



Listening Learning Leading



Corporate Equality Action Plan 2016/17 – 2019/20

Introduction

The councils have set the following equality objectives in line with the specific duties of the Equality Act 2010. We developed our initial objectives nearly four years ago and have reviewed them in consultation with local residents and councillors.

The aim of the objectives is to ensure we focus on the areas where we feel the councils could do more to advance equality of opportunity, eliminate discrimination and foster good relations between different groups.

The objectives will support the delivery of the councils' overall equality vision and Corporate Plan priorities.

'Ensure the provision of fair and accessible services and employment opportunities that meet the needs of everyone, and positively promote inclusion'

We have set a number of measures that we will report against annually; along with detail about actions we have achieved to demonstrate how the councils are meeting the general duties of the Equality Act.

Additional work carried out by service teams that supports or contributes towards the achievement of the councils' equality objectives will be published in our annual equality update.

| Equality Objectives | Corporate Plan priority | Equality objective measures |
|---|--|--|
| Objective 1: Continue to improve physical access to council owned or leased buildings or land. | S - 'Invest in the districts future' V - Building an even stronger economy | Number and type of improvements made to improve physical access to council owned or leased buildings or land |
| Objective 2: Ensure new projects, policies or strategies, changes to services, and communication take account of the needs of all users | S - Services that reflect resident's needs V - Running an efficient council | Customer satisfaction data <ul style="list-style-type: none"> • the council does a good job for people like me • the council treats all parts of the district equally • the council treats everyone fairly |

| | | |
|---|--|---|
| | | <p>Number of:</p> <ul style="list-style-type: none"> • equality impact checks completed • individual cabinet member decisions, committee reports or grants reviewed for equality relevance |
| Objective three: Increase our understanding of the communities we serve, through consultation, engagement and using existing evidence (e.g. census data) to inform the decisions we make. | <p>S - Services that reflect resident's needs</p> <p>V - Running an efficient council</p> | <p>Customer satisfaction data</p> <ul style="list-style-type: none"> • the council treats everyone fairly |
| Objective 4: Continue to monitor the impact of our employment policies and practices to ensure all groups have access to employment opportunities. | N/A | Publication of annual equality in employment indicators |
| Objective 5: Support communities to deliver better outcomes for disadvantaged groups and encourage community cohesion. | <p>S - Build thriving communities 'Support communities to help themselves'</p> <p>V - Sustainable communities and wellbeing 'Facilitate sustainable communities'</p> | <p>Customer satisfaction data</p> <p>'To what extent do you agree or disagree that your local area is a place where people from different backgrounds get on well together?'</p> <p>Different backgrounds means people of different age, gender, ethnic and religious groups, people with disabilities, and people of a particular sexual orientation.</p> <p>By getting on well together, we mean treating each other with respect.</p> |
| Objective 6: Seek to improve access to major new developments and town centres in South Oxfordshire and the | S - Invest in the districts future 'Seeking to support the market | Monitor all relevant planning applications the Didcot Access Group, Vale Disability Access Group, other access groups or the equalities officer are consulted on and improvements put in place to increase access. |

| | | |
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| Vale for people with disabilities, carers and older people. | towns as places to visit and places to live' V - Building an even stronger economy | Monitor other access improvements to town centres as a result of access group projects |
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The following action plan sets out the actions we will take to deliver against these objectives. The plan will be reviewed and updated each year. All actions are joint, unless otherwise specified. Additional work carried out by service teams that support or contribute towards the achievement of the councils' equality objectives is published in our annual equality update.

