

**Community Cohesion Action Plan
2008 - 2011**

Chief Executive					
No	Activity that contributes towards Community Cohesion	Link to Performance Indicators, Key Strategies & Plans	Lead Responsibility & Timescales	Progress Monitored By	Progress 2008
1	Develop the role of the Kingston Strategic Partnership to ensure effective community engagement with the community planning process and to promote equalities, social inclusion and community cohesion in our partnership work	Role and terms of reference of KSP currently under review	Kingston Strategic Partnership / Chief Policy Officer On-going	DMT, ESSG & CDT	A wide-ranging consultation of local people in the summer of 2008. The consultation involved a workshop for local residents and discussions and interviews with local stakeholders to ensure that people of different neighbourhoods, ethnic groups, religions, ages and genders, people with disabilities, volunteers, local businesses, and those with environmental concerns, were all given a chance to add their comments.
2	Ensure that key community cohesion priorities and targets are reflected in the Sustainable Community Strategy (SCS) and the Local Area Agreement	SCS and LAA	Kingston Strategic Partnership / Chief Policy Officer Annual review of performance against LAA targets	DMT, ESSG & CDT	The topic guide that was used as the basis for the interactions with all these local groups included questions designed to test the robustness of priorities in the light of equal

	(LAA)				Opportunities issues. This was reflected clearly in the outcomes of the consultation. Some 12 or so issues were identified and have since been built into the final version of the Community Plan.
3	Ensure that community cohesion performance indicators are regularly monitored and reviewed and included in assessing the success of outcomes in the Community Strategy, LAA and other key policies	Indicators include new NI 1,2 & 4;	Kingston Strategic Partnership / Chief Policy Officer Annual review of performance against LAA targets	DMT, ESSG & CDT	Annual reviews through the Partnership Delivery Board using the Delivery Plan
4	Keep under review the Council's Consultation Strategy to ensure that there is effective consultation and involvement with local people and communities, including with harder to reach groups.	Consultation Strategy	Strategic Services On-going - new strategy agreed in June 2006.	DMT, ESSG & CDT	A database of local minority groups is available on the Council's intranet (Consultation Website) for all staff to use and the minority organisations database is updated as necessary about twice a year. The Borough Profile and the Strategic Joint Needs Assessment together with data from BVPI Surveys and the new Place Survey provide information about minority groups and

					<p>opinions that is updated periodically and made available to staff through the intranet.</p> <p>The Council has a Consultation Steering Group that meets annually to achieve this.</p>
5	Ensure that we keep up-to-date and communicate local knowledge and intelligence about existing and emerging communities	Strategic Joint Needs Assessment /Borough Profile	Public Health Information Team/ Joint Director of Public Health/ Chief Policy Officer, Annual update	ESSG, CDT & CLSG	As above in point 4. The database of key local organisations and groups representing minority interests in the borough is accordingly refreshed periodically.
6	Take opportunities to promote diversity positively in the media and ensure that we identify and respond to negative and/or inaccurate reporting that could impact on cohesion	PSA 15 & PSA 21	Media Office Manager On-going	ESSG, CDT & CLSG	The operational work of the Communications Unit will pick up on such inaccuracies and challenge them as appropriate.
7	Promoting the activities of community groups and partners – including funding and supporting the Kingston Carnival and	KO2 – A Thriving Voluntary Sector KO12 – The Best Place to Live NI 1, PSA 20	Voluntary Sector Unit – annual funding programme; the Arts Team and the Events team providing support before and during	DMT	Increased participation amongst community groups in carnival through strategic partnership with Global Arts Kingston

	the Korean Festival		the events		Grant awarded to Kingston Carnival (KREC) for the 2008 event – Korean Festival did not take place this year. Other events have been supported through Global Arts and MeWe.
8	Support the voluntary sector to share knowledge and resources, including community facilities – work with Kingston Voluntary Action (KVA) on capacity building, development of a community building, training, engagement with partnerships, recruitment and support of volunteers.	KO2 A Thriving Voluntary Sector NI 6, NI 7, PSA 20	Voluntary Sector Unit and KVA - ongoing	DMT	Work has continued on all these areas with a particular focus on community engagement/development, involvement of the voluntary sector in key partnerships and the development of commissioning protocols.
9	Ensure the Council's grants programmes are promoted to a wide range of local organisations and community groups so that they are accessible to all groups which could benefit.	NI7 Equality Impact Assessment – Action Plan	Voluntary Sector Unit – in relation to annual programmes and neighbourhood grants, methods of promotion are reviewed and additional pre-application support is offered.	DMT, ESSG & CDT	Availability of grants are widely publicised annually through the Council website, posters and leaflets, VCS newsletters and networks. New organisations are offered pre-application support and advice.
10	Ensure that strategic funded organisations are carrying out monitoring of users to inform	NI7 Equality Impact Assessment – Action Plan	Voluntary Sector Unit – evidence assessed at annual monitoring visits and considered in relation to	DMT, ESSG & CDT	Strategic organisations are required to provide evidence of monitoring of their users and how this

