

ANNEX 2

Equality Policy – Action Plan 2015/16

The council is required to set and publish specific, measurable equality objectives. We have to report at least annually on our progress against these, and we have to revise our objectives every four years.

In our *Equality Policy 2012-17*, we set ourselves the following objectives:

1. Understanding the needs of individuals and communities
2. Providing accessible, local and personalised services
3. Supporting thriving and cohesive communities
4. Promoting a culture of fairness in employment and service delivery

For each objective we identified a number of actions which were intended to build on achievements and address areas where improvement was needed in our performance.

Council-wide Actions

Action	Objective
Ensure the content of the Joint Strategic Needs Assessment contains access to ever-richer data on groups with protected characteristics or facing inequalities of outcome or access and make it publicly available on the JSNA website. (Produced by the Chief Executive's Office, commissioned by the Public Health directorate.)	1
Ensure that Service and Community Impact Assessments (SCIAs) are produced for all new and updated policies and service delivery decisions. In particular we will assess all budget proposals to consider the impacts of any potential changes on groups with protected characteristics. (A SCIA is a review of the potential impact of policies and is intended to ensure the diverse needs of our individuals and communities in Oxfordshire are met. We assess the impact of decisions on any relevant community, but with particular emphasis on groups that share the protected characteristics in the Equality Act 2010.)	1

Continue to enhance the focus on 'locality working', ensuring officers and members work together to listen to and understand local needs.	2
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Children, Education and Families

Action	Objective
Take action to identify and agree plans and measures to address gaps in educational attainment levels between children from different backgrounds and who share protected characteristics (for example, looked after children, some black and minority ethnic groups, and some children with special educational needs, including children and young people with Autistic Spectrum Disorders).	3
Ensure equality and diversity are considered throughout the service redesign, including the integration of Children's Social Care and Early intervention Services, so that the potential impact of changes on groups with protected characteristics is fully understood and acted upon if necessary.	1

Social and Community Services' Actions

Action	Objective
Increase the use of the Shared Lives service by older people. (Shared Lives is a scheme where adults who need care and support are offered the chance to stay in a Shared Lives carer's home, or, alternatively, to be supported in their own home by a Shared Lives carer.)	3
Ensure all staff in Integrated Mental Health Teams are trained in relation to Independent Mental Capacity Advocacy and Independent Mental Health Advocacy	2
Improve information available for service users and carers when choosing new services	2

Public Health

Action	Objective
Ensure services commissioned by the Public Health Directorate contain specifications that detail the need for services to be locally accessible and personalised where appropriate.	2
Continue the countywide Thriving Families programme, Oxford's Breaking the Cycle programme, and Banbury's Brighter Futures programme to bring a range of agencies together to improve outcomes in the most deprived communities of Oxfordshire.	3
Conduct Service and Community Impact Assessments (and Health Equity Audits* if needed in addition to any Service and Community Impact Assessments) to ensure that services are fairly accessible to the whole population and that all ethnic groups are able to access services (*A Health Equity Audit (HEA) is a review procedure, which examines how health determinants, access to relevant health services, and related outcomes are distributed across the population, relative to need.)	4

Environment and Economy

Action	Objective
Ensure equality and diversity are considered throughout the development of proposals for the Supported Transport Programme, specifically by engaging with stakeholders and user groups, so that the potential impact of changes on groups with protected characteristics is fully understood. (Supported transport includes home to school transport, subsidised buses, and transport to day centres, along with various other forms of direct or indirect provision.)	1
Ensure equality and diversity is integrated into the culture of the Customer Service Centre by embedding it within the behaviour and attitudes of staff, as well as the routine policies, procedures and practices of the service.	4

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Ensure equality and diversity are considered throughout the development of proposals for the Local Transport Plan, specifically by engaging with stakeholders and user groups.	1
Continue to develop and expand the opportunities for work placement and apprenticeships across the county, particularly targeting those from disadvantaged backgrounds such as those leaving care, non-school attendees and Young Carers.	4

Fire and Rescue Service

Action	Objective
We will ensure that all of our priority projects are assessed for any adverse impact on all community groups and that a positive outcome is achieved for all members of the community who live, work and travel within Oxfordshire.	4
As a result of our 365 alive vision Oxfordshire County Council Fire and Rescue Service has reduced the number of deaths due to accidental fires and road accidents in the home by 425 in the last eight years and we will continue to build on this work through the use of our risk reduction modelling and our CRMP planning process to target vulnerable individuals at risk and reduce deaths by an additional 6% above the overall target by 2018.	2
We will continue to engage with young people in vulnerable areas through our youth engagement programmes with the aim of increasing our safety messages by 20% each year.	3

Gypsy and Traveller Service

Action	Objective
Continue to host trainee Police Officers on the Thames Valley Police Community Placements programme to help build awareness of gypsy and traveller culture and foster stronger relationships between gypsy and traveller families and the Police.	3

Trading Standards

Action	Objective
Ensure that tailored support packages are provided to increase personal safety for vulnerable people protecting them from risks to their safety and wellbeing in their home, including scams and other forms of financial abuse	2

Chief Executive's Office

Action	Objective
Continue to ensure that Oxfordshire Voice Citizens' Panel, our resident's panel, is broadly representative of the makeup of the county to ensure it is balanced to reflect age, gender, ethnicity and disability.	1
Continue to support the military community in the county, including veterans and reservists, and ensure equality of access to services, particularly around issues of health and wellbeing and education.	3
In addition to ensuring all staff have completed the mandatory 'Respect for People' eLearning course, to also encourage all employees to access further learning and development opportunities to increase their awareness and understanding of equality and diversity issues.	4
Ensure any organisational or employment changes are handled with a well-mannered approach to diversity by completing service and community impact assessments for all changes to ensure no group is disproportionately affected and monitoring statistics for redundancy.	4
Continue to encourage people from diverse backgrounds to apply for roles at the council, and do more to increase awareness of the support available to staff and guidance for managers to ensure that reasonable adjustments are made where appropriate.	4
Continue to expand the number of apprenticeship opportunities to create entry level posts for young people, including those from disadvantaged backgrounds such as those leaving care, non-school attendees and Young Carers.	4