

## Equality Scheme 2017-20 Monitoring 2018-19

Action	Responsible Officer	Stage	Status	Comment
<b>People Directorate</b>				
<b>3: People have the life skills and education opportunities they need to thrive</b>				
<b>3.4.01</b> Ensure effective use of Pupil Premium grant to close gaps in attainment.	Zoe Livingstone	<b>In Progress</b>	<b>Green</b>	The Member-led Task and Finish group completed its final report, making 12 recommendations which have been shared with all Headteachers and Chairs of Governors. Staff participating in the Pan Berkshire Oracy Project have submitted their impact projects, and 20/22 of the schools involved have expressed a wish to take part in year 2 of the project. The Pupil Premium Network Meeting attended by 19 Bracknell schools continues to be a vehicle for sharing key messages. In 2018, 57% of pupil premium children in Bracknell Forest attained a GLD and this was a 1% increase over 2017 and 4% above the national figure of 52%. The Pupil Premium gap has narrowed from 22% in 2014 to 18% in 2018.
<b>3.5.02</b> Young Carers - 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.	Amanda Hales-Owen	<b>Completed</b>	<b>Green</b>	There are 184 young carers on the BFC database. 98 female, 86 male and 8 young carers receiving 1:1 support from Targeted Youth Service. Schools continue to receive support to undertake the Young Carers Award. Specialist Support Targeted Youth Worker working across the Family Hubs.
<b>3.5.03</b> High Needs Block - Undertake a review of targeted work for 9-11-year-old primary age pupils to prevent escalation to higher cost services and	Kashif Nawaz	<b>Completed</b>	<b>Green</b>	The actions from the High Needs Block review are being delivered via: <ul style="list-style-type: none"> <li>the establishment of a subgroup of the High Needs Block to determine the medium-term future of these resources in partnership with schools</li> <li>the delivery of hubs where selected schools have been able to secure additional resource needed to meet the urgent needs for a number of children</li> <li>reviewing and developing specialist provision within resources working with the commissioning team to establish robust and appropriate contracts and monitoring arrangements in place with resource provisions, the special school, the PRU and contracted services delivering specialist support.</li> <li>review of the top up banding especially at the higher level</li> </ul>

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implement the findings				
<b>3.5.04</b> Work with schools to identify young people at risk of disengaging in education, employment or training and ensuring appropriate interventions are put in place.	Kashif Nawaz	In Progress	Green	The number of 16 to 18-year olds who are not in education, training or employment (NEET) has decreased from 4.0% 2015/16 to 1.2% in 2018/19.  A total of 1.2% of 16 and 17-year olds were NEET and the activity for 2.1% of the same group was unknown. This meant that the 96.7% of 16 and 17-year olds were in a positive destination of either education, employment or training.
<b>3.5.05</b> Work with East Berkshire Clinical Commissioning Group (CCG) to deliver new Local Transformation Plan CYP Mental Health and Wellbeing.	Sa	In Progress	Amber	Meetings have taken place between staff from Education and Learning and colleagues in Public Health to identify common work streams and ways of collaborating. The work on the 'Thrive' website to support colleagues in schools is ongoing. Every Bracknell Forest school now has at least one Emotional Literacy Support Assistant (ELSA) who received training from the Educational Psychology Service (EPS). EPS continue to support the work of ELSAs by providing ongoing group supervision. Further training for new ELSAs will be offered for the 19/20 academic year. Senior leaders have been liaising with colleagues within the CCG to decide on priorities and how joint working can take place. There is now a clear direction in that the East Berkshire CCG has restarted plans to develop 'Mental Health Support Teams'. First steps are to identify schools by taking a threshold approach to identify areas of greatest need. This will be a joined-up piece of work with the EH Family Hubs. A handbook has been sent to schools summarising the 'Thrive' model in an easier read model to enable a more reflective approach to whole school practice.
<b>3.6.01</b> Continue to implement Special Educational Needs (SEND) legislation including ensuring Education, Health and Care Plans	Kashif Nawaz	In Progress	Amber	The department has been working with schools to ascertain how to improve practice and outcomes for children at SEN Support. Re-emphasising the graduated approach as required by the SEND legislation per the Code of Practice, workshops have been scheduled over this summer terms with primary and secondary heads to review and shape what mainstream provision could be for children at SEN Support; commissioning support for children with challenging behaviour and reviewing specialist provision through our resource settings (e.g. The Rise@GHC).

