














Objective 1. Support our older and vulnerable residents by further developing our approach to ensure that people are safeguarded against abuse. Including through maintaining low levels of hate crime (racist, homophobic, transphobic, faith and disablist).							
Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
1.1 Work with all agencies to ensure that we do all we can to contribute to people feeling safe and knowing where to go for help.	Head of Adult Safeguarding and Practice Development	Abigail Simmons	Mira Haynes	March 2013 and ongoing	Roll out of safeguarding toolkit to all providers and statutory agencies that support Bracknell residents		The roll-out of the toolkit is completed.
1.2 With partners develop a culture that does not tolerate abuse, and in which older and more vulnerable residents are safeguarded against abuse.	Head of Adult Safeguarding and Practice Development	Abigail Simmons	Mira Haynes	March 2013 and ongoing	Roll out of safeguarding toolkit to all providers and statutory agencies that support Bracknell residents		The roll-out of the toolkit is complete.
1.3 Maintain low levels of hate crime through engaging community representatives in regular hate crime monitoring and action to address it.	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	March 2013 and ongoing	Increased awareness of hate crime amongst community groups and engagement in addressing it.		Despite seeing a reduction in recorded hate crime offences in 2015/16, 2016/17 has seen an increase in recorded crime by 51% within Bracknell Forest. Racial Offences have increased by 64% (41 crimes compared to 25 the previous year). Disability crimes have seen a decrease of 56% (4 crimes compared to 9 the previous year). Whilst homophobic and transphobic crimes have seen a small increase on last year, the figures remain extremely low (only




							<p>12 crimes in total across these hate crime categories compared to 6 crimes the previous year). Hate crime crimes or incidents in Bracknell Forest for 2016/17 occurred at a rate of 0.47 per 1000 population compared to 0.78% for 2015/16. This is the third lowest rate across the whole Thames Valley region. These increases demonstrate the growing confidence of victims to report offences in this area. While there has been an overall increase in recorded hate crimes, we believe that many incidents still remain unreported. Both nationally and within the Thames Valley area we are expecting to see further increases within this category, as victims continue to gain confidence in coming forward and reporting offences to the police.</p>
<b>Supporting Action</b>	<b>Responsibility</b>	<b>Responsible Officer</b>	<b>Chief Officer</b>	<b>Timescales</b>	<b>Success Criteria</b>	<b>Status</b>	<b>Comments</b>
1.1 & 1.2 (a) Develop an Adult Safeguarding Board Empowerment Strategy Implementation Plan to support vulnerable groups	Head of Adult Safeguarding and Practice Development	Abigail Simmons	Mira Haynes	March 2014	Successful implementation of action plan		This was completed ahead of schedule and is being monitored on an ongoing basis.


1.1 & 1.2 (b) Support 'Be Heard' to raise awareness of safeguarding issues within the learning disability community	Head of Adult Safeguarding and Practice Development	Abigail Simmons	Mira Haynes	March 2013 and ongoing	Sessions to be developed and take place by 31st March 2013. Feedback from individuals who attend will support the ongoing review of the sessions.		Sessions were undertaken and feedback has been sought
1.3 (ai) Further promote the hate crime third party reporting system	Head of Adult Safeguarding and Practice Development	Abigail Simmons	Mira Haynes	March 2013 and ongoing	Increased awareness of hate crime amongst community groups and engagement in addressing it through the third party reporting system.		The Bracknell Forest Partnership has developed and delivered the 'One Community-Stop Hate Crime Now' campaign, which highlights the awareness of hate crime. The public are signposted to relevant agencies for support there are opportunities to promote hate crime reporting. This includes participation in the calendar of activities in the 'One Community - Stop Hate Crime Now' campaign and through the Council's website.
1.3 (aii) Further promote the hate crime third party reporting system	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	March 2013 and ongoing	Increased awareness of hate crime amongst community groups and engagement in addressing it through the third party reporting system.		Stop Hate UK discontinued but other opportunities to promote hate crime reporting have been continued through the council's website and through participation in the calendar of activities in the 'One Community - Stop Hate Crime Now' campaign. Milton Keynes Equality Council has been awarded a contract by Thames Valley police to raise awareness of

							hate crime and how to report it. involve hosted a Community Awareness event with a focus on Hate Crime in 2015-16.
1.3 (b) Support Thames Valley Police to launch and run a hate crime awareness campaign building on the 'Stop it Now' campaign	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	December 2012	Campaign launched with a high level of engagement from partners, increased awareness of hate crime reported.		The Bracknell Forest Partnership has developed and delivered the One Community-Stop Hate Crime now campaign, which highlights the awareness of hate crime and signpost the public to relevant agencies for support.
1.3 (c) Further develop and promote the 'Safe Place' scheme working with key agencies to broaden availability to other vulnerable people	Head of Service, Learning Disability	Hannah Doherty	Mira Haynes	2012-13 and ongoing	Increased awareness of 'Safe Place' linked to the hate crime campaign as part of our approach.		On-going work is being actioned with a large number of external and internal partners; all new companies who will be moving to the Lexicon are being contacted about the Safe Place Scheme. Full awareness raising is happening both within the council and externally.
<b>Objective 2. Work with partners to improve the life chances of children, young people and their families who are living in poverty.</b>							
Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
2.1 Continue to work with early years providers to close the attainment gap.	Head of Prevention and Early Intervention	Karen Frost	Paul Clark	2012-15	Early year's foundation stage profile shows the gap has narrowed between the median and the lowest performing children.		The percentage of children attaining a Good Level of Development (GLD) rose to 74% (England average 69% and BFC ranked 18th nationally). Free School Meal (FSM) attainment gap


							is now 22% (national 18%), Inequality Gap is 26.2% and (national 31.4%) Gender Gap is 14.7% (national also 14.7%). Increasing the attainment of Pupil Premium/FSM children is a priority and we have targeted some schools where they have under achieved to improve the outcomes for this year. Currently a high % of FSM children are on track to achieve a GLD this year.
2.2 Provide accessible, safe and practical early intervention and support services for vulnerable children and young people in the Borough.	Head of Prevention and Early Intervention	Karen Frost	Paul Clark	2012-15	To establish an early intervention hub and develop access arrangements for targeted services. Access available to targeted and early intervention services for relevant families.		The Early Intervention Hub was established in 2012 and is now well embedded as a key multi-agency meeting which provides coordinated early help support for children and young people. The Hub meets on a fortnightly basis and is independently chaired by the Common Assessment Framework / Early Intervention Team Leader. The Hub acts as a key transition point in terms of a range of agencies and provides access to a wide range of services. It also supports the process of "stepping up" cases to Tier 3 statutory intervention (Children's Social Care involvement) where the

