

Cherwell District Council
Corporate Equality Action Plan 2015 -2018

Fair Access and Customer Satisfaction

3 Year Corporate Objective	2015/2016 Corporate Targets	2016/2017 Corporate Targets	2017/2018 Corporate Targets	People/Resources
To provide accessible and meaningful consultation events throughout the Cherwell community	<ul style="list-style-type: none"> • Quarterly Equality & Access Panels • 2 Faith Forums • 2 Disability Forums • Quarterly Connecting the Community Consultation Wall Events 	To continue to provide accessible and meaningful consultation events throughout the Cherwell community	To continue to provide accessible and meaningful consultation events throughout the Cherwell community	Tracie Darke
To ensure that the Councils services are accessible to everyone and delivered at an excellent standard.	<ul style="list-style-type: none"> • To continue to monitor the amount and nature of complaints received via the Corporate Complaints Procedure • To create a joint Community Consultation and Engagement Strategy • To conduct, review and action outcomes from the leisure centres Mystery Visitor feedback. • To engage with the Rural Member Champion to ensure 'Rural Impact' is taken into consideration during policy reviews. • Undertake a range of Housing Customer Service Satisfaction measures 	To continue to ensure that the Councils services are accessible to everyone and delivered at an excellent standard		Caroline French Tracie Darke Sharon Bolton Kevin Larner Marianne North

Tackling Inequality and Deprivation

3 Year Corporate Objective	2015/2016 Corporate Targets	2016/2017 Corporate Targets	2017/2018 Corporate Targets	People/Resources
Continue to deliver the 'Breaking the Cycle of Deprivation' projects	<ul style="list-style-type: none"> • Continue the delivery of the Brighter Futures Programme: • To Improve Employment Support and Skills • Early Years, Community Learning and Young People's Attainment • Financial Inclusion and Housing • Health and Wellbeing • Safe and Strong Communities • Family Support and NEETS • Performance Community Engagement • Promote and support volunteering opportunities across the district. 	To continue to deliver the 'Breaking the Cycle of Deprivation' projects	To continue to deliver the 'Breaking the Cycle of Deprivation' projects	Ian Davies Ian Davies Ian Davies Ian Davies Ian Davies Ian Davies Caroline French Kevin Larner

Building Strong Communities

3 Year Corporate Objective	2015/16 Corporate Targets	2016/2017 Corporate Targets	2017/2018 Corporate Targets	People/Resources
<p>Improve opportunities for different groups within communities to work together and build strong community relations</p> <p>Joint working with Thames Valley Police to highlight and reduce any community tension and build trust in local services.</p> <p>Continue to increase Cherwell's knowledge and understanding of the wider community to ensure we fulfil all residents' needs within our services</p>	<ul style="list-style-type: none"> • To Complete quarterly themed 'Connecting Community' events • To continue to attend TVP Advisory Panel to improve consultation and community relations • In partnership deliver 80% of actions from the CSCP Plan • Enable communities to access wellbeing through high quality arts opportunities in both rural and urban areas. • Raise the profile of safeguarding within the authority so employees are aware of policies and procedures in relation to the safety of children young people and vulnerable adults • New Communities: Produce an evidence-based study to determine appropriate community facilities and pump-priming community assistance for new housing developments. Enabling residents to build strong, cohesive new communities. 			<p>Tracie Darke</p> <p>Tracie Darke</p> <p>Mike Grant</p> <p>Nicola Riley</p> <p>Nicola Riley</p> <p>Kevin Larner</p>

Positive Engagement and Understanding

3 Year Corporate Objective	2015/16 Corporate Targets	2016/2017 Corporate Targets	2017/18 Corporate Targets	People/Resources
<p>To work with local schools, colleges and sixth forms to engage with the districts younger generation.</p>	<ul style="list-style-type: none"> • To use the Cherwell Youth Website effectively to engage with young people in the district • Continue OCC lead Oxfordshire Youth Parliament • Local Democracy Week • Implement OCC's Children and Young People's Action Plan • To allocate a Member to each of our Secondary schools to improve links to Young People, giving them a stronger voice and promoting local democracy 			<p>Jon Wild</p> <p>Jon Wild</p> <p>Jon Wild</p> <p>Jon Wild</p> <p>Jon Wild</p>
<p>Explore and establish links with minority representation and community groups to help us improve our services.</p>	<ul style="list-style-type: none"> • To work with the Community Engagement and Consultation Officer to establish a 'Hard to Reach' consultative forum • Increase provision of disabled sport by continuing to implement the Disability Sport Development Plan. This will enhance communication and visibility of existing opportunities in Cherwell along with establishing new opportunities for adults and young people • Customer Service Specialist Officers to continue to take our services out to community groups and events • To continue to provide a third party reporting system to support the increase of hate crime reporting within Cherwell District. 			<p>Caroline French</p> <p>Phil Rolls</p> <p>Natasha Barnes</p> <p>Caroline French</p>

3 Year Corporate Objective	2015/16 Corporate Targets	2016/2017 Corporate Targets	2017/18 Corporate Targets	People/Resources
Raise Cherwell District Council Employees and Partners awareness of diversity within our community	To hold two Knowing Our Community events a year	To hold two Knowing Our Community events a year	To hold two Knowing Our Community events a year	Tracie Darke

Demonstrating Our Commitment to Equality

3 Year Corporate Objective	2015/2016 Corporate Targets	2016/2017 Corporate Targets	2017/2018 Corporate Targets	People/Resources
To ensure Cherwell District Council meets all government requirements	<ul style="list-style-type: none"> To publish Cherwell District Council's workforce profile Monitor, report and publish results from the Equality Scorecard Review EIA Rolling Plan and Equality Action Plan To continue to publish externally all completed EIA's To implement Cherwell District Council Member Training To Monitor lettings outcomes under the Allocations Scheme and ensure this information is made regularly and publicly available 	To continue to ensure Cherwell District Council meets all government requirements	To continue to ensure Cherwell District Council meets all government requirements	Paula Goodwin Caroline French Caroline French Caroline French James Doble Marianne North
To continue to review Cherwell District Council's performance against the 'Achieving' criteria to maintain and improve standards	<ul style="list-style-type: none"> Annual Equality Self-Assessment and development of improvement programme To activate E-Equality Steering Group to support performance and legislation requirements 	To continue to review Cherwell District Council's performance against the 'Achieving' criteria to maintain and improve standards	To continue to review Cherwell District Council's performance against the 'Achieving' criteria to maintain and improve standards	Caroline French Caroline French