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(EHCP) are completed on time.				
<b>3.6.02</b> Increase the number of children with Special Educational Needs support achieving a Good Level of Development at the end of EYFS.	Cherry Hall	In Progress	Amber	<p>SEND Data available for 2019 will not be published until Jan 2020</p> <p>However, from 2016-2018 there has been an 8% increase in children at SEN support achieving a Good Level of Development</p> <p>Children who attended full time school in September 2019 and known to the Child Development Centre have been offered 'Moving On' groups to help support their development and enable them to transition into school and continue to progress.</p>
<b>3.7.02</b> Provide focused support for care leavers to enable access to appropriate education, employment and training opportunities.	Kashif Nawaz	In Progress	Green	<p>From the Former Relevant cohort (18 - 21-year-old Care Leavers), 60% (35 out of 58) were in either education, employment or training. There are at least 7 who are directly engaging with various services and looking to secure a similar outcome. From the remaining 16 who are Not in Education Employment or Training (NEET), the main barriers range from mental health needs, maternity or a lack of engagement. We continue to support each young person to develop their capacity to engage and progress to a positive destination.</p> <p>Year-on-year performance figures reflect a positive trend in the number of care leavers moving on to education, employment or training over the past 3 years. Whilst national and regional comparators are unavailable, our objective is to ensure that education, employment or training is a realised outcome for all care leavers who are able to engage with these opportunities.</p>
<b>3.7.03</b> Young people in employment	Kashif Nawaz	In Progress	Amber	<p>The delivery of Elevate as a part funded EUSIF project came to an official end in June 2019. However, there will be a lag in the actual delivery ending which is anticipated to continue until October 2019. Due to strict compliance requirements, there have been consistent difficulties in meeting all of the requirements of the collective Berkshire programme. The council is working with local partners to ensure there is a smooth transition of service during this period so that schools and young people do not experience any disruption.</p>
<b>4: People live active and healthy lifestyles</b>				
<b>4.3.01</b> Enhance the health and wellbeing of children and young people including emotional wellbeing,	Cynthia Folarin	Completed	Green	<p>The Kooth service is well established and well used by those young people who prefer to talk about their emotional wellbeing anonymously but safely in an online environment. The contract is planned to be extend until September this year after which the CCG will procure an online counselling service for all of East Berkshire, as part of the CAMHS local transformation plan.</p>

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in collaboration with Council colleagues, East Berkshire CCG and young people.				15 young people have been successfully recruited as Young Health Champions and they are currently undergoing their training.
<b>4.4.14</b> Increase the accommodation options for people with learning disabilities.	Lauren Rochat	In Progress	Green	<p>Final property for Q4 going to DMT 7/5/19 for agreement to sign the lease between BFC and Places for People (PFP). The partnership between the LA and Housing Provider is very proactive and working well.</p> <p>The main housing options available to us within CTPLD are:</p> <p>CTPLD have a good relationship with the housing team in BFC and work closely with them to look at possible housing options for the people supported. This includes support with emergency placements, sourcing long term adapted accommodation.</p> <p>A good relationship has developed over the past year to enable work with PFP when the council do not have suitable properties available. This secures accommodation for individuals with complex needs and reduces the need to place individuals out of borough. Individuals with complex needs have been placed into adapted accommodation in the last year within the local authority.</p> <p>Downshire Homes (linked with BFC) This option is very useful for CTPLD and has been utilised on a number of occasions, however this is currently on hold and PFP are being used in the meantime.</p>
<b>4.6.10</b> Identify suitable venues across Bracknell Forest in community services such as GP surgeries and libraries in order to make substance misuse services more accessible.	Jillian Hunt	Completed	Green	<p>Now delivering a substance support group on a monthly basis at a supported accommodation project and currently developing a 6-week abstinence-based programme delivered from a community venue. A new outreach service commenced in Sandhurst during Q3. An outreach service is provided in Ascot. A Health and Wellbeing Nurse is providing a weekly drop in at one of the local community churches.</p> <p>A review of referrals means that we are unable to identify the need for additional outreach services. This will be reviewed on a regular basis.</p>
<b>4.7.06</b> Develop and deliver a new community network to support	Tony Dwyer	Completed	Green	This Services is fully established and operational across adults and older adults, this has on going monitoring, but no further action required.