							threshold has been met, and also receiving referrals for cases which are “stepping down” from Tier 3 services to lower levels of support.
2.3 Continue to work with schools to close the attainment gap in relation to pupils eligible for free school meals and their peers.	Chief Adviser: Learning and Achievement	Ian Dixon	Ian Dixon	2012-15	Test and examination data show the gap in performance is in line with regional averages or better.		Attainment and progress measures have changed within this reporting period meaning direct comparison is not possible. A sharper focussed strategy is now in place with departments meeting regularly to share data and information. This has led to targeted reviews in 13 schools with subsequent plans and clear expectations communicated to all schools.
<b>Supporting Action</b>	<b>Responsibility</b>	<b>Responsible Officer</b>	<b>Chief Officer</b>	<b>Timescales</b>	<b>Success Criteria</b>	<b>Status</b>	<b>Comments</b>
2.1 (a) Implement the programme of funding for disadvantaged two year olds, and continue to develop Early Years and Children’s Centres.	Head of Prevention and Early Intervention	Karen Frost	Paul Clark	April 2014	Tracking of identified cohort of 30 vulnerable two year olds from access to the Free Entitlement through to the Early Years Foundation Stage Profile will demonstrate achievement in line with their peers		221 two year olds (86%) have been placed in a preschool provision. 98% of provision in Bracknell Forest is Good or Better. A new provision is being developed at Birch Hill using capital funding through a successful Department of Education bid. A new provision is being explored in Sandhurst and Great Hollands. Providers are working hard to try and offer the new 30hrs childcare


							entitlement; however this is proving to be a challenge due to the lack of available venues and existing venues that restrict hours of operation.
2.2. (a) Develop and implement the 'Troubled Families' Government Initiative including the range of family and parenting support services.	Head of Prevention and Early Intervention	Karen Frost	Paul Clark	2012-15	Identified families will move from a chaotic to a coping lifestyle. Targets for individual families within the program will be achieved.		Families identified as meeting the Troubled Families criteria and who signed up for intervention in 2016/17 was 148. Since the Early Start for phase 2 a total of 83 families have been successfully turned round. Bracknell Forest has had the total number of families to be identified increased from 380 to 400.
2.2 (b) Further develop support for children on the edge of care, or those at risk of becoming subject to child protection activity.	Head of Service Looked After Children Head of Service Safeguarding	Mairead Panetta Peter Hodges	Lorna Hunt	Ongoing	To establish a monthly multi agency panel to review all children on the edge of care, ensuring that all possible support is given but also to identify those who do need to be in the care system.		A multi-agency meeting is held once a month to consider any young people known to Children's Social Care who are considered on the Edge of Care (at risk of becoming a Looked After Child). Risk Management Panels are held for young people who are at risk where a child protection conference would not be the most effective process to reduce risk.
2.2 (c) Implement the modernisation of m Services Programme to focus on the needs of those young people who are most vulnerable.	Chief Officer Strategy, Resources and Early Intervention	Paul Clark	Paul Clark	March 2014	To continue the development of the modernisation programme and produce a feasibility study on a town centre facility for young people.		Earlier phases of the Modernisation Programme have been completed successfully. A feasibility study for the town centre facility has been completed.

2.3 (a) Secure targeted services within educational settings for young people 11-16, including services for those who are at risk of becoming NEET.	Head of Targeted Services	Ian Dixon	Ian Dixon	Ongoing	Children receive appropriate support leading to better attendance, fewer exclusions and raised attainment.		Education Welfare Service continues to provide a full service to schools. This is coupled with a dedicated NEET prevention team who actively work with pupils identified by schools as potentially becoming NEET. The pupil referral service based at College Hall supports pupils who have found mainstream education challenging and as a result their behaviour may contribute to them becoming NEET in the future. NEET levels remain significantly lower than national from this service with all but one student achieving a positive destination.
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**Objective 3. Reduce the number of young people (16-18 year old) who are not in education, training or employment.**



Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
3.1 Increase the participation of school leavers in employment, education or training	EMTAS Team Leader, Ethnic Minority and Traveller Achievement Service	Kashif Nawaz	Ian Dixon	Ongoing	Reduction in the number of 16-18 year olds NEETS by 0.4% pa. Ensuring Bracknell Forest is in line with or performing better than its statistical neighbours.		Services commissioned through Adviza under a framework order will be ceasing on the 31st of March 2017. Working in partnership with a number of internal and external partners, focussed on ensuring an effective and efficient service is in place for April 2017. It needs to meet the needs of our most



							vulnerable young people support the council in addressing the challenges faced when working with young people who are NEET. This partnership approach has enabled the service to implement intensive support programmes for this group that will support them over the summer months to secure an Education Employment Training (EET) outcome. According to figures released in the autumn 2016, there was a reduction 1.8% of 16 and 17 year olds who were NEET in Bracknell Forest (an annual reduction of 0.6% against the target of 0.4%) compared with 0.9% nationally (for the same category). This trend continues to place Bracknell Forest amongst one of the highest performing LA's nationally when looking at rates of participation for 16 and 17 year olds.
Supporting Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
3.1 (a) Continue to work with schools to identify young people at risk of disengaging in education, employment or training	EMTAS Team Leader, Ethnic Minority and Traveller Achievement	Kashif Nawaz	Ian Dixon	Ongoing	Reduction in the number of 16-18 year olds NEETS by 0.4% pa. Ensuring Bracknell Forest is in line with or performing better than its		The annual figure for 16 and 17 year olds who are NEET is 3.9% - a decrease of 0.1% on the previous year. National data is expected to


<p>and ensuring appropriate interventions are put in place.</p>	<p>Service</p>				<p>statistical neighbours.</p>	<p>be released in the next quarter. During this quarter, schools have been supported to specifically target those identified who do not have a destination yet planned for September 2017. This is done in partnership with the school lead to ensure that the advice and guidance being offered meets the needs of these young people.</p>
<p>3.1 (b) Work with education providers to ensure that their curriculum offer meets the needs of young people and that progression opportunities are clearly identified.</p>	<p>EMTAS Team Leader, Ethnic Minority and Traveller Achievement Service</p>	<p>Kashif Nawaz</p>	<p>Ian Dixon</p>	<p>Ongoing</p>	<p>Reduction in the number of 16-18 year olds NEETS by 0.4% pa. Ensuring Bracknell Forest is in line with or performing better than its statistical neighbours.</p>	<p>Bracknell Forest continues to perform above the national average for its proportion of 16 and 17 year olds who are NEET. This trend remains even though a revised description of this category during 2016 where participation rates are now tracked for 16 - 17 year olds rather than 16 - 18 year olds. Autumn 2016 - there was a reduction 1.8% of 16 - 17 year olds who were NEET in Bracknell Forest compared with 0.9% nationally (for the same category). The Economic, Social, Domestic Partnership in Bracknell Forest continues to remain the local hub for schools and businesses to share their aspirations for local education offers in light of</p>







							on-going business needs.
Objective 4. Maintain high levels of community cohesion in Bracknell Forest.							
Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
4.1 Supporting the integration of our diverse communities	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	Ongoing	Maintenance or improvement of the Council's performance against the NI 001 community cohesion performance indicator		Community integration activity has continued over 2016/17. The percentage of people who feel that people from different backgrounds get on well together in the borough has increased to 96% in the 2017 Residents Survey from 82% in 2008, 87% in 2012, and 94% in 2014.
4.2 Work with partners to maintain the provision of English for Speakers of Other Languages (ESOL) classes	Head of Community Learning & Skills	Jeremy Saunders	Ian Dixon	Ongoing	Continued provision of ESOL classes. Funding secured with partners.		The European Integration Fund (EIF) 'Healthy Voices project (2010-2013) included ESOL provision along with a health literacy programme. This was then followed by the EIF 'Stronger Voices' project which delivered free first steps ESOL lessons and was completed in July 2015. The project set up volunteer-led ESOL sessions at The Kerith Community Church, Sandhurst Baptist Church and the Look In Community Café, Bracknell. Community Covenant funding was used to provide resources for these sessions.