	development of their services/activities		service developments		information has been used to plan their services and activities
11	Explore additional opportunities for Neighbourhood Committees to engage with their communities – development of neighbourhood community action plans; looking with residents at services provided in the local area, whether by the Council, its partners or other organisations, eg local health services; community safety; waste and recycling; voluntary and community services	Policy Programme KO 4	Head of Democratic Services & Partnership/Chief Policy Officer 2008-10	DMT, ESSG, CDT, CLSG & Executive	Opportunities for developing the community leadership role of Neighbourhood Committees have been discussed at the Neighbourhood Chairs Forum and by individual Committees. Progress has been made by individual Neighbourhoods in developing their community leadership role. The lessons learned from the pilot Community Action Partnership on the Cambridge Road Estates have been considered by individual Neighbourhoods. Whilst this pilot project has now come to an end, the Council's contribution to the annual running costs (£35,500) have been transferred to Kingston Voluntary Action to enable them to undertake some community development work which will involve Neighbourhood

					<p>Committees. Kingston PCT is also funding KVA to undertake community development work in areas of health inequality in each of the Neighbourhoods.</p> <p>A number of N'hood initiatives have involved the formation of Working Groups some of which include resident representatives. Examples include medical services in the South of the Borough and Anti-Social Behaviour issues across the spectrum.</p>
12	Maintain existing opportunities for residents to take part in meetings and publicise their availability across all communities: Question time and petitions, contributions to the debate, Speaking on planning applications	Policy Programme KO 4 NI 3	Head of Democratic Services & Partnership On-going	DMT, ESSG, CDT & Executive	Existing opportunities for residents to participate at meetings are being maintained. On publicity, advertisements are placed in Council Information leaflets (eg Parking Services) and in publicity for externally run facilities (eg Malden Centre). New Neighbourhood information boards will also have details of N'hood Committee meetings.

13	Enhancement of accessibility of meetings for disabled people and consider providing information in appropriate formats	Policy Programme KO 4 NI 3, PSA 15 & PSA 21	Head of Democratic Support & Partnership 2008-10	DMT, ESSG	Accessibility to the Guildhall for disabled people is currently being improved. All N'hood meetings take place in accessible venues. Provision of information in appropriate formats is linked to the current corporate consideration of CRM systems.
14	Continue to ensure the widest possible involvement of all communities in the electoral process though maximising numbers on Electoral Register (subject to nationality qualification) and encouraging those registered to vote. Produce booklets in appropriate formats to explain how to complete the Electoral Registration Form	NI 3, PSA 15 & PSA 21	Electoral Services On-going	ESSG & CDT	List of eligible nationalities printed on the registration form. Form available on request in other languages or alternative formats. Telephone Registration with another language selection available. Personal canvassers supplied with booklet in 14 languages explaining how to complete the registration form. Training given to personal canvassers on how to deal with persons who do not have English as their first language. Encouraging voting - Maps on poll cards. Early issue of poll cards with info re postal voting.

					Posters on JC Decaux notice boards before election with election date and ES contact details. Election information on web-site. All Polling Stations reviewed to ensure accessibility for people with disabilities
15	Support for elected members on community cohesion and their responsibilities through Member training and development programme; ensure the availability of appropriate training and briefings for Councillors on Equalities, Social Inclusion and Community Cohesion.	Policy Programme KO 4 PSA15 & 21	Head of Democratic Services & Partnership 2008-10	ESSG, CDT	Provision made in current Member Training and Development Programme for training on Equalities, Community Cohesion and Social Inclusion. Training session held on 16 October with 16 Councillors present.
16	Interfaith network - Faith, Beliefs and non religious groups. Support the interfaith forum promoting respect and understanding between all communities and increasing understanding of the role that faith communities play in society.	Policy Programme KO 4 NI 1 PSA 21	Head of Democratic Services & Partnership Ongoing		On-going support provided to the IFF which continues to meet on a regular basis

