

**Cherwell District Council : 2014/2015
Equalities - Quarter 3**

Ref	Objective/Measure Definition	Quarter 2 30/09/2014	Quarter 3 31/12/2014	Direction of Travel	Comments on Performance
Theme 1 : Fair Access and Customer Satisfaction					
CEQ1 1	To provide accessible and meaningful consultation events throughout the Cherwell community	G	G	⇒	<p>Community Engagement & Consultation Officer post is currently vacant. Corporate Policy Officer working to maintain consultation and community engagement work continues. Equality & Access Panels now cease to exist but it is proposed to link with the Ethnic Minorities Consultative Forum lead by Oxfordshire County Council to fill this gap.</p> <p>Next Cherwell Faith Forum planned in Banbury on the 10 February 2015. One of the key objectives for the forum is to continue to improve attendance and awareness of the forum among local faith communities and groups. Potential theme will be introduction and promotion of 'Safe Places' initiative and promotion of community faith grants.</p> <p>Disability Forum held on the 6th November whereby attendees were asked to discuss and provide there top three improvements they would like to see take place in the district. These were: Better job opportunities for the disabled, especially 18-25 year olds, Improved Transport Services and a centralised website for all useful information. The Corporate Policy Officer meeting with principal of Banbury & Bicester College to discuss apprenticeship opportunities and linked with Oxfordshire County Council regarding update in relation to the historical Disability Directory.</p>
CEQ1 2	Monitor specific objectives related to older people held within the Recreation Strategy	G	G	⇒	The Service Level Agreement with Age UK provides older people with a wide range of opportunities to be active and engaged. The recreation strategy objectives are being met and are within budget
CEQ1 3	To review the delivery of our Services	G	G	⇒	Cherwell District Council capture whether their formal complaints received across all service areas are linked to discrimination. Quarter 3 received 0 complaints linked to discrimination. A full review of current customer satisfaction measures is to be undertaken to report from April 2015.
Theme 2 : Tackling Inequality and Deprivation					
CEQ2 1	Continue to break the cycle of deprivation within the district (Brighter Futures in Banbury Programme)	G	G	⇒	The multi agency work targeted at the Brighter Futures wards has continued to supplement the core services provided by key partners. There have been many new initiatives commenced. The Cherwell Community Bank as the local credit union has been increasing its presence locally following a Sunshine Centre launch. Preparation is also well underway for a volunteering event in January following a successful second partners engagement event on 3 December, this time focussing on the voluntary sector.

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Theme 3 : Building Strong Communities					
CEQ3 1	Improve opportunities for community groups to work together to build strong communities	G	G	⇒	A number of actions are being undertaken to improve individual officers training and understanding of Safeguarding of; ensuring they are adequately prepared by CDC for their role. Alongside this a more strategic approach to bringing Community Safety, Engagement, Cohesion and Development together to join up work streams and provide partners with a strong and necessary response Cherwell Safer Communities Partnership has completed 80% of those targets within the action plan that were targeted for the financial year 2014-15. Those rolling objectives such as Child Sexual Exploitation, Female Genital Mutilation and preventing terrorism will remain on-going with progress annually recorded.
CEQ3 3	Increase CDC's knowledge/understanding of wider community to ensure we fulfil residents needs within our services				Compliance with over-arching strategies of Thames Valley Police and Oxfordshire County Council are being adopted in the current action plan and strategy. Go active and the Street Wardens scheme continue to work with the 'Hubs' however youth activities will diminish as the hubs re focus their activities on targeted interventions of those most needy. The impact of change of policy against rural work is ad-hoc rather than proactive or systematic. Consideration of potential impacts does occur in some cases, but usually informally. There is no mechanism in place for monitoring the regularity and consistency of these considerations.
CEQ3 2	Attend Thames Valley Police (TVP) Advisory Panel to improve consultation & community relations	G	G	⇒	No meetings held during this quarter.
Theme 4 : Positive Engagement and Understanding					
CEQ4 1	Work with local schools, colleges & sixth forms to engage with the districts younger generation	G	G	⇒	Cherwell continues to keep its young residents up to date with regular council updates through the Cherwell Youth Website. The OCC Oxfordshire Youth Parliament as representation from all Cherwell schools. The Children and Young People's Action Plan is implemented through the Banbury and Bicester youth action teams: • 18 Positive Activity promotion events held to date 2014/15 • Recreation & Sport Activators champion and sign post young people to Positive Activities through their own going programme • Bicester & Banbury Youth Action teams set up to give young people a voice and make a difference in their community

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CEQ4 2	Explore and establish links with minority representation/community groups to help us improve our services	G	G	⇒	The Disability Sport Development Action Plan is completed and is now being implemented. We are working with Sports Clubs to make the clubs more accessible. In addition to Job Clubs, Food Banks and regular stands at venues to promote and provide Council Services, the Customer Services Officers attended the following: <ul style="list-style-type: none"> • Bicester International Old Peoples Day (Wellbeing Centre) • Banbury Electric Blanket Testing Day • Dementia Awareness Morning • Bicester Job Fair • Bicester Electric Blanket Testing Day • Parish Liaison Meeting • Financial Inclusion Meeting
CEQ4 3	Raise internal awareness of diversity in community	G	G	⇒	One Knowing your Community event was held during quarter 3 theme on Dementia/Alzheimer's and was presented by Dementia Friends. Staff and Partners came to event to learn more about this illness. The event received very good feedback.
Theme 5 : Demonstrating our Commitment to Equality					
CEQ5 1	Ensure the Council meets all government requirements	G	G	⇒	Cherwell District Council continues to monitor all Equality legislation to ensure compliance.
CEQ5 2	Review CDC performance against Achieving criteria to maintain/improve standards	G	G	⇒	Planning for the 2014/2015 assessment will start during quarter 4 of this year with completion of assessment taking place during quarter 1 of 2015/2016
CEQ5 3	Ensure staff and services promote and embed equality into their work	G	G	⇒	All staff now use the eLearning system for equalities training, and that includes all new starters
CEQ5 4	Review whether Corporate Equality Steering Group is having beneficial service impact to the Council Steering Group	G	G	⇒	Objective complete - Steering Continues but now via e-mail updates, member champions continue and meetings called as and when necessary for instances such as legislation change and year end self assessment.