<p>4.3 Support children and young people with English as an additional language (EAL) in schools.</p>	<p>EMTAS Team Leader, Ethnic Minority and Traveller Achievement Service</p>	<p>Kashif Nawaz</p>	<p>Ian Dixon</p>	<p>Ongoing</p>	<p>Improved attainment levels for children with English as an additional language.</p>	<p>EMTAS has worked with a total of 107 children during this period. (67 primary and 40 secondary). 72 of these were new arrivals and assessed as complete beginners in their acquisition English. Their level of need has been significant enough to support most of this cohort for at least two terms. 100% of this cohort has made at least the expected level of progress as a result of this intensive support which they would not have been able to otherwise. Additionally, all 18 pupils who were supported with their IGCSE ESL exams for the previous academic year continued to complete their sixth form courses. 11 pupils have been prepared for the same exam this year - it is anticipated that they too will be able to secure the pre-requisite grades in English to continue onto their chosen sixth form programme - an opportunity that would not have been available had they not had the benefit of the IGCSE ESL exam made available to them through EMTAS. The service continues to</p>
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							work with schools to develop their capacity in meeting the needs of pupils who speak English as an Additional language through termly network forums.
4.4 Closing the attainment gap in schools with a particular focus on gaps in relation to deprivation, gender and ethnicity.	EMTAS Team Leader, Ethnic Minority and Traveller Achievement Service	Kashif Nawaz	Ian Dixon	Ongoing	Attainment gaps narrow by raising the attainment of those young people with the lowest levels of attainment, measured by meeting the Council's annual targets against the relevant performance indicators and comparing the Council's performance to our statistical neighbours.		The attainment at KS 2 in English and Mathematics for Black pupils reflects a better local performance than their peers nationally other than in Mathematics. This reflects further improvement for this particular group where progress is evident in higher outcomes than previous years. There are still barriers to future attainment at this level for groups of pupils from particular minority ethnic groups. This becomes more complex when a lack of early educational experience is combined as we have experienced when working with a number of such pupils this year. At KS4, pupils with an Asian heritage were the highest performing cohort. This group included a number of pupils who joined their secondary school during the key stage rather than at the start. In contrast to previous years, Bracknell Forest schools have also admitted




							more pupils from different ethnic minority backgrounds for this academic year who have little or no previous education. This is partly due to their cultural practices as well as the outcome of originating from a region that has been affected by political conflict. However, these results not only demonstrate the continuing trend from the previous year of pupils from BME backgrounds outperforming their peers locally but also across the region and nationally in some cases. Girls continued to outperform boys across all assessed areas and Key Stages.
Supporting Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
4.1 (ai) Secure local matched funding for and manage the European Integration Fund Nepali Project in its third year of delivery, successfully delivering upon the agreed outcomes for the third year of the project relating to adult learning, public health and access to services.	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	July 2013	Funding secured. Changes to third year project content agreed by the UK Border Authority. Successful delivery of the third year project outcomes including extending the project to other third country nationals (i.e. non E.U).		The end of project independent evaluation published in July 2013 concluded that the project had achieved all its third year project targets and has had a very positive impact on the community. It achieved a number of integration, health and wellbeing outcomes, including increasing English language skills and the knowledge and confidence



							of individuals enabling them to access services and in some cases move into employment. Two distinct groups, and sets of needs, were identified that will form the basis of future bids for funding. These were women and the elderly: and those with a social and economic motivation to learning English and integrating.
4.1 (a) Secure local matched funding for and manage the European Integration Fund Nepali Project in its third year of delivery, successfully delivering upon the agreed outcomes for the third year of the project relating to adult learning, public health and access to services.	Head of Community Learning & Skills	Jeremy Saunders	Ian Dixon	July 2013	Funding secured. Changes to third year project content agreed by the UK Border Authority. Successful delivery of the third year project outcomes including extending the project to other third country nationals (i.e. non E.U).		The EIF project was completed on 30 June 2013. An independent evaluation identified further needs with two distinct groups and set of needs for women and elderly; those with a social and economic motivation to learning English and integrating. Addressing these needs will form the basis of future bids for funding.
4.1 (b) Development of bids to the MOD Community Covenant Fund to support integration projects in the borough.	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	April 2013	No. of successful bids submitted.		A bid was submitted to the Community Covenant fund by the Adult and Community Learning team at the Council, unfortunately this had to be withdrawn. Further promotion of the fund has taken place over the last six months working with Involve.
4.1 (c) Delivery of a schools based Ministry of Defence (MOD)	School Sufficiency and Commissioning Manager	Graham Symonds	Ian Dixon	April 2013	Successful delivery against the project's success criteria which include the number of		The planned activities in the Community Covenant Scheme were successfully


Community Covenant funded project to support integration of the Armed Forces Service and Nepali communities in Sandhurst.					Royal Military Academy Sandhurst (RMAS) personnel, veterans and older people engaged in intergenerational activities.	concluded by the end of March 2013. Drama, video and other activities linked local schools and youth groups with the resident Nepali community in Sandhurst. Outcomes were positive and have been reported to the MoD.
4.1 (d & e) Work with the RMAS to deliver the Civilian Military Partnership (CMP) Action Plan.	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	April 2016	Successful delivery of the action plan monitored through regular half yearly meetings of the CMP.	 <p>The Action plan has been put into place and is supporting the Armed Forces Community. The majority of actions have now been implemented so the action plan was refreshed at the July meeting of the CMP. Completed actions include an improved process for dealing with Education Health &amp; Care Plans for statemented children and contact has now been set up between RMAS and the Targeted Services Team at BFC. An alert system is now in place at RMAS to deal with any Domestic Abuse call outs. A housing event was held in November 2015 to provide information and support personnel through housing transition. Communication channels have been set up with BFC housing team to support as necessary. Also good links have been set up</p>









							with local communities and Sandhurst Town Council including attendance at Neighbourhood Plan meetings.
4.1 (f) Deliver on the Nepali Integration Group's action plan	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	April 2013	Successful delivery of the action plan monitored through regular quarterly meetings of the Group.		Good progress continues to have been made. Through the Ghurkha Resettlement Fund a Career Boost project was run from April – October 2015 with the aim to improve skills and progress the careers of Nepalis living in the Sandhurst area. A suite of courses was held at Royal Military Academy Sandhurst and Bracknell Open Learning Centre giving guidance around job seeking, entry into the labour market, CV building and interview skills. An English Language Café runs on Mondays (term time) from 10 am to 12 pm at the Bracknell Open Learning Centre. Volunteers run an ESOL class at Sandhurst Baptist Church on Thursdays (term time) 10 am to 11.30 am which is attended by many members of the Nepali community in Sandhurst. Regular meetings continue to be held with Rushmoor Borough Council to share