2016/17

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|--|-------------------------------------|--|---------------|-----------|
| 1 | 1 and 6 | Agree a plan with Vinci to carry out access audits of council car parks in South and Vale | Q1 - Q3 | Equalities Officer | | Achieved |
| 2 | 1 | Implement agreed access audit recommendations for South Oxfordshire leisure centres | Q1 – Q4 2016/17 to 2017/18 | Leisure Facilities Project Officer in consultation with the Equalities Officer | | Achieved |
| 3 | 1 | Implement agreed access audit recommendations for Faringdon, Wantage and White Horse Tennis and Leisure centre | Q1 – Q4 2016/17 to 2017/18 | Leisure Facilities Project Officer in consultation with the Equalities Officer | | Achieved |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|---|-------------------------------------|--------------------------|--|---------------|
| 4 | 1 | Refurbish and extend the accessible changing facility at WHTLC | Q2 – Q3 | Leisure Projects Officer | | Achieved |
| 5 | 1 and 6 | Renovate Greys Road Henley public conveniences | Q1 – Q4 | Project Manager | Carry forward to 17/18. | Not Achieved |
| 6 | 1 and 6 | Renovate Wantage recreation ground public conveniences | Q1 – Q4 | Project Manager | | Achieved |
| 7 | 1 and 6 | Refurbish and redesign Abingdon Charter car park public conveniences | Q1 – Q4 | Project Manager | Redesign agreed, works not started. | Part achieved |
| 8 | 1 and 6 | Major refurbishment to Charter car park Abingdon | Q1 – Q4 2016/17 to 2017/18 | Project Manager | Completed access audit to inform design. Procurement process begun. | Part Achieved |
| 9 | 2 | Support service teams to complete equality impact assessments on service changes, new policies and strategies to ensure that the councils comply with their duties under the Equality Act | Q1 – Q4 | Equalities Officer | | Achieved |
| 10 | 2 | Assess the equality implications of any budget savings proposals under consideration and report to SMB, Scrutiny and Cabinet members so that these can be considered in decision on the 2017/18 budget. | Q3 – Q4 | Equalities Officer | | Achieved |
| 11 | 2 | Equality considerations included in service team projects, procurement and committee reports, to advance equal opportunities / pay due regard to public sector equality duties. | Q1 – Q4 | Equalities Officer | | Achieved |
| 12 | 2 | Provide regular equality updates to ensure staff consider the needs of all users in new projects, policies, strategies, changes to services and communication. | Q1 and Q3 | Equalities Officer | | Achieved |
| 13 | 2 and 3 | Where possible consult residents, user groups and voluntary organisations on new projects, policies, | Q1 – Q4 | Corporate Consultation | Good examples include the low emissions strategy for | Part achieved |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|---|---------|------------------------------|---|---------------------------------|
| | | strategies, and changes to services that may impact on them | | Officer/Project leads | South Oxfordshire and research informing the development of a volunteering strategy for both districts. | |
| 14 | 2 and 3 | Support teams to obtain relevant local or national data to help inform decisions by representing the councils on the District Data Service steering group | Q1 – Q4 | Equalities Officer | | Achieved |
| 15 | 4 | Publish annual equality in employment indicator reports | Q3 | HR advisor (Five Councils) | | Achieved |
| 16 | 4 | Carry out an annual equal pay review | Q3 | HR Manager | Carried forward to 2017/18 – this will now be gender pay gap information | Not achieved due to outsourcing |
| 17 | 4 | Equality impact assess any changes to HR policies and practices or other changes as a consequence of the Five Councils Partnership | Q1 – Q4 | HR Manager | Carry forward to 2017/18 | Not required this year |
| 18 | 5 | Vale – support community groups and events through the following grant schemes: Capital, New Homes Bonus, and festival and partnership grants | Q1 – Q4 | Grants team | | Achieved |
| 19 | 5 | South – support community groups through the following grant schemes: Capital and revenue grants | Q1 – Q4 | Grants team | | Achieved |
