

**Cherwell District Council : 2015/2016
Equalities - Quarter 1**

Ref	Objective/Measure Definition	Quarter 1 30/06/2015	Comments on Performance
Theme 1 : Fair Access and Customer Satisfaction			
CEQ1 1	To provide accessible and meaningful consultation events throughout the Cherwell community	G	<p>The Faith Forum Steering Group met in May and agreed a number of Grants to community faith groups (who met the necessary criteria). The next Faith Forum will be held in the Grimsbury Area of Banbury during Interfaith Week (15-21 November). It will aim to increase awareness of the different and distinct faith communities that live in the district and help build upon the contribution which their members make to their neighbourhoods and to wider society.</p> <p>The Disability Forum was held on the 17 June; due to reducing numbers in attendance, the Consultation and Engagement Officer is reviewing the format of this forum. The revised Consultation Strategy will set out an action plan for news ways of engaging with the harder areas of the community that we need to consult with ensuring forums are interesting, accessible for members of the community.</p> <p>The Consultation and Engagement Officer attended the Banbury District Show (June) with the Consultation Wall. Views and issues were captured which have been passed to relevant departments.</p> <p>The Faith Forum will be linked to the next Connecting Communities event (15 - 21 November) which will enable the bringing together of representatives from faiths and organisations that will cover issues impacting the community. The partners working with the Council include, the Police, Public Health, Oxfordshire County Council and Citizens Advice Bureau.</p> <p>The Equality & Access Panels are currently not in use. The Consultation and Engagement Officer working with the Equalities officer will be developing a Strategy that includes an action plan that will outline alternative mechanisms to consult with the public.</p>
CEQ1 2	To ensure that the Council's services are accessible to everyone and delivered at an excellent standard	G	<p>Cherwell District Council capture whether their formal complaints received across all service areas are linked to discrimination. Q1 received 0 complaints linked to discrimination.</p> <p>The newly appointed Consultation and Engagement Officer is planning work with Heads of Service, identifying their needs for consultation and engagement for this financial year. The joint Strategy will cover both Cherwell District Council and South Northants Council with two Action Plans for the individual Council in order to capture the different requirements and different opportunities for engagement.</p> <p>Customer Service measures are developed to ensure that service users are able to provide feedback on the service received from the housing department.</p>

Ref	Objective/Measure Definition	Quarter 1 30/06/2015	Comments on Performance
Theme 2 : Tackling Inequality and Deprivation			
CEQ2 1	Continue to deliver the 'Breaking the Cycle of Deprivation' projects	G	The Brighter Futures Programme continues through its range of partners. This is currently under review through the 2014/15 Annual Report
Theme 3 : Building Strong Communities			
CEQ3 1	Improve opportunities for community groups to work together and build strong community relations	G	To reflect the needs of the Area Thames Valley Police has developed a further Independent Advisory Group (IAG) to cover the Bicester area. The Consultation and Engagement officer attended the first meeting (24 June) and has been accepted as a full member of this group. The next meeting is being arranged for the end of the summer.
CEQ3 2	Joint working with Thames Valley Police to highlight and reduce any community tension and build trust in local services.	G	To reflect the needs of the Area Thames Valley Police has developed a further Independent Advisory Group (IAG) to cover the Bicester area. The Consultation and Engagement officer attended the first meeting (24th June) and has been accepted as a full member of this group. The next meeting is being arranged for the end of the summer. The Community Safety Partnership action plan is at present being re written to reflect the greater involvement of partners in child sexual exploitation, slavery, hate and domestic abuse as opposed to generic crime reporting. It is envisaged that this will be complete by September and in action by December 2015
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	Taking Part scheme has worked directly with groups to enable them to access high quality arts opportunities e.g. a professional dance leader working with the Dancing with Parkinson's group. To support raising the profile of Safeguarding within the Council, briefings and presentations to team meetings are happening across the two organisations. An internal review of safeguarding has been commissioned to ensure our practice is robust and systems produce the right information and action. The See It Report It Corporate Intelligence system was launched on 1 July. Consultants are currently writing a social and community infrastructure plan that highlights the need for community spaces within new developments and will evidence the need for extended existing spaces or complete new halls / centres.
Theme 4 : Positive Engagement and Understanding			
CEQ4 1	Work with local schools, colleges & sixth forms to engage with the districts younger generation	G	The Cherwell Youth website is updated weekly by the Recreation & Health Team with current programmes promoting opportunities within the district for young people. The website is promoted at all youth events and promotional cards are used to give out to community members. Local Democracy Week: 12- 16 October 2015 - Promoting local democracy within schools / linking members to assembly's and taking Banbury & Bicester youth action teams to Westminster for Q&A

