



SINGLE EQUALITY AND COMMUNITY COHESION STRATEGY 2010

February 2010

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Introduction

1. This is the third Equality Scheme of the Royal Borough of Kingston. The Community Cohesion Strategy has now been merged with the Equality Scheme as both these strategies complement each other in their aims and objectives. The new consolidated document will be called the Single Equality and Community Cohesion Strategy. The purpose of the strategy is to contribute to and build on our commitment to be a more equitable and cohesive community. It is a crucial part of our Equalities Strategy which provides the overarching framework for our approach to delivering equalities around the six strands of race, gender, age, religion or belief, disability and sexual orientation
2. This Strategy also contributes to our vision of Kingston set out in the Kingston Plan and the shared objectives of Kingston Strategic Partnership. This vision of Kingston is a place where people are happy, healthy and enjoy a good quality of life, in a clean, safe and tolerant environment, where business is prosperous and where everyone in our community can contribute to the success of the borough and reach their own full potential.
3. The Kingston Plan sets out a distinctive vision and ambition for Kingston which is reflected in three cross cutting themes and ten objectives as set out below:
4. **Sustainable**
 - Objective 1** – Tackle climate change, reduce our ecological footprint and ‘reduce, reuse and recycle’
 - Objective 2** – Ensure the sustainable development of our Borough and the promotion of sustainable transport
 - Objective 3** – Protect and improve the quality of our local environment
5. **Prosperous and Inclusive**
 - Objective 4** – Sustain and share economic prosperity
 - Objective 5** – Raise educational standards and close gaps in attainment
 - Objective 6** – Increase supply of housing and its affordability
6. **Safe, Healthy and Strong**
 - Objective 7** – Make communities safer
 - Objective 8** – Improve overall health and reduce health inequalities

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Objective 9 – Support people to be independent

Objective 10 – Encourage people to take an active part in the social and cultural life of the community

7. The ten objectives in the Kingston Plan have been enshrined within *destination* Kingston 2010-2013 which sets out the Council's medium term service and financial plan. The *OneCouncil, OneKingston* programme will make the necessary changes to how the organisation works in order to achieve the goals set out in *destination* Kingston and the Kingston Plan. This will ensure that the Council with its partners conceives plans and delivers as one. It will contribute to achieving our ambition for local communities of providing services that residents need and value most, underpinned by equality, diversity and cohesiveness. We will continue to make Kingston the very best places in which to live, work, study and visit.

The Borough

8. Kingston is located on the Thames in southwest London. Known for its green spaces, shopping centre, theatre, University and College, it is an outstandingly successful place where people enjoy an excellent quality of life. The Council works closely with its partners such as the police, healthcare trusts, housing cooperatives, the voluntary sector and private sector to deliver its services on education, health, housing and the environment.
9. The resident population of Kingston was 157 923 in 2007, an estimate calculated by the Office of National Statistics. The population is expected to grow by 2.7% between 2007 and 2013 and 4.4% between 2007 and 2026. The proportion of white people is expected to decline but there will be an increase of all other ethnic groups during this period. The Greater London Authority estimates put Kingston's BME population at 21% and the proportion in our schools, college and university increases the group's total to more than 50%. Kingston also has the largest Korean population in Europe with estimates of 10,000 consisting of residents, visitors, students and business people.
10. The Council's commitment to equality is that no one equality strand is more important than the other and all strands must be embraced equally. However, as the Council gathers information and acquires a better understanding of needs, it may have to focus energies and resources disproportionately in order to respond to the findings.
11. We want to achieve a community that respects differences, values the richness of our diverse population which contributes to a strong and cohesive community with a sense of belonging. In the current economic climate and the many challenges faced by individuals, it is important to ensure that we are promoting our message on equality and fairness effectively.

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The Equality Strands

Race, Ethnicity and Nationalities

12. Understanding race equality requires consideration of the diverse needs of different communities that make up the population of Kingston. This community is made up of White people as well as Black people, Asians and Chinese people, travellers and gypsy communities, refugees and asylum seekers and people of other nationalities and ethnicity. It is important that in discharging our duties we learn to appreciate the differences and understand the needs within this wide range of individuals. Services should be developed to meet specific and sometimes unmet needs. This also requires a greater understanding of migration and the needs of new communities from the European Union countries.
13. A greater understanding of disadvantage faced by individuals because of their race, ethnicity, nationality or colour will provide better opportunities to improve the delivery of fairer and more equitable services to everyone.

