



“All of Us” in Bracknell Forest

A Corporate Strategy for Promoting Community Cohesion
2004/05 – 2006/07

Progress Report

Summer 2006



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Introduction

This document details the progress made to date by Bracknell Forest Borough Council in promoting community cohesion within the Borough in accordance with the Council's three year Strategy (2004/05 – 2006/07).

The Council has made considerable progress in implementing the Strategy and this is evident in the two key performance measures against which the success of the Strategy will be judged, namely:

- ✓ Sixty nine of the seventy two Key Tasks in the Strategy are on track to be completed within their respective timescales, with the majority ahead of schedule.
- ✓ Of the eighteen performance indicators where information is available, the Council's performance has seen thirteen improve; two remain stable, and three decline. Of the three that have declined, two are in the top quartile with only one in the second quartile.

The three Key Tasks and three performance indicators where performance is currently below expectations are currently being reviewed by the Corporate Community Cohesion Working Group to ensure that they get back on track during 2006/07.

In light of this progress, the Council is well placed to achieve the Strategy's goals by the end of 2006/07.

A Quick Guide to Community Cohesion

What is Community Cohesion?

A further development of social inclusion, community cohesion is a term and concept arising from the Cattle Report following the riots in Oldham and Burnley in summer 2001.

A cohesive community is one where:

- there is a common vision and a sense of belonging for all communities
- the diversity of people's backgrounds and circumstances are appreciated and positively valued
- those from different backgrounds have similar life opportunities
- strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods

Why is Community Cohesion important to the Council?

Because community cohesion is about recognising four important principles:

- Opportunity: everyone in Bracknell Forest is provided with the same opportunities
- Accessibility: everyone is able to access opportunities, service and facilities
- Inclusion: no one is excluded from accessing services, facilities or opportunities
- Difference: different groups in the community and different people have different needs and need different levels of services and support in order to have the same opportunities, accessibility and to be included.

Carrying out the Council's business with these four principles in mind is what the Council is there to do. Community Cohesion therefore is a critical part of all that we do.

Because community cohesion is about understanding and addressing the needs of all of our customers in what is an increasingly diverse population, with different risk factors related to different communities. In doing so, the Council's approach to community cohesion will be both meaningful and proportionate.

Because community cohesion is enabling the Council to make good progress in addressing weaknesses identified in 2002, namely:

- slow to address some statutory duties e.g. Race Relations (Amendment) Act 2000
- lack of a corporate strategy for promoting community cohesion was identified as a weakness by external inspections, including CPA in autumn 2002

This will continue to be important e.g. community cohesion will be a key element of the new CPA methodology to be used from 2005/06 onwards.

The 'All of Us' Strategy – An Executive Summary

The Community Cohesion Strategy sets out the Council's approach to promoting community cohesion within the Borough. By spring 2007 we aim to demonstrate that we have contributed to strengthening community cohesion in Bracknell Forest.

Vision

Our Vision is:

To make Bracknell Forest a place where all people can thrive, living, learning and working in a clean, safe and healthy environment

Aims

We want Bracknell Forest to be a Borough where:

- There is a shared vision and a sense of belonging for all communities
- The diversity of people's backgrounds and circumstances is appreciated and positively valued
- Those from different backgrounds have similar life opportunities
- Strong and positive relationships are being developed between people from different backgrounds in the workplace, in schools and within neighbourhoods.

Goals

We will strive to realise our vision and aims by working hard to achieve six goals. These are:

1. Promoting community cohesion through community leadership
2. Promoting community cohesion through solid, innovative, sustained partnerships
3. Promoting community cohesion through a willingness to recognise and confront difficult social issues
4. Promoting community cohesion through practical and visible targeted projects
5. Promoting community cohesion through participative, community and public involvement in shaping action
6. Promoting community cohesion by reviewing progress

Actions

We will turn these six goals into action through the delivery of a three year Implementation Plan (see *Implementation Plan*).

Measures

We will measure the success of this Strategy in two ways:

- Firstly, the extent to which we achieve the key tasks and outcomes in the three-year Implementation Plan.
- Secondly, the extent to which performance improves in our 'basket' of community cohesion indicators (see *Community Cohesion Performance Indicators*).

Our headline indicator will be:

The proportion of people who feel that their local area is a place where people from different backgrounds can get on well together

Community Cohesion in Bracknell Forest – A Summary Profile

In this section we look at the Borough through a community cohesion 'lens' to identify the relevant local issues. The following profile is based on both statistical evidence and people's perceptions of the area at the time the current strategy was produced. It tells us a great deal about Bracknell Forest's **people, places, environment** and **economy**. All of these play a part in promoting - or undermining - community cohesion. Some of this data is now out of date and work has commenced to produce an up-to-date profile in anticipation of the preparation of a new strategy to take Community Cohesion forward from 2007.

Bracknell Forest - People

Our population has grown by 11,000 in the last 10 years to 110,000 putting us in the top 10% for population growth among the 376 Councils in England and Wales - and there is a projected increase of 13.5% in the next 15 years to 125,000.

Of the 110,000 people who live in the Borough, 24,000 are under 16 years old and over 5000 are over 75 years old. We therefore have a higher than UK average of young and working age people and a lower than average number of older people.

There are 25,000 single person households in the Borough, with 2,400 households comprising a single parent with dependent children. This is slightly larger than the average for Berkshire. We also have similar numbers of children in low earner households to the rest of Berkshire, at 12%.

The minority ethnic population has increased by 6.7% from the last Census in 1991. 95% of the Bracknell Forest population classified themselves as "White", yet only 90.56% classified themselves as "White: British", 9.5% of the total population were not born in the United Kingdom and therefore, may not have English as a first language. These people are not concentrated in specific areas or parishes, as they often are in other boroughs, and this may produce a degree of social isolation.

As with all localities there are individuals and groups within Bracknell Forest who for various reasons are vulnerable and therefore at a higher risk of social exclusion. Examples of these groups are children at risk, offenders, substance misusers, frail elderly people, people with learning disabilities and those with mental health problems.

Bracknell Forest's schools have a good reputation and the Education Service has made significant progress in tackling social exclusion. Participation in post-16 education, in school and college, is similar to the national average but raising participation is a local aim.

Our education service recognises that we have a number of dislocated/isolated families with young parents, including larger than expected numbers of single parent families with three or more children, who have no extended family role models, which may mean a lack of value placed on education for their children. This profoundly affects their employment opportunities in adult life. Schools in some wards represent the highest risk, with the Indices of Deprivation correlating with exam results.

20% of people say they have no qualifications, yet 23% have degrees or higher qualifications, suggesting a very polarised skills base in the population.

The proportion of pupils from minority ethnic backgrounds is 5.8% (now 12% which is a significant increase). Education for diversity is an important part of the school curriculum and there is a small support service for those for whom English is an additional language.

The health of people in Bracknell Forest is generally pretty good, as measured in the health index of the Indices of Deprivation. This is entirely congruent with the overall affluence of the population.

We have, overall within the Borough, a larger than average population of people with physical or mental impairment. A number of factors will have an impact on this, including the Government's 'Care in the Community' agenda and the closure of Churchill House Hospital. Overall, nearly 13,000 people suffer from a limiting long-term health problem and 2000 are permanently sick or disabled. This represents a considerable challenge to our developing a wholly inclusive and cohesive community which takes account of people facing long-term illness or disability and their carers. The strategy recognises the potential social exclusion of those with ill-health, particularly chronic ill-health.

Bracknell Forest - Places

The mixed rural and urban character of the Borough and its communities can add to the isolation of older people, of black and ethnic minority families, and of lone parents. This is especially the case in more rural areas with fewer transport facilities and where there are households with limited or no access to a car.

