

**Cherwell District Council  
Equalities Self Assessment – Areas for Improvement  
October 2011**

**Areas of improvement identified within the 2009/2010 Equality ‘Achieving’ Self Assessment.**

Issue	Update	Outcome/Completed
<ul style="list-style-type: none"> <li>The Council's does not routinely collect data about sexual orientation.</li> </ul>	<ul style="list-style-type: none"> <li>Staff awareness events have been held to promote an understanding of the LGBT community</li> <li>sexual orientation is monitored as part of the HR and Recruitment procedures</li> </ul>	<ul style="list-style-type: none"> <li>The council understands the importance for collecting community data but will only ask relevant questions has it has been proven to discourage overall response rates.</li> </ul>
<ul style="list-style-type: none"> <li>There is an opportunity to widen consultation as part of the annual review of the Equalities scheme.</li> </ul>	<ul style="list-style-type: none"> <li>Equality Scheme review scheduled for October 2011 to take into account the Public Sector Equality Duty</li> </ul>	<ul style="list-style-type: none"> <li>Equality Scheme to be updated by November 2011.</li> </ul>
<ul style="list-style-type: none"> <li>Further Member engagement in the Equality Impact Assessment Process.</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Equality Steering Group to discuss options</li> </ul>	<ul style="list-style-type: none"> <li>Agenda item included within the Corporate Equality Steering Group - 12<sup>th</sup> December 2011</li> </ul>
<ul style="list-style-type: none"> <li>To obtain accurate hate crime figures via the success of the Mantra Oxfordshire programme.</li> </ul>	<ul style="list-style-type: none"> <li>Cherwell, will pilot the launch of the Arch Hate Crime reporting System</li> </ul>	<ul style="list-style-type: none"> <li>Partnership &amp; Equality Officer sits on Mantra Strategic Steering Group.</li> <li>The Council has been set up as an Third Party Reporting Centre for the Hate Crime System.</li> <li>Communications Strategy currently being agreed</li> <li>Official Pilot live estimated Winter 2011</li> </ul>

Issue	Update	Outcome/Completed
<ul style="list-style-type: none"> <li>Feedback any complaints made on the grounds of discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>All complaints are managed, logged and reported centrally through the Lagan system.</li> </ul>	<ul style="list-style-type: none"> <li>Completed</li> </ul>
<ul style="list-style-type: none"> <li>Housing services are reviewing grants given to community groups to improve distribution of funding to groups.</li> </ul>	<ul style="list-style-type: none"> <li>Consultation has taken place and commissioning of advice, volunteering and volunteer car driving schemes has been created.</li> </ul>	<ul style="list-style-type: none"> <li>The commissioning of advice, volunteering and volunteer car driving services is now underway. A 'Providers Workshop' was held prior to the commissioning to ensure agencies were fully aware of the tender process and had opportunity to ask questions. A report will be taken to the Executive on 7<sup>th</sup> November 2011 recommending who is awarded the contract and if approval is given the contract will be awarded by the end of November. This will then allow four months for any transition arrangements that need to be in place to ensure the services can start from 1<sup>st</sup> April 2011.</li> </ul>
<ul style="list-style-type: none"> <li>The Housing Equality Group is overseeing the creation and implementation of an Equality Scorecard throughout 2011/2012.</li> </ul>	<ul style="list-style-type: none"> <li>Housing Equality Group have agreed format and content for the Equality Scorecard</li> </ul>	<ul style="list-style-type: none"> <li>Scorecard to be signed off by the Housing Equality Steering Group during January 2012.</li> </ul>
<ul style="list-style-type: none"> <li>Area of improvement would be to align our staff work force to the Cherwell community profile.</li> </ul>	<ul style="list-style-type: none"> <li>Successful Apprenticeship scheme conducted during 2010/2011.</li> <li>The Equality Act 2010 now allows organisations to recruit in favour of an under represented community within their organisation.</li> </ul>	<ul style="list-style-type: none"> <li>Apprenticeship to be continued into 2012/2013</li> <li>Successful community volunteering at the Council with under represented groups such as the polish and African community.</li> </ul>
<ul style="list-style-type: none"> <li>Staff Workforce Profile to be published on the Council's website.</li> </ul>	<ul style="list-style-type: none"> <li>Completed on an annual basis</li> </ul>	<ul style="list-style-type: none"> <li>Completed – Staff figures are available on the Cherwell District Council website.</li> </ul>

**Areas for development identified within the 2010/2011 Equality 'Achieving' Self Assessment.**

Issue	Action	Timeframe
<ul style="list-style-type: none"> <li>Inclusion of the Armed Forces within Cherwell's Equality Programme</li> </ul>	<ul style="list-style-type: none"> <li>Armed Forces 'Knowing Your Community' Event</li> <li>Customer Service Out-Reach Service at The Garrison, Bicester.</li> </ul>	<ul style="list-style-type: none"> <li>January 2012</li> <li>January 2012</li> </ul>
<ul style="list-style-type: none"> <li>To embed the Equality 2010 Legislation throughout the Council</li> </ul>	<ul style="list-style-type: none"> <li>All Equality Corporate Policies, Scheme and documentation to be updated to reflect the legislation and published the Councils Website</li> </ul>	<ul style="list-style-type: none"> <li>December 2011</li> </ul>
<ul style="list-style-type: none"> <li>Oxford Mantra Pilot and Scrutiny of Hate Crime</li> </ul>	<ul style="list-style-type: none"> <li>Mantra Steering Group to sign off Communications Strategy</li> <li>Local Community Communications to take place</li> <li>Official Oxfordshire Mantra launch</li> <li>Cherwell Overview and Scrutiny Committee to monitor hate crimes cases within Cherwell</li> </ul>	<ul style="list-style-type: none"> <li>January 2011</li> </ul>
<ul style="list-style-type: none"> <li>Equality Analysis on Budget Decisions</li> </ul>	<ul style="list-style-type: none"> <li>All Head of Services to complete the Equality Analysis process on all budget decisions.</li> <li>Partnership &amp; Equality Officer to support this process</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
<ul style="list-style-type: none"> <li>Maintain a Community Knowledge Programme</li> </ul>	<ul style="list-style-type: none"> <li>Specific Understanding of the impact of the recession on vulnerable groups</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing – Brighter Futures in Banbury Project. Connecting Communities</li> </ul>
<ul style="list-style-type: none"> <li>Customer Service Outreach Programme</li> </ul>	<ul style="list-style-type: none"> <li>Identifying new hard to reach community areas in Cherwell.</li> <li>Armed Forces – Bicester Garrison</li> <li>Bullingdon Prison – Bicester</li> </ul>	<ul style="list-style-type: none"> <li>New out reach programmes to be investigated and launched January 2011</li> </ul>