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CEQ4 2	Explore and establish links with minority representation/community groups to help us improve our services	R	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 a consultative forum will be created - this work is due to commence in Q2.
CEQ4 3	Raise Cherwell District Council Employees and Partners awareness of diversity within our community	G	<p>The latest staff briefing of Knowing Your Community has been held on the topic of Modern Slavery under the banner of Knowing our Communities, the third of the 'See it - Report it' subjects; topics previously covered are Child Sexual Exploitation (CSE) and PREVENT. Employees, Councillors and partners attended the Modern Slavery briefing and have requested information to disseminate to teams/colleagues. An evaluation survey has been sent out to ascertain the views of the attendees and a further briefing option on the subject of Female Genital Mutilation (FGM).</p> <p>Leader of the Council requested that the Modern Slavery briefing be presented to the full Council; this is planned for the October meeting</p>
Theme 5 : Demonstrating our Commitment to Equality			
CEQ5 1	Ensure the Council meets all government requirements	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. During Q1 Cherwell District Council has completed the following actions:</p> <p>The Equality Scorecard Report has been included within the Councils quarterly performance reporting to the Joint Management Team and Members. The Equality Scorecard will then be published on the Councils Equality internet page.</p> <p>The annual review has taken place on the Equality Action Plan which has been refreshed to 2015-2018 and the Equality Impact Assessment 3 Year Rolling Plan. This has been reviewed in line with Service Plans for 2015/2016. Once the documents have been fully signed off as part of the 2014/2015 Equality Programme Annual Report they will be published on the Councils Equality webpage.</p> <p>Cherwell District Council receives quarterly updates from our Registered Providers (landlords) to confirm the number of lettings of their accommodation made within the district to ensure that all our partners are operating appropriately. We are in the process of publishing figures on our website to demonstrate the number of properties being let within the district so the public can see them easily.</p>
CEQ5 2	Review CDC performance against Achieving criteria to maintain/improve standards	G	This work will take place during the final quarter of 2015/16.