17	Ensure that our workforce is more representative of the communities we serve eg. People with disabilities, people from BME communities & gender	PSA 8, NI151 & NI152	Head of Human Resources & Human Resources Manager	DMT, ESSG, CDT	Improvements made in top 5 % of earners in relation to women, BME staff and disabled staff. Improved data on sexual orientation and religious belief currently being sought.
18	Support, exchange & encourage good practice with our partners on workforce development to be more representative of the community we serve	PSA 8	Head of Human Resources & Human Resources Manager	CLSG, ESSG, CDT	Work with Kingston Hospital and KPCT on-going to provide a profile of the Children's workforce and to set targets for better representation.
19	Ensure implementation of the Equality Scheme contributes wholly to better community cohesion	PSA 15 & PSA21	Head of Human Resources	DMT, ESSG & CDT	Annual updates on progress provided to the Executive
20	Implement a process for embedding community cohesion principles into existing strategies & policies when they are reviewed	PSA15 & 21	All Head of Services	DMT, ESSG & CDT	Ongoing work
Community Services					
21	Ensuring our services are accessible through the Eligibility Criteria assessment within	N140 Adult Health & Wellbeing NI's Support for the	Head of Community Services Complete EQIA May 08?	DMT Adults Health and Well-being Board	Implemented FACS, carried out an EQIA on FACS

	Community Care Services	vulnerable, Everyone Counts			
22	Develop, promote and sustain capacity for individuals to live in the community when they have low to moderate needs by working with our partners more effectively to meet their needs	NI140 Adult Health & Wellbeing NI's Independence & Wellbeing Strategy, Everyone Counts Support for the vulnerable	Head of Strategy & Performance, Head of Community Services	DMT Adults Health and Wellbeing Board	Independence and wellbeing strategy; Year 1 action plan agreed. Priorities set are Information and advice, Housing related support services, Support and advocacy services.
23	Commissioning intentions for social care for adults across all user groups will be explicit in showing needs, gaps and our plans on how to meet needs taking into account equality and Community Cohesion objectives.	N140 Adult Health & Wellbeing NI's Support for the vulnerable, Everyone Counts	Head of Community Care Services	Executive, Health and Wellbeing Board	Joint overarching Commissioning Strategy and other CCS Joint Commissioning Strategies
24	Supporting community groups to establish and engage with service providers	NI 7,140 PSA15 & 21	Head of Community Services	DMT, ESSG	Regular BME Community Reps meetings held. Also now CCS attendance on LGBT Forum to support future plans for this community to engage with services and plans.
25	Ensure communication is both effective and appropriate to enable residents and visitors to access the Council, our partners and businesses	NI140, PSA15 & 21 Putting People First	All Heads of Services Equality & Access Manager	DMT, ESSG, CDT	In progress; Communication action plan to raise awareness of local information for residents. KIS continue to recruit and

					train interpreters in most commonly required languages and signers. Promotion of the service to providers so that they are aware of the services available to them.
26	Ensure that the residents and service users have opportunities to express their views and concerns on our services	NI 14 Putting People First Complaints Procedure	All Heads of Services Equality & Access Manager	DMT	Implemented a series of awareness raising sessions for staff on the Complaints Procedure. New complaints leaflet developed and distributed. Reviewing & updating complaints information on the intranet and RBK's web pages
27	Ensure access to social housing	NI 140 Housing Strategy Various multi agency accommodation panels for access to supported housing Supporting People Strategy	Head of Housing Housing Strategy Statement 2007-2010 currently consultation draft	DMT, CSDT,	A full consultation on the Housing, Homelessness and Overcrowding Strategies is to be undertaken in the new year with residents and other stakeholders
28	Maximising the development of affordable housing	Housing Strategy N154/155/159 Planning/Development Framework	Head of Housing/ Head of Planning & Development	DMT, CSDT	Housing Market Assessment currently underway to better inform delivery of this. 102 new affordable homes were provided in 07/08
29	Prevention of	NI140	Head of Housing	DMT, CSDT	293 households who

	Homelessness	Homelessness Strategy Homelessness Forum			considered themselves as homeless were prevented as a result of intervention by a number of agencies working together and in partnership with RBK
30	Improving condition of homes in council ownership and private sector	NI158 Housing Strategy Decent Homes Standard	Head of Housing Ongoing in 2008	DMT, CSDT	Stock condition survey underway November 2008. Outcome of bid for sub regional funding to improve private sector homes awaited November 2008
31	Tenant satisfaction with landlord services and opportunities to participate in the management of their homes	NI 3,160. Resident Participation Strategy Community Development Strategy	Divisional Mgr; Central Services	DMT,CSDT	Survey of tenants underway November 2008. The satisfaction of ethnic minority tenants with their opportunities for participation in the management and decision making in the service increased by 5% to 60% when last measured in 2006/07
32	Encouraging choice in social housing	Choice Based Lettings Sustainable home ownership	Divisional Mgr; Resources	DMT,CSDT	A range of options has been developed to assist those in housing need via the private sector and through affordable homebuy in addition to Choice based lettings for council and RSL owned homes
33	Tackling anti-social	NI21,25,27	Divisional Mgr; Central	DMT, CSDT	Via participation on the