| 20 | 5 | Provide Community Safety partnership funding to support vulnerable people through: DAMASCUS, Sports for Streets, Nomad, Didcot Train, A2 Dominion and Mears | Q1 – Q4 | Community Safety Team Leader | | Achieved |
| 21 | 5 | Coordinate multiagency building resilience project – to support vulnerable young people, those displaying risky behaviour and disadvantaged to | Q1 – Q4 | Community Safety Team Leader | | Achieved |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|---|---------|--|--------------------------------------|----------------------|
| | | help prevent child sexual exploitation, drug and alcohol abuse and promote healthy relationships. | | | | |
| 22 | 5 | Attend Channel Panel meetings to support those who may be vulnerable to radicalisation and comply with the Prevent duty outlined in the Counter Terrorism and Security Act April 2015 | Q1 – Q4 | Legal, Licensing And Community Safety Manager | | Achieved |
| 23 | 5 | Deliver the annual South and Vale voluntary and community sector forum in partnership with OCVA to bring together local voluntary organisations for networking, funding advice and training | Q4 | Corporate Projects Officer (Policy & Partnerships) | | Achieved |
| 24 | 5 | Support at least eight new communities in South Oxfordshire and the Vale (four in each) to develop a new community led plan each year, in order to take action to improve the area in which they live | Q1 – Q4 | Corporate Projects Officer (Policy & Partnerships) | | Achieved |
| 25 | 5 | Support OCC and OCVA to run a joint South and Vale Volunteer Recruitment Fair in Didcot to increase volunteers | Q1 | Corporate Projects Officer (Policy & Partnerships) | OCC and OCVA did not hold the event. | Support not required |
| 26 | 5 | Work in partnership with OCC to encourage communities to establish plans to deal with emergencies in order to support vulnerable residents and be more resilient | Q1 – Q4 | Emergency Planning Officer | | Achieved |
| 27 | 2, 3, 5 and 6 | Support Didcot Access Group (DAG) and MIGWAL to improve access for people with disabilities living in Didcot & Wallingford by chairing and supporting projects carried out by DAG and consulting on relevant council projects/planning applications, and responding to requests from MIGWAL relating to increasing access to council services/Wallingford town centre | Q1 – Q4 | Equalities Officer | | Achieved |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|---|---------|------------------------------|--|--------------|
| 28 | 2, 3, 5 and 6 | Facilitate and support projects carried out by Vale disability access group to improve access to people with disabilities in the Vale and ensure council services meet their needs | Q1 – Q4 | Equalities Officer | | Achieved |
| 29 | 5 | Work with Age UK to increase access to information about council services through information fairs, Age UK newsletters, Community Information Network meetings and electric blanket testing events | Q1 – Q4 | Equalities Officer | | Achieved |
| 30 | 6 | Review major planning applications to encourage accessible development for all and seek to secure S106 or CIL funding for projects to improve access to the public realm | Q1 – Q4 | Equalities Officer | | Achieved |
| 31 | 6 | Work with the Abingdon bid executive to look at opportunities to encourage businesses to extend access to their public toilets, if successful extend to other areas | Q1 – Q4 | Economic Development Manager | Not taken forward – businesses could not see the benefit | Achieved |
| 32 | 6 | Increase awareness of planning officers in order to improve access to developments for people with disabilities, parents and carers and older people | Q2 – Q4 | Equalities Officer | Contacted access association members with a view to a member providing training to planning officers – agreed to take forward in 2017/18 | Not Achieved |
| 33 | 2 | Produce two editions of the EMBRACE key messages sheet to ethnic minority residents/groups | Q2 – Q4 | Equalities Officer | | Achieved |
| 34 | 1,2,3,4,5 and 6 | Publish the annual equality and diversity update to SMB and councillors to comply with the specific duties relating to the PSED | Q1 – Q2 | Equalities Officer | | Achieved |