Age

14. Age equality means ensuring that no individual experiences unfair discrimination because of their age. At present this strand only covers employment and not services; however the Equality Bill and the review that government is carrying out will bring about changes to include service delivery. The Council will discharge its legal obligations and through best practice ensure that services are accessible to residents regardless of their age in accordance with eligibility criteria. There is a need to create greater opportunities for people of all ages to understand and get along together. The older and younger generation have a lot of knowledge and experience to give and share.

Disability

15. As an employer and service provider we need to better understand and promote disability equality. This requires an understanding of the definition and a willingness to promote the positive contribution made by disabled people. Disability is defined in legislation as a physical or mental impairment which has a substantial and long term adverse effect on an individual's ability to carry out normal day to day activities. It is important in discharging our duties that we take a more in depth look at an individual's disability and through either service provision or in employment the Council discharges this in a person centred manner that meets his or her needs. It is essential that we begin to learn and understand the aspirations of disabled people and value their contribution as equal members of our society. Until this happens disabled people can experience discrimination and disadvantage. We have adopted the social model to work with to overcome the disadvantage that can be experienced through attitudes and barriers that society can create.

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16. The 2001 Census does not give us a good indication of the number of individuals who have a disability as this was generated on people with limiting long term illness which differs from the Disability Discrimination Act definition. Some people with limiting long term illness may also be disabled but this is not always the case. Service providers within education, social care and health have more detailed data on disabled people using their respective services.

Gender and Transgender

17. The Council aims to improve gender equality by making sure the employment and service provision for boys and girls and men and women are fair and equally accessible. Experiences, expectations and attitudes of individuals are factors that can influence gender equality and create disadvantage within our society.
18. We need to inform ourselves about our transgender group and take this work forward through dialogue in a sensitive, practical and sensible way. We have a limited understanding about the needs of our transgender group and at present there is very little or no data on the actual size of the community within Kingston as none of the existing household surveys or main administrative sources asks about transgender status.
19. The Office for National Statistics (ONS) has recently published a position paper on data relating to this group, in response to a recommendation from the 2007 Equalities Review. The ONS paper summarises available population estimates, pointing to the inconsistencies in them. For instance, the Home Office, based on research from the Netherlands and Scotland, estimated in 2000 that there were between 1,300 and 2,000 male to female and between 200 and 450 female to male transsexual people in the UK. More recently, Gender Identity Research and Education Society suggests that there are 6,200 people who have transitioned to a new gender role via medical intervention and approximately 2,335 full Gender Recognition Certificates have been issued to February 2009. However, the group, Press for Change, estimates that there are around 5,000 post-operative transsexual people.
20. The figures are more diverse when looking at the wider 'trans community' in the UK which is an inclusive term for transsexual people, transgender people and people who cross dress (transvestites).

Religion or Beliefs

21. Understanding the equality implications on religion, beliefs or non beliefs is important because it enables service providers to be sensitive to individual needs and communities. We have in Kingston, churches, a Sikh temple, a mosque and a synagogue. Other venues such as community halls are used to bring people together with the focus of religion or beliefs. There are a number of churches that are being used by the Korean Christian communities to practise their faith with their respective clergy. It is equally important that as

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an employer we are able to provide the necessary support to our staff by taking into account any specific needs to ensure that the working environment is respectful and understanding.

Sexual Orientation

22. The Council understands more often than not, sexuality is perceived to be a private and personal matter. We know that it can be a very sensitive issue for some individuals and not for others who are more open to their respective sexuality. The Council also understands the many challenges and discrimination that lesbian, gay and bisexual people have faced and continue to face.
23. In 1987 the British Social Attitudes Survey revealed that 75% of people thought homosexuality was 'always or mostly wrong'. By 2008 this had substantially lowered to 32%. Whilst this is positive news there has been an increase in homophobic attacks sometimes sadly resulting in individuals being killed because of their sexuality. The report "Beyond Tolerance" by the Equality and Human Rights Commission states 'the absence of reliable data on sexual orientation presents a major obstacle to measuring progress on tackling inequality'.
24. As part of our equality monitoring we have begun to ask sexual orientation questions in order to begin to respond better to the needs and issues affecting the lesbian, gay, bisexual and heterosexual population .
25. We recognise that when we ask questions about sexuality, it is often thought to be a personal matter and needs to be handled confidently and sensitively. However it is important to gather and analyse data if we are going to be in a better position to ensure we deliver our duties in a fair and equitable way.

