

## CHERWELL DISTRICT COUNCIL

STRATEGIC RISK REPORT TO THE ACCOUNTS, AUDIT AND RISK  
COMMITTEE

17 DECEMBER 2008

<b>Risk No: F01.0350</b>	<b>Failure to deliver fair and equitable access to services to everyone</b>
<b>Risk Category:</b>	<b>S6. Environmental</b>
<b>Responsible Officer</b>	<b>Strategic Director Environment &amp; Community</b>
<b>Risk last reviewed:</b>	<b>December 2008</b>
<b>Risk detail</b>	<b>Failure to deliver fair and equitable access to services to everyone and meet legislative requirements and CPA expectations regarding equality and accessibility</b>
<b>Any amendment to the nature of the risk?</b>	None
<b>Consequence</b>	Unfairness to individuals and communities regarding access to services. Challenge by a member of public who is disadvantaged by the Council's policies and/or services.
<b>Gross rating before controls</b>	<b>Severity 3 (Moderate) x Probability 4 (Probable) = 12 (Amber)</b>
<b>Control descriptions in full, with details of the effectiveness of each control:</b>	<p>The Council has already agreed its Equality and Diversity Policy. This is supported by six strategies for Race, Disability, Age, Gender, Sexual Orientation and Faith. It is the combination of these strategies and the policy document that forms the Council's Corporate Equality Plan.</p> <p>In 2008, all services have undertaken an equality and diversity screening. Arising from this, the need for 40 full Equality Impact Assessments have been identified and it is these which are now underway. The achievement of the national Equality level 3 out of 4 requires three year action plans for each of the six strategies. These action plans will be derived from the actions arising from the Equality Impact Assessments for services. These are planned to be completed by the last quarter of 2008/09.</p> <p>The actions arising from these service assessments will form part of annual Service Plans which in turn are monitored through the Council's PMF.</p>
<b>Any changes to the controls?</b>	None
<b>Net rating after controls</b>	<b>Severity 3 (Moderate) x 2 (Unlikely) = 6 (Green)</b>
<b>Report of the Strategic Director Environment &amp; Community:</b>	The recent CPA re assessment process highlighted the Council's approach to equality and response to diversity as a potential weakness. In particular, the degree of embeddedness and effectiveness across the Council was questioned. However, when providing evidence of

	<p>achievement to the CPA inspectors, it was clear that there were many excellent examples from across most Council services that the application of equality was undertaken routinely in response to the District's diverse communities and the differing needs.</p> <p>The evidence gathering and presentation of information for CPA purposes did highlight a number of small weaknesses which are being addressed eg routine reporting and member involvement.</p> <p>An Equality and Access Advisory Panel consisting of community representatives of hard to reach groups has been set up to act a sounding board for the equitable delivery of Council services. This Panel has already proved very valuable in contributing to the outcomes from the Equality Impact Assessments.</p> <p>The thorough approach to the Equality Impact Assessments combined with the established policy framework and consultation mechanism means that the Council has a systematic approach to the delivery of fair and equitable access to services to everyone supported by a track record to demonstrate it actually delivers.</p>
<b>Signature &amp; Date:</b>	Ian Davies, 2 December 2008