Housing is expensive locally, currently costing 50% more than the average for England and Wales although in line with prices for the rest of Berkshire and the South East. Levels of owner occupancy are same as the national average.

We have an increasing population of young people and a shortage of affordable housing for them. However, our waiting list for social housing is significantly below the national average.

The Council has developed a strategy to tackle the growing problems of homelessness within the Borough. This has an important role to play in supporting community cohesion now and into the future.

Bracknell Forest - Environment

We have large numbers of green spaces and we work hard to sustain and preserve our parks and forest areas and to look after our conservation areas. Our urban environment is also well looked after.

There are two particular environmental challenges which must be tackled. The first relates to our relatively poor transport links and high levels of traffic congestion, particularly in Bracknell Town. The second is the need to redevelop Bracknell Town Centre. This is necessary to improve the quality of life for the Borough's residents overall as well as those groups who are adversely affected by current conditions. These include the people who require ease of access to health and leisure facilities but who do not own a car, and the residents of Bracknell Town Centre. Both of these issues are already high priorities for the Council as signalled within the Bracknell Forest Community Plan.

Bracknell Forest experiences significantly lower recorded crime rate than the rest of the Thames Valley Police area and reported crime is falling at a faster rate locally than elsewhere in England.

Sadly, it has been reported that racist graffiti is an increasing problem in parts of the Borough and there have also been reports of sporadic outbreaks of violence against black and minority ethnic individuals and groups. Reports have been made of people being subjected to racial abuse. This is a crime, which will not be tolerated within the Borough.

The police report problems with *community nuisance* - due to large groups of young people in the area, especially in town centres.

Bracknell Forest - Economy

72% of the population are employed compared to 60% in the UK as a whole, this represents a relatively stable employment base.

Less than 2% of the workforce is unemployed although one-fifth of those are long term unemployed. Relatively few of the unemployed are under 25 years but a relatively high number are over 50 years.

In common with other areas of the South East, there are particular problems in recruiting and retaining key workers, due to the high cost of housing.

The Council recognises that it must forge stronger links with the business community. Businesses in the Borough can have a significant environmental, social and economic impact on the communities in which they are located. The Local Strategic Partnership has a key role to play in achieving this goal. To this end the Council has made significant progress in facilitating the establishment of the Local Strategic Partnership for Bracknell Forest, which is known as the Bracknell Forest Partnership (BFP). The BFP continues to engage well with the business community, evidence of which includes contributing one third of the membership of the BFP Board – the organisation that provides the BFP's strategic direction.

This high level of employment means that the Borough is comfortably amongst the top 20% of the least deprived areas in the country¹. However, more detailed geographical area analysis shows that, within this overall picture of affluence, there are pockets of relative deprivation in both urban and rural areas.

So while nearly 20,000 of our households have 2 or more cars (representing a third more proportionately than in the rest of the UK), 6,300 households have none. There are significant variations between wards, particularly for those with no car, which range from 7% - 34%. Nearly 4000 people rely on public transport to get to work.

6700 households, or 16% of the total, receive housing and council tax benefit. Within this there is great variety across wards from 4% to 25% and significantly more benefit recipients amongst Council house residents. 3600 households or 9%, receive housing benefit and council tax benefit and income support. Here the ward range is from 2% - 13% and again significantly higher amongst Council house residents.

Community Cohesion in Bracknell Forest Borough Council – A Summary Profile

Our Strengths

STRENGTH

1. Clear social inclusion strategies and fair access plans in Council Departments
2. Current strategies for supporting young families and work to improve how the Council looks after young people in care
3. The existence of a wide range of mature and creative partnerships involving a wide range of local and regional organisations with the combined 'muscle' to work together to produce effective solutions to many of our challenges.
4. Cross-Berkshire partnership work on reporting hate crimes.
5. Learning Disability Partnership Board
6. A range of independent 'critical friends' to challenge the Council's approach to promoting community cohesion
7. 'Stretching' our performance improvement in key areas of community cohesion through our Local Public Service Agreement
8. Special Educational Needs service adjudged in the top ten nationally, supporting a key group of young people who may otherwise be vulnerable
9. Attainment of pupils excluded from school and those unable to sustain a mainstream place for other reasons. There has been a significant improvement in support for schools behaviour policies; three learning support units are in existence on school sites by September 2006. Educational attainment being a key predictor of overall life outcomes
10. The new May Project on Hidden Crime such as domestic violence and abuse, which will support people experiencing this crime and combat their isolation
11. Agenda 21 work to develop the environment and its framework for consultation and public involvement with churches, businesses, schools, its 18 Borough wide surveys through 'Environment Focus' and the annual environment fair attracting 9 -10 thousand visitors
12. Targeted leisure provision e.g. summer activities for youth, older peoples' swimming sessions, free access for carers to most leisure facilities
13. The Local Democracy Week/Roadshow reaching many residents and informing them about how they can participate in the local democratic process
14. Innovative forums for participation such as The Older peoples' Conference, The Youth Parliament, Tell Us conferences, and Community Fun Days
15. Work with tenants and residents associations

Our Potential

The Council is also leading on a number of initiatives, which offer potential for developing the community cohesion strategy.

POTENTIAL

1. The development of the Council's corporate approach to community engagement, including public involvement and community development, through the Community Engagement Strategy 2004/05 – 2006/07
2. Our technology agenda and IEG statement, our Smart Card- creating the 'My Bracknell Forest', Brand, The Edge Card. This is good work and is taking further action to extend take-up. The Council has a strong focus as an IT leader, is aware of the potential for a 'digital divide', and is doing more marketing and identification of user needs
3. Work to increase the number of affordable homes
4. The Grow Your Own Project, run in conjunction with the Royal Borough of Windsor & Maidenhead, aims to provide training and support for relatively disadvantaged groups in gaining employment in the new town centre. The project is funded by SEEDA
5. Local Strategic Partnership Board established with representation from all sectors and Chief Executive's Office reorganised to increase capacity for partnership working
6. Development and implementation of the Voluntary Sector Compact
7. Partnership with Thames Valley Police who are proactive on domestic violence, drug abusers, and support to key vulnerable groups e.g. ethnic minority organisations, gay groups, businesses who are victims of crime
8. Partnership working with Thames Valley Police on developing and supporting Community Liaison Groups
9. Partnerships with other Councils on regional issues such employment, transport, & skills
10. Very successful Early Years & Childcare Partnership
11. Partnership with the Government Office South East Community Cohesion Network
12. Good base-line work done in our Race Equality Scheme
13. Evidence of improvements to the Council's approach to transport policy and provision, including a significant increase in the Local Transport Plan score and a five year improvement plan from the Best Value review of Transport Provided by the Council
14. Targeted work in education to improve attainment overall, reduce disaffection in secondary schools, and tackle discrimination in schools
15. The Travellers Network with other local agencies
16. 14 community centres which can enable good community development, also area steering groups for extended services from schools and children's centres. Extended services will engage children and families in health, education and leisure opportunities.
17. Our percentage of senior managers from black & ethnic minorities exceeds the percentage of the population. A sophisticated monitoring system is in place.
18. Managing diversity training is compulsory for senior managers. However, training for other staff is optional at present

POTENTIAL

19. The Council' s communications are aimed at a homogeneous population although translations can be obtained on request
20. We are getting to grips with race crime, other forms of discriminatory behaviour, and all forms of anti-social behaviour

The Gaps

There remain a number of key gaps, however, which can be summarised as follows:

GAPS

1. Awareness and celebration of diversity within the Borough
2. We must continue to work to change the perception by the business community of our being distant from them as partners
3. Ensure that all of our partnership arrangements are as robust and as effective as our existing examples of good practice.
4. Our corporate response to some legislative requirements on equalities has been slow to meet some of the standards set
5. We need to focus in more detail on explicit recognition of the problems of those resident in areas with relatively high disadvantage compared to the rest of the Borough.
6. Physical access to social housing and community facilities for people with disabilities could be improved
7. We need to make further efforts to ensure a co-ordinated approach to consulting and involving local people, particularly with those who tend to be 'harder to reach'. The Engaging Children & Young People working group is having an impact on this.