	behaviour and harassment	Housing Strategy Safer Kingston Partnership Plan	Services Head of Housing Management		ASB, Prolific Offender, Young People and Public Protection Panels and robust management within our own stock. Promotion of community development work in partnership with PCT and other partners to engage tenants and promote diversionary activities
34	Reducing substance (drugs and alcohol) related harm to individuals, their families and the community	NI38,39,40,41,42, Alcohol Strategy, DAAT plans, Safer Kingston Partnership Plan, Children and Young People's Plan.	Drug and Alcohol Action Team (DAAT) ongoing	DAAT Board, National Treatment Agency,.	Annual action plans have been developed and performance is monitored quarterly. We have seen improved performance against the targets for 2008/09.
35	Reducing drug and alcohol related crime	NI 38,39,40,41,42, Alcohol Strategy, DAAT plans, Safer Kingston Partnership Plan, Children and Young People's Plan.	Drug and Alcohol Action Team (DAAT) ongoing	DAAT Board, National Treatment Agency,.	As above.
36	Drug and alcohol education in formal and informal settings	LAA, Alcohol Strategy, DAAT plans, Crime and Disorder Reduction Strategy, Children and Young People's Plan.	Drug and Alcohol Action Team (DAAT) ongoing	DAAT Board, National Treatment Agency,	Activity is underway to audit drug and alcohol education in schools. The 2008/09 needs assessment for substance misuse will incorporate drug and alcohol education and informs future planning and commissioning.

37	Reducing Hate crime and encouraging reporting and awareness raising	NI 1, Safer Kingston Partnership Plan, Sustainable Community Strategy	Kingston Strategic Partnership (Place Survey every two years) Safer Kingston Partnership – (Quarterly)	Kingston Strategic Partnership Safer Kingston Partnership	On going work. Data for 12 months to Sept 08. Domestic crime 663 Racist crime 135 Homophobic crime 16
38	Participation, jointly with partners and the thirds sector, in the annual London Week of Peace	NI 1 Safer Kingston Partnership Plan	Kingston Strategic Partnership Safer Kingston Partnership Annual Project	Kingston Strategic Partnership Safer Kingston Partnership	Achieved September 2008
39	Engaging with partners and the wider community in relation to critical incidents (as defined by MPS) and preventing extremism to ensure a multi-agency response which respects diversity	NI 1 Policing and Safer Kingston Partnership Plans	Kingston Strategic Partnership, Safer Kingston Partnership on-going	Kingston Strategic Partnership Safer Kingston Partnership	On going as required
39a	Engaging with partners and the wider community in relation to the Government's Counter-Terrorism Strategy to ensure a multi-agency response which respects diversity	Government's Counter-Terrorism Strategy – CONTEST. NI 35, 36 and 37 PSA 26	Safer Kingston Partnership –	Kingston Strategic Partnership Safer Kingston Partnership	Strategic Leads appointed for 'Prepare' and 'Protect' (Head of Strategic Services) and 'Prevent' (Head of Cultural Services & Lifelong Learning) strands Mapping exercise for 'Prevent' being commissioned
39b	Engaging with partners and the wider community to understand and monitor tensions and conflict in local communities	NI1, NI2 Legislation relating to public safety, terrorism, equalities and the community cohesion duty	Safer Kingston Partnership	Kingston Strategic Partnership Safer Kingston Partnership	Training by Institute of Community Cohesion undertaken in June 2008. Systems in the course of

					being established to capture partner information to complement that received by the Police
40	Using a problem-solving approach to deal with cases of Anti-Social Behaviour reported to the Council, utilising the expertise of partners and Police Safer Neighbourhood Teams	National Indicators related to Anti-Social Behaviour NI1 Safer Kingston Partnership Plan, RBK Housing and Registered Social Landlords	Kingston Strategic Partnership, Safer Kingston Partnership – on-going	Kingston Strategic Partnership, Safer Kingston Partnership GOL	On going
41	An effective and fair enforcement policy that ensures equal, proportionate and consistent decisions to all sections of the community and to businesses.	N14, 182, 183 & 184	Head of Environmental Health & Trading Standards	DMT, ESSG & CDT	We will continue to review our decisions to ensure compliance
42	Schemes for grants and loans to facilitate satisfactory accommodation for people with disabilities and for essential works and heating/insulation to accommodation where eligibility criteria are met.	N141 Older Peoples Strategy Community Plan	Head of Housing	CSDT, ESSG	Ongoing work to meet the needs for people with disabilities
43	A service that meets the needs of a wide variety of faiths and of preferences for services interments, memorials and registration	Putting People First Working in Partnership	Head of Environmental Health & Trading Standards	DMT	We continue to offer, where possible, a service to meet the requirements of all faiths including burial within 24 hours of death