2017/18

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|--|---------|--|--|---------------|
| 1 | 1 | Carry out access audits of council owned car parks in order to identify access improvements needed | Q1 – Q4 | Car park inspectors and Equalities Officer | | Achieved |
| 2 | 1 | Implement agreed access audit recommendations for South Oxfordshire leisure centres | Q1 – Q4 | Leisure Facilities Project Officer in consultation with the Equalities Officer | | Achieved |
| 3 | 1 | Implement agreed access audit recommendations for Faringdon, Wantage and White Horse Tennis and Leisure centre | Q1 – Q4 | Leisure Facilities Project Officer in consultation with the Equalities Officer | | Achieved |
| 4 | 1 | Refurbish Abbey Meadows swimming pool, changing area and reception | Q1 – Q4 | Leisure Facilities Project Officer | Completion May 2018 | Achieved |
| 5 | 1 | Refurbish Thame leisure centre wet side changing area | Q1 – Q4 | Leisure Facilities Project Officer | | Achieved |
| 6 | 1 | Refurbish Henley leisure centre wet side changing, toilets and showers | Q1 – Q4 | Leisure Facilities Project Officer | | Achieved |
| 7 | 1 | Install 3G pitch at Faringdon leisure centre including accessible paths and parking | Q1 – Q4 | Leisure Facilities Project Officer/ Facilities Development Officer Leisure | Preliminary works started. Delay due to legal agreements, moving power cables and supply | Part achieved |
| 8 | 1 and 6 | Major refurbishment to Charter car park Abingdon | Q1 – Q4 | Project Manager | Works on hold whilst | Not achieved |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|---|---------|-----------------------------|--|--------------------------|
| | | | | | decision on wider Charter project and future use is considered. Stakeholder advised. | |
| 9 | 1 and 6 | Renovate Greys Road Henley public conveniences | Q1 – Q4 | Project Manager | Awaiting funding from developer. Once funding received project can proceed. Henley Town Council advised. | Not Achieved |
| 10 | 1 and 6 | Refurbish and redesign Abingdon Charter car park public conveniences | Q1 – Q4 | Project Manager | Works on hold whilst decision on wider Charter project is considered. Abingdon BID advised. | Not Achieved |
| 11 | 1 | Install new toilet block for Abbey Meadows to improve access to the meadows and children's play area | Q1 – Q4 | Leisure Development Officer | New design agreed to take account of stakeholder feedback, tender awarded – work to start Sept 2018 | Part Achieved - on going |
| 12 | 1 | Engage with stakeholders and consultees to inform the design of Wantage and Grove leisure centre | Q1 – Q4 | Leisure Project Officer | | Achieved |
| 13 | 1 | Engage with stakeholders and consultees to inform the design of Didcot Leisure Centre | Q1 – Q4 | Leisure Project Officer | Due to land acquisition delay | Not Achieved |
| 14 | 2 | Support service teams to complete equality impact assessments on service changes (Inc. changes relating to Better Oxfordshire), new policies and strategies to ensure that the councils comply with their duties under the Equality Act | Q1 – Q4 | Equalities Officer | Unitary authority did not progress, therefore Better Oxfordshire not applicable | Achieved |
| 15 | 2 | Assess the equality implications of any budget savings proposals under consideration and report to SMB, Scrutiny and Cabinet members so that these can be considered in decision on the 2018/19 | Q3 – Q4 | Equalities Officer | | Achieved |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|---|-----------|--------------------------------|---------------|-----------|
| | | budget. | | | | |
| 16 | 2 | Equality considerations included in service team projects, procurement and committee reports, to advance equal opportunities / pay due regard to public sector equality duties. | Q1 – Q4 | Equalities Officer | | Achieved |
| 17 | 2 | Provide regular equality updates to ensure staff consider the needs of all users in new projects, policies, strategies, changes to services and communication. | Q1 and Q3 | Equalities Officer | | Achieved |
| 18 | 2 and 3 | Represent the councils on the countywide strategic data group and support teams to obtain relevant local or national data to help inform decisions | Q1 – Q4 | Energy Officer | | Achieved |
| 19 | 2, 3, 5 and 6 | Support Didcot access group (DAG) and MIGWAL to improve access for people with disabilities living in Didcot & Wallingford by chairing and supporting projects carried out by DAG and consulting on relevant council projects/planning applications, and responding to requests from MIGWAL relating to increasing access to council services/Wallingford town centre | Q1 – Q4 | Equalities Officer | | Achieved |
| 20 | 2, 3, 5 and 6 | Facilitate and support projects carried out by Vale disability access group to improve access to people with disabilities in the Vale and ensure council services meet their needs | Q1 – Q4 | Equalities Officer | | Achieved |
| 21 | 2 and 3 | Where possible consult residents, user groups and voluntary organisations on new projects, policies, strategies, and changes to services that may impact on them | Q1 – Q4 | Corporate Consultation Officer | | Achieved |
| 22 | 4 | Produce and publish the joint annual equality in | Q3 | HR Capita/ HR | | Achieved |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|--|---------------------|---|--|-----------|