The Council's Progress to date

The Council has made considerable progress in implementing the Strategy and this is evident in the two key performance measures against which the success of the Strategy will be judged, namely:

- ✓ Sixty-nine of the seventy two Key Tasks in the Strategy are on track to be completed within their respective timescales, with the majority ahead of schedule.
- ✓ Of the eighteen performance indicators where information is available, the Council's performance has seen thirteen improve, two remain stable, and three decline.
- ✓ The two Key Tasks and three performance indicators where performance is currently below expectations are currently being reviewed by the Corporate Community Cohesion Working Group to ensure that they get back on track during 2006/07.

Implementation Plan: progress to date

1: Promoting community cohesion through community leadership

| | Key Tasks – community leadership | Outcomes | Responsibility | Timescale | Progress at May 2006 |
|-----|---|---|--|-------------------|---|
| 1.1 | Continue to set and maintain corporate standards in relation to the Council's legal obligations, as an employer, service provider, and community leader, under equalities legislation | A non-discriminatory Council which promotes equality of opportunity and good relationships between different communities in the Borough | Director of Corporate Services & Resources | 2004/05 - 2006/07 | Satisfactory progress. Race Equality Scheme, approved by the Race Equality Council, established. Awareness workshops run for Members and staff, facilitated by Lord Ouesley. Equalities Impact Assessment framework established and continues to be rolled out through Departmental Working Groups. Race Audit of Social Services & housing completed. Progress in introducing community cohesion implications into committee reports. |
| 1.2 | Adopt the final version of the Community Cohesion Strategy, following full consultation with a range of stakeholders | Stakeholder involvement in Strategy development A comprehensive reference document & 3 year plan to improve community cohesion | Executive | 2004/05 | Good progress. Good response from consultees. Strategy reflected the consultation results. Adopted by Executive 18 May 2004. |

| | Key Tasks – community leadership | Outcomes | Responsibility | Timescale | Progress at May 2006 |
|-----|--|---|--|------------------|--|
| 1.3 | Amend the Bracknell Forest vision statement to make explicit a commitment to <i>all</i> people who live work and visit the Borough and use the Council's services. | Clear commitment to improving community cohesion by the Council | Director of Corporate Services & Resources | 2004/05 | Good progress. Amended vision appeared in the Corporate Plan 2004/05 and in the 'All of Us' promotional material. |
| 1.4 | Establish political champions for community cohesion by including it within the portfolios of all Executive Members. | Clear commitment to improving community cohesion by the Council | Director of Corporate Services & Resources | 2004/05 | Good progress. In Standing Orders since May 2004. The Leader is the 'Champion' for community engagement. 'All of Us' briefing for Members took place in June 2004. |
| 1.5 | Establish a Corporate Community Cohesion Working Group (CCCWG) with lead responsibility for championing & delivering the Strategy. | Promoting community cohesion is an integral part of the way the Council works | Director of Corporate Services & Resources | 2003/04 | Good progress. Regular CCCWG meetings since January 2004. CCCWG has made significant progress in implementing the Strategy. Chaired by the Director of Corporate Services & Resources. Clear terms of reference and good departmental and cross-cutting membership. Departmental Working Groups established and represented on the Corporate Working Group to ensure strategic and operational issues are resolved. |

| | Key Tasks – community leadership | Outcomes | Responsibility | Timescale | Progress at May 2006 |
|-----|---|--|-----------------------------------|------------------|---|
| 1.6 | Ensure promoting community cohesion is clearly reflected in the Council's annual service planning process | Promoting community cohesion is an integral part of the way the Council works | Head of Performance & Improvement | Annually | Good progress. Senior management workshop in May 2004 to ensure 'All of Us' reflected in 2004/05 Service Plans. CCCWG considered requirements for 2005/06 Service Plans and budgets and Service Plans audited to ensure community cohesion was included. |
| 1.7 | Expand the Equalities Checklist in Best Value reviews to include community cohesion implications. | Promoting community cohesion is an integral part of the way the Council works | Head of Performance & Improvement | 2004/05 | Good progress. New checklist published in the Council's Performance Management Toolkit and used in the two most recent Reviews. |
| 1.8 | Include guidance on how to integrate community cohesion into the Council's purchasing requirements in the second edition of the forthcoming procurement manual (June 2005) | Promoting community cohesion is an integral part of the way the Council works. | Head of Procurement | 2005/06 | Good progress. Community cohesion included in the Council's approach to procurement. |
| 1.9 | Ensure that promoting community cohesion is part of the Council's grant allocation process in a way that is proportionate to the capacity of the applicant & continues to maximise the accessibility of the process to all applicants | Promoting community cohesion is an integral part of the way the Council works. | Head of Strategy & Partnerships | 2004/05 | Good progress. As a result of the Lifelong Working Group review, the grants policies and procedures will be redrafted for 2006/07 to promote community cohesion. |

2: Promoting community cohesion through solid, innovative, and sustained partnerships

| 2 | Key Tasks - partnerships | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|-----|---|---|--|-------------------|---|
| 2.1 | Encourage Town & Parish Councils to develop their own community cohesion statements | Clear commitment to improving community cohesion by partner organisations | Director of Corporate Services & Resources | 2004/05 | Satisfactory progress. Town and Parish Councils fully involved in consultation on draft Strategy and will be involved in Community Engagement. |
| 2.2 | Strengthen the Local Strategic Partnership & show a commitment to community cohesion | Clear commitment to improving community cohesion by partner organisations | Head of Strategy & Partnerships | 2004/05 | Good progress. Community Plan review included community cohesion as cross-cutting throughout all the Community Plan themes. Bracknell Forest Voluntary Action are acting as Champion for community engagement. Partners are making funding contributions to the delivery of the Community Engagement Strategy. |
| 2.3 | Restructure the Chief Executive's Office to increase capacity for partnership working & co-ordination of the Council's approach to community cohesion | Clear commitment to improving community cohesion by partner organisations | Head of Strategy & Partnerships | 2004/05 | Good progress. Increased capacity to accelerate 'All of Us' mainstreaming and development of the Bracknell Forest Partnership. |
| 2.4 | Continue to adhere to the Bracknell Forest Voluntary Sector Compact to ensure effective working relationships with the voluntary sector | Clear commitment to improving community cohesion by partner organisations | Director of Environment & Leisure | 2004/05 - 2006/07 | Satisfactory progress. Strategy & Partnership Team provide additional capacity to support the Compact. |