	of deaths				as far as reasonably practicable & with due concern to the health & safety of staff & service visitors
44	Through licensing and noise pollution control, reducing anti social behaviour and improving public safety.	NI 17, 21,25 & 27	Head of Environmental Health & Trading Standards	DMT Licensing Committee	We continue to strive to reduce anti-social behaviour and improve public safety
45	Citizenship Ceremony we will continue to promote social cohesion through high quality citizenship ceremonies as recommended in Lord Goldsmith's recent review of such ceremonies	PSA 21	Head of Environmental Health & Trading Standards Registration Manager Quarterly	DMT Dir Community Services	We will provide Citizenship Ceremonies in the Council Chamber as a very public event. We will invite local dignitaries to attend. We will promote good citizenship at these ceremonies. We will review the attendance of schoolchildren at some of these ceremonies
46	Civil partnerships we will continue to promote social cohesion through the provision of quality Civil partnership ceremonies that we have developed in conjunction with the LBGT communities.	PSA 21	Chief Trading Standards Officer & Registration Manager Quarterly	DMT Dir Community Services	We continue to do this and look to respond positively to suggestions and requests from all our customers. We are planning to improve the ceremonies we offer.
47	Develop, in conjunction with voluntary and community sector, suitable opportunities for	Audit Commission Inspection Recommendations. Supporting People	Supporting People Team manger Ongoing	DMT SP Core Strategy Group SP	Met with a number of voluntary and community sector groups to increase awareness of SP. Revised

	involvement in the programme. Engage with all service users together, minority and hard to reach groups and feed stakeholder views into Supporting People Strategy	Strategy		Commissioning	TOR for Inclusive Forum and held new elections for reps. Increased number of Provider reps on Core Strategy Group and introduced VCS rep onto Commissioning Body. Refreshed and increased information available including website. Regular service user forums and newsletters.
48	Agree how programme will meet needs of diverse communities and mainstreaming equalities	Audit Commission Inspection Recommendations. Supporting People Strategy		DMT SP Core Strategy Group SP Commissioning	Produced needs analysis for diverse and socially excluded groups. Funding pilot scheme for tenancy support to Gypsies and Travellers. Joint funding for service for Substance Misusers/Offenders for rent deposit and day treatment with SPAD. Produced self audit tool for providers to assess if their buildings meet accessibility standards. Will be followed up in contract monitoring and will influence future commissioning decisions.
49	Monitor services using National Supporting People outcomes set which shows outcomes achieved for service users	National & local Supporting People Strategies			Outcome information used in contract monitoring of services. Reporting results to Commissioning Body

	in the five areas: Economic well-being, Enjoy & Achieve, Being healthy Safety and security Social and civic participation				
Learning & Children's Services					
50	School Organisation	BSF Strategic Plan (Spring 2008) DCSF Surplus Place Survey (Summer 2008)	Partnerships & Workforce Development Lead Strategic Manager, Head of Resources and Commissioning, Interim Manager Asset Management	Directorate Leadership Team, Kingston BSF Board, Executive	PCP & BSF Strategies Approved Executive June 2008 DCSF Surplus Place Survey (Summer 2008) BSF Expression of Interest submission to DCSF 30 Nov 2008 Decision re permanent additional primary places early 2009 & statutory consultation to follow Consultation re BSF proposals early 2009
51	Needs Analysis for Children, Young People and Families – annually produced and updated	Used to inform the Children and Young People's Plan. Forms part of the Borough Profile and Joint Strategic Needs Assessment	Policy Officer, Partnerships & Workforce Development Team	Directorate Leadership Team and C&YP Trust	Annual Needs Analysis published. Contributed to Joint Strategic Needs Assessment.
52	Implementation of the Children and Young	Children and Young People's Plan (MPC 1.1)	Head of the Youth Service / Making a Positive	Children and Young People's	Progressing well with the aim of engaging more

	People's Participation Strategy and Action Plan		Contribution Sub-Group (link via Policy Officer, Policy and Strategy Team) Annual Action Plan implemented each year	Trust	young people from marginalised groups in consultation events (eg Eagle Chambers Day October 28 th 2008)
53	Annual Participation Summary (report summarising all consultation and participation activity within the Children and Young People's Trust)	Children and Young People's Plan (MPC 1.1)	Policy Officer, Partnerships & Workforce Development Team Annually in April/May	Making a Positive Contribution Sub-Group	Annual Participation summary produced
54	Parents Forum – consultation group for parents and carers that live in Kingston or whose children attend a Kingston school	Children and Young People's Plan	Parents Forum Working Group, link via the Parents Forum Working Group, link via the Information Officer in Partnerships & Workforce Development Team Ongoing – normally 2 consultation events per year plus postal as appropriate.	Children's Fund Manager and consultation commissioners	Ongoing consultations held
55	Recruits Crew – involving young people in the recruitment of staff	Children and Young People's Plan and Children and Young People's Participation Strategy	Policy Officer, Participation Officers (Disabled Children's and Looked After Children's) and CAF Co-ordinator Ongoing – whenever staff are being recruited.	Directorate Head of Prevention and Safeguarding	Recruitment to all posts in Prevention and Safeguarding Service routinely includes direct and indirect input from children and young people, appropriate to their age and understanding and consistent with fair recruitment principles

