

Equality Scheme 2017 - 20
Monitoring 2017-18

1: Value for money			
Action	Due Date	Status	Comments
1.2 The cost quality and delivery mechanism of all services will be reviewed by 2019			
1.2.07 Undertake a review of the leisure service and implement the findings (E)(T)	31/03/2018		New contract with Everyone Active commenced on 1st March 2018 for Bracknell Leisure Centre, Coral Reef and Downshire Golf Complex. An Equality Impact Assessment (EIA) was undertaken to ensure the needs of those with protected characteristics were taken into consideration. The contract ensures that community groups who have regularly used BLC can continue under the same terms as previously offered. This has been stipulated in the heads of terms and is reflected in the contract as non-negotiable. Everyone Active also aims to engage with under represented groups in the community and has a robust and inclusive Equality & Diversity Policy .
1.2.08 Undertake a review of the library service and implement the findings (E)(T)	31/03/2018		Implementation of the volunteer recruitment programme has continued, with over 100 volunteers registered across the service, and extended lunchtime opening has been achieved at Sandhurst, Ascot Heath, Birch Hill and Great Hollands Libraries. Phase 2 staff consultation and restructure of the Supervisors was brought forward and has now been completed. All supervisors have undertaken training in managing volunteers. The consultation on the proposed restructure of all frontline staff is to take place in April. The first self-service kiosk test kiosk has been installed in Bracknell Library. Building works in preparation for technology-enabled opening has been completed at Great Hollands and Binfield Libraries. An EIA was completed to ensure the needs of those with protected characteristics were taken into consideration.
1.4 Self-service and the use of online services has increased			
1.4.01 Increase range of services available through the website and uptake of customer online account (E)(T)	31/03/2019		New online services have been launched, including e-benefits, online bookings for bulky waste and online payments and bookings for parks and countryside events. The website is being used to promote take-up of the subscription-based email service. The number of online accounts has increased to 25,200. The public website achieves a 3 star rating and was judged joint top in terms of website accessibility by the Society of Information Technology Management (SOCITM).
1.5 Community involvement and the use of volunteers in the delivery of council services has increased			
1.5.01 Support communities and Town and Parish Councils with the preparation of Neighbourhood Plans	31/03/2019		Continue to await submission of draft Warfield Neighbourhood Development Plan
1.6 Resident and staff satisfaction levels remain high			

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1.6.03 Ensure that residents and staff are consulted on all proposed major changes to services and that the impact of these changes on them is assessed (E) (T)	31/03/2019		Consultation and equality impact assessments regularly undertaken including on all transformation reviews.
1.6.07 Analyse the staff survey results by protected characteristics and follow up on any areas of concern. (E)	31/12/2017		The results were analysed by protected characteristic and it was noted that a proportion of 16 – 34 year olds felt they had experienced discrimination. Further follow up work to be carried out with younger staff including investigating setting up a network run by and for young staff.
3: People have the life skills and education opportunities they need to thrive			
Action	Due Date	Status	Comments
3.4 Levels of attainment and pupil progress across all phases of learning for all pupils are raised			
3.4.01 Ensure effective use of Pupil Premium grant to close gaps in attainment (E)	31/03/2019		Schools continue to be supported by Standards and Effectiveness Partners to ensure high expectations for disadvantaged pupils. Three targeted schools received additional visits to ensure plans are effective and recommendations given. Ten schools received an external audit of the Pupil Premium, resulting in an overall audit opinion of 'satisfactory'. Two network meetings well attended by school leaders. Pan-Berkshire Pupil Premium Conference confirmed for June 2018.
3.5 Children and young people from disadvantaged backgrounds are supported to achieve their potential			
3.5.03 Undertake a review of targeted work for 9-11 year old primary age pupils to prevent escalation to higher cost services and implement the findings (E)	31/03/2019		Nurture group training undertaken by five primary schools and Behaviour Support lead. Nurture network now re-established. Additional funding agreed through schools forum to support children at risk of Permanent Exclusion in their school.
3.5.04 Work with schools to identify young people at risk of disengaging in education employment or training and ensuring appropriate interventions are put in place (E)	31/03/2019		Team members of the Virtual School who work under the Elevate banner have been working closely with Heads of KS4 and KS5 across secondary schools, College Hall, KLS and Bracknell and Wokingham College to ensure that their support is efficiently targeted towards those most at risk of disengaging from education. The use of a broader range of indicators (attendance, FTE, SEN, LAC, known to other services) has helped to achieve this. The outcome has been a reduction in the proportion of young people without an intended destination for September thereby having a positive impact on their levels of engagement, attendance and now progress in school.
3.5.05 Enhance the emotional health and wellbeing of children and young people at tier 2 in partnership with schools and other providers through the delivery of	31/03/2019		Response provided to Government Green Paper. Emotional Health and Wellbeing Action Plan now incorporated into SEN strategy with mental health identified the number one priority.