Working with Partners

Kingston Strategic Partnership

26. The Kingston Strategic Partnership, which is made up of our local partners, sets the overall vision and strategic direction for the borough. It is clear about its need to work even more closely together to meet the needs of residents and make the services that are needed easily accessible. The joint working starts from planning, conceiving, commissioning and delivering services through pooling of our assets, resources, energy and imagination. There is a strong commitment to be inclusive to all members of our community with a clear aim to tackle discrimination and social deprivation and ensure that people from different backgrounds have similar life chances.

Commissioning and Procurement

27. The Council will ensure that in commissioning and procuring goods or services from contractors and others, it communicates their requirement to

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observe the duties and legal obligations towards implementing equality and diversity. The contractors will need to ensure that their own organisations/businesses are implementing equality within their own structures.

The Aim of the Strategy

28. As one of the largest employers and service providers in the area, The Royal Borough of Kingston is committed to eliminating discrimination in all its forms and working to a cohesive community that respects differences and values human rights.

29. We will work to challenge discrimination against age, ethnicity, gender, transgender people, disabled people, individuals who practise a religion and those who do not have any religious beliefs or practice other beliefs, people with specific sexual preference and people across all levels of economic status. We recognise that some individuals suffer from multiple discrimination and we will work together with our partners to alleviate this.

30. This will be achieved by

- Ensuring that everyone understands and implements our legal duty and best practice on equality, diversity and cohesion.
- Making sure that the ownership and implementation of equality is embedded at all levels from politicians and senior management to every employee.
- Taking proactive steps to reduce social, economic and geographical disadvantage or exclusion.
- Providing appropriate training to all employees.
- Ensuring that equality is embedded within commissioning objectives and procured services.
- Tackling all forms of bullying, harassment and intimidation.
- Being fair, equitable, transparent and consistent in delivery of services.
- Ensuring that access and communication meets the needs of our service users and employees.
- Continuing to implement change through the social model of disability when discharging our duties to our disabled employees and service users.
- Working within the Equality Framework for Local Government.

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- Aiming to recruit a workforce that is representative of the local population.
- Encouraging residents and others to take an active role in the way Kingston works and influence the decision making process.
- Identifying and tackling discrimination, challenging stereotyping and striving towards a cohesive community.

Strategy in Practice

31. The Council is bound by legislation on equality and community cohesion. It will deliver its duty to promote equality by working through the Equality Framework for Local Government in order to implement its responsibilities.

Equality Framework for Local Government

32. Equality Standards in Local Government were launched to support local authorities working towards achieving equality through a performance and improvement cycle in its employment and service provision functions. Following a review the standards have now been replaced by the Equality Framework for Local Government which has 3 levels called developing, achieving and excellent. It consists of 5 areas of assessment.

Knowing your community – Our key objectives are:

- To appreciate the changing nature of the population of the borough
- To better understand who lives in the borough and be aware of their needs
- To improve on how to gather, use and share the information appropriately

Place Shaping, leadership, partnership and organisational commitment

– Our key objectives are:

- To provide strong leadership and ensure equality, diversity and community cohesion are embedded throughout the council by politicians and senior management
- To engage and influence our partners to work together to achieve the equality objectives by setting clear equality priorities that support each other
- To ensure that the procured services meet out equality obligations
- To take responsibility for the delivery of equality and community cohesion work and to manage and monitor its performance more effectively
- To continue to improve on the equality impact assessment process and setting of targets

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Community engagement and satisfaction – Our key objectives are:

- To improve the involvement and engagement of the diverse communities within the borough
- To ensure the communities feel their views are taken into account and to provide feedback
- To challenge negative views and promote more cohesive communities
- To make communities feel secure and safe in our diverse society

Responsive services and customer care – Our key objectives are:

- To ensure that everyone entitled to services are able to access them
- To make our service provision fair, equitable, transparent and consistent
- To understand the impact changes can have on the lives of service users, their family and carers
- To improve our communication and accessibility for all services users
- To encourage feedback, compliments as well as complaints, and respond to them
- To regularly monitor equality & cohesion objectives at departmental management meetings
- To carry out equality monitoring of our service users and analyse the data
- To act on any adverse trends that are identified

A modern and diverse workforce – Our key objectives are:

- To have employment policies and practices that are fair, flexible and address equality issues
- To ensure that employees feel supported at work and that their experiences are positive
- To strive for a workforce that represents the community it serves
- To provide all employees with opportunities to engage in training and learning
- To make sure that every employee understands and engages in the council's equality duties
- To carry out equality monitoring and encourage more self declaration on all equality strands

Community Cohesion

33. Community cohesion is about people who live, work and study in Kingston having a common vision and a sense of belonging, where people from different backgrounds and circumstances feel appreciated and positively valued. It is important that people from different backgrounds have similar life opportunities. The Council needs to ensure there are strong and positive

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relationships being developed between people from different backgrounds and circumstances in the workplace, in schools and within neighbourhoods.