56	Maintaining the Learning and Children's Services pages on the RBK website and Local Safeguarding Children's Board website	Learning and Children's Services Communications Strategy	Policy Officer, Partnerships & Workforce Development Team	Strategic Managers as appropriate	This work is ongoing. The LCSB website in particular is under review by the LSCB communications sub group
57	Operating Customer Service / Reception areas (providing face to face contact and support to service users – often those for whom written correspondence is difficult).	Policy and Strategy Team Plan	Partnerships & Workforce Development Lead Strategic Manager (GH2), Integrated Youth Support Services Lead Strategic Manager (Eagle Chambers), Integrated Services for Children with Disabilities Manager (Beaconsfield)	Directorate Head, Resources and Commissioning and Directorate Head of Prevention and Safeguarding	Ongoing
58	Large scale public consultations, such as the Library Consultation, Cultural Strategy and school amalgamations	Varies according to consultation	Lead Strategic Manager / Policy Officer, Partnerships and Workforce Development As required	As required	Library Consultation and school amalgamation consultations carried out. Planned for Children and young People's Plan and Play Strategy
59	Creation of Choice Advice Service Ensure that schools follow the Code of practice on admissions	NA NA	Principal Admissions & Governance Officer	School Admissions Forum	Ongoing Choice Advice Service established. Report to SAF Sept 08
60	Ongoing support and information for Governors – Termly briefings. To encourage and increase representation from any under represented groups with the community eg	NA	Principal Admissions & Governance Officer	Directorate Leadership Team	Ongoing

	disabled people, BME communities				
61	Anti Bullying Strategy. To support schools to monitor and submit bullying data to L&CS and work towards reducing the number of bullying incidents within schools.	Children and Young People's Plan (CYPP)– Enjoy & Achieve (EA) 2.2	Inspector for School Improvement	Directorate Leadership Team Ongoing	Schools engaged in training and demonstrate strong commitment to combat bullying.
62	To reduce the number of children who are excluded from schools and support their integration back	CYPP EA 3.4	Exclusion & Reintegration Officer	Directorate Leadership Team Ongoing	Reduction in days lost to fixed term exclusions. See CYPP Review 2007-08
63	Closing attainment gaps for identified groups of pupils Ensure good outcomes for LAC Improve alternative programmes for vulnerable pupils	CYPP EA 3.2 CYPP EA 4.1 CYPP EA 3.3	Principal Inspector for School Improvement Strategic Manager Looked After Services	Children & Young People Trust Board and Directorate Leadership Team Ongoing	Good progress in reducing attainment gaps and improving outcomes for groups of underachieving pupils – see CYPP review 2007-08
64	Increase the number of schools with Healthy schools award	CYPP Be Healthy 1.1	Inspector for School Improvement	Children & Young People Trust Board December 08	Good progress towards targets for healthy School Programme – see CYPP Review
65	Improve attendance of pupils ensuring the LA and its schools meet their targets	CYPP EA 2.1	Principal Education Welfare Officer	Directorate Leadership Team Ongoing	Attendance of Children in Care has improved. See CYPP Review.
66	Continue improving achievement for disabled	CYPP EA 4.2	Inspector for School Improvement	Children & Young People Trust	Achievement of pupils with SEN including learning

	pupils and for those with Special Educational Needs (SEN)			Board Ongoing	difficulties and disabilities is better in Kingston than nationally. See CYPP review.
67	Review the work of the Pupil Referral Units to ensure that they meet the needs of their client group	NA	Inspector for School Improvement/ Head of PRUs/Lead Manger IYSS	DMT	Ongoing – being incorporated into secondary collaborative and inclusion agenda
68	Support for the development of multi-cultural arts organisations (eg Global Arts, Me-We, Carnival)	Cultural Strategy PI's around satisfaction with arts (triennial MORI survey) and participation in the arts (to be established this year by DCMS)	Principal Arts Officer	DMT Cultural Network	Global Arts and MEWE now receive strategic funding and attract significant external funding. Delivering a range if activities for young people.
69	Increasing participation in sport (women and girls, people with disabilities, people from BME groups, volunteering into sport)	Cultural Strategy CSPAN Action Plan and targets. Leisure Partnership Development Plans	Head of Cultural Services & Lifelong Learning & Chair CSPAN CSPAN Action plan milestones	CSPAN	Ongoing e.g.s women lifeguarded women only swimming sessions introduced which has increased participation by BME women. Three officers appointed to deliver CSPAN targets.
70	Kingston Adult Education (KAE) runs a number of programmes, Citizenship classes, our community education programme engages with over 24 community groups including care homes and centres for disabled people. One third of FE	Strategic Priorities 2008-2010 Strategic Area Review	Principal, KAE	DMT, Learning and Skills Council	Ongoing