							relevant information and contacts that can help the Nepali community.
4.2 (a) Delivery of an MOD Community Covenant funded ESOL project to provide Family ESOL classes and support the progression of learners to more formal learning opportunities.	Head of Community Learning & Skills	Jeremy Saunders	Ian Dixon	April 2013	Successful delivery against the project's success criteria which include the total number of people taking up ESOL provision and attending the full course and a satisfaction and progression survey at the end of each course which will identify the attendee's satisfaction with the course and intentions for the future.		26 learners progressed from Community courses to FE accredited provision during 2012/2013. An additional 4 learners progressed to an adult teaching qualification at the Bracknell and Wokingham College during 2012/2013. 9 adults from RMAS with children at College Town school attended a maths and English awareness course at College Town school to gain more of an understanding of how children learn and are taught in the UK.
4.2 (b) Identify other funding opportunities to maintain the provision of ESOL classes when the European Integration Fund Nepali Project comes to an end.	Head of Community Learning & Skills	Jeremy Saunders	Ian Dixon	June 2013	A continuation of first steps ESOL learning provision in the community.		EIF Funding secured for the 'Stronger Voices' Project from May 2014 - June 2015. The Project has provided ESOL classes and set up three volunteer-led ESOL groups.
<b>Objective 5. Reduce overall repeat incidents of domestic abuse and increase the detection rate for domestic abuse assaults with injury.</b>							
Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
5.1 Work with partners to reduce overall repeat incidents of Domestic Abuse (DA)	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	Mar-13 and ongoing	Reduce by 2% annually based on the baseline of the previous year. Monitoring at quarterly DA forum		The DASC project Chair was replaced in January 2017 and since this time the project continues to

					meetings		develop. We are constantly looking at new ways to identify additional cases using the Thames Valley Police Domestic Abuse Toolkit. DASC meets monthly and includes attendees from a range of our partner agencies and we work together to review our cases and provide support using a multi agency approach. The repeat victimisation rate for 2016/17 is 20.7% which is higher than last year (18.7%) but this is the lowest than any other area across the whole of the Thames Valley. The average repeat victimisation rate across the Thames Valley is 26.7% and across Berkshire is 25.3%.
5.2 Increase the detection rate for domestic abuse assaults with injury.	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	Mar-13 and ongoing	Target for Domestic Abuse (DA) Assaults with Injury detection rate. Previous baseline data for detection rates was 31.7%. Monitoring at quarterly DA forum meetings		8.1
<b>Supporting Action</b>	<b>Responsibility</b>	<b>Responsible Officer</b>	<b>Chief Officer</b>	<b>Timescales</b>	<b>Success Criteria</b>	<b>Status</b>	<b>Comments</b>
5.1 (a) Develop Domestic Abuse Service Co-ordination Project (DASC) to address repeat	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	March 2013 and ongoing	Full cohort of offenders identified and number of repeat incidents falling		The DASC project continues to focus on early intervention and prevention to support both victims and




offenders						<p>perpetrators of standard, medium and on occasion high risk cases of domestic abuse. Identifying cases at an early stage can reduce reoffending and also the threat, risk and harm caused by reoffending. Joint working between Neighbourhood Police Officers and the Integrated Offender Management Officer continues to focus on perpetrators and signposts to our website It's Never OK! for advice and to our Plain Talking programme.</p>
5.1 (b) Use offender management techniques with perpetrators	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	March 2013 and ongoing	Offender manager engaged with appropriate members of cohort	 <p>The Integrated Offender Management (IOM) continues to be delivered in Bracknell Forest in partnership between the police, probation service and Bracknell Forest Council's Community Safety Team. Plain Talking, which is a programme for perpetrators of domestic abuse who want to change their abusive behaviour, is also delivered along with the Domestic Abuse Perpetrator Service (DAPS) for cases known to Children's Social Care. These one to one interventions have been shown to reduce risk and</p>

							repeat victimisation.
5.1 (c) Raise awareness of Domestic Abuse (DA) among professionals	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	March 2013 and ongoing	Training provided to all partner agencies to raise awareness of DA		The programme of awareness raising and training for frontline staff within Bracknell Forest has continued to be delivered this year. Training on Introduction to Domestic Abuse and MARAC and DASH has been delivered quarterly and the online training course continues to be promoted.
5.1 (d) Use one to one perpetrator programme to engage with fathers of children on Child Protection Plans as a result of DA	Domestic Violence Worker	Karen Roberts	Lorna Hunt	March 2013 and ongoing	Number of repeat incidents falling		In this period 20 children have been removed from Child Protection Plans in cases where the father has worked with DAPS. This has gone down from 37 last year. This is due to there being fewer children on Child Protection Plans at the point of referral due to earlier intervention.
5.2 (a) Provide funding for Berkshire Woman's Aid (BWA) to support enhanced victim support and IDVA service.	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	March 2013 and ongoing	£20K to be provided to BWA for IDVA service		Despite considerable strain on resources the funding to BWA for the provision of an Independent Domestic Violence Advocate (IDVA) and a part time outreach worker has been sustained this year (£32,000). BWA have been able to maintain services and provide both one to one and group work support for victims in Bracknell Forest, supporting both male and female




							victims.
5.2 (b) Ensure members of DA Forum have a DA policy in place	Acting Community Safety Manager	Vicky Kurlus	Victor Nicholls	March 2013 and ongoing	All members of DA Forum to agree that they have a current DA policy		This target is likely to remain red as membership of the Domestic Abuse Forum changes as new services become aware of and engaged with the Forum.
<b>Objective 6. Empower communities and partners to address identity-specific bullying of children and young people.</b>							
Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
6.1 Work with leading national organisations such as Stonewall and the Anti-Bullying Alliance and initiatives such as the Rights Respecting Schools programme, sharing best practice with schools, partners and the wider community in addressing identity specific bullying.	Head of Targeted Services	Ian Dixon	Ian Dixon	ongoing	Bracknell Forest Council, partners and schools working to national standards and frameworks and embedding best practice.		Schools continue to work direct with stonewall and the anti bullying alliance. Sharing of practice is facilitated through the designated lead meeting. The absence of the co-ordinator on maternity leave has reduced the level of support available during this year.
Supporting Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
6.1 (a) Pilot Stonewall school resources with one primary and one secondary school in the borough	Head of Targeted Services	Ian Dixon	Ian Dixon	September 2012	Children and young people's awareness of identity-based bullying and its effects is raised. A culture of respect and understanding is promoted and evident. Measured by a survey of pupils in the pilot schools.		Stonewall resources were piloted in one primary and one secondary school

<p>6.1 (c) Promotion of positive understanding of the Gypsy Roma Traveller (GRT) community</p>	<p>EMTAS Team Leader, Ethnic Minority and Traveller Achievement Service</p>	<p>Kashif Nawaz</p>	<p>Ian Dixon</p>	<p>ongoing</p>	<p>Children and young people's awareness of identity-based bullying and its effects is raised. A culture of respect and understanding is promoted and evident. Measured by a survey of pupils and feedback from schools.</p>	<p>Concerns remained over the academic achievement of our traveller communities, transition to secondary school still an obvious barrier to many taking any sort of formal exams. However the attendance figures show that 43% of our cohort in primary and secondary schools achieved over 90% attendance, whilst 81% achieved over 80%, the national average for the GRT being 75%. An additional group of GRT students, who are home educated, received support from the Virtual School, tutors and local library staff. Awareness of the specific needs of this community was raised at a Conference during Traveller History Month in June 2016, hosted by Richard O'Neill. Going forward, a Multiagency Forum is being created which will meet termly and include representatives from across many Council Departments and include members from the traveller community so that their views and opinions can be expressed and responded to.</p>
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**Objective 7. Reduce fuel poverty through helping people improve the energy efficiency of their homes.**

Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
7.1 Help people improve the energy efficiency of their homes, reducing the number of low Standard Assessment Procedure (SAP) homes (those with a rating of SAP 50 or less) by 2.5% homes annually (equates to 300 homes by 2016) through encouraging insulation measures and improvements to homes throughout the Borough, subject to available funding.	Team Manager Climate Change	Gail Siddall Hazel Hill	Simon Hendey	March 2013 and ongoing	The number of homes with SAP rating of 50 or lower compared to a base year (of 2012). The number for the baseline figure from Jan 2012 is 3220.		The number of homes below SAP 50 has been reduced by 61% since 2012 figures; we now have 1298 homes with low SAP ratings. This figure has been made possible due to Green Deal Funding on harder to treat homes with external wall insulation, including park homes, combined with improved data.
Supporting Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
7.1 (a) Work with Green Deal Providers to establish Energy Company Obligation (ECO) measures for fuel poor households	Team Manager Climate Change	Gail Siddall	Simon Hendey	March 2014	Measures implemented. Increased SAP		Energy Company Obligation launched
<b>Objective 8. Enable older people, people with a disability, mental health issue, autistic spectrum disorder or long term condition to have a choice of support to meet their needs.</b>							
Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
8.1 Continue to modernise support and include new ways of enabling the delivery of that support	Chief Officer Adults and Joint Commissioning	Mira Haynes	Gill Vickers	March 2013 and ongoing	There will be a wider range of easy-to-use options to enable people to use their personal budget creatively and flexibly. More people		This work has now been succeeded by the transformation plan for the department within culture change and the






					will choose to manage their budget themselves.		conversation project. It is therefore no longer applicable.
8.2 Secure preventative and early intervention measures to ensure residents have the maximum choices to allow them to live longer in their own homes	Chief Officer Adults and Joint Commissioning	Neil Haddock	Gill Vickers	March 2013 and ongoing	Integrated services and teams will work together to deliver a seamless prevention and early interventions service, leading to a reduction in the number of people admitted into traditional long term care settings. Housing related support service for older people commissioned by the end of March 2013.		A new outcome based specification for domiciliary care has been developed in partnership with domiciliary care providers, people who use services, carers, voluntary sector and social care practitioners. This is aimed at helping people who need support to maintain and increase their independence, allowing them to live longer in their homes. Tenders have been submitted, and contracts are due to be awarded in May 2017.
<b>Supporting Action</b>	<b>Responsibility</b>	<b>Responsible Officer</b>	<b>Chief Officer</b>	<b>Timescales</b>	<b>Success Criteria</b>	<b>Status</b>	<b>Comments</b>
8.1 (a) Continue to improve and develop the Council's approach to personalisation to give each person choice and control over the support they get	Chief Officer Adults and Joint Commissioning	Mira Haynes	Gill Vickers	March 2013 and ongoing	How many people are in control of the what, how and when support is given to meet their needs. Maintain the number of people using personal budgets. Make personal budgets easier to use.		This work has now been succeeded by the transformation plan for the department within culture change and the conversation project. It is therefore no longer applicable.
8.1 (b) Use the 'three wishes' approach to check how well people's support plans are going; ask everyone what their three main aims are from using the support and how well	Chief Officer Adults and Joint Commissioning	Mira Haynes	Gill Vickers	March 2013 and ongoing	At least 75% of those in receipt of personal budgets and care packages would say their 'three wishes' are being met.		This action has been completed




their aims have been met.							
8.1 (c) Increase use of the E+ card and increase the range of choices available to people using the card	E+ Programme Manager, Smart Card	Nicola Kaye	Damian James	Ongoing	An increase in the range of uses of the e+ card		The Recycling Incentive Rewards scheme continues to deliver increased donations to good causes; has significantly improved targeted communication with residents; and resulted in high survey response rates and participation. RBus Community Transport journeys are now managed by SmartConnect simplifying record keeping; service delivery and management. e+ MasterCard, for individuals receiving Direct Payment, is live with new products for Deputyship and Appointeeships imminent. Increased digitisation for all e+ cardholders allows people to access their account, to review and update contact details directly and view their reward account on line. The e+ discount scheme is online with an Android App allowing more dynamic/multiple offers to be made available.
8.2 (a) Ensure people experience greater choice and control over the type and source of advocacy they receive though	Head of Service, Learning Disability	Hannah Doherty	Mira Haynes	March 2013 and ongoing	Improved satisfaction with and choice of advocacy services measured through a survey of providers and individuals. Numbers using		On-going monitoring meetings arranged on a regular basis to monitor the contract and ensure people's outcomes and






implementation of the Advocacy Strategy ' Implementation Plan					advocacy. A pool of volunteer advocates to be developed.		needs are being met.
8.2 (b) Ensure that people have a wide range of information available to enable them to choose the support that is right for them.	Chief Officer Adults and Joint Commissioning	Lynne Lidster	Neil Haddock	March 2013 and ongoing	Usage rates for the Community Directory (ihub) and PA register. Development of new information channels and sources as needed.		A range of information sources are available and being developed, including the prevention and self-care guide, the Dementia Directory, a new sensory needs directory, the public health portal and Community Map, information and advice from the new unpaid carers service SIGNAL, the iHub, information on where to get financial advice and support for self funders. Further significant changes to improve information provision are planned and underway, including changes related to the department's transformation programme
8.2 (c) Development of an assistive technology strategy	Head of Service, Learning Disability	Hannah Doherty	Mira Haynes	March 2013	Strategy published and implementation plan developed		The assistive technology strategy has been published. An implementation plan has been developed and published.
<b>Objective 9. Improve recruitment, development and progression, employment and settled housing opportunities for members of the community with disabilities.</b>							
<b>Key Action</b>	<b>Responsibility</b>	<b>Responsible Officer</b>	<b>Chief Officer</b>	<b>Timescales</b>	<b>Success Criteria</b>	<b>Status</b>	<b>Comments</b>



<p>9.1 Support people with learning disabilities to take up or remain in employment.</p>	<p>Head of Service, Learning Disability</p>	<p>Hannah Doherty</p>	<p>Mira Haynes</p>	<p>March 2013 and ongoing</p>	<p>Increase in the number of people in employment</p>	<p>Breakthrough continues to work in partnership with Elevate. Bracknell Forest target for people with Learning Disability to gain employment is 15% - the estimated year end figure will be 14.5%. The lower figure is due to the changes in reporting. Breakthrough is working in collaboration with Elevate, Job Centre Plus and Learning to Work to ensure that people with a learning disability are supported to attend the 'Lexicon for All' focus workshops. These workshops introduce the various roles that will become available through the Lexicon's new shops/businesses later this year. Interested people will also be supported to apply for these roles and retain them. Information about the key roles has been made available in easy-read so that they are fully accessible to individuals. Due to being unsubscribed, a second 'Lexicon for All' workshop is to be arranged. In addition, 15 spaces have been made available to people with a learning disability and/or autism for the Lexicon Retail</p>
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							Pathway Course. It is a 1 week retail employability course to train and prepare candidates for retail vacancies in The Lexicon. Breakthrough and the Development Team also submitted a bid on 27 March 2017 to the Department for Work and Pensions for funding to support people with a learning disability, autism or mental health need into employment.
9.2 Support people with mental health issues to take up or remain in employment	Locality Manager, Community Mental Health Team	Tony Dwyer	Mira Haynes	March 2013 and ongoing	Increase in the number of people in employment		BFC continue to work with NHS Digital over a significant number of data anomalies that exist in the NHS data. Once we understand the anomalies better, we will be in a position to clarify their impact on the overall mental health data set.
9.3 Increase the number of people with disabilities in settled housing; this means living with their family or in an ordinary house or flat like anybody else.	Head of Service, Learning Disability	Hannah Doherty	Mira Haynes	March 2013 and ongoing	Increase in the number of people in settled housing		To date the figure for settled accommodation is 90.5%, this is higher than estimated.
9.4 Increase the number of people with mental health issues who use community teams living in their own home or family home, with or without support	Locality Manager, Community Mental Health Team	Tony Dwyer	Mira Haynes	March 2013 and ongoing	Increase in the number of people in settled housing		BFC continue to work with NHS Digital over a significant number of data anomalies that exist in the NHS data. Once we understand the anomalies better, we will be in a



