

**Cherwell District Council : 2015/2016
Equalities - Quarter 3**

Ref	Objective/Measure Definition	Quarter 2 30/09/2015	Quarter 3 31/12/2015	DOT	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>A draft joint Community Engagement and Consultation Strategy and separate Action Plans for each council has been prepared and is in consultation with peers.</p> <p>A community event held on the 21st November illustrated the ability to bring the Faith Forum linked with Connecting Communities; in 2015 there has been two Faith Forum Events, the next planned will be a formal AGM as opposed to an event and is being prepared.</p> <p>The Community & Consultation Officer has established links with the NHS and Cherwell Learning to start formatting the event 'Living with Disabilities in Cherwell' (April 9th) it will aim to showcase the services that we provide and those of our partners (Police/NHS/Town Council/Ambulance Services/Social Services) and the linked organisations and volunteer groups (especially Age UK). The Canal & River Trust are keen to get involved and as such arranging meetings over the next month to see how this can be developed.</p> <p>The 'consultation wall' is still seen as a good mechanism to capture peoples 'voices', and as such it will be used in events that are being run by other agencies and partners as well as internal events i.e. Sports Development. There will be a calendar of events that the 'wall' will be published.</p>
CEQ1 2	To ensure that the Council's services are accessible to everyone and delivered at an excellent standard	G	G	⇒	<p>The council operates a corporate complaints procedure whereby discrimination complaints are identified and logged on a quarterly basis. 2 complaints were linked discrimination (sex/disability) during Q3, both complaints were deemed invalid after investigation.</p> <p>A draft joint Community Engagement and Consultation Strategy and separate Action Plans for each council have been prepared and is in Consultation with peers.</p> <p>21 mystery visits (MV) were carried out across the 3 Leisure Centres during the October - December period. All MV reports are sent to the General Manager at Parkwood and any improvements are addressed by the centre management teams. Items that require urgent attention are raised by officers with the General Manager and Managers to ensure improvements are made.</p> <p>Countryside & Communities Manager and Cllr Atack meet on a regular basis to discuss a range of topics that have particular relevance to rural parishes. Recently they have been discussing the Oxfordshire County Council review of rural transport support.</p> <p>The housing department undertake a range of measures to ensure that the services provided meet the local needs of Cherwell residents. An online survey is being introduced to undertake this work which we hope to trial by the end of January 2016.</p>

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Theme 2 : Tackling Inequality and Deprivation					
CEQ2 1	Continue to deliver the 'Breaking the Cycle of Deprivation' projects	G	G	⇒	The first workshop held for health improvement and inequalities was well attended and productive in relation to new multi agency activity. The next workshop is planned for March 2016 and will focus on employability i.e. encompass educational attainment, skills development, job readiness and local jobs market relevance.
Theme 3 : Building Strong Communities					
CEQ3 1	Improve opportunities for community groups to work together and build strong community relations	G	G	⇒	Attendance at both Banbury and Bicester Independent Advisory Group (IAG) (Banbury 10/12/15, Bicester 20/1/16); brought to the attention a topic from Banbury IAG to CDC (safeguarding) and submitted agenda items for the next Bicester IAG therefore taking a proactive approach.
CEQ3 2	Joint working with Thames Valley Police to highlight and reduce any community tension and build trust in local services.	G	G	⇒	Attendance at both Banbury and Bicester IAGs brought to the attention a topic from Banbury IAG to CDC (safeguarding) and submitted agenda items for the next Bicester IAG therefore taking a proactive approach. Currently working through the recommendations from the Joint Safeguarding Review and contributing to the delivery of the multiagency work outlined in the Community Safety Partnership action plan. Safeguarding Training is being developed for staff and Members The Community Safety Partnership has re written its action plan to mirror that of the County and Police and Crime Commissioners plans retaining a local priority emphasis. The plan focuses on offences against persons especially the vulnerable moving away from previous priorities of property crime. However Anti-Social Behaviour, young people, night time economy and burglary have been retained
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	⇒	A further 8 Taking PArt projects were delivered in Q3 as well as a continuation of the Dancing with Parkinsons project.
Theme 4 : Positive Engagement and Understanding					
CEQ4 1	Work with local schools, colleges & sixth forms to engage with the districts younger generation	G	G	⇒	The Cherwell Youth Website is updated weekly to provide up to date information and details regarding current programmes for young people within Cherwell. The Youth Parliament meets quarterly to have a youth voice in strategic decision making processes. Local Democracy Week Occurs in October 2016 (Preparations made in the summer). The Council is continuing progress to allocate each school with a member - first round has been successful with a community questionnaire currently being rolled out with North Oxfordshire Academy.

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CEQ4 2	Explore and establish links with minority representation/community groups to help us improve our services	G	G	⇒	<p>The historic Equality and Access Panel which CDC used to consult with minority groups has been disbanded. In line with the Community Engagement and Consultation Strategy review. This review will be complete and a new strategy put in place during Q4 whereby actions for linking with minority groups will be put in place.</p> <p>Stop Hate UK not being re-commissioned and Milton Keynes Equality Council (MKEC) taking over third party reporting centre. Corporate Policy Officer has linked with key staff at MKEC and is waiting for reporting information to be available to log on councils website and promote within the community accordingly. Corporate Policy Officer has also started to arrange MKEC to complete all staff training.</p> <p>Sportivate programme developed at Bardwell School, 16 x 6th form students attended. Met with other groups to set up new initiatives.</p>
CEQ4 3	Raise Cherwell District Council Employees and Partners awareness of diversity within our community	G	G	⇒	<p>Planning Knowing your Community events, in conversation with HR, NHS and Police. Dates will be published in a shared calendar before close of reporting year.</p>
Theme 5 : Demonstrating our Commitment to Equality					
CEQ5 1	Ensure the Council meets all government requirements	G	G	⇒	<p>Cherwell District Council remains compliant and aware of legislation and duties associated with the Equality Act 2010 and the specific duties to Local Authorities.</p>
CEQ5 2	Review CDC performance against Achieving criteria to maintain/improve standards	G	G	⇒	<p>Equality self assessment to start at the end of 2015/2016.</p>