**Cherwell District Council : 2015/2016
Equalities - Quarter 2**

Ref	Objective/Measure Definition	Quarter 1 30/06/2015	Quarter 2 30/09/2015	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 new corporate Consultation and engagement strategy is being prepared and will be complete by December 2015 to include a council specific action plan and how the council will engage with all community groups. The new Consultation Strategy will review use of the 'wall' as a method of capturing views, the responses from the 'Have Faith in Your Community' event being held on the 21 November 2015 will be considered.</p> <p>During this quarter preparation has been completed on the Event 'Have Faith in Community' which involves representation from faith communities and has been approved by the Inter Faith Group (national group). Meeting held with the Secretary of the Faith Forum Committee and agreed specific involvement. Planning to hold AGM in February 2016.</p> <p>The date of the next Disability Forum is the 9 April 2016 at Exeter Hall, Kidlington. In Q2 the council met with representation from the Deaf Community; Age UK; Oxfordshire Mind and NHS.</p>
CEQ1 2	To ensure that the Council's services are accessible to everyone and delivered at an excellent standard	G	G	⇒	<p>This quarter 13 Mystery Visits (MV) have been carried out across the 3 leisure centres during the July-September period. All MV reports are sent to General Manager at Parkwood and any improvements are addressed by the centre management teams. Monitoring of these actions is undertaken by Officers to ensure quality and response times are fully met. The Housing department undertake a range of measures to ensure that the services provided meet the local needs of Cherwell residents. The Rural Manager and the Lead Member have met 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>No complaints have been received in relation to any of the protected characteristics.</p>
Theme 2 : Tackling Inequality and Deprivation					
CEQ2 1	Continue to deliver the 'Breaking the Cycle of Deprivation' projects	G	G	⇒	<p>New 2015/16 Brighter Futures priorities established around child poverty, health inequalities, employability and supporting the most vulnerable. Workshop preparation underway. On-going theme work as per previous years.</p>
Theme 3 : Building Strong Communities					
CEQ3 1	Improve opportunities for community groups to work together and build strong community relations	G	G	⇒	<p>Membership of both Bicester and Banbury IAG; 2nd meeting of Bicester IAG happened during Q2 with the Consultation & Engagement Officer in attendance.</p>

Ref	Objective/Measure Definition	Quarter 1 30/06/2015	Quarter 2 30/09/2015	DOT	Comments on Performance
CEQ3 2	Joint working with Thames Valley Police to highlight and reduce any community tension and build trust in local services.	G	G	⇒	<p>Membership of both Bicester and Banbury Independent Advisory Group (IAG). The second meeting of Bicester IAG took place on 1st October 2015 with the Consultation & Engagement Officer in attendance.</p> <p>Several new initiatives and engagement exercises around Child Sexual Exploitation (CSE) have now taken place with police and other partners. The Cherwell community safety partnership is in the process of re writing its rolling plan, which should be in place by December. The emphasis of this plan will be to move away from traditional police crime issues and focus on more societal issues such as CSE and preventing terrorism.</p> <p>Participation in the Operation Reportage learning review with Oxfordshire County Council partners. Embedding the See it Report it system at CDC. Implementing and completing the internal Safeguarding review, to be viewed by Executive during November 2015</p>
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	⇒	<p>Artist led sessions in Q2 with community groups through the Taking Part scheme with Older people, those living with Alzheimer's or Parkinsons, young children and children with disabilities.</p>
Theme 4 : Positive Engagement and Understanding					
CEQ4 1	Work with local schools, colleges & sixth forms to engage with the districts younger generation	G	G	⇒	<p>Cherwell Youth Website updated weekly. New online forms available for young to engage in the new Activator challenges launched this Summer.</p> <p>On going lead for Cherwell School - All schools have rep's linked to the Oxfordshire Youth Parliament (4 Forums delivered to date)</p> <p>New "Members into schools" initiative launched for democracy week (12th-16th Oct) All secondary schools will have an allocated member to make links to local members and young people. Members will be in schools during local democracy week running workshops & Q&A sessions</p> <p>OCC Action plan on going - Banbury & Bicester youth partnerships and Cherwell Play Partnership merged to be more effective as one body to deliver this in the future.</p>
CEQ4 2	Explore and establish links with minority representation/community groups to help us improve our services	G	G	⇒	<p>Outreach officers continue to attend Food banks, Job Clubs and Community Events to provide access and signposting to Council Services as well as the services of other partner organisations.</p> <p>Additional work this quarter includes hosting a meeting with other council services and partners that provide similar services to share best practice and improve service.</p>

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CEQ4 3	Raise Cherwell District Council Employees and Partners awareness of diversity within our community	G	G	⇒	The Female Genital Mutilation briefing was well attended by partners and staff and the feedback was positive. The following event on Think Prevent was attended by mostly outside agencies and a follow up meeting to plan for engagement with the Police Prevent team occurred on 1st October. The next Knowing Communities will be in 2016.
Theme 5 : Demonstrating our Commitment to Equality					
CEQ5 1	Ensure the Council meets all government requirements	G	G	⇒	Cherwell District Council remains compliant and aware of legislation and duties associated with the Equality Act 2010 and the specific duties to Local Authorities.
CEQ5 2	Review CDC performance against Achieving criteria to maintain/improve standards	G	G	⇒	Equality self assessment to start at the end of 2015/2016.