Socio- economic Inequality

34. While Kingston is a relatively affluent borough there are pockets of deprivation as identified by national indicators. Over the last year the borough profile has changed to indicate a widening of the gap between the most affluent and the least well off. There is a threat that community cohesion could be adversely affected by this trend.
35. Socio- economic inequality is about fairness and equality:
 - for the individual - it is harder for every individual to have the opportunity to achieve their potential if there is a vast gap between the starting point of those at the top and those at the bottom
 - for the economy – a strong economy draws on the talents and skills of all and leaves no potential wasted
 - for society – divided and unequal societies are more beset by crime and disorder
36. It is widely recognised that socio-economic disadvantage leads to significant inequalities and gaps in outcomes (for example in relation to education, employment, financial capability, crime and health) which have a significant effect on people's life chances from early childhood through to later life.
37. The Equality Bill requires public bodies taking strategic decisions to have due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage. A person's socio-economic background, their social class, is still a key factor in determining their life chances. In some cases there is clear evidence of the impact of socio-economic disadvantage where class is a better predictor of educational attainment than ability; less academically able, but better off children, overtake more able, poorer children by the age of six. Again this can be seen in gender when it comes to life expectancy – women generally live longer than men, but since the early 1980s poorer women have not been living as long as rich men.
38. It is important to understand the link between the impact of socio-economics and class together with the six equality strands.
39. Socio-economic disadvantage reinforces and increases the inequalities associated with particular characteristics such as gender, ethnicity, disability, age, sexual orientation and religion or beliefs. Here are some examples:
 - around 70% of people from black and minority ethnic (BME) backgrounds live in the most deprived wards in the country
 - disabled adults are twice as likely to live in low-income households as non-disabled adults

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- half of all lone parents are in low income households; the overwhelming majority of them being women
 - only 61% of Muslim men have jobs, compared to 80% of Christian men, and 82% of Hindu men
40. Understanding and tackling socio-economic disadvantage will begin to improve life chances and social mobility and contribute to social cohesion, especially at this time of economic challenge. It is important to be mindful of the negative impact of poverty and a disenfranchised society.

Where We Are Now

41. The Council has been assessed at Level 3 of the Equality Standard for Local Government in April 2009 through an IDeA Peer Assessment and under the new Framework this equates to the “achieving” level. We are continuing to work to build on our achievements and strive to improve, with the ambition of achieving “excellence” in equality, diversity and community cohesion in 2012.

Performance Indicators on Equality & Cohesion

42. The Local Area Agreement and Comprehensive Area Assessment with its new performance framework have included various indicators to support the achievement of equality and cohesion within local authorities.
43. There are a total of 199 indicators to report on. A key objective is to report the joint working with our partners and to reflect on joint local outcomes.
44. The Public Service Agreements with overarching objectives compliment the National Indicators. Two relevant examples are:
- PSA 15 Address the disadvantage that individuals experience because of their gender, race, disability, age, sexual orientation, religion or beliefs.
 - PSA 21 Build more cohesive, empowered and active communities.
45. There are a number of specific indicators that relate to equalities and cohesion objectives ,including the following for the council and its partners:
- NI 1 covers % of people who believe people from different backgrounds get on well together in their local area.
 - NI 3 is based on civic participation in the local area
 - NI 21 dealing with local concerns about anti social behaviour and crime by local council and police
 - NI 32 repeat incidents of domestic violence

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- NI 35 building resilience to violent extremism
- NI 104 The Special education Needs (SEN)/non – SEN gap – achieving Key Stage 2 English and Maths threshold
- NI 107 & 108 attainment for Black and minority ethnic groups
- NI140 fair treatment by local services

Delivering on Equalities & Community Cohesion

46. The Council and its partners will be conscientious in their approach to implementing equality and community cohesion objectives in employment practices, the provision of services, decision making and policies, when procuring services from other suppliers and by involving the residents and communities.

List of Appendices

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2010-2011**

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APPENDIX 1 Equality and Community Cohesion Action Plan 2010 - 2011

KEY: Equality Strand & Community Cohesion – A = Age, D = Disability, G = Gender, R = Race, RB = Religion or Belief, SO = Sexual Orientation, CC = Community Cohesion, ALL = All Strands & SE = Socio Economic Deprivation.