	programme directed towards the provision of ESOL.				
71	Ensure that the library services are accessible to all the communities.	Cultural Strategy Annual Library Plan NI 9	Head of Library and Heritage Services	DMT London Libraries Development Agency	Increasing participation amongst target groups – eg through Reading groups, computer skills training for adults, meeting the needs of some of our disabled and elderly people through IT @ Home programme. Library Review demonstrated high participation from all sectors of the community.
72	Ensure that the museum services are accessible to all communities.	Cultural Strategy NI 9	Strategic Manager, Museum & Heritage Service	Cultural Network DMT	Integration of the Museum and the Library will improve access for people with disabilities.
73	Delivery of Youth Justice plan to reduce youth offending & in particular to prevent first time offending	LAA targets, Safer Kingston Strategy, Youth Justice Plan, Children and Young People's Plan	Lead Strategic Manager; quarterly monitoring cycle and annual performance review	YOT management Board; The Children's Trust Board; the Executive; YJB	There has been very good progress in reducing the number of first time entrants to the youth justice system. YOT performance remains good in most aspects of work but there is a need to address disproportionate representation of young people from BME groups in the YJ system, and to accelerate the improvement in performance in respect of

					preventing re-offending.
74	Delivery of Young People's Substance misuse plan to minimise harm of substance, ensure prompt screening and access to treatment	LAA targets, Sager Kingston Strategy, Children and Young People's plan, Choosing Health	Lead Strategic Manager, / DAAT Commissioner; quarterly performance monitoring cycle and annual review	Children's Trust Board; the DAAT; Safe Kingston Partnership; GOL,	Plans are being developed to transfer commissioning responsibility from the DAAT to the Children's Trust from April 2009. This process is subject to scrutiny by the NTA
75	Delivery of youth service activities especially those that are linked to neighbourhood crime prevention and targeted interventions with young people with additional needs (Positive Activities for Young People)	Children and Young People's plan, Youth Service Team Plan	Head of Youth Service; quarterly performance monitoring cycle against annual national targets for engagement	Children and Young People's Strategic partnership, Neighbourhood committees; Safer Kingston partnership; GOL	Continued good progress against locally set targets including expansion of PAYP scheme in line with LAA targets
76	Active engagement of young people in civic affairs through the participation strategy	Children and Young People's plan (making Positive Contribution); Participation Strategy	Head of Youth Service; annual monitoring of levels of participation and democratic engagement	Children and Young People's Strategic Partnership	Increased numbers year on year of young people taking part in Youth Parliament elections; sustained involvement of Kingston Youth Council in wider democratic consultation processes
77	Reducing the number of young people who are Not in Education, Employment or Training (NEET)	Children and Young People's Plan (Enjoy and Achieve and Achieve Economic Wellbeing 1.5); local NEET strategy	Targeted Youth Support Service Manager(Connexions); quarterly performance monitoring with annual census	Children and Young People's Strategic Partnership, Children's Trust Board, GOL, LSC	Sustained good progress in reducing NEET and not known figures reducing to 3.1% in June 2008, ahead of target. See CYPP Review
78	Development of Integrated Youth Support Service, to provide high quality	Children and Young People's Plan; Government requirement	Lead Strategic Manager	Children and Young People's Strategic	Achieved GOL required standard for TYS being in place in September 2008

	universal/early preventive services, targeted provision and access to specialist statutory support for young people when they need it			Partnership, Children's Trust Board, the Executive; GOL	
79	Through the Participation Officer to create opportunities for children and young people with disabilities, to have a meaningful input into decisions about services that impact on their lives	Children and Young People's Plan MPC 1.3, Prevention Strategy, Strategy for Integrating Services for Children and Young People with Disabilities	Manager, Integrating Services for Children and Young People with Disabilities	DMT Children and Young People's Trust Board	Increased no of disabled children who feel their views are taken into account in service developments. See CYPP review.
80	Through information and advice service hosted within the Third Sector which provides a service to those families with a child identified as having a disability. This service assists in creating a community of professional and parental support for families. This facilitates access to community and support groups	Children and Young People's Plan, Prevention Strategy Strategy for Integrating Services for Children and Young People with Disabilities	Manager, Integrating Services for Children and Young People with Disabilities	DMT Children and Young People's Trust Board	Ongoing. EnhanceAble, a voluntary sector partnership, offers local parents, carers and young people up to date advice on a wide range of issues and also help with benefits claims and liaison with professionals. The Parent Partnership Officer, located within this service supports parents of a disabled child through the statementing and placement processes and actively seeks solutions with the parents, schools and local authority
81	The development of	Children and Young	Manager, Integrating	DMT	Significant improvement