**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>

Ref	Objective/Measure Definition	Quarter 2 30/09/2015	Quarter 3 31/12/2015	DOT	Comments on Performance
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.

Ref	Objective/Measure Definition	Quarter 2 30/09/2015	Quarter 3 31/12/2015	DOT	Comments on Performance
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>

**Cherwell District Council : 2015/2016
Equalities - Quarter 4 / End of Year**

Ref	Objective/Measure Definition	Quarter 3 31/12/2015	Quarter 4/ End of Year 31/03/2016	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>The Draft Joint Consultation and Community Engagement Strategy and Actions Plans are being reviewed and will be submitted to Executive and Cabinet for approval during Q1 2016/17.</p> <p>During 2015/16 the Faith Forum met three times; there was a provision of grants to local faith projects (the reports of these projects will be included in the full Annual Report) and we successfully joined the Inter Faith Network that allows us access to shared faith resources and the ability to run an Annual Inter Faith Community Event during Inter Faith Week. Further discussion and planning has occurred regarding the future structure of the Faith Forum to align with the changes to the Local Strategic Partnership (LSP). A briefing paper will go to the LSP meeting on the 21 April 2016 with an Annual Report & Proposal for the continued involvement of Faith Groups with LSP and Connecting Communities at the LSP Board on 4 August 2016.</p> <p>Connecting Communities Event "Have Faith in Community" was held in the Brighter Futures in Banbury Grimsbury Ward on the 21 November 2015 and an evaluation report was prepared of this event including lessons learnt from it; over 23 different partner organisations attended, with a 'Give & Take' recycling opportunity as well as the waste recycling trailer that attracted the local residents to the event. It demonstrated a new method of cross working of different faith and community groups with multi agency's including CDC departments and was promoted as an excellent Inter Faith Community Event by the Inter Faith Network.</p> <p>The consultation 'wall' has been used at events in partnership with Sanctuary Housing at their Community Days held in their housing centres across Cherwell. Views of the residents were captured and passed onto the relevant CDC department or external agents (Oxfordshire County Council and Thames Valley Police). The relationship with Sanctuary Housing has been strengthened through sharing knowledge and event attendance. The Consultation & Engagement Officer attended the Bicester & Banbury Police Independent Advisory Groups where further opportunities for the 'wall' to be used have been scheduled for 2016 to link in with Police community consultation.</p>