Supporting Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
							position to clarify their impact on the overall you data set.
9.1 (a) Continue to work in partnership with Bracknell and Wokingham College to enable them to offer courses for people with learning disabilities to provide skills training linked to employment.	Head of Service, Learning Disability	Hannah Doherty	Mira Haynes	March 2014 and ongoing	Course take up levels by people with learning disabilities		This is ongoing, we are involved with helping to look for work experience placements for students on Foundation Programme. We are also exploring supported internships – using the 'Project Search' model and have met with Bracknell and Wokingham College who are very interested in working with BFC on this. Breakthrough and the Development Team will be identifying areas of good practice and will visit them to learn from their experience.
9.1 (b) Work with Kennel Lane School and Bracknell and Wokingham College to design a new 'Ways for Living and Work Course' for people under 25.	Head of Service, Learning Disability	Hannah Doherty	Mira Haynes	March 2014	New course launched and good take up.		Started in September 2012.
9.1 (c) Work with Bracknell and Wokingham College to set up a mentoring scheme for people with autism and learning disabilities studying at the college.	Head of Service, Learning Disability	Hannah Doherty	Mira Haynes	March 2014	Evaluation with pupils and mentors annually.		Delayed start but now operational.




Not Applicable							
9.3 (a) Adult social care and housing to work together to plan to meet the future housing needs of people with disabilities based on housing needs analysis	Head of Housing Strategy & Needs	Clare Dorning	Simon Hendey	March 2014 and ongoing	Housing strategies and plans take account of the needs of people with disabilities		The housing needs of people with a learning disability are kept under regular review. 4 Downshire Homes properties were designated for people with a learning disability during 2016/17.
9.3 (b) Ensure that new affordable housing developments increase the supply of accessible accommodation for people with disabilities	Chief Officer Housing	Simon Hendey	Gill Vickers	March 2014 and ongoing	Increased supply of accessible housing stock		This action is no longer applicable.
9.3 (c) Redesigning the benefits service to provide comprehensive advice for people with disabilities	Chief Officer Housing	Simon Hendey	Gill Vickers	March 2014 and ongoing	Improved benefits advice and guidance		All staff have completed training on Personal independence payments (PIP)
9.3 (d) Increase awareness and usage of assistive technology to support independent living	Head of Service, Learning Disability	Hannah Doherty	Mira Haynes	Ongoing	Increased take up of assistive technology		The working group has now implemented the actions as identified within the strategy
<b>Objective 10. Support groups and organisations run by and that work with people from our diverse communities.</b>							
<b>Key Action</b>	<b>Responsibility</b>	<b>Responsible Officer</b>	<b>Chief Officer</b>	<b>Timescales</b>	<b>Success Criteria</b>	<b>Status</b>	<b>Comments</b>
10.1 Work with Involve to support the development and activities of the Bracknell Forest Faith and Belief Forum, including raising awareness of the diverse faith and beliefs in the borough through Inter-	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	Ongoing	Inter-faith week activities raise the profile of the Forum and increase the knowledge of staff in the Council and partner organisations regarding the faith communities in the borough.		Ongoing support to the Faith and Belief Forum and its AGM and annual event in Interfaith Week.






Faith week activities, together with facilitating representation of faith and belief communities.							
10.2 Work with Involve to support the Bracknell Forest Minorities Alliance to fulfil its objective to represent minority ethnic communities across the borough, including raising its profile.	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	Ongoing	Increased awareness of the Minorities Alliance amongst Council staff and partners.		The Minorities Alliance has now officially stopped meeting. However the Faith and Belief Forum is active and some of the members of the Minorities Alliance participate in its activities.
10.3 Provide training for organisations to work with children with disabilities to facilitate their inclusion within their activities.	Head of Service, Specialist Support	Sonia Johnson	Lorna Hunt	Ongoing	Training provided to short break/ leisure providers. Bespoke packages of support to providers to meet children with complex needs Evidence of increased access to universal and targeted support & services		Training continues to be made available to support Short Break settings, in particular for those children and young people with complex health needs. Provided by the community nursing team, via our jointly commissioned service (with Slough and RBWM). Training has also been provided to foster carers and direct payment workers, increasing flexibility for parents and children in regard to short break choices. This training enables parents of children with complex needs to take a break and strengthens permanency. New contract terms for 2017/18 have been negotiated. In addition Parental Team Teach training has been provided to a select group of Tier 3










							parents to support permanency at home for children with challenging behavioural needs.
10.4 Work with young people from the Youth Council to improve the representation of young people from diverse communities in their work	Youth Service Manager	Judy Galvin	Paul Clark	Ongoing	The Youth Council will better represent the make up of the young people of the Borough.		The Youth Council has worked to create better links with schools - elections last year saw 5 of the senior schools take part. Youth Council numbers have remained steady at 25, however we now have representation from Looked After Children (LAC) young people and BME groups. 400 young people voted in our annual Make Your Mark Ballot and 16 young people took part in National Takeover Day.
10.5 Improve the representation of young people from diverse communities in youth work settings	Youth Service Manager	Judy Galvin	Paul Clark	Ongoing	Settings will reflect make up of the borough		Targeted Youth Support Service's have allowed the service to engage with young people from a more diverse variety of backgrounds. It is also now reaching more young people through the Personal, social, health and economic (PHSE) education programme, Early Intervention and Prevention work in schools, which means that more young people are aware of the services available to them. We are also reaching more young people through the





							Xpresionz Website and social media.
10.6 Work with the Children in Care Council, "Say it Loud Say it Proud" (SiLSiP) to identify children or young people who experience the greatest barriers to participation and prioritise work to promote their engagement	Children's Participation Development Officer	Louise MacLennan	Paul Clark	Continuous	Diversity of participants involved in SiLSiP reflecting make-up of Bracknell's Looked After Children Population		<p>During the year there has been three successful participation events engaging 17 young people including those who have proved hard to reach in the past. Development of the Facebook Page for Care Leaver's in Bracknell. Work with the Virtual School to develop future services to support hard to engage young people.</p> <p>Development of the use of WhatsApp with young people. An increase in the number of care leavers involved in recruitment and selection increased from zero to three. During 2016/17 eighteen young people have attended a SiLSiP meeting, with nine regular attenders. 24 young people took part in a summer activity, 13 of those also attended a residential trip. This included one care leaver who volunteered as a helper.</p>
10.7 Respond to the 2011 LiLAC (Leading Improvements for Looked After Children Assessment of Children's Social Care (i.e. an	Children's Participation Development Officer	Louise MacLennan	Paul Clark	Ongoing	Bracknell Forest Children's Social Care achieved all seven of the LiLAC standards. LiLAC recommendations incorporated into the		The LiLAC Accreditation Kite mark has now expired and we are not considering a re-assessment at this time.