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the Emotional Health and Well Being (EHWB) Action Plan (E)			
3.5.08 Undertake a review of developing BF Foster Carers to be able to provide care for more complex and challenging young people and implement the findings (E)	31/03/2019		The Local Authority has been working with Cornerstone partnership who have provided carers training on restorative parenting and peer mentoring scheme development. This has supported existing carers to develop emotional resilience and care for children with more challenging behaviours. This dovetailed with recruitment activity seeks to have a net increase in foster carers for children looked after.
3.6 Children and young people with Special Educational Needs are supported to achieve their potential			
3.6.01 Continue to implement Special Educational Needs (SEND) legislation including ensuring Education Health and Care Plans (EHCP) are completed on time and the backlog in transferring from SEN statements to EHCP is progressed (E)	31/03/2019		During Q4 82% of EHC Needs Assessments were completed within the statutory deadline of 20 weeks. This is a slight drop on the previous quarter and is still a low number not completed in 20 weeks so the status remains at Green. All statement to EHCP transfers have been completed and we have received favourable feedback from the DFE for this. Bracknell Forest Council still perform significantly above other local authorities in the south east.
3.7 All young people who have left school go on to further education find employment or undertake some form of training			
3.7.02 Provide focused support for care leavers to enable access to appropriate education employment and training opportunities (E)	31/03/2019		77% of care leavers were in a positive destination at the end of the 4th quarter. This is the highest level for this cohort in recent times. The aspiration however continues to remain the same as before which is to reduce the gap in participation rates between care leavers and their peers in Bracknell Forest (which for 16 - 18 year olds is currently 97.8% - which places the borough significantly above the national and SE average). The plan for the next quarter is to ensure ALL care leavers are in receipt of the advice and support they need to be able to make a positive transition on to their chosen plans for September where these are in place and to develop and agree September destinations where needed.
3.7.03 Work in partnership with the Elevate Project through Breakthrough Employment Service in order to support young people with additional needs into employment (E)	31/03/2019		8 young people are currently being jointly supported by Elevate and Breakthrough to secure their Construction Skills Certification Scheme (CSCS) cards. Assessments will be held immediately after the Easter break and all 8 candidates are expected to pass. The card will enable them to secure employment within the construction industry which is their preference.
4: People live active and healthy lifestyles			
Action	Due Date	Status	Comments
4.7 Accessibility and availability of mental health services for young people and adults is improved			

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4.7.06 Develop and deliver a new community network to support individuals with Mental Health needs gain independence through engaging with community assets and resources (E)	31/03/2018		The Bracknell Forest Community Network supports people with Mental Health needs and their carers to access community assets and resources. The network works closely with our Community Mental Health Teams to ensure people are well supported. The Bracknell Forest Community Network is well promoted within Community Mental Health Teams, GP surgeries and other community groups. To further raise awareness of the Bracknell Forest Community Network, a 'Dementia Forum' market place event is taking place in May 2018. People with dementia, carers, as well as health and social care practitioners will be invited to the event where numerous community groups will be promoting their groups/activities/support.
4.8 Learning opportunities are available for adults			
4.8.01 Work with partners to coordinate opportunities for Digital Inclusion activities (E)	31/03/2018		It has been difficult to make progress with this action due to the reconfiguration of Time Square. This work is nearing completion, and a redesign of the public areas will take place during early 2018/2019. This will include providing suitable space for supporting customers in developing digital skills.
4.8.03 Review and deliver a refreshed annual learning offer in collaboration with children's centres schools community and local businesses which meets grant conditions and is financially viable (E)	31/07/2017		The curriculum developments planned for the Spring term 2018 including ESOL courses and shorter, more intensive work-related courses were successfully introduced. Further curriculum development is planned for the Summer term intended to promote health and wellbeing in the workplace and in the wider community.
6: Strong, safe, supportive and self-reliant communities			
Action	Due Date	Status	Comments
6.2 High levels of community cohesion are maintained			
6.2.01 Ensure local work on the Prevent agenda addresses issues of community cohesion through the implementation of the Prevent Steering Group strategy (E)	31/03/2019		Awareness raising workshops within education, faith and community groups continues as required. Prevent Steering Group meets to discuss current issues, intervention development and support good practice and Channel Panel meetings are still provisionally scheduled monthly but will only occur if an appropriate referral is made.
6.2.04 Monitor the implementation of the new 'All of Us' Equality Scheme for 2017-20 which sets out the Council's cohesion objectives and actions (E)	31/03/2019		On track.