3: Promoting community cohesion by addressing the most difficult social issues in the locality

| 3 | Key Tasks – addressing the difficult issues | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|-----|--|---|--|------------------------------|--|
| 3.1 | Develop & implement a single simple comprehensive system of 'Community Cohesion Impact Assessments', capable of meeting the Council's statutory duties & being used as part of an evidence base for prioritising interventions to promote community cohesion | Greater evidence of community cohesion needs & priorities | Director of Corporate Services & Resources | 2004/06 | Satisfactory progress. Single Equalities Impact Assessment system approved and rolled out to Departmental Working Groups for completion by 2005/06. Structure, programme of action, and a process of support is in place. Findings to be actioned by 2006/07. |
| 3.2 | To develop a Black & Minority Ethnic stakeholder profile in Bracknell Forest & to assess Black & Minority Ethnic infrastructure requirements & use as part of an evidence base for prioritising interventions to promote community cohesion | Greater evidence of community cohesion needs & priorities | Head of Performance & Improvement | 2004/05 Revise to 2005/06 | Slow progress. Reading Council for Race Equality could not deliver on the agreed outline proposal. Subsequently the brief has been broadened from Black & Minority Ethnic to all equalities issues and external funding has been attracted to deliver this Key Task in 2005/06. Recommendation from SS&H race audit to establish BME community needs database. |
| 3.3 | Geographically map the Indices of Deprivation in Bracknell Forest & use as part of an evidence base for prioritising interventions to promote community cohesion | Greater evidence of community cohesion needs & priorities | Head of Performance & Improvement | 2004/05 | Good progress. Indices of Deprivation 2004 mapped at Super Output Area level. Participating in the GOSE Community Cohesion Network exercise for mapping Community Tensions. |

| 3 | Key Tasks – addressing the difficult issues | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|-----|--|---|-----------------------------------|-------------------|--|
| 3.4 | Ensure community cohesion questions are included in consultations & use as part of an evidence base for prioritising interventions to promote community cohesion | Greater evidence of community cohesion needs & priorities | Head of Performance & Improvement | 2003/04 & 2006/07 | <p>Good progress.</p> <p>Supplementary questions included in the 2003/04 Best Value User Satisfaction General Survey.</p> <p>Corporate approach to taking account of community cohesion issues in consultation and other forms of engagement being promoted through the Corporate Community Engagement Strategy.</p> <p>SS&H Race Audit report recommends that the Department includes guidance and training on race related questions</p> |

4: Promoting community cohesion by developing and implementing a realistic number of practical and visible targeted projects

