increase Cherwell's knowledge and understanding of the wider community to ensure we fulfil all residents' needs within our services	G	G	⇒	No Connecting Community event due this quarter. Contacts made this quarter with the Alzheimer's Society whereby the next event will be held during next financial year. Contacts have also been made with the Salvation Army who hold the national the contract for supporting victims of human trafficking. Discussions will take place during Quarter 4 for whether this is a suitable event for a Knowing your community.
<b>Theme 4 : Positive Engagement and Understanding</b>					
CEQ4.1	Work with local schools, colleges & sixth forms to engage with the districts younger generation	G	G	⇒	Cherwell Youth Website is updated on a weekly basis with news and information of up coming activities and things to do in the Cherwell area including Activator sessions etc. Looking at analysing website data to demonstrate effectiveness. Currently working towards the Youth democracy week (October/November) which includes a trip to the Houses of Parliament and meeting the local Member of Parliament (MP) One of the major actions from the Children and young peoples strategy has been implemented through Play Days. Play Days are to give children an opportunity to explore areas of Play and for parents to find out about low cost activities. 2000 children attended Play Day event at Banbury and 1600 at the Bicester Play Day event.
CEQ4.2	Explore and establish links with minority representation/community groups to help	G	G	⇒	The Stop Hate UK Oxfordshire partners have agreed to extend the contract until April 2014 which will then be reviewed again in line with the financial year. The Council continues to receive quarterly updates from Stop Hate UK regarding the usage of the service. Further community communications will take place during quarter 4.  Our Ministry Of Defence (MOD) & Her Majesty's Prison (HMP), Bullingdon contacts continue to be on our database for consultation purposes. No specific work has been completed with the MOD this quarter.  Officers from HMP Bullingdon Prison presented at the Cherwell Local Strategic Partnership relating to organisations supporting volunteering opportunities for people in prisons who are nearing the end of their sentence to help integrate them back into working/community life which will smaller the chance of reoffending once released. Cherwell District Council has decided to engage in such an opportunity and will be starting a small pilot for this during Quarter 3.

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CEQ4.3	Raise CDC employees and Partners' awareness of diversity within our community	G	G	⇒	During the early start of this year a lot of work and forums were completed promoting the Welfare Reform changes to partners and the community. Very positive feedback has been received regarding the usefulness of this forum, timing and information available. Work has commenced on a further Knowing your Community event will take place during Quarters 3/4.
<b>Theme 5 : Demonstrating our Commitment to Equality</b>					
CEQ5.1	Ensure CDC meets all government requirements	G	G	⇒	The Council is compliant against the equality act and completes all administration necessary as per legislation. The Public Sector Equality Review results have been published this quarter with no recommendation that will effect the Council and the approach we take managing equality performance.
CEQ5.2	Review CDC performance against Achieving criteria to maintain/improve standards	G	G	⇒	This piece of work is planned for Quarter 4 to be undertaken for the Corporate Policy Officer.
CEQ5.3	Ensure staff and services promote and embed equality into their work	G	G	⇒	Majority of employees have now attended this course. Training is available for the remainder and for all new staff using E Learning.
CEQ5.4	Maximise output from the Equality & Diversity Steering Group	G	G	⇒	Another successful steering group meeting took place this year whereby the followed was reviewed and agreed: <ul style="list-style-type: none"> <li>- New joint CDC &amp; South Northants Council Steering to be created and up and running by the end of the year.</li> <li>- Review of CDC Translation Document - actions agreed</li> <li>- Review of equality logged complaints received (2 received - neither of which were upheld)</li> <li>- Discussion regarding agenda and performance moving forward.</li> <li>- Training update provided.</li> </ul>