Ref	Objective/Measure Definition	Quarter 3 31/12/2015	Quarter 4/ End of Year 31/03/2016	DOT	Comments on Performance
CEQ1 2	To ensure that the Council's services are accessible to everyone and delivered at an excellent standard	G	G	⇒	<p>A new online based Customer Satisfaction survey has been developed and approved within the housing team to be used as a trial to help gain better insight into the department's performance. We will be reviewing responses closely to check if this type of survey can meet our needs and be used to improve the Housing Needs service.</p> <p>All Leisure facilities mystery visitor reports are sent to the General Manager at Parkwood Leisure and any improvements are addressed by the centre management teams. Any items that require urgent attention are raised by officers with the General Manager to ensure improvements are made.</p> <p>In the final quarter of the year 21 mystery visits were carried out. Whilst there were an array of comments both negative and positive the common theme was the response time at Kidlington Leisure Centre for phone calls. This has been previously reported and an automated system is being investigated for improvement.</p>
Theme 2 : Tackling Inequality and Deprivation					
CEQ2 1	Continue to deliver the 'Breaking the Cycle of Deprivation' projects	G	G	⇒	<p>The second workshop for the Brighter Futures in Banbury programme involved a successful 'employability' workshop on 18 March 2016 which brought secondary and higher education together with local employers. A range of actions and initiatives were developed from this which are now being considered.</p> <p>Citizens Advice Bureau "Volunteer Connect" contract is increasing volunteer opportunities & providing volunteers for local organisations. Contract ends 31/03/17. Consideration to be given to alternative/less expensive method of volunteer engagements in the future.</p>
Theme 3 : Building Strong Communities					
CEQ3 1	Improve opportunities for community groups to work together and build strong community relations	G	G	⇒	<p>The proactive approach has continued; Consultation & Engagement Officer has continued to attend both the Bicester & Banbury Independent Advisory Group meetings as well as working closely with the Police Neighbourhood Teams of Banbury and Kidlington due to other engagement events/shared information. To move forward further discussions have been held to plan to make greater use of shared events to engage with the community in 2016/17.</p>
CEQ3 2	Joint working with Thames Valley Police to highlight and reduce any community tension and build trust in local services.	G	G	⇒	<p>The Community Safety Partnership action plan has now gone live with 21 actions, some of these being picked up from the old plan. Many are focused on preventing radicalisation and child sexual exploitation. Activity already taking place is: delivery of a Barnardos detached worker in Banbury, engaging with the communities. A prevent interactive workshop in all secondary schools wishing to participate and a cybercrime workshop aimed at secondary schools to raise awareness of cyber issues such as bullying, radicalisation and grooming.</p>

Ref	Objective/Measure Definition	Quarter 3 31/12/2015	Quarter 4/ End of Year 31/03/2016	DOT	Comments on Performance
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	⇒	The Community Spaces and Development Study was approved by Executive on 1 February 2016. Some further work is now needed to ensure it dovetails with the forthcoming Developer Contributions Supplementary Planning Document.
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 Youth Website continues to be updated on a weekly basis to hold key up to date youth information and promotion for the district. All Cherwell secondary schools are signed up and attend quarterly Youth Parliament meetings. Work with schools on going from October local democracy event - Q&A arranged with local MP for youth action teams. Key Council members are linked to local secondary schools, this work continues to be on-going.
CEQ4 2	Explore and establish links with minority representation/community groups to help us improve our services	G	G	⇒	The historic Equality and Access Panel 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 Q1 of 2016/2017 whereby actions for linking with minority groups will be put in place. Milton Keynes Equality Council (MKEC) has taken over third party reporting from Stop Hate UK for all of the Thames Valley area. The Council's website has been updated with the new reporting information including a link under the 'report it' section on the front page. Council staff have been advised of the new reporting process via In Brief and a Knowing your Community event. The Disability Sports Development Plan has achieved its set objective with many new activities such as "Wheels for all" becoming established programme opportunities. The Plan has been revised with new targets for 2016/17.
CEQ4 3	Raise Cherwell District Council Employees and Partners awareness of diversity within our community	G	G	⇒	Knowing our Community briefing was held on 9 March 2016 on the subject of Hate Crime; it was not well attended and to avoid low numbers for 2016/17 further work has been done to ensure that for development, all managers will be expected to attend the Knowing our Community briefings (links with Safeguarding training). The subject of the briefings will be considered by suggesting options of topics as a 'poll' in In-Brief and to direct by email to those whom previously have previously attended a staff Knowing our Community event.

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Theme 5 : Demonstrating our Commitment to Equality					
CEQ5 1	Ensure the Council meets all government requirements	G	G	⇒	Cherwell District Council remains compliant and aware of legislation and duties associated with the Equality Act 2010 and the specific duties to Local Authorities.
CEQ5 2	Review CDC performance against Achieving criteria to maintain/improve standards	G	G	⇒	Action completed during Q1 of 2015/16 for previous year. Q1 2016/17 will see review take place for overall performance against the Equality Scorecard and presented to the Executive meeting on Monday 4 July 2016.