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7: Operational			
Action	Due Date	Status	Comments
7.1 Adult Social Care Health & Housing			
7.3.14 Work with perpetrators of domestic abuse to reduce levels of repeat victimisation.(E)	31/03/2019		The Domestic Abuse Service Coordination Group continue identifying new cases of domestic abuse. These cases are recognised quicker through the Police Domestic Abuse Toolkit and this allows for focussed and targeted work to take place with perpetrators of domestic abuse at an earlier stage with the IOM Caseworker and other partners, reducing the risk and level of repeat incidents.
7.3.15 Hold monthly multi-agency meetings to coordinate the support and response for repeat and/or high risk victims of domestic abuse (E)	31/03/2019		The police have introduced a new Safeguarding Team which will work closely with Domestic Abuse Service Coordination Team to identify cases for the agenda to support early intervention strategies.
7.2 Resources			
7.2.03 Involve a wide range of people to sit on a range of Council bodies including the Education Appeals Panel the Independent Review Panel and Overview & Scrutiny Panels (E)	31/03/2019		No vacancies currently that the Council can appoint to.
7.2.18 Redevelop the public website to improve citizen use of online information and service access (E)	31/12/2017		The new public website has gone live, and has received positive feedback from customers. Work is now underway to create a plan for its ongoing development over the coming year. Work is ongoing to ensure that the website is accessible to all – it has been awarded Shaw Trust Accessibility Accreditation and was recently judged joint top in terms of website accessibility by the Society of Information Technology Management (SOCITM).
7.2.31 Support the maintenance of high levels of cohesion and the integration of our diverse communities including through work to implement the local community covenant with the RMAS. (E)	01/03/2019		2017 Residents' Survey result - 96% of people believed that people from different backgrounds get on well in the borough. The Civilian Military Partnership continues to make good progress in implementing its action plan. Hate crime levels are monitored by the Community Cohesion partnership and remain low with no increase in hate crime despite a recent upward trend nationally following the Manchester and London terrorist attacks. It is no longer a statutory requirement for local authorities to collect Hate crime data from schools.
7.2.32 Work with Involve to support the activities of the Bracknell Forest Faith and Belief Forum including facilitating representation of faith and belief communities. (E)	01/03/2019		Supported the Faith and Belief Forum's AGM and Interfaith week events. The Forum continues to be represented on the Community Cohesion and Engagement Partnership.

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7.2.33 Support the Access Advisory Panel to advocate for the needs of people with disabilities across the borough. (E)	01/03/2019		Council continue to support and attend Access meetings.
7.2.34 Enable people with disabilities to contribute to the development of the Bracknell Forest Disabled Go Access guide through regular steering group meetings. (E)	01/03/2019		The Council's contract with Disabled Go (now renamed as) was renewed in 2016 for three years, with The Lexicon agreeing to contribute 50% of the funding. The annual allocation of new access guides was rolled forward to 2017 /18 and surveying of new premises in Bracknell Town Centre took place in January 2018. The updated guides will be available via a new website and app from September 2018. The contract will be renewed for a further three years from October 2018.
7.2.35 Publish annual equality information reports and Identify any follow on actions that need to be taken as a result of equality monitoring and agree these with service areas. (E)	01/03/2019		Systems are in place to ensure that reports are produced in line with expected timescales. Any follow on actions are taken back to service areas and these are reported on in the subsequent report.
7.2.38 Annual workforce monitoring conducted and report produced published and follow on actions identified. (E)	31/12/2017		The Annual Workforce Monitoring Report was completed and has been added to the public website in line with legislation.
7.2.39 Encourage staff to self disclose personal information to increase the accuracy of workforce. (E)	31/12/2017		Reminders were sent out in 2017. There are new regulations coming out in May 2018 regarding the GDPR. This would be a good opportunity to remind employees that they can now update their details on iWork@BFC privately and how this information is used
7.2.48 Introduce a replacement new vehicle for the R-Bus community transport scheme for people with Learning Disabilities. (E)	01/07/2018		The R-Bus continues to operate in support of people with learning disabilities.
7.2.49 Raise awareness of hate crime reporting and maintain low levels of hate crime through engaging partners in quarterly hate crime monitoring and action to address it. (E)	31/03/2019		Work continues to promote hate crime reporting and regular updates are received from Thames Valley Police.
7.5 Children Young People & Learning			
7.5.02 Support children and young people with English as an additional language in schools. (E)	31/03/2018		During this quarter, a total of 31 assessments were completed for pupils who were either new arrivals (13) or where language barriers had been highlighted as a cause for concern by their teachers. 18 of those assessed were determined to be complete beginners in their acquisition of language skills in English and have therefore received support from the EAL teacher. A further 13 students are currently being supported to prepare them for the IGCSE English as a First Language exam in the summer.

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7.5.03 Work with partners to maintain the provision of non-accredited English for Speakers of Other Languages (ESOL) learning opportunities (E)	31/03/2018		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. There is a twice weekly English Language Café held at the Bracknell Open Learning Centre with opportunities to progress further and gain qualifications. Weekly classes are also held at Sandhurst Baptist Church. Full-time and part-time ESOL courses are also held at Bracknell & Wokingham College.
7.5.04 Provide training for organisations to work with children with disabilities to facilitate their inclusion within their activities. (E)	31/03/2018		Complex health training continues to be provided to Bracknell Short Breaks settings to enable children with complex health plans to access 'Short Breaks'. This work supports inclusion and permanency and is currently commissioned on an East Berkshire level. The level of satisfaction in the delivery of the training session/s is consistency high and usage is monitored. During Qtr 4 work has continued on evaluation of this contract in regard to strengthening the Duty of Health, reflection of take up and in turn value for money.

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	