independent assessment, undertaken by care-experienced young people, against a framework of quality standards for involvement and participation.)					Children's Social Care Participation Action Plan.		
10.8 Continue to deliver a range of support sessions through the Children's Centres e.g. Pre School Learning Alliance family cultural groups (Indian; Cantonese; Nepalese; German; Russian and Lithuanian; Spanish and Polish) and specific services for Nepalese families as needed.	Head of Prevention and Early Intervention	Karen Frost	Paul Clark	Ongoing	Delivery of services and increased engagement from diverse communities.		Support continues for children and families - under fives. Numbers remain broadly the same however the Pre-school Alliance (PLA) is reviewing its service inline with new requests for additional languages.
10.9 Support the Access Advisory Panel to advocate for the needs of people with disabilities across the borough	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	Ongoing	Organisation of regular meetings and numbers of people attending those meetings.		The Access Group continue to meet regularly and updates are given on the current regeneration of Bracknell Town Centre. The group are also consulted around updates to the Disabled Go Access guide.
10.10 Enable people with disabilities to contribute to the development of the Bracknell Forest Disabled Go Access guide through regular steering group meetings.	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	Ongoing	The annual update of the guide and addition of new venues is informed by the views of people with disabilities.		The Council's contract with Disabled Go was renewed in 2016 for three years, with Bracknell Regeneration Partnership agreeing to contribute 50% of the funding. In 2016 the decision was taken to roll forward the annual allocation of new access guides to 2017 to be used

							when Bracknell Town Centre opens.
10.11 Support the Indian Community Association (ICAB ) to develop an Asian Elders Day-Service and share activities with Sandhurst Day-Centre	Head of Long-term Conditions	Melanie O'Rourke	Mira Haynes	Nov-12	Elders, including the Nepalese Community, will access the sessions on offer and feedback will be positive		The service is in place
10.12 Extra-Care Housing sub-group working to develop a personalisation support model for vulnerable people aged fifty and older	Head of Long-term Conditions	Melanie O'Rourke	Mira Haynes	Ongoing	Extra-Care Housing will be created that offers individualised support and feedback will be positive		Clement House opened on 11 May 2015 and will offer individualised support aimed at older people.
10.13 Sensory Needs Group working to develop improved support for people 18 and over with visual and/ or hearing impairment	Head of Long-term Conditions	Melanie O'Rourke	Mira Haynes	Apr-13	People who use Sensory Needs Services will report improved satisfaction and outcomes		Adult Social Care continues the provision of a mixed economy of care with the in house sensory team commissioning specialist provision from the independent sector and working closely with health, voluntary groups as well as ensuring all operational staff in adult social care have improved awareness of sensory needs
10.14 Fund organisations supporting people with a learning disability through the Learning Disability Development Fund (LDDF)	Head of Service, Learning Disability	Hannah Doherty	Mira Haynes	March 2014	Funding distributed to bids meeting the criteria for the LDDF		Funding was distributed in accordance with the agreed criteria.
10.15 Fund organisations supporting adults with support needs and their carers through the Adult Social Care Small Grants	Head of Joint Commissioning	Lynne Lidster	Neil Haddock	March 2014	Funding distributed to bids meeting the criteria for the small grants		Funding has been distributed in accordance with the agreed criteria.



Scheme.							
Objective 11. Influence the provision of public transport to ensure it is physically accessible for people with disabilities.							
Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
11.1 To ensure all bus and community transport contracts specify that wherever possible vehicles are used which are fully accessible by people with disabilities.	Head of Transport Development	Neil Mathews	Andrew Hunter	Mar-14	Percentage of contracted bus and community transport services which use fully accessible vehicles for disabled people.		The Council's Framework Agreement for contracted bus services makes a clear requirement for operators to supply wheelchair accessible buses that conform to the requirements of the Public Service Vehicle Accessibility Regulations 2000.
11.2 To facilitate improvements to Bracknell Town Centre Bus Station to ensure it is accessible for all	Head of Transport Development	Neil Mathews	Andrew Hunter	Mar-16	Bracknell Town Centre Bus Station improvements complete by 2016.		The bus station refurbishment and improvement work is now complete, delivering a more user friendly gateway to the town centre with revamped toilets and new bus shelters with real time bus arrival and departure information. For people who find it difficult to read the digital signs or are sight impaired, the signs are all fitted with the REACT system. When activated by a special REACT key fob, the signs will audibly broadcast the information on the sign.
11.3 Continue installation of raised kerbs at bus stops to provide level	Head of Transport Development	Neil Mathews	Andrew Hunter	Ongoing	Number of bus stops with raised kerbs		Complete



access to lower floor buses							
11.4 Under the new Bus Shelter contract, ensure that each new bus shelter installed will have a covered, perch type bench seat	Head of Transport Development	Neil Mathews	Andrew Hunter	Ongoing	Inspection of new shelters		The future specification of bus shelters and the criteria for their provision will be reviewed in parallel to the preparation for a new bus shelter contract. The current contract is due to expire in April 2019.
11.5 Continue to process requests for residential disabled parking and enforce bays provided under traffic / parking orders	Head of Transport Development	Neil Mathews	Andrew Hunter	Ongoing	Making a bi-annual Order.		Provision and review of spaces reviewed bi-annually
11.6 Introduce a replacement new vehicle for the R-Bus community transport scheme for people with Learning Disabilities	Integrated Transport Unit Operations Manager	Matt Howlett	Alison Sanders	May-13	Planned vehicle replacement - May 2013. New vehicle in place and positive satisfaction results from users. A new vehicle on this service will increase user satisfaction by being more modern, comfortable, accessible and efficient		Vehicle in use
11.7 Continue to ensure that all new and replacement hackney carriages are wheelchair accessible	Licensing Team Leader	Laura Driscoll	Steve Loudoun	Ongoing	All hackney carriages are wheelchair accessible and fit for that purpose		All of the Borough's hackney carriages are wheelchair accessible. Any new or replacement hackney carriages in future must be wheelchair accessible to maintain a 100% accessible hackney carriage fleet.
11.8 Require that new dual driver licence applicants pass the DSA wheelchair assessment exercise	Licensing Team Leader	Laura Driscoll	Steve Loudoun	Ongoing	All new licensed dual drivers have passed the test		Since April 2007, all new dual driver licence applicants have been required to pass the DSA wheelchair assessment




							exercise prior to being issued with a licence. This remains the standard procedure for this type of licence applicant.
11.9 To explore the provision and delivery of disability awareness training for drivers	Licensing Team Leader	Steve Loudoun	Steve Loudoun	Mar-13	Low cost training provided and awareness levels increased		No change from Q3. Now a function of the new PPP organisation to take forward as a part of a wider initiative involving the three councils as resources allow and legislation emerges
<b>Objective 12. Ensuring Bracknell Forest Council is an 'Employer of Choice' where diversity is respected and valued.</b>							
Key Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
12.1 Ensuring all Council employees and potential employees have fair and equal access to available opportunities and enjoy fair treatment.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	2012-16	Monitored through annual workforce monitoring report which covers recruitment, training, leavers, grievance and disciplinaries and through the staff survey which asks about discrimination.		The Equalities Group monitors activities identified in the Action Plan from the last staff survey. It has been agreed that the next staff survey will now take place in Autumn 2017.
12.2 Continuing to take steps to make the Council's workforce more representative of the community it serves	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	2012-16	Achievement of the annual targets for the workforce performance indicators.		This is supported by the Workforce Monitoring report that compares statistics on the Authority with those from other local authorities. The report for 2015-16 was published in October 2016 and the next will be available in October 2017.
12.3 Addressing the Council's gender pay gap.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	2012-16	Achievement of the annual targets for the gender pay gap performance indicator.		The new guidelines have now been produced. Work is underway to ensure that