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individuals with Mental Health needs gain independence through engaging with community assets and resources.				
<b>4.8.03</b> Review and deliver a refreshed annual learning offer in collaboration with early help, schools, community and local businesses which meets grant conditions and is financially viable.	Georgina Hayward	Completed	Green	Three terms of adult learning courses have been planned and published. Two out of three terms have been delivered. Work to plan 2019/20 has started.
<b>6: Strong, safe, supportive and self-reliant communities</b>				
<b>6.4.03</b> Provide access to Advocacy Services for children receiving support through Children's Social Care to enable them to have their views heard.	Louise MacLennan	In Progress	Green	Independent Advocacy continues to be offered to support young people to have their voices heard. It is available for young people involved in child protection, for children looked after, care leavers and young people who wish to make a complaint. or representation  No of young people who have used the advocacy service in Q4 (2018-2019)  No of children and young people - 41 No of families - 32 No of on-going cases (per family) - 19 No of new referrals received Q1 (per family) -13
<b>7.5.03</b> Work with partners to maintain the provision of English for Speakers of	Kashif Nawaz	In Progress	Green	There have been a total of 134 children and young people across primary and secondary schools who speak English as an Additional Language referred to EMTAS for an assessment. Of these, 38 were not directly supported and the school was effectively able to meet their needs with the strategies that were shared with them following the assessment. All of the remaining children and young people have either been supported or are currently working with the service and have made progress from their start points.

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Other Languages (ESOL) classes.				
<b>Operational</b>				
<b>7.5.04</b> Provide training for organisations to work with children with disabilities to facilitate their inclusion within their activities.	Georgina Hayward	In Progress	Green	Two terms of Community Learning ESOL classes and English Language sessions have been successfully delivered. Term 3 has been planned for delivery between April and July 2019.
<b>7.5.05</b> Provide training for organisations to work with children with disabilities	Lou Richer	In Progress	Green	Generic training date for Bracknell Saturday July 27th, 2019. Kids play and Leisure Scheme have been briefed and it is in staff diaries.
<b>Delivery Directorate</b>				
<b>1: Value for money</b>				
<b>1.2.07</b> Working in Partnership with Everyone Active to monitor the contracted-out leisure service against the key performance indicators and standards set out within the contract.	Damian James	Complete	Amber	<p>Everyone Active are required to collate data in respect of equality monitoring. This year's data source included the user satisfaction survey results from Bracknell Leisure Centre and Downshire Golf Complex. 2,355 respondents took part in this year's surveys. Key highlights include:</p> <ul style="list-style-type: none"> <li>• An "excellent" rating consistent across all categories, with the exception of the under 18 category which similarly to previously years remains notably higher than the other categories.</li> <li>• a slight shift in in the level of female user satisfaction compared to last year, 18% voting good (12% lower than last year). However, there was a 6% improvement in female users who felt the overall service was very poor.</li> <li>• From an ethnicity perspective, customers' rate their highest level of satisfaction as "excellent" across nearly all groups, with the Asian and Black groups achieving notable improvements in comparison to last year. There has also been an improvement in the "very poor" responses across all groups since last year.</li> <li>• most people who considered themselves to have impaired ability or a long-term condition. rated their satisfaction as either "excellent" or "good" which represented a continued year on year improvement.</li> </ul>

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<p><b>1.2.08</b> Implement the remaining elements of the library transformation review.</p>	Fiona Atkinson	In Progress	Green	<p>The three-year Library satisfaction survey (undertaken in 2015) is deferred until 2020. The e+ smartcard enrolments and transactions for libraries (1/04/18 to 31/03/19) provide sufficient data to enable the monitoring of access to the service and changes in service provision. Key highlights are:</p> <ul style="list-style-type: none"> <li>• more women than men are enrolling for the e+ card and have completed more transactions during the year with a variance of 10%.</li> <li>• Apart from people identified as “white”, race enrolments and transactions using the e+ card are broadly in line with most of the population.</li> <li>• enrolments and transactions by Religious group using the e+ card are broadly in line with the population, with the exception of a negative variance with regards to Christian enrolments</li> <li>• Discussions have taken place with the Nepalese community in Sandhurst, the Asian Community Association, and with Polish and Russian library users, resulting in stock in other languages. Feedback has informed the service’s updated Resource Management Policy 2018</li> <li>• Elderly and disabled having difficulty physically visiting a library can sign up for the Home Library Service.</li> <li>• Visually impaired users can borrow up to 6 spoken word items at a time, free of charge.</li> <li>• Members who are registered hearing impaired can borrow up to 2 subtitled DVDs per week, free of charge.</li> <li>• Adults and children with special needs can borrow up to 6 spoken word items at a time, free of charge.</li> </ul>
<b>4: People live active and healthy lifestyles</b>				
<p><b>4.3.05</b> Working in partnership with Everyone Active and Public Health to facilitate and promote health</p>	Nick Smith	In Progress	Green	<p>Everyone Active have continued to share Public Health messages and event information on social media. They are also continuing discussions about the potential to host a Public Health community expo event in Summer 2019, the outcome being to build upon the work of the Public Health team in attempting to improve community engagement and showcase things that an individual can do to combat loneliness and social isolation. Contact has also been made with Get Berkshire Active, who have restructured by introducing new</p>