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|-----|---|--|--|-------------------|--|
| 4.1 | Continue to raise awareness of equalities issues through impact assessment on human resource issues, particularly through major programme of training & development | A non-discriminatory Council which promotes equality of opportunity & good relationships between different communities | Borough Human Resources Manager. | Annually | Good progress. 'All of Us' now a fundamental part of staff induction and management training programmes. 'All of Us: Inclusive Excellence' workshops with Lord Ouesley for staff, Members, and partners. Mandatory training for all senior managers on 'Enhancing Community Cohesion'. A range of other equalities based training being run To ensure training on RRAA2000 for all SS&H staff |
| 4.2 | Implement a range of initiatives to ensure the frontline workforce of Bracknell Forest Services reflect the composition of the community it serves | A non-discriminatory Council which promotes equality of opportunity & good relationships between different communities within the Borough. | Assistant Director (Sustainable Communities) | 2004/05 - 2006/07 | Good progress. 2004/05 focus on Bracknell Forest Services which now provides more support for Modern Apprentices and strives towards recruitment from a more diverse background. |
| 4.3 | Fully implement Climbie Action Plan developed in response to the Local Authority self audit | A reduction in the risk of harm to vulnerable children | Head of Children & Families Services | 2004/05 | Good progress. Fully implemented. |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|-----|---|---|--|-------------------|---|
| 4.4 | Implement access improvements to Council owned buildings (£100,000 annual budget) | Improved access to Council owned buildings | Director of Corporate Services and Resources | Annually | Satisfactory progress. Programme of works identified and are being costed. |
| 4.5 | Implement Accessible Hackney Carriage policy leading to a rolling programme of wheelchair accessible Hackney Carriages as current vehicles come up for replacement | Improved access to licensed taxis for people who use wheelchairs | Head of Trading Standards & Services | 2004/05 - 2006/07 | Satisfactory progress. Policy continues to be implemented and number of wheelchair accessible Hackney Carriages has increased in 2004/05. Of the 85 taxis 40 have front swivel seats and 17 are fully accessible to wheelchairs |
| 4.6 | Continue to work in partnership to support the Shopmobility scheme in Bracknell town centre | Improved access to the town centre for disabled/mobility impaired people | Bracknell Shopmobility Management Committee | 2004/05 - 2006/07 | Good progress. Partnership scheme launched May 2004, currently has 66 members and is run by a management committee. |
| 4.7 | Continue to promote & enable the improvement of public transport by giving access to buses in infrastructure improvements e.g. the regeneration of Bracknell Town Centre. | Improved transport provision in the Borough | Assistant Director Streetcare | Annually | Satisfactory progress. Currently premature in terms of the town centre planning application. A number of infrastructure upgrades have been made, including Information Points and kerbs. |
| 4.8 | Continue to facilitate the development & implementation of a range of Mobility Schemes | Improving accessibility to the public highway for disabled/mobility impaired people | Assistant Director Streetcare | Annually | Good progress. Programme of works being implemented and some complete e.g. Harmans Water kerbs. |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|---|--|-----------------------------------|-----------|---|
| 4.9 | To relaunch the Council's Leisure Saver Pass as an integral part of the Council's E+ smartcard. | Increased opportunities for people on low incomes to improve their health & social interaction by participating in affordable leisure activities | Assistant Director Leisure | 2004/05 | Good Progress. The Leisure Saver Scheme was launched in January 2005. Borough Residents that qualify for the scheme may receive discounts of up to 70% on a range of activities at the Council's Sport and Leisure Facilities. In the first 12 months of the scheme to December 2005 the number of participants increased steadily to 144 |
| 4.10 | Ensure that stretching performance in promoting community cohesion is a central tenet of the development & implementation of the second Local Public Service Agreement in Bracknell Forest. | Service improvements, over & above what they would have been without the Local Public Service Agreement, in twelve priority areas that positively impact on community cohesion | Head of Performance & Improvement | 2004/05 | Satisfactory progress, 'All of Us' is influencing the choice of LPSA2 targets being negotiated with the Office of the Deputy Prime Minister. |
| 4.11 | Continue to promote & enable the involvement of local schools in developing sustainable transport solutions within the Borough through the Safe Routes to School initiative | The Council's approach to improving transport solutions in the Borough will promote community cohesion | Assistant Director Streetcare | Annually | Satisfactory progress. Seven schools have formally signed-up fully developed travel plans to promote enhanced accessibility for all |
| 4.12 | Continue to promote & enable the involvement of local businesses in developing sustainable transport solutions within the Borough through Business Travel Plans | The Council's approach to improving transport solutions in the Borough will promote community cohesion | Assistant Director Streetcare | Annually | Satisfactory progress. The Bracknell Business Travel Forum meets to promote sustainable transport solutions such as care share schemes, shared company buses and generally sharing |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|---|---|-------------------------------|-----------|--|
| | | | | | knowledge of what works. The Council and the Travel Forum work with the Thames Valley Economic Partnership who have just produced a resource pack to help smaller companies and those looking for the first time to develop a travel plan. |
| 4.13 | Continue to promote & enable the involvement of community transport providers in developing sustainable transport solutions in the Borough through the development & management of the Community Transport Contract | The Council's approach to improving transport solutions in the Borough will promote community cohesion | Assistant Director Streetcare | Annually | Satisfactory progress. Contract out to re-tender reflecting minor modifications in light of changes to need. |
| 4.14 | Accessibility Modelling Tool development in conjunction with MVA & Department for Transport | The Council's approach to spatial planning & the Local Development Framework will promote community cohesion. | Assistant Director Streetcare | 2004/06 | Good progress. The Council influenced the national scheme and the Accessibility Modelling Tool is now available. Accessibility workshop held in February 2005 to draw together stakeholders from across the Council and partner organisations. |
| 4.15 | To continue to provide Council communications & services in a range of media & formats. | The Council's communications will be accessible to all communities within the Borough | Head of Communications | Annually | Good progress. Corporate Media & Translation Statement (adopted June 2004) provides corporate standard for ensuring documents can be provided in alternative formats subject to need. |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|--|---|---|-----------------|--|
| | | | | | <p>Corporate Guidance & Criteria for Monitoring & Managing Personal Research (approved June 2004). SS&H Race Audit report recommends translating documents into the relevant languages</p> |
| 4.16 | <p>Continue to ensure that recruitment literature reflects equalities requirements in relation to a supporting the claim that Bracknell Forest is an equal opportunities employer e.g. the "Two Tick" disability symbol.</p> | <p>The Council's communications will be accessible to all communities within the Borough</p> | <p>Borough Human Resources Manager.</p> | <p>Annually</p> | <p>Good progress. Recruitment Strategy Manager has reviewed and updated the recruitment literature to ensure all potentially discriminatory information requirements are removed from the application process. Recruitment Strategy Manager is a member of the Departmental Community Cohesion Working Group. Equalities requirements and commitment to 'All of Us' reflected in relevant literature including work related to advertising mediums. Initiatives in place to continue to improve the diversity of the workforce, including taking on board new legislative requirements e.g. Age Disability</p> |
| 4.17 | <p>Develop a strategy for specialist domiciliary care for people with dementia.</p> | <p>The needs of all communities within the Borough are reflected in the Council's service</p> | <p>Head of Long Term Care / Home Care Manager</p> | <p>2004/05</p> | <p>Good progress. The service has now been fully evaluated, outcomes available within</p> |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|---|---|--|-------------------|---|
| | | provision | | | the evaluation document. This established team continues to provide a valuable service. Funding for this service will continue through LPSA2. |
| 4.18 | Evaluate the impact of the Consistency Management & Cooperative Discipline Programme on behaviour, attendance & standards in schools & consider its extension to other schools. | Raising achievement in schools | Assistant Director Learning, Achievement & Libraries / Assistant Director Access and Inclusion | 2004/06 | Good progress. Implemented in three schools and evaluation work is being undertaken. Steps being taken to extend approach to feeder schools. The Behaviour Support Plan sets out a strategy for meeting the challenge of behavioural issues in schools. |
| 4.19 | To develop mobile youth provision in Bracknell Forest | Improved social and educational facilities for young people. | Head of Youth Service | 2005/06 - 2006/07 | Good progress The Silver Bus commissioned in Autumn 2005. Programme of visits developed. |
| 4.20 | Promote importance of emotional health wellbeing through Healthier Schools, Personal Social Health Education, Drugs Awareness & peer mediation schemes. | Children and young people have better emotional health and well being and are equipped to respond to a range of issues that face them | Assistant Director Learning Achievement & Libraries / Assistant Director Access and Inclusion | 2004/06 | Good progress in all areas. Nationally we are one of the best performing local authorities in the Healthy Schools Scheme. Social and Emotional Aspects of Learning (SEAL) programme being piloted in Bracknell Forest schools |
| 4.21 | Implement a choice based letting scheme for our own housing stock | To help people to be housed where they want to be housed. | Head of Housing Strategy & Needs | 2004/05 | Good progress. Capital budget approved. Two –year Project Plan prepared and reported to DMT and CMT. Phase 1 – Policy Review – to be completed by |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|--|---|--|-----------|---|
| | | | | | <p>March 2007. Phase 2 – IT implementation to be completed March 2008.</p> <p>Report submitted to SC&H Overview & Scrutiny Panel June 2006</p> |
| 4.22 | Work towards the closer integration of services for Children, Young People & Families across Council departments & partner agencies. | To implement the proposals set out in the Children Bill to improve outcomes for children & families | Chief Executive | 2004/06 | <p>Good progress.</p> <p>New department created in May 2005.</p> <p>Project management structures in place.</p> <p>Children and Young People's Strategic Plan produced in April 2006</p> |
| 4.23 | Improve the provision for pupils with English as a second language. | To improve educational outcomes & educational inclusion of these children | Assistant Director Learning, Achievement & Libraries (LAL) | 2004/05 | <p>Good progress.</p> <p>Service now provided within the Education and Libraries Department</p> <p>EAL network established for school co-ordinators to develop approaches to identification, assessment and provision. Handbook and resources to support schools available on the BFinclusion website</p> <p>Focussed support available for newly arrived pupils and their families</p> <p>Working through the extended schools and children's centres programme and the Library Service to provide materials</p> |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|---|---|---|-------------------|--|
| 4.24 | Review & update the Local Education Authority's Social Inclusion Plan & to implement the revised version | To improve educational outcomes & to contribute to Social Inclusion | Assistant Director Access and Inclusion | 2004/05 - 2006/07 | Good progress. Plan has been replaced by the Children and Young People's Strategic Plan published in April 2006 |
| 4.25 | Continue to work through schools to prepare children & young people for living in a diverse society | To improve outcomes for children & young people | Assistant Director Learning Achievement & Libraries / Assistant Director Access & Inclusion | 2004/05 - 2006/07 | Good progress. A comprehensive programme of initiatives based around three key themes: (i) minority ethnic achievement, (ii) provision for children with English as a second language, and (iii) developing schools' capacity to educate children to live in a diverse society. Working in partnership with UNICEF to develop the 'Rights in Respecting School' initiative. Working on global dimension across the curriculum. Developing further the relationship with the Travellers Education Consortium to provide better support in schools |
| 4.26 | Implement the recommendations of the Best Value Review into services for Vulnerable Children. | To improve outcomes for children, young people & their families | Assistant Director Children's Social Care/ Assistant Director Access & Inclusion | 2004/05 - 2006/07 | Satisfactory progress. Improvement Plan in place and being implemented in line with the timescales in the Plan. |
| 4.27 | Develop the Town Centre Nursery into a Children's Centre & establish 'satellite' centres in nearby schools. | To increase service provision & promote strong & positive relationships | Early Years & Childcare Manager | 2004/05 - 2005/06 | Good progress. Nursery fully established. Further development now embedded |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|--|---|---|-------------------|---|
| | | through a meeting point for parents | | | in the Extended Schools and Children's Centres Strategic Plan |
| 4.28 | Investigate the feasibility of developing one extended school in Bracknell Forest. Specifically, to commission a corporate community audit, in liaison with schools, which provides the evidence to help schools determine priorities & enables support from the Borough Council to be co-ordinated & focussed most effectively. It will also provide an assessment of schools' capacity & willingness to develop & manage extended provision. | To make the school a hub for the local community & address a variety of educational & social needs. | Assistant Director Learning Achievement & Libraries / Assistant Director Access & Inclusion | 2004/05 | Good progress. Further development now embedded in the Extended Schools and Children's Centres Strategic Plan |
| 4.29 | Review approaches to funding of provision for pupils with special educational needs in Bracknell Forest Schools. | A method of funding pupils with SEN in mainstream schools which better enables resources to support inclusion | SEN Manager | 2004/05 - 2005/06 | Satisfactory progress. Consultation has taken place and the outcome is that there is no change to the existing arrangements. Further discussions taking place with schools in the Autumn Term 2005 with a view to considering revised arrangements from April 2008 |
| 4.30 | Work with East Berkshire partners to agree reconfigured model for Mental Health Inpatient Services | The needs of all communities within the Borough are reflected in the Council's service provision | Assistant Director Adult Services / Locality Manager, Mental Health | 2005/06 | Satisfactory progress. Work still progressing on model – the broad agreement is challenged by the financial position of BHCT |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|--|--|--|-------------------|---|
| 4.31 | Continue to promote the Council's crematorium as a multi-faith service | The needs of all communities within the Borough are reflected in the Council's service provision | Cemetery & Crematorium Manager | 2004/05 – 2006/07 | Satisfactory progress. Policy statement provides for a diverse range of funeral services. Inter-nomination chapel for cremation or burial service is provided whatever the faith. |
| 4.32 | To develop an Older People's Renewal Strategy | Review with partners the strategy and all services for older people, including support services, sheltered housing & care provision. | Assistant Director Sustainable Communities / Assistant Director Adult Services | 2005/06 | Slow progress. This is to be progressed taking account of the white paper, the proposed strategic direction of the council in relation to housing and as an action for the CSCI Inspection of OP Services |
| 4.33 | Establish an Assessment Advice & Treatment centre to provide a full range of substance misuse services to Bracknell Forest residents | The needs of all communities within the Borough are reflected in the Council's service provision | Drug Action Team Co-ordinator | 2004/05 | Good progress. The treatment centre has been opened for almost a year and has been so successful that it has been expanded into the adjacent unit. |
| 4.34 | Integration of care pathways in line with models of care as indicated in the Adult Drug Treatment Plan 2004/05 | The needs of all communities within the Borough are reflected in the Council's service provision | Drug Action Team Co-ordinator | 2004/05 | Good progress. The East Berkshire Models of Care Documentation is now being widely used and will shortly be posted on the Intranet for use by professionals. |
| 4.35 | Raise awareness of community cohesion amongst children & young people by Local Agenda 21 promotional work in schools | The needs of all communities within the Borough are reflected in the Council's service provision | Environmental Co-ordinator | 2004/05 – 2006/07 | Satisfactory progress. Programme ongoing. |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|---|---|---|-------------------|--|
| 4.36 | Continue to develop business & community ownership of the local environment as a contributing factor to community cohesion by developing a Business Partnership on Environmental issues & by Environment Improvement Grants | The needs of all communities within the Borough are reflected in the Council's service provision Pride in the Borough as a place where people want to live, work & visit | Environmental Co-ordinator | 2004/05 – 2006/07 | Satisfactory progress. Programme ongoing. |
| 4.37 | Implement the Education of Looked-after Children Strategy monitored by the Children & Young People Local Strategic Partnership | The needs of all communities within the Borough are reflected in the Council's service provision | Assistant Director Children's Social Care/ Assistant Director Access and Inclusion | 2005/06 | Good progress. Strategy implemented in accordance with timescales within the strategy and regularly monitored. New LPSA targets being negotiated. Revised monitoring arrangement currently being developed. |
| 4.38 | Implement & review Homelessness Strategy, minimising use of Bed & Breakfast accommodation | The needs of all communities within the Borough are reflected in the Council's service provision | Head of Housing Strategy & Needs | 2004/05 | Good progress. Strategy being implemented and targets being met. Homelessness Forum re-established to review and refresh priorities and targets. |
| 4.39 | Implement review of the Council's adaptations & disabled facilities grant policies to enhance housing improvement services. | Improved access to their homes for people with disabilities | Head of Long Term Care / Principal Occupational Therapist / Head of Housing Strategy & Needs / Environmental Health Manager | 2005/06 | Satisfactory progress. Comprehensive Review in place to consider the level of investment needed to meet demand for adaptations. A new Adaptations Panel to be established to prioritise expenditure of |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|------|--|--|---|-----------|---|
| | | | | | Housing Capital Budget. |
| 4.40 | Develop detailed commissioning strategies for all client groups in conjunction with the Primary Care Trust | The needs of all communities within the Borough are reflected in the Council's service provision | Joint Strategy & Commissioning Group Manager Strategy Policy and Partnerships (SS&H) | 2005/06 | Satisfactory progress. Now being progressed jointly with partner agencies in the East Berkshire Partnership Board, reflecting new PCT organisation. |
| 4.41 | Review & remodel day opportunities for people with learning disabilities. | The needs of all communities within the Borough are reflected in the Council's service provision | Locality Manager, Learning Disability Services & Partnership Board | 2005/06 | Poor progress. Progress continues with employment opportunities a particular focus. A development worker is being recruited to assist with this major project. |
| 4.42 | Deliver Council policy on supply of affordable & key worker housing | The needs of all communities within the Borough are reflected in the Council's service provision | Director of Social Services & Housing / Assistant Director of Environment & Leisure | 2005/06 | Satisfactory progress. The Social Services and Housing Department and the Environment and Leisure department continue to work in partnership to deliver the Council's Supplementary Planning Guidance of 23% affordable and 15% key worker housing on all relevant sites |
| 4.43 | Establish a Home Improvement Agency within the Borough subject to successful grant application | The needs of all communities within the Borough are reflected in the Council's service provision | Supporting People Manager/Environmental health Manager | 2005/06 | Satisfactory progress. The Home Improvement Agency established 01/04/05 following successful grant bid. Working with Environment to promote services. |
| 4.44 | Implement the strategy to reduce re-offending of young people referenced within the Youth Justice Plan | The needs of all communities within the Borough are reflected in | Youth Offending Team Manager | 2004/05 | Good progress. The Youth Justice Plan 2005/6 contains actions under each of the 13 |