| | | employment indicator reports | | strategic business partner & Equalities Officer | | |
| 23 | 4 | Carry out a gender pay gap review and publish to the website by 31 March 2018 | Q1 – Q4 | HR Capita/ HR strategic business partner | | Achieved |
| 24 | 4 | Equality impact assess any changes to HR policies and practices or other changes as a result of the 5 councils partnership | Q1 – Q4 as required | HR Client and HR Capita | Recruitment & Selection policy reviewed – no others required | Achieved |
| 25 | 5 | Vale - Support community groups and events through the following grant schemes: Capital, New Homes Bonus, and festival and partnership grants | Q1 – Q4 | Grants team | | Achieved |
| 26 | 5 | South - Support community groups through the following grant schemes: Capital and revenue grants | Q1 – Q4 | Grants team | | Achieved |
| 27 | 5 | Co-ordination and support the Safe Places scheme by liaising with multi agencies in South and Vale. Re-launch the scheme in Didcot and Wallingford and initiated in Abingdon followed by the remaining market towns. | Q1 – Q4 | Community Safety Projects Officer | | Achieved |
| 28 | 5 | Co-ordinate the local delivery of 'Chelsea's Choice' to parents, staff and young people in South and Vale secondary schools. A play that shows how young people are groomed by adults for the purposes of sexual exploitation using various methods. | Q1 – Q4 | Community Safety Projects Officer | | Achieved |
| 29 | 5 | Provide Community Safety partnership funding to support vulnerable people to improve their life | Q1 – Q4 | Community Safety Projects | | Achieved |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|--|---------|------------------------------------|-------------------------------|--------------|
| | | chances through: DAMASCUS, Nomad, A2 Dominion and Mears | | Officer | | |
| 30 | 5 | Co-ordinate workshops for parents and carers to help keep their children safe online. | Q1 – Q4 | Community safety projects officer | No officer in post to deliver | Not Achieved |
| 31 | 5 | Attend Channel Panel meetings to support those who may be vulnerable to radicalisation and comply with the Prevent duty outlined in the Counter Terrorism and Security Act April 2015 | Q1 – Q4 | Legal and Community Safety Manager | | Achieved |
| 32 | 5 | Respond to requests from Age UK to increase access to information about council services through information fairs, providing council information to Age UK, attending the Community Information Network (CIN) meetings and supporting electric blanket testing | Q1 – Q4 | Equalities Officer /Energy Officer | | Achieved |
| 33 | 5 | Through OCVA and Community First Oxfordshire seek to engage with churches, faith groups, voluntary organisations that support disadvantaged groups in order to understanding how we might support them to deliver outcomes for disadvantaged groups and encourage community cohesion | Q1 – Q4 | P&P Corporate Projects Officer | | Achieved |
| 34 | 5 | Deliver the annual South and Vale voluntary and community sector forum in partnership with OCVA to bring together local voluntary organisations to network, receive sector information and funding advice and attend workshops | Q4 | P&P Corporate Projects Officer | | Achieved |
| 35 | 5 | Support communities in South Oxfordshire and the Vale who are preparing a community led plan to complete, and support any communities who want to develop a community led plan, in order to take | Q1 – Q4 | P&P Corporate Projects Officer | | Achieved |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|---|---------------|--|--|--------------------------|
| | | action to improve the area in which they live. | | | | |
| 36 | 5 | Promote National Volunteers' Week and encourage employee volunteering through the relaunch of the staff volunteering policy. | Q1 – Q4 | P&P Corporate Projects Officer | | Achieved |
| 37 | 5 | Work in partnership with OCC to encourage communities to establish their own plans on how to deal with emergencies in order to support vulnerable residents and encourage communities to be more resilient themselves | Q1 – Q4 | Emergency planning officer | | Achieved |
| 38 | 6 | Review major planning applications to encourage accessible development for all and seek to secure S106 or CIL funding for projects to improve access to the public realm | Q1 – Q4 | Equalities Officer | | Achieved |
| 39 | 6 | Increase awareness of planning officers in order to improve access to developments for people with disabilities, parents and carers and older people | Q2 – Q4 | Equalities Officer | | Achieved |
| 40 | 1,2,3,4,5 and 6 | Produce and publish the annual equality and diversity update to SMB and councillors to comply with the specific duties relating to the PSED | Q1 – Q2 | Equalities Officer | | Achieved |
| 41 | 6 | Make businesses in South Oxfordshire and the Vale aware of access issues experienced by disabled people and encourage them to make reasonable adjustments to improve access to their business | Q4 - planning | Equalities Officer, Economic development team leader | | Achieved |
| 42 | 6 | Engage with organisations supporting people with disabilities in order to increase our understanding of access issues e.g. Oxfordshire Association for the Blind, OCC visual and hearing impairment team, | Q1-Q4 | Equalities Officer | Contacted some organisations, Increased knowledge through CPD on BS8300, | Part Achieved – on going |

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|---------------------|---------|--------------|---|-----------|
| | | parent/carer groups | | | Action for Hearing Loss and inclusive design training | |

2018/19

| Action | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|--------|--------------------|--|---------|--|---------------|-----------|
| 1 | 1 | Implement agreed access audit recommendations for council owned car parks to improve access for disabled users | Q1 – Q4 | Technical services manager | | |
| 2 | 1 | Implement agreed access audit recommendations for South Oxfordshire leisure centres | Q1 – Q4 | Leisure Facilities Project Officer in consultation with the Equalities Officer | | |
| 3 | 1 | Implement agreed access audit recommendations for Faringdon, Wantage and White Horse Tennis and Leisure centre | Q1 – Q4 | Leisure Facilities Project Officer in consultation with the Equalities Officer | | |
| 4 | 1 | Complete refurbishment of Abbey Meadows swimming pool, changing area and reception | Q1 – Q4 | Leisure Facilities Project Officer | | |
| 5 | 1 and 6 | Major refurbishment to Abingdon Charter car park | Q1 – Q4 | Technical Services Manager | | |
| 6 | 1 and 6 | Renovate Greys Road Henley public conveniences | Q1 – Q4 | Technical | | |

| Action | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|--------|--------------------|---|-----------|-----------------------------|---------------|-----------|
| | | | | Services Manager | | |
| 7 | 1 and 6 | Refurbish and redesign Abingdon Charter car park public conveniences | Q1 – Q4 | Technical Services Manager | | |
| 8 | 1 | Install new toilet block for Abbey Meadows to improve access to the meadows and children's play area | Q1 – Q4 | Leisure Development Officer | | |
| 9 | 1 and 6 | Wantage & Grove Leisure centre – Complete technical design of project and construction. | Q1 – Q4 | Leisure Projects Officer | | |
| 10 | 1 | Engage with stakeholders and consultees to inform the design of Didcot Leisure Centre | Q1 – Q4 | Leisure Projects Officer | | |
| 11 | 2 | Support service teams to complete equality impact assessments on service changes, new policies and strategies to ensure that the councils comply with their duties under the Equality Act | Q1 – Q4 | Equalities Officer | | |
| 12 | 2 | Assess the equality implications of any budget savings proposals under consideration and report to SMB, Scrutiny and Cabinet members so that these can be considered in decision on the 2019/20 budget. | Q3 – Q4 | Equalities Officer | | |
| 13 | 2 | Equality considerations included in service team projects, procurement and committee reports, to advance equal opportunities / pay due regard to public sector equality duties. | Q1 – Q4 | Equalities Officer | | |
| 14 | 2 | Provide regular equality updates to ensure staff consider the needs of all users in new projects, policies, strategies, changes to services and | Q1 and Q3 | Equalities Officer | | |

| Action | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|--------|--------------------|---|---------|---|---------------|-----------|
| | | communication. | | | | |
| 15 | 2 and 3 | Represent the councils on the countywide strategic data group and support teams to obtain relevant local or national data to help inform decisions | Q1 – Q4 | Customer Engagement Manager | | |
| 16 | 2, 3, 5 and 6 | Support Didcot access group (DAG) and MIGWAL to improve access for people with disabilities living in Didcot & Wallingford by chairing and supporting projects carried out by DAG and consulting on relevant council projects/planning applications, and responding to requests from MIGWAL relating to increasing access to council services/Wallingford town centre | Q1 – Q4 | Equalities Officer | | |
| 17 | 2, 3, 5 and 6 | Facilitate and support projects carried out by Vale disability access group to improve access to people with disabilities in the Vale and ensure council services meet their needs | Q1 – Q4 | Equalities Officer | | |
| 18 | 2 and 3 | Where possible consult residents, user groups and voluntary organisations on new projects, policies, strategies, and changes to services that may impact on them | Q1 – Q4 | Corporate Consultation Officer | | |
| 19 | 4 | Produce and publish the joint annual equality in employment indicator reports | Q3 | HR Capita / Strategic HR/Equalities Officer | | |
| 20 | 4 | Carry out a gender pay gap review and publish to the website by 31 March 2019 | Q1 – Q4 | HR Capita/ Strategic HR | | |
| 21 | 5 | Vale - Support community groups and events through the following grant schemes: Capital, New Homes Bonus, and festival and partnership grants | Q1 – Q4 | Grants team | | |

| Action | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|--------|--------------------|--|---------|------------------------------------|---------------|-----------|
| 22 | 5 | South - Support community groups through the following grant schemes: Capital and revenue grants, councillor community grants and SO charitable Lottery | Q1 – Q4 | Grants team | | |
| 23 | 5 | Co-ordination and support the Safe Places scheme by liaising with multi agencies in South and Vale. Launch the scheme in Abingdon, Wantage, Grove and Faringdon. | Q1 – Q4 | Community Safety Projects Officer | | |
| 24 | 5 | Co-ordinate the local delivery of 'Chelsea's Choice' to parents, staff and young people in South and Vale secondary schools. A play that shows how young people are groomed by adults for the purposes of sexual exploitation using various methods. | Q1 – Q4 | Community Safety Projects Officer | | |
| 25 | 5 | Co-ordinate workshops for parents and carers to help keep their children safe online. | Q1 – Q4 | Community Safety Projects Officer | | |
| 26 | 5 | Provide Community Safety partnership funding to support vulnerable people to improve their life chances through: DAMASCUS, Nomad, A2 Dominion, Mears and Didcot Train | Q1 – Q4 | Community Safety Projects Officer | | |
| 27 | 5 | Attend relevant Channel Panel meetings to support those who may be vulnerable to radicalisation in South and Vale and comply with the Prevent duty outlined in the Counter Terrorism and Security Act April 2015 | Q1 – Q4 | Legal and Community Safety Manager | | |
| 28 | 5 | Launch Third party hate crime reporting centres in South and Vale and deliver training. Deliver racism hate crime campaign to support the World Cup 'Kick | Q1 – Q4 | Antisocial Behaviour Officer | | |

| Action | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|--------|--------------------|--|---------|--|---------------|-----------|
| | | it out' | | | | |
| 29 | 5 | Respond to requests from Age UK to increase access to information about council services through providing council information to Age UK, attending the Community Information Network (CIN) meetings and supporting electric blanket testing | Q1 – Q4 | Equalities Officer /Energy Officer | | |
| 30 | 5 | Through OCVA and Community First Oxfordshire and other infrastructure and voluntary support organisations seek to engage with churches, faith groups, voluntary organisations that support disadvantaged groups and residents in order to understand how we might support them to deliver outcomes for disadvantaged groups and encourage community cohesion | Q1 – Q4 | Community Enablement Corporate Projects Officer/ South Volunteer Development Officer | | |
| 31 | 5 | Deliver the annual South and Vale voluntary and community sector forum to bring together local voluntary organisations and volunteers to network, receive sector information and funding advice and attend workshops | Q4 | Community Enablement Corporate Projects Officer/ South Volunteer Development Officer | | |
| 32 | 5 | Support communities in South Oxfordshire and the Vale who are preparing a community led plan to complete, and support any communities who want to develop a community led plan, including supporting delivery of identified actions. To improve the area in which they live. | Q1 – Q4 | Community Enablement Corporate Projects Officer / Planning Policy Manager | | |
| 33 | 5 | Work in partnership with OCC to encourage communities to establish their own plans on how to deal with emergencies in order to support | Q1 – Q4 | Emergency planning officer | | |

| Action | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|--------|--------------------|---|---------|---|---------------|-----------|
| | | vulnerable residents and encourage communities to be more resilient themselves | | | | |
| 34 | 6 | Review major planning applications to encourage accessible development for all and feed into applications for S106 to improve access to the public realm or community facilities | Q1 – Q4 | Equalities Officer | | |
| 35 | 1,2,3,4,5 and 6 | Produce and publish the annual equality and diversity update to SMT and councillors to comply with the specific duties relating to the PSED | Q1 – Q2 | Equalities Officer | | |
| 36 | 6 | Make businesses in South Oxfordshire and the Vale aware of access issues experienced by disabled people and encourage them to make reasonable adjustments to improve access to their business | Q1 – Q4 | Equalities Officer, Economic development team leader | | |
| 37 | 6 | Engage with organisations supporting people with disabilities in order to increase our understanding of access issues e.g. Oxfordshire Association for the Blind, OCC visual and hearing impairment team, parent/carer groups | Q1 - Q4 | Equalities Officer | | |
| 38 | 6 | Develop access statements for the main public access council owned or leased buildings or land and publicise at venues and website e.g. leisure centres, council offices. | Q1 – Q4 | Equalities Officer and building managers | | |
| 39 | 6 | Make businesses in South Oxfordshire and the Vale aware of access issues experienced by disabled people and encourage them to make reasonable adjustments to improve access to their business | Q1 – Q4 | Equalities Officer, Economic development team leader | | |
| 40 | 6 | Explore working with relevant organisations and businesses to encourage dementia friendly shops | Q2 – Q4 | Equalities Officer, | | |

| Action | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|--------|--------------------|--|---------|---|---------------|-----------|
| | | and possible links with the Safe places campaign | | Economic development team leader and Market town coordinators | | |

2019-20

| Action no. | Equality Objective | Action | Quarter | Lead Officer | Progress made | Achieved? |
|------------|--------------------|--|---------|--------------------|--|-----------|
| | 1,2,3,4,5 & 6 | Review our Corporate Equality Objectives | Q1- Q4 | Equalities Officer | | |
| | 1 | Carry out an access audit on Mowbray fields in South Oxfordshire | Q2 | Equalities Officer | | |
| | 6 | In consultation with the town council/OCC highway department carry out mini access audits of the town centres in South Oxfordshire and the Vale, to identify improvements to seating, dropped kerbs and paving | Q1- Q4 | Equalities Officer | Abingdon, Wantage, Didcot completed in 2016/17 | |

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