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improvement schemes within the leisure facilities.				Relationship Managers that will liaise with the full range of council departments (and leisure providers) in trying to increase levels of activity.
<b>4.8.01</b> Work with partners to coordinate opportunities for Digital Inclusion activities, in particular enabling older and vulnerable people to gain access to the internet and online council services.	Bobby Mulheir	In Progress	Amber	Work is in progress to map all existing support for digital inclusion in the borough, and to identify opportunities for working with partners to enhance the offer.
<b>Operational</b>				
<b>7.036</b> 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.	Ann Moore	In Progress	Green	The vacancies for parent governor representatives and diocesan representatives on overview & scrutiny have not yet been filled. We are not able to influence these appointments as the nominations are made either by the Diocese or by parent governors themselves.
<b>Central Directorates – Organisational Development, Transformation &amp; HR</b>				
<b>1: Value for money</b>				
<b>1.6.03</b> Ensure that residents and staff are consulted on all proposed major changes to services and that the impact	Abby Thomas	In Progress	Green	This action remains on track. Staff and customer consultation is planned into the Communications and Engagement Plan for all relevant transformation projects as well as other major change across the Council.



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of these changes on them is assessed.				
<b>6: Strong, safe, supportive and self-reliant communities</b>				
<b>6.2.02</b> Ensure local work on the Prevent agenda addresses issues of community cohesion through the implementation of the Prevent Steering Group strategy.	Abby Thomas	In Progress	Green	The Prevent action plan addresses issues of community cohesion. This action plan is monitored by the Prevent steering group. The potential impact of Brexit on community cohesion is also being monitored.
<b>6.2.04</b> Monitor the implementation of the new 'All of Us' Equality Scheme for 2017-20 which sets out the Council's equality and cohesion objectives and actions.	Abby Thomas	In Progress	Green	Annual monitoring of the 18-19 action plan is ongoing. The annual monitoring report will be published.
<b>7.008</b> 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.	Samantha Wood	In Progress	Green	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 recent terrorist attacks and ongoing Brexit negotiations.

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<b>7.009</b> 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.	Samantha Wood	In Progress	Green	Work continues to promote hate crime reporting and regular updates are received from Thames Valley Police at the Community Cohesion and Engagement Partnership meetings.
<b>7.010</b> Work with Involve supporting the activities of the Bracknell Forest Faith and Belief Forum, including facilitating representation of faith and belief communities.	Samantha Wood	In Progress	Green	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.
<b>7.011</b> Support the Access Advisory Panel to advocate for the needs of people with disabilities across the borough.	Samantha Wood	In Progress	Green	The Council continues to support and attend Access meetings. The Terms of Reference, the remit and focus of the group along with the membership have been reviewed.
<b>7.012</b> Bracknell Forest Disabled Go Access Guide	Samantha Wood	Completed	Green	The Council's contract with Disabled Go was renewed in 2018 for three years, with The Lexicon agreeing to contribute 50% of the funding. Surveying of new premises in Bracknell Town Centre took place in January/February 2018. The updated guides are now available on a new updated AccessAble website as the company has rebranded. The new guides and AccessAble app will be promoted in April 2019 and additional venues will be surveyed in June as part of the ongoing contract.
<b>7.013</b> Publish annual equality information	Samantha Wood	In Progress	Green	Systems are in place to ensure that reports are produced in line with expected timescales.

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reports and identify any follow-on actions that need to be taken as a result of equality monitoring and agree these with service areas.				
<b>7.015</b> Annual workforce monitoring conducted, and report produced, published and follow on actions identified.	Sandie Gill	In Progress	Green	The Workforce Monitoring Report for 2018 is complete and has been through the committee cycle and published on the council's website in line with public sector equality duty.
<b>7.016</b> Encourage staff to self-disclose personal information to increase the accuracy of workforce data.	Sandie Gill	In Progress	Amber	There are a number of actions around Brexit that will be carried out in order to ensure our Data is correct.

### Summary of progress 2018/19 as at 31.3.2019

Stage	
In progress	27
Completed	7
Total	34