| 4 | Key Tasks - Targeted Projects | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|---|-------------------------------|---------------------------------|----------------|-----------|---|
| | | the Council's service provision | | | performance targets, and considerable progress has been made throughout the year by all team members of the YOT, in implementing the actions listed in the plan. Quarterly performance reports have been submitted to the Safer Communities Strategic Partnership Board and show consistent good performance against targets in most areas. |

5: Promoting community cohesion by encouraging public involvement in shaping action in their areas

| 5 | Key Tasks - Public Involvement | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|-----|--|---|--|-------------------|--|
| 5.1 | Develop & implement a Community Cohesion Communication Plan to raise awareness of & commitment to promoting community cohesion in the Borough. | Increased engagement with 'vulnerable' &/or 'harder to reach groups'. | Director of Corporate Services & Resources | 2004/05 - 2006/07 | Good progress. CCCWG to finalise the Community Cohesion Strategy in 2004/05. Delivered a number of initiatives in 2004, including: (i) staff, Member and partner workshops with Lord Ouesley; (ii) briefing packs and intranet/internet pages (iii) strategy summary published; (iv) articles in public and staff newsletters; and (v) partnership and community events. |

| 5 | Key Tasks - Public Involvement | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|-----|---|--|--|-------------------|--|
| 5.2 | Develop a corporate &, where possible, partnership approach to public consultation, involvement, & community development, which promotes community cohesion & consistently enables all communities within the Borough to engage in the Council's decision-making processes. | Increased engagement with 'vulnerable' &/or 'harder to reach groups'. The needs of all communities within the Borough are reflected in the Council's service provision. | Head of Strategy & Partnerships | 2004/05 - 2006/07 | <p>Good progress.</p> <p>Corporate Community Engagement Strategy in place and being implemented.</p> <p>Partnership approach to Community Engagement endorsed via Bracknell Forest Partnership with commitment to promote through themed partnership boards.</p> <p>Resource for Citizens' Panel (BF1000) procured. Go live date summer 2005.</p> <p>Handbook of Engagement Guidance currently being developed. Online delivery scheduled for summer 2005.</p> <p>Increased capacity of community infrastructure being developed through 5 pilot neighbourhood groups in conjunction with Thames Valley Police Authority</p> <p>Training for staff in the use of community engagement</p> <p>A register of planned engagement activity to ensure a more co-ordinated approach and to reduce the risk of overloading local people with engagement initiatives</p> |
| 5.3 | Work with local community on access issues through the Access Advisory Panel | Increased engagement with 'vulnerable' &/or 'harder to reach groups'. | Director of Corporate Services & Resources | Annually | <p>Satisfactory progress.</p> <p>Developing work with partners on key issues e.g. access to railway station and town centre development.</p> <p>Planning for engagement in new areas of</p> |

