

**Cherwell District Council : 2014/2015
Equalities - Quarter 4 / Year End**

Ref	Objective/Measure Definition	Quarter 3 31/12/2014	Quarter 4 31/03/2015	Direction of Travel	Year End Position	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	⇒	G	<p>During Quarter 4 the Faith Forum was held at Banbury Town Hall with approximately 20 attendees. Representatives from the Safe Places Steering Group presented the Safe Place scheme launched in Banbury with emphasis on how the Faith communities can support. The Cherwell Faith Community Grant fund was also launched at this meeting, following the Faith Forums objectives this great is to promote community cohesion for all within the district. Applications will be reviewed during Quarter 1 of 2015/2016.</p> <p>The Disability Forum was held in 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.</p> <p>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. Consultation took place and a meeting will be scheduled to agree next steps for Disability Forum in 2015/2016.</p> <p>The Community Engagement & Consultation Officer post is currently vacant but work continues to maintain consultation and community engagement work. The Equality & Access Panels no longer exist but it is proposed to link with the Ethnic Minorities Consultative Forum lead by Oxfordshire County Council to fill this gap and this will be reviewed during Quarters 1 and 2 in 2015/2016.</p>
CEQ1 2	Monitor specific objectives related to older people held within the Recreation Strategy	G	G	⇒	G	<p>The Service Level Agreement with Age UK for recreation opportunities ties in well with other commissions they have secured, they have secured and so there is a greater range of services being offered through one network which makes it easier for older people to navigate their way through the choices and options open to them. Actions to deliver the older peoples service plan have al been completed within budget.</p>
CEQ1 3	To review the delivery of our Services	G	G	⇒	G	<p>Cherwell District Council capture whether their formal complaints received across all service areas are linked to discrimination. Q3 received 0 complaints linked to discrimination. A full review of current customer satisfaction measures is to be undertaken to report from April 2015</p> <p>Cherwell District Council capture whether their formal complaints received across all service areas are linked to discrimination. Q4 received 0 complaints linked to discrimination. A full review of current customer satisfaction measures is to be undertaken to report from April 2015.</p>
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	⇒	G	<p>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. The voluntary sector engagement event was well received and followed by a successful public volunteering recruitment event in January.</p>

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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	⇒	G	Considering the impact on rural communities 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. Dial-a-Ride "top-up" to continue for 2015/16. Monthly update meetings with Rural Champion Cllr Attack, regular Community-led Plan liaison with Oxfordshire Rural Community Council. Cherwell Street Wardens continue to work with Banbury Hub and 'Go active' in identifying hot spots for activator attendance. Wardens visit Hubs and attend youth events. Police briefings now concentrate warden's efforts on gathering intelligence on potential problem locations and identifying individuals known to the police. Community Safety partners continue to deliver the priorities in the action plan. 2015 will see the introduction of new actions relating to Child Sexual Exploitation (CSE) and other emerging topics. It appears that from the police delivery plan, former targets of crime and burglary will give way to these new priorities. Reporting of crime will be more focused on quality of response rather than quantity.
CEQ3 2	Attend Thames Valley Police (TVP) Advisory Panel to improve consultation & community relations	G	G	⇒	G	No meetings held during Q4
CEQ3 3	Increase CDC's knowledge/understanding of wider community to ensure we fulfil residents needs within our services	G	G	⇒	G	The profile of safeguarding has been raised with officers, senior managers and Members over the last twelve months. There is greater cross-departmental working and steps are being taken to identify information sharing processes in order to escalate the right information in a timely manner.
Theme 4 : Positive Engagement and Understanding						
CEQ4 1	Work with local schools, colleges & sixth forms to engage with the districts younger generation	G	G	⇒	G	All Cherwell schools provide representation on the Cherwell Youth Website and the Oxfordshire Youth Parliament, supported by Cherwell District Council Officers.
CEQ4 2	Explore and establish links with minority representation/community groups to help us improve our services	G	G	⇒	G	Disability Sport Development Plan has been delivered and is being developed further. The Stop Hate UK service continued to be available through Cherwell during Quarter 4. Contact still established between Ministry of Defence (MOD) & HMP Bullingdon Prison via invite to attend all community engagement/forum events and to be involved in all Council consultations. No specific projects with partners running at this time.
CEQ4 3	Raise internal awareness of diversity in community	G	G	⇒	G	During the quarter, Cherwell District Council have launched the "See It Report It" themed Knowing Your Community events which are linked to all Safeguarding issues. Two events, well attended by CDC staff and partner organisations have taken place and were themed on the 'PREVENT' agenda and 'Child Sexual Exploitation'. The training raised awareness of these issues for staff and gave an understanding of our roles as eyes and ears and how to report if we see something suspicious. Planning has started for the next event which will be based on modern day slavery.
Theme 5 : Demonstrating our Commitment to Equality						
CEQ5 1	Ensure the Council meets all government requirements	G	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	⇒	G	Planning for the 2014/2015 assessment started during Quarter 4 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	⇒	G	This training has been replaced with eLearning and is no longer used for training new staff.