	<p>inclusive 0-14 childcare provision alongside inclusive/specialist provision for 14-19 year old children and young people with disabilities or complex health needs who are resident in Kingston</p> <p>The development of sport and recreation activities that promote and encourage inclusive provision</p>	<p>People's Plan, Prevention Strategy Strategy for Integrating Services for Children and Young People with Disabilities</p>	<p>Services for Children and Young People with Disabilities</p>	<p>Children and Young People's Trust Board</p>	<p>and progress in availability of childcare for disabled children and their families in particular holiday play schemes for disabled children and their families. Inclusion Development co-ordinator is working with all group care settings offering tailored support and in-house training on the inclusion of disabled children into universal services.</p> <p>508 children and young people with disabilities accessed sports through the Community Sports Coach Scheme, an increase of over 50% on the previous year. See CYPP Review 2007/08</p> <p>CSPAN and Community Coaches scheme are increasing participation amongst children with additional needs.</p>
82	<p>Ensure that there is a member of the Youth Council who is a young person with disabilities. Promote whole systems to understand the needs of</p>	<p>Children and Young People's Plan, Prevention Strategy Strategy for Integrating Services for Children and Young People with</p>	<p>Manager, Integrating Services for Children and Young People with Disabilities</p>	<p>DMT Children and Young People's Trust Board</p>	<p>Member of Youth Council with disabilities recently vacated. Currently working to ensure representation. Ongoing – increased</p>

	children and young people with disabilities when planning and delivering services	Disabilities			number of disabled children feel their views are taken into account in service developments.
83	Ensure that our Looked After Children and Unaccompanied asylum seeking children (UASC) achieve their full potential in Education, Employment or Training and also taking into account their physical & mental health needs through appropriate intervention, sports and leisure opportunities	C&YP Plan – Achieve Economic Well Being and Be Healthy Looked After Service Team Plans	Strategic Manager Looked After Services On going	DMT Achieving Economic Wellbeing Sub Group Children & Young People’s Trust Board	Progress is good in ensuring all Children in Care and have care/pathway plans which reflect their educational need and opportunities for Higher Education or Employment. Bursary payments are made to care leavers who gain university places and Children in care are awarded a personal educational allowance where necessary. All young people have an annual health check and where appropriate their emotional health and wellbeing is monitored via the Strengths and Difficulties Questionnaire (SDG)
84	Multi-Agency Public Protection Panel (MAPPP) meets monthly to coordinate the management of adults who pose a risk to	CYPP -Staying Safe 1.1	Strategic Manager Safeguarding Service - ongoing	Staying Safe Sub Group	Ongoing. 6 weekly meetings are convened and chaired by Probation lead. Cases are referred by any lead agency and information on adults

	children and others				posing a risk to children is logged within ICS.
85	Multi-Agency Risk Assessment (MARAC) meets 6 weekly to coordinate the service response to high risk victims of domestic abuse	Domestic Violence Forum and Local Safeguarding Children Board CYPP - Staying Safe 1.3	Strategic Manager Safeguarding Service – ongoing	Domestic Violence Sub Group	Ongoing. The multi-agency conference looks at all high risk victims of Domestic Abuse including those who are parent/carers. Allocated SW's attend to brief the conference and coordinate resulting actions alongside care planning/child protection planning.
86	Ensure 100% of child protection cases are allocated to a qualified social worker	CYPP - Staying Safe 1.1	Strategic Manager Safeguarding Service - ongoing	Staying Safe Sub Group	100% of child protection cases are allocated to a qualified social worker. See CYPP review
87	Develop and implement a Multi-Agency Preventative Strategy	CYPP - Staying Safe 1.4	Lead Strategic Manager Prevention and Cluster Services – ongoing 10% reduction in referrals to statutory services by 2010	Staying Safe Sub Group	Good progress in developing ASKK with increased awareness of children with additional needs enabling more effective early intervention for children and young people who would not otherwise have been identified. See CYPP Review
Environment Services					
88	Ensure fair access to services for all customers	Customer First	Customer Care and Administration Manager Implementation of new DES	DMT	On going work through service delivery

			Contact Centre March08 then ongoing		
89	Waste Management Including collection and recycling: New Contract (including new procurement process).	Waste Strategy Waste Implementation Plan N191, N192, N193, N195, N196	Transitional Head of Waste Management New contract 2008 On-going	DMT	On going work through the Waste Strategy and Implementation plan
90	Planning: Development Control Monitoring of returned questionnaires from applicants.	PS1, PS2, N157	Interim Head of Development Control On-going	DMT	On going work

If you have difficulty reading this document because of a disability or because English is not your first language, we can help you. Please call our helpline on 020 8547 5757 or ask someone to call on your behalf.