| 5 | Key Tasks - Public Involvement | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|-----|---|--|--|-----------|---|
| | | | | | statutory requirements i.e. Disability Equality Scheme |
| 5.4 | Develop mechanisms & forums e.g. Voice of Experience Conference to involve older people in service planning | Increased engagement with 'vulnerable' &/or 'harder to reach groups'. | Assistant Director Adult Services / Head of Long Term Care | 2005/06 | Satisfactory progress. The Voice of Experience IV is planned for 17 th November 2006. A multi-agency group is in place and will deliver the conference whose theme will be 'Living Longer, Living better in the Community.' Planning is being developed in consultation with the Older Peoples Forum. |
| 5.5 | Continue to promote the Youth Forum as a vehicle for the involvement of young people in public life | Increased engagement with 'vulnerable' &/or 'harder to reach groups'. | Assistant Director Access & Inclusion | Annually | Good progress. Continuing programme of work. |
| 5.6 | Continue to ensure that Member Champions represent the interests of target groups | Increased engagement with 'vulnerable' &/or 'harder to reach groups'. | Head of Democratic Services | Annually | Satisfactory progress. Member champions remain active. The Leader is the nominated Champion for Engagement for elected members. Additional Member Champions have been appointed. |
| 5.7 | Further develop Customer Focus Groups in the Council's leisure facilities | The needs of all communities within the Borough are reflected in the Council's service provision | Director of Environment & Leisure | Annually | Satisfactory progress. Continuing programme of work. |

6: Promoting Community Cohesion by Reviewing Progress

| 6 | Key Tasks – Reviewing Progress | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|-----|---|---|--|-----------|---|
| 6.1 | Regular consideration of progress in promoting community cohesion with stakeholders | A publicly accountable approach to monitoring progress in promoting community cohesion. | Head of Strategy & Partnerships | 2004/05 | Good progress. Detailed report produced on how consultation responses informed final version of the Strategy. Annual monitoring report to Public Scrutiny Commission. A range of communication initiatives have been undertaken. Targets for emerging Community Plan currently being developed to include community cohesion. |
| 6.2 | Continue to develop & promote equality issues through the annual reporting to Council of ethnicity, age, gender, disability, religion, belief, & sexual orientation with regard to monitoring mechanisms such as: staff employed, applicants for employment / training, training received, grievance & disciplinary procedures, & leavers | A publicly accountable approach to monitoring progress in promoting community cohesion. | Borough Human Resources Manager. | Annually | Good progress. Annual reporting on procedures in place for ethnicity, age, gender, and disability and information widely available through the Council's intranet and on the Council website. |
| 6.3 | Undertake a Scrutiny review of the performance of the Council's Community Cohesion Strategy | A publicly accountable approach to monitoring progress in promoting community cohesion. | Director of Corporate Services & Resources | 2006/07 | Satisfactory progress. Briefing session with Public Scrutiny Commission June 2004. Annual monitoring report to Public Scrutiny Commission. |
| 6.4 | Further develop the existing 'basket' of community cohesion performance indicators & include within the Council's performance management framework | More sophisticated measurement of the local nature of community cohesion in | Director of Corporate Services & Resources | 2004/05 | Satisfactory progress. Six monthly progress to CCCWG September 2004. Some indicators have been included |

| 6 | Key Tasks – Reviewing Progress | Outcomes | Responsibility | Timescale | Progress at 20 Feb '06 |
|---|--------------------------------|------------------|----------------|-----------|--|
| | | Bracknell Forest | | | in Quarterly Operations Reports e.g. equalities checklist (BVPI 2a). |

Community Cohesion Performance Indicators: progress to date

Introduction

The Council's 'All of Us' Community Cohesion Strategy covers the three year period 2004/5 – 2006/7. One of the two measures of success of the Strategy is the extent to which performance improves in our basket of community cohesion indicators. Therefore, the Council's performance to date against the basket of community cohesion performance indicators has been mapped in Table 1 below to show the following:

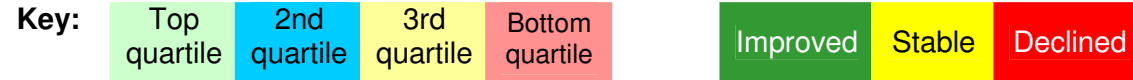
- ✓ The Council's actual and comparative performance in the past two years (2004/05 and 2005/06) and the extent to which that has changed. The outturn figures published at the end of June 2006 are used.
- ✓ The comparative performance against the quartiles of all the councils in England. The performance figures for the respective quartiles are reported to give an indication of the performance change necessary to change quartile
- ✓ The Council's target performance for 2005/06 and 2006/07

Results

Of the eighteen performance indicators where information is available, the Council's performance has seen thirteen improve; two remain stable, and three decline.

Of the three that have declined, two are in the top quartile with only one in the second quartile. Clearly consideration needs to be given to arresting the decline of the indicator in the second quartile.

Table 1 – the Council's actual and target performance against the Community Cohesion Unit's 'basket' of performance indicators



| BVPI | Definition | Latest All England Quartiles (2004/05) | | | BFBC Performance | | | BFBC Targets | |
|--------|---|--|--------|--------|---|-------------------|----------------------------|--------------|---------|
| | | Top | Median | Bottom | 2004/05 | Pre-audit 2005/06 | Variance 2004/05 – 2005/06 | 2005/06 | 2006/07 |
| 40 | Pupils with Level 4 or above in Key Stage 2 Maths | 77.0% | 73.8% | 70.8% | 76.0% | 77.0% | +1.3% | 83.0% | 83.0% |
| 41 | Pupils with Level 4 or above in Key Stage 2 English | 80.0% | 77.0% | 74.0% | 83.0% | 82.0% | -1.2% | 84.0% | 84.0% |
| 45 | Half days missed due to total absence in secondary schools | 7.5% | 7.93% | 8.60% | 7.1% | 7.0% | +1.4% | 7.3% | 6.9% |
| 2(b) | Duty to promote race equality checklist score | 74.0% | 58.0% | 42.0% | 68.0% | 95.0% | +40% | 100% | 100% |
| 175 | Racial incidents that resulted in further action. | 100.0% | 100.0% | 99.25% | 100.0% | 100.0% | 0.0% | 100.0% | 100.0% |
| 3 | Satisfaction with overall service provided | 60.0% | 55.0% | 49.0% | This indicator forms part of the triennial best value user survey, which was carried out in 2003 (60.0%) and is due to be carried out during autumn 2006. | | | | |
| 75 (a) | Tenant satisfaction with participation opportunities in housing services management | 69.0% | 64.0% | 59.0% | This indicator forms part of the triennial best value user survey, which was carried out in 2003 (30%) and is due to be carried out during autumn 2006. | | | | |
| 11(a) | Top 5% of earners that are women | 40.28% | 29.91% | 20.0% | 33.84% | 34.29% | +1.33% | 32.0% | 35.0% |