Equality and Community Cohesion Action Plan 2010 - 2011

Chief Executive

No	Equality Strand & Cohesion	Action	Link to National Indicator's, Local Area Agreements, Key Lines of Enquiry, Key Strategies & Plans	Lead Responsibility & Timescales	Monitored by	Year End Achievements (to be completed 2011)
1	G,D,R	To increase the top 5% of earners who are women, from BME backgrounds and disabled people	Top Level- PI, HR Equalities Action Plan	Head of HR Monitor annually	HR Manager, Specialist Services	
2	A	To increase the number of staff under the age of 24	PSA 8 &14, Objective 4 Kingston Plan HR Equalities Action Plan	Head of HR and Head of Democratic Support & Partnerships, Monitor annually	HR Manager, Specialist Services	
3	SO,RB	Improve the employment monitoring reporting on sexual	PSA 8 &15 HR Equalities Action Plan	Head of HR, Monitor annually	HR Manager, Specialist Services	

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		orientation and religion or beliefs	Equalities Framework for Local Government			
4	All	To review equalities & cohesion implications of design and delivery of One Council programme	Kingston Plan, <i>Destination</i> Kingston	Project Boards, Project Sponsors/Project Buddies. Ongoing	Project Buddies	
5	All	To review equalities training across the Council to ensure that it meets our priorities in the Equality and Community Cohesion Strategy	HR Equalities Action Plan Equalities Framework for Local Government	Head of HR, Monitor annually	HR Manager, Specialist Services	
6	R, All	To promote RBK's new mediation service to improve numbers of disciplinaries and grievances from minority groups	HR Equalities Action Plan	Head of HR, Monitor annually	HR Manager, Specialist Services	
7	All	To carry our annual reviews of the operation of the Pay and Rewards Strategy to ensure equal pay.	HR equalities action plan Equality Framework for Local Government	Head of HR, Monitor annually	Pay and Rewards Manager	
8	All	Improve access to the electoral process for all sections of the community	Team Plan	Electoral Services Manager	Head of Democratic Services and Partnership	
9	All	Ensure that all Councillors are aware of their responsibilities under the Equalities legislation and are aware of Community Cohesion issues	Team Plan	Democratic Support Manager	Head of Democratic Services and Partnership	

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10	All	Improve access to the Council's decision making processes for all sections of the community, particularly those with hearing or sight impairments	Team Plan NI 3	Democratic Support Manager	Head of Democratic Services and Partnership	
11	All	Ensure that Voluntary Sector Grants programme, capacity building support and help to engage with partners is accessible to all sections of the community	Team Plan LAA – NI7 KSP Theme 3 (objective 10)	Voluntary Sector Unit Manager	Head of Democratic Services and Partnership	
12	R,B	Maintain regular meetings of the Kingston Interfaith Forum	Team Plan NI 1	Democratic Support Manager	Head of Democratic Services and Partnership	
13	All	Ensure all Business Continuity Plans (BCP) assess and address equalities implications.	<ul style="list-style-type: none"> • KLOE 2.4 Risk & Internal Control • Corporate Business Continuity Policy & Strategy and Corporate Business Continuity Plan • Strategic Services Team Plan – continue the development of Business Continuity across the organisation 	Contingency Planning Manager Ongoing.	SLT	
14	All	Ensure all guidance and templates for Service Managers developing BCPs, covers considerations for staff, service users, residents and visitors around the six strands of Equality and Diversity.		Contingency Planning Manager Ongoing.	SLT	
15	All	Work closely with community partners including NHS Kingston & Police to ensure a		Contingency planning Manager Ongoing.	SLT	

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		robust and cohesive approach to Business Continuity and community safety issues.				
16	All	Review Commissioning and Procurement Framework within RBK.	<ul style="list-style-type: none"> • NI7 Environment for a thriving third sector • KLOE 2.1 Commissioning & Procurement • Destination Kingston One Council Project 3 Commissioning 	OCP3 Project Manager PID to SLT Feb 10 Initial work prog complete Oct 11	SLT	
17	All	Review Ethical Procurement Policy & supporting documentation to ensure that it covers equality and diversity effectively. Revisit if Equality Bill becomes law.	<ul style="list-style-type: none"> • Procurement Strategy • Strategic Services Team Plan - support OPC3 Commissioning & Performance Management Project 	I&P Team Review of Ethical Procurement Strategy complete Feb 2010. Revisit within 3 months of Equality Bill becoming law.	Procurement Manager	
18	All	Ensure all major commissioning and procurement projