

Strategic Management Team



Report of Head of Corporate Services

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**AGENDA ITEM or
REPORT NO**

Annual equality update and equality objectives review 2018/19 and 2019/20

Purpose of Report

1. This report provides the annual review of progress on the councils' equality and diversity work. It outlines the progress the councils have made in delivering the actions in the Corporate Equality Action Plan (CEAP) and in delivering their equality objectives during 2018/19 and 2019/20. It demonstrates how we are providing accessible services and employment opportunities in line with current legislation and the national Equality Framework for Local Government (EFLG).
2. This is reported to SMT and councillors who are responsible for scrutinising our progress against the CEAP and equality objectives, in accordance with the EFLG. The framework requires us to demonstrate leadership and scrutiny of our equalities work, which we do by reporting to senior managers and publication to councillors in our regular councillor newsletter. SMT and councillors are asked to review and comment on progress made.

Background

3. The councils' set a number of measurable equality objectives published in their corporate plans 2016 - 2020, in line with requirements of the Equality Act 2010. Our CEAP sets out the actions we have taken and will take to achieve these objectives. It is an ongoing improvement plan that is reviewed and updated every year to take account of the changing needs of our residents, staff, councillors and partners.

OVERALL PERFORMANCE IN DELIVERING THE 2018/19 AND 2019/20 CEAP AND EQUALITY OBJECTIVES

4. During the year, 22 of the 40 actions in the CEAP appendix one were achieved, or part achieved and nine were not achieved. All actions part achieved or not achieved have been rolled forward to the 2020/21 action plan (note: few actions were completed in 2019/20 as the equality officer role was vacant for much of the year). An explanation of why these weren't achieved is included in appendix one.

Equality objectives and measures

5. We monitor some equality measures through the biennial residents' survey¹ to help demonstrate how we are meeting the general duties of the Equality Act. The results of the last surveys, carried out in early 2018, have not highlighted any particular equality concerns.
6. Positively, the proportion of respondents in both districts who agreed that the council does a good job for people like them has increased since the last survey. In South 67% of respondents thought the council treats everyone fairly. The picture is similar in Vale with 65%. Both districts have seen an increase in the percentage of respondents who feel we treat all parts of the district equally.
7. Encouragingly, after a notable drop in 2014, there has been an increase in the number of people who agreed that the local area is a place where people from different backgrounds get on well together. 83% in Vale and 84% in South.
8. Good progress has been made across the councils in supporting the delivery of our objectives. Key achievements during the year from the CEAP and from team's other work are outlined below.

EQUALITY OBJECTIVE 1:

Continue to improve physical access to council owned or leased buildings or land

9. We made several access improvements to council owned or leased buildings or land including:
 - Completed the installation of Abbey Meadows play park that includes accessible features and equipment including a 'Space to Change' facility.
 - Refurbished Abbey meadows pool and changing area to significantly improve access for disabled and mobility impaired users e.g. sloped pool access, automatic doors, flush shower access and accessible changing.
 - Carried out access audits of the council car parks to identify reasonable adjustments to improve access.

OBJECTIVE 2:

Ensure new projects, policies or strategies, changes to services, and communication take account of the needs of all users

ASSESSING THE IMPACT OF SERVICES AND POLICIES

10. During 2018/19 we continued to focus on ensuring that the councils take account of our public sector equality duties whilst a project or piece of work is being developed.
11. The equalities officer has reviewed 28 individual cabinet member decisions, eight cabinet briefing / cabinet reports and two scrutiny reports, and supported teams to carry out 10 equality impact checks (EICs) on new policies or strategies including: South Local Plan

¹ 1,100 people were surveyed face to face in each district

second preferred options and Vale LPP2, South leisure strategy, Henley and Thame PSPOs, joint temporary accommodation and budget reduction proposals for 18/19. Where relevant recommendations were made to strengthen the policies to better meet the needs of different groups of people and advance equality of opportunity.

INCREASING ACCESS TO SERVICES

12. During the year the equalities officer has provided advice or input into projects such as: input into specification and designs of, Abbey meadows toilets and ASB signage, universal credit web page, South car park tariff boards, responding to customer complaints or requests for advice and reasonable adjustments for members of staff. She has also reviewed relevant South capital and revenue grant applications, making suggestions to increase access to projects where appropriate.
13. Procurement is another area where we need to take account of our duties as these still apply where we have contracted out services.
14. The following provides examples of how service teams meet their public sector equality duties in their day to day work.
15. We continue to provide disability awareness and Safeguarding training for taxi drivers. Applicants for driver badges who have medically diagnosed disabilities are provided with bespoke support for knowledge tests e.g. verbal test.
16. We continue to attend Age UK Community Information Network meetings to share information about the services we provide to older people and identify opportunities for partnership working. We also support annual electric blanket testing across both districts, where we distribute information about council services for older people.
17. Vale public art projects often happen within small parishes, reaching out to rural communities, decreasing rural isolation. Cornerstone put on at least 10 workshops offering a variety topics. They also arrange four 'relaxed' performances at different venues aimed at people suffering from dementia, disabilities and stroke survivors.
18. During the year the leisure team has delivered numerous projects for older people, women and girls, young people, people with Diabetes and the inactive:
 - Go Active Gold has completed its third-year delivery for people aged 60 and over, providing sport and activity in their villages.
 - Continued to deliver the Active Women project to women, including those with children under 16 and engaged over 300 individuals including family events such as Xplorer (Orienteering), Family Yoga, Jogging, mums and tot's tennis, hockey, Zumba and much more.

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

USING DATA TO INFORM DECISIONS

19. South and Vale in partnership with the other Oxfordshire district councils fund a data analyst two days a week, hosted by Oxford City Council. This service provides a regular source of data e.g. data packs for each district and parish/ward profiles, along with charts

of the month e.g. welfare changes, troubled families all of which are available on the website. Teams also use the service for bespoke work e.g. data reports for neighbourhood plan areas, detailed reports on apprenticeships for Economic Development and requesting information on internet usage amongst the elderly to inform our decision about the production of Outlook.

OBJECTIVE 4

Continue to monitor the impact of our employment policies and practices to ensure all groups have access to employment opportunities

ADVANCING EQUALITY OF OPPORTUNITY IN EMPLOYMENT

20. We delivered mandatory equality and diversity training for staff to increase understanding of the barriers people may face in accessing our services and help meet the needs of all our customer's. All new starters received Safeguarding and Prevent training.
21. During the year we published our annual equality in employment and gender pay gap reports,² retained the disability confidence scheme accreditation (previously known as two ticks' disability symbol accreditation)
22. As part of the management restructure, direct acknowledgement of the importance of equality and diversity was included in all the new Head of Service and Service Manager job descriptions, and a Strategic HR team was established to invest in activities such as our equality, diversity and inclusion strategy.
23. During 2018, we had 40 work experience students working in the council, including Cornerstone and The Beacon.

OBJECTIVE 5

Support communities to deliver better outcomes for disadvantaged groups and encourage community cohesion

FUNDING TO IMPROVE QUALITY OF LIFE AND SUPPORT DISADVANTAGED GROUPS

24. During the year the councils funded the Oxford homeless pathway in partnership with the other Oxfordshire district councils, Oxfordshire County Council and (Oxfordshire) Clinical Commissioning Group. This service provides 14 supported flats and 12 supported rooms for rough sleepers in South and Vale or people who are at risk of becoming rough sleepers. In September 2019 the councils entered a two-year partnership with Advance Housing and Oxfordshire Mind to provide 8 units of supported accommodation in South Oxfordshire for persons with mental health issues at risk of homelessness.
25. The councils fund Home Repairs Assistance Grants for residents living in their own home that require urgent repairs. The discretionary grant is awarded only in the most serious cases. Grants are means tested and are available to residents that are not eligible for Flexible Home Improvement Loans.

² 16/17 employment data, 17/18 data analysis due by Dec 2018

26. During 2018/19 South approved 111 Disabled Facilities Grants (DFG's), totalling over £750,000 and completed 109 to the value of £768,434.44. Vale approved 95 DFG's totalling over £700,000 and completed 95 to a value of £824,748.75

The councils provide Home Improvement Flexible loans to homeowners aged 60 or over, to help them make improvements to enable them to stay in their own home. In Vale we issued six loans to the value of £116,980.68. South issued three loans to the value of £12,761.48.

27. The South and Vale Community Safety Partnership (CSP) funded young people's projects such as: Didcot Train Youth Project, DAMASCUS and Nomad to provide youth outreach work and diversionary projects to young people in Didcot, Henley and South Abingdon who are vulnerable and displaying 'risky behaviours'. The CSP has also provided funding to A2 Dominion to deliver a dedicated outreach service for victims of domestic abuse in South and Vale and to Mears a small repairs scheme who help vulnerable people stay and feel safe within their homes, by providing additional security such as locks, bolts and security lighting. This is an ongoing project until 2020/21

28. South paid out over £294,267 in revenue grants to organisations, many of which support vulnerable people such as: Age UK, My Life My Choice, Oxford Sexual Abuse and Rape Crisis Centre, Oxford Association for the Blind, The Chiltern Centre for Disabled Children, Thomley Activity Centre, TRAIN (Didcot youth work), CAB and South and Vale Carers. Vale paid over £165,328 out in partnership (revenue) grants to organisations, some of which support vulnerable people e.g. CAB and Wantage Independent Advice Centre and Albert Memorial.

29. South awarded over £715,000 in capital grants; Vale awarded over £190,000 in Capital and New Homes Bonus grants. Many of these support projects that improve access for users. Projects funded include accessible play equipment, community defibrillators, a new youth café, accessible toilet facilities, servery and flexible seating space at a local church.

30. South also ran a new councillor grant scheme, which saw over 100 grants awarded (totalling over £150,000) to a wide variety of projects, from Art Therapy sessions for people with brain injuries, boating events for the disabled, defibrillators and kitchen improvements at an Oxford Play Association day centre.

31. Through the Oxfordshire Affordable Warmth Network, the councils continue to help residents at risk of fuel poverty and more recently residents whose health is affected by living in cold, damp and energy inefficient homes.

32. The NICE guideline for preventing excess winter deaths and illness association with cold home recommends that single point of contact health and housing referral services be established in areas. In response to this the Oxfordshire Affordable Warmth Helpline was rebranded as Better Housing, Better Health (BHBH) and is working towards becoming a one-stop health and housing advice service for the county. Instead of signposting, BHBH can now provide direct referrals to a growing network of local advice and support organisations – reducing the risk of people slipping through the net.

33. In 2018/19 the service performed well over the course of what has been a transitional year, directly engaging with more than 143 South and Vale residents and facilitating almost 144 different interventions, ranging from home energy advice visits, grants for energy saving home improvements and income maximisation. The value of these interventions across the two districts is more than £70,448.

PARTNERSHIP WORKING

34. During 2018/19 we provided support for producing Community Led Plans (CLPs), which bring communities together to help determine and address community needs and aspirations. In South we supported fourteen CLP groups and in Vale nine groups, by providing advice and guidance on the delivery of community actions identified in CLPs and Neighbourhood Development Plans.
35. We provided support to Vale owned community centres to ensure they are running efficiently and effectively, are organisationally sound, fit for funding and in the best position to provide a service to the community. We also supported the Oxfordshire Learning Network, aimed at providing community learning opportunities for people who are disadvantaged and least likely to participate, focusing on Berinsfield.

SUPPORTING THE VOLUNTARY SECTOR

36. In 2018/19 we delivered the annual South and Vale voluntary and community sector forum in partnership with OCVA and brought together 81 delegates from around 70 local voluntary organisations for a day of networking, funding advice and training workshops.
37. South Oxfordshire District Council is committed to supporting and encouraging volunteering across the district. We passionately believe volunteering offers many benefits for local groups and charities, the volunteers themselves and the wider community. The council employed a volunteering development officer who is helping to promote and increase volunteering across the district through the production of a volunteering policy, strategy and action plan.
38. The council had 70 causes signed up for its local lottery as of 8 November 2019, these are from a wide range of organisations, including animal charities, schools, sports clubs, village halls, playgroups, day centres and more. There are 11 registered causes currently with no players. Statistics from April 2018 to November 2019 are as follows:-

39.

80 weekly draws	SO Community Fund	Causes	Total
Tickets bought	12,537	57,831	70,368
Players	170	630	789
Winners			1,407
Total cause revenue	£13,305.70	£28,915.10	£42,220.80

40. After the initial push to launch the scheme, the lottery's growth has been organic, while the total revenue generated has exceeded £40,000, including the contribution to the central fund, we are still to achieve our potential. Those organisations which have continued to promote the lottery to their members have benefited much more than others who have made little progress since registering with the scheme. The topmost active organisations within the SO Charitable Lottery have received to date £1,832 and £1,533.50 respectively.

COMMUNITY COHESION

The community safety team has delivered projects and supported campaigns that help ensure better outcomes for vulnerable people and improve community cohesion:

41. The team co-ordinated the local delivery of 'Chelsea's Choice', a hard-hitting play that shows how young people are groomed by adults for the purposes of sexual exploitation using various methods, ensnaring young people and eventually taking complete control and dominating their whole lives. Funded by the schools and the Community Safety Partnership.
42. Provided co-ordination and support to the Safe Places scheme in partnership with multi agencies, such as the police, fire and rescue, Oxford Family Support Network and local businesses. The Scheme helps vulnerable people feel confident and safe whilst out and about in the community. Giving them a safe place to go to such as a shop or library, if they feel being abused or harassed. The scheme was re-launched in Didcot, introduced in Wallingford, Thame and Henley and will launch in Vale towns during 18/19.
43. The team has also supported:
 - the police hidden harm campaign raising awareness of modern slavery
 - domestic abuse campaign, raising awareness of coercive control

OBJECTIVE 6

Seek to improve access to major new developments and town centres in South Oxfordshire and the Vale for people with disabilities, carers and older people

44. Access to the built environment is important for these groups, and where possible the equality officer advises on relevant major and community use planning applications. During 2018/19 this was 41 applications and four neighbourhood plans which were: North Hinksey, Uffington & Baulking, Wootton and St Helen and Cholsey. She also fed into applications from third parties for S106 funding to encourage accessible projects.
45. The councils housing development team negotiates housing requirements with developers and social housing landlords in our districts. We are continuing to develop Extra Care Housing schemes (ECH). All ECH schemes offer both rented accommodation and some units for sale as shared ownership which can help older people with insufficient equity to purchase an apartment in a private market scheme. During the year 2018/2019 we secured Extra Care facilities through S.106 Agreements in Abingdon and Wallingford.
46. We have continued to work with developers, social housing landlords and the County Council to provide accommodation that meets the specific needs of households requiring specialist or adapted accommodation.
47. Our young people's coordinator worked with parishes councils, to involve young people in the development of neighbourhood plans; including working with planning engagement officers and arts development to support two activity days at Dalton Barracks and Wootton.

CONCLUSIONS

48. The councils continue to make progress towards achieving their equality objectives and associated actions. These activities demonstrate our compliance with the Equality Act.

49. In line with the requirements of the Equality Framework for Local Government, SMT and councillors are asked to scrutinise the progress made.

Background documents:

Corporate equality action plan and equality objectives

Appendix 1 –

Progress against the Corporate Equalities Action Plan

2. 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	Where it was possible improvements were made	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	Team will look at this 20/21	Not 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	Lists completed not fully implemented. Will review 20/21	Partially completed
4	1	Complete refurbishment of Abbey Meadows swimming pool, changing area and reception	Q1 – Q4	Leisure Facilities Project Officer	Completed	Achieved
5	1 and 6	Major refurbishment to Abingdon Charter car park	Q1 – Q4	Technical Services Manager	New anti-vandalism lights installed on lower level. Carrying out critical H&S repairs as a priority.	Paused pending specialist reports
6	1 and 6	Renovate Greys Road Henley public conveniences	Q1 – Q4	Technical Services Manager	This is being looked at 20/21	Ongoing
7	1 and 6	Refurbish and redesign Abingdon Charter car park public conveniences	Q1 – Q4	Technical Services Manager	Waiting for conditions reports from specialist.	Paused
8	1	Install new toilet block for Abbey Meadows to	Q1 – Q4	Leisure		Achieved

2. Action	Equality Objective	Action	Quarter	Lead Officer	Progress made	Achieved?
		improve access to the meadows and children's play area		Development Officer		
9	1 and 6	Wantage & Grove Leisure centre – Complete technical design of project and construction.	Q1 – Q4	Leisure Projects Officer	No budget	Paused
10	1	Engage with stakeholders and consultees to inform the design of Didcot Leisure Centre	Q1 – Q4	Leisure Projects Officer	No budget	Paused
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	None - post vacant	Not Achieved
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	None - post vacant	Not Achieved
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	None - post vacant	Not Achieved
14	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	None - post vacant	Not Achieved
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		Achieved
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	Q1 – Q4	Equalities Officer	The group disbanded as no one from the group wanted to Chair the meetings after the last equalities officer left post	Not Achieved

2. Action	Equality Objective	Action	Quarter	Lead Officer	Progress made	Achieved?
		increasing access to council services/Wallingford town centre				
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	The group disbanded as no one from the group wanted to Chair the meetings after the last equalities officer left post	Not Achieved
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	Ongoing	Achieved
19	4	Produce and publish the joint annual equality in employment indicator reports	Q3	HR Capita / Strategic HR/Equalities Officer		Achieved
20	4	Carry out a gender pay gap review and publish to the website by 31 March 2019	Q1 – Q4	HR Capita/ Strategic HR		Achieved
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		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		Achieved
23	5	Co-ordinate 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	Ongoing	Ongoing 20/21
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	Completed	Achieved

2. Action	Equality Objective	Action	Quarter	Lead Officer	Progress made	Achieved?
25	5	Co-ordinate workshops for parents and carers to help keep their children safe online.	Q1 – Q4	Community Safety Projects Officer		Not achieved
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	Awaiting funding	On going
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		Achieved
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 it out'	Q1 – Q4	Antisocial Behaviour Officer		Achieved
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	Electric Blanket testing was carried out. Next one set for Oct 2020	Achieved
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	Completed, however this is an ongoing process.	Achieved
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		Achieved

2. Action	Equality Objective	Action	Quarter	Lead Officer	Progress made	Achieved?
				Officer		
32	5	Support communities in South Oxfordshire and the Vale who are preparing a community led plan to complete them 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	Planning Policy Manager/ Community Engagement officer		Achieved
33	5	Work in partnership with OCC to encourage communities to establish their own community resilience 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	Attends meetings and working with partnership this is ongoing	Achieved
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	Completed - ongoing	Achieved
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		Achieved
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		Achieved
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	Due to change of staff this was not completed will be looked at in 20/21	Ongoing
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	Not achieved due to lack of staff resources in relevant teams	Not Achieved
39	6	Make businesses in South Oxfordshire and the Vale	Q1 – Q4	Equalities		Achieved

2. Action	Equality Objective	Action	Quarter	Lead Officer	Progress made	Achieved?
		aware of access issues experienced by disabled people and encourage them to make reasonable adjustments to improve access to their business		Officer, Economic development team leader		
40	6	Explore working with relevant organisations and businesses to encourage dementia friendly shops and possible links with the Safe places campaign	Q2 – Q4	Equalities Officer, Economic development team leader and Market town coordinators		Achieved but this is ongoing

Document Control			
Plan owner	Assurance Team		
Author	Lynne Mitchell	Status of Document	
Issue Date	11/8/2020	Review Date	11/8/2021
Version	Date	Description of Amendment	Page
V0.1	11/08/2020		

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