| BVPI | Definition | Latest All England Quartiles (2004/05) | | | BFBC Performance | | | BFBC Targets | |
|--------|--|---|--------|--------|--|---|----------------------------------|--------------|---------|
| | | Top | Median | Bottom | 2004/05 | Pre-audit 2005/06 | Variance 2004/05 – 2005/06 | 2005/06 | 2006/07 |
| 39 | 15 year olds with 5 GCSEs or equivalent at grades A*- to G | 90.2% | 88.0% | 85.4% | 94.3% | 91.0% | -3.5% | 96.0% | 92.0% |
| 126(a) | Recorded domestic burglaries (per 1K households) | 6.18 | 8.19 | 10.76 | 8.0% | 9.8% | -22.50% | 8.9% | 7.9% |
| 74(b) | BME tenant satisfaction with landlord service | 80.0% | 70.0% | 60.3% | This indicator forms part of the triennial best value user survey, which was carried out in 2003 (75.0%) and is due to be carried out during autumn 2006. | | | | |
| 38 | 15 year olds with 5 GCSEs or equivalent at grades A*- to C | 56.2% | 51.0% | 45.6% | 52.4% | 54.5% | +4.0% | 57.0% | 62.0% |
| 44 | Pupils permanently excluded (per 1K pupils) | 0.84 | 1.26 | 1.69 | 2.37 | This indicator is no longer measured as a Best Value indicator. | | | |
| 50 | Young people leaving care aged 16 or over with at least 1 GCSE at grades A*- G | 58.0% | 51.0% | 46.0% | 71.4% | 77.8% | +8.9% | 60.0% | 67.0% |
| 74(a) | Tenant satisfaction with landlord service: overall satisfaction | 83.0% | 78.0% | 73.0% | This indicator forms part of the triennial best value user survey, which was carried out in 2003 (75.8%) and is due to be carried out during autumn 2006. | | | | |
| 165 | The percentage of pedestrian crossings with facilities for disabled people. | 100.0% | 95.0% | 85.0% | 96.3% | 100% | +3.8% | 100.0% | 100.0% |
| 74(c) | Non-BME tenant satisfaction with landlord service | 84.0% | 78.0% | 73.8% | This indicator forms part of the triennial best value user survey, which was carried out in 2003 (75.80%) and is due to be carried out during autumn 2006. | | | | |
| 156 | Council buildings suitable for and accessible to disabled people | 75.14% | 53.15% | 31.19% | 18.60% | 28.50% | +53% | 23.8% | 34.6% |

| BVPI | Definition | Latest All England Quartiles (2004/05) | | | BFBC Performance | | | BFBC Targets | |
|--------|--|--|---------|---------|---|--|----------------------------|--------------|--------------------------------------|
| | | Top | Median | Bottom | 2004/05 | Pre-audit 2005/06 | Variance 2004/05 – 2005/06 | 2005/06 | 2006/07 |
| 54 | Aged 65+ helped to live at home (per 1K pop) | 98.52 | 84.13 | 68.08 | 61.50 | 63.38 | +3% | 70.0% | 70.0% |
| 128(a) | Vehicle crimes (per 1K pop). | 7.77 | 10.23 | 15.04 | 13.00 | 12.25 | -5.8 | 12.50 | 11.01 |
| 164 | Follow the CRE's code of practice in rented housing and the harassment GP Standards | 47% of councils said Yes | | | Yes | Yes | Yes | Yes | Yes |
| 2(a) | Equality Standard for Local Government level (1-5 where 5 is highest) | No data | No data | No data | 1 68% towards Level 2 | 2 | +100% | 2 | 3 |
| 17(a) | BME local authority employees | 4.6% | 1.9% | 0.98% | 1.97% | 2.98% | +51% | 2.0% | 3.0% |
| 127(a) | Violent offences by a stranger (per 1K pop) | No data | No data | No data | No data | 17.50% | N/A | 16.68% | Not set due to lack of baseline data |
| 174 | Racial incidents recorded by the authority (per 100K pop) | No data | No data | No data | 18.0 | 10.88 | +39% | 21.90 | 18.00 |
| 198 | Change (2002/3 - 2003/4) in the number of problem drug misusers accessing treatment | No data | No data | No data | No data | Revised format means performance not yet known and targets cannot be set | | | |
| CC01 | % of people who feel that their local area is a place where people from different backgrounds can get on well together | No data | No data | No data | This indicator forms part of the triennial best value user survey, which was carried out in 2003 (52.9%) and is due to be carried out during autumn 2006. | | | | |

| BVPI | Definition | Latest All England Quartiles (2004/05) | | | BFBC Performance | | | BFBC Targets | |
|------|--|---|---------|---------|---|----------------------|----------------------------------|--------------|---------|
| | | Top | Median | Bottom | 2004/05 | Pre-audit 2005/06 | Variance 2004/05 – 2005/06 | 2005/06 | 2006/07 |
| CC02 | % of adults surveyed who feel that they can influence decisions affecting their local area | No data | No data | No data | This indicator forms part of the triennial best value user survey, which was carried out in 2003 (26.9%) and is due to be carried out during autumn 2006. | | | | |
| CC03 | % of adults surveyed who feel that race relations has got better over the last 3 years | No data | No data | No data | This indicator forms part of the triennial best value user survey, which was carried out in 2003 (2.6%%) and is due to be carried out during autumn 2006. | | | | |

Feedback from independent sources: progress to date

The Council's approach to promoting community cohesion has been the subject of feedback. This feedback has been generally positive, however there are some areas which the Council needs to address as part of the last year of the current strategy and the development of a new strategy for future years. The details of the feedback are outlined below.

Positive Feedback

Local Government Association (LGA)

The Local Government Association published guidance on Community Cohesion matters in November 2005. The work being carried out in Bracknell Forest has been included in this guidance as an example of best practice.

Annual Performance Assessment

Various issues concerning community cohesion were raised and explored during the Annual Performance Assessment during June 2006. All of these were responded to positively and to the satisfaction of the assessors. Youth Forums and 'Tell Us' conferences for children and young people are well established and there is positive dialogue with disabled children and young people and their carers. One area identified for improvement is the monitoring of appropriateness of BME groups on the Child Protection register.

Supporting People

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Trading Standards

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Social Care Services for Older People

During May 2006 an inspection of social care services for older people took place in Bracknell Forest. The outcome of the inspection was that Bracknell Forest were serving some people well, with promising capacity for improvement. However, delivering the intended outcomes of the Community Cohesion Strategy was identified as one of the key factors on which rested the Council's plans to accelerate the pace of change and support the further modernisation and sustained improvement of services.

The 'Community Cohesion Strategy itself had real potential', however the inspectors believed that this had not yet been realised. 'The Council had taken an approach which focused on analysing the needs of those already being served. Management should ensure that there are systems in place to identify, map, analyse and respond to those who are hard to reach.'

Challenges

Clearly there are some challenges for the Council to address during the remaining year of this Strategy and to take forward into the development of a new Strategy for future years. One of the main challenges will be to identify the 'hard to reach' groups, building on the intelligence of these communities from different services across the Council and to ensure access to services for all parts of the community.

Conclusions

To date the Council has made considerable progress in implementing the Strategy and this is evident in the two key performance measures against which the success of the Strategy will be judged, namely:

- ✓ Sixty-nine of the seventy two Key Tasks in the Strategy are on track to be completed within their respective timescales, with the majority ahead of schedule.
- ✓ Of the eighteen performance indicators where information is available, the Council's performance has seen thirteen improve, two remain stable, and three decline.

The three Key Tasks and three performance indicators where performance is currently below expectations are currently being reviewed by the Corporate Community Cohesion Working Group to ensure that they get back on track during 2006/07.

In light of this progress, the Council is well placed to achieve the Strategy's goals by the end of 2006/07 and to take forward this work as the basis for further development with the preparation and implementation of the next Community Cohesion Strategy.