Supporting Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
							we report accordingly in the 2016-17 Workforce Monitoring Report which is due in October 2017.
12.1 (a) Continue to conduct a biennial staff survey to seek employees' views analysing the results by protected characteristics and comparing the results to previous surveys.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	Autumn 2013 and ongoing biennially	Staff survey conducted and analysed by protected groups. Maintenance of a response rate above 50%.		The Equalities group monitors actions from the last staff survey. It has now been agreed that next staff survey will be held in Autumn 2017.
12.1 (b) Follow up from the staff survey question responses regarding discrimination to address the issues identified.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	December 2013	Follow up action approved and reported back to the Corporate Equality Group.		The action plan from the 2014 staff survey has been drawn up by the Equalities Group and is currently being finalised. The action plan will be published and progress monitored regularly.
12.1 (c) Conduct annual workforce monitoring broken down by protected characteristics; schools and non schools; and by department.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	August 2012 and ongoing	Annual workforce monitoring report produced, published and follow on actions identified.		The workforce monitoring report was completed and went to Committee in October 2016. This broke down protected characteristics as shown above. (Equalities Monitoring - Workforce: Annual Report 2015-16).
12.1 (d) Increase staff confidence in disclosing their personal information to increase the accuracy of workforce monitoring.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	November 2012 and ongoing			All staff now have access to the new Employee Self Service module of iWorks. This means staff can update their information whenever they wish without having to







							go through HR. It is hoped this will lead to more timely and accurate information being kept on the workforce.
12.1 (e) Continue to ensure that there is an appropriate equality and diversity training programme in place including local context.	Learning and Development Manager	Leah Thompson	Nikki Gibbons	April 2012 and ongoing	A range of learning and development methods have been developed to ensure that all employees can access these and also undertake refresher sessions on a 3 yearly basis. Sessions include Equality Impact Assessment workshops, e-learning on the introduction to Equality and Diversity training and working with/supporting people with differing needs.		During 2016-2017 51 employees have attended an updated Equality and Diversity workshop. 518 people successfully completed the new Equality in the Workplace e-learning package. 12 people attended a Deaf and Disability workshop. 9 employees attended Equality Impact Assessment workshops As well as workshops, seminars, webinars and best practice sessions have been organised for staff working within Adult Social Care, Health and Housing were also run to enable employees to better support users of our services who are autistic, have learning disabilities mental health; or dementia issues. Unfortunately no numbers have been provided on participants in these events.
12.2 (a) Ensure that appropriate managers have attended fair recruitment training and attend refresher training	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	Ongoing	Content of all the safer/fairer recruitment workshops has been updated and revamped. Workshops are publicised to		During 2016-17 10 people attended Attracting and selecting the right candidate, 8 members of staff attended Interviewing

sessions at least every three years, updating course content regularly.					employees.		Skills. Plus 33 members of staff attended a safer recruitment workshop through the year.
12.2 (b) Continue to support and promote the 'Two Ticks' positive about disability recruitment initiative.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	Ongoing	Regularly monitor the number of people with disabilities called to interview and made an offer of employment.		The Two Tick system has been replaced with a new scheme called Disability Confident. Our accreditation was transferred to this and runs until December 2017. A report has been prepared for the Equalities Group to decide whether we will seek re-accreditation at this time as the tests for Disability Confident are more rigorous than they were for the Two Tick system.
12.2 (c) Further develop the programme of support to encourage improved representation in the workforce from all parts of the community, learning from other local authorities approaches to appraise the options for doing this.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	March 2013	Extend the benchmarking of the Council's activities to include the range of equality and diversity activities in place against similar activities in other local authorities and/or public sector bodies to improve representation.		BFC's workforce continues to become more diverse. Benchmarking shows that we are broadly in line with other similar authorities. Our training courses on recruitment specifically address good practice on equality and discrimination issues and discuss how to avoid unintentional bias in recruitment.
12.3 (a) Breakdown the Council's gender pay gap by part time and full time staff; schools and non schools staff; and by department to increase the relevance and usefulness of pay gap	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	September 2012	Breakdown of data completed and reported to the Corporate Equality Group.		This has been completed and submitted to the Equality Steering Group. 2014 data was calculated during April and submitted as part of the Workforce Monitoring report 2014/15. When the new national

data.							guidelines on Gender Pay Gap reporting are finalised, this will be incorporated into future annual reports.
12.3 (b) Benchmark the gender pay gap information against other local authorities.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	January 2013	Produce a benchmarking report based on available data summarising the Council's performance against other unitary authorities.		An investigation was carried out to find out if there were any policies or actions which other local authorities use which could be usefully adopted by the Council. The results of this indicated that the Council was actually more proactive than most when it comes to analysing and addressing its Gender Pay Gap.
12.3 (c) Produce an analysis and commentary on the gender pay gap and consider the next steps in addressing this, learning from the experiences of other local authorities.	HR Manager	Pat Butler Sandie Gill	Nikki Gibbons	July 2013	Analysis and commentary to be presented to the Corporate Equality Group with a consideration of next steps.		This has now been completed.
<b>Objective 13. Review equality monitoring information annually in order to develop actions, where needed, to increase levels of satisfaction or take up of specific services by under represented groups.</b>							
<b>Key Action</b>	<b>Responsibility</b>	<b>Responsible Officer</b>	<b>Chief Officer</b>	<b>Timescales</b>	<b>Success Criteria</b>	<b>Status</b>	<b>Comments</b>
13.1 Identify any follow on actions that need to be taken as a result of equality monitoring and agree these with service areas.	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	April 2013 and ongoing	Actions are owned by and implemented by service areas.		The Council's 2015-16 Equality Monitoring Reports were published at the end of January 2017 including a workforce and service report. The reports include a number of follow on actions which will be reported on in

Supporting Action	Responsibility	Responsible Officer	Chief Officer	Timescales	Success Criteria	Status	Comments
							next year's monitoring report.
13.1 (a) Report back on progress in implementing these annually when the Council publishes its equality monitoring.	Head of Community Engagement and Equalities	Abby Thomas	Alison Sanders	April 2013 and ongoing	Actions implemented and improvements made in to increase levels of satisfaction or take up of specific services by under represented groups where relevant.		Included within the 2015-16 Equality Information Monitoring Reports published at the end of January 2017. Equality Information, data and research.

Status Legend	
Where the action has not yet started but should have been, or where the action has started but is behind schedule	
Where the action has not yet started or where the action has been started but there is a possibility that it may fall behind schedule	
Where the action has started, is not yet completed, but is on schedule	
Where the action has been completed (regardless of whether this was on time or not)	
Where the action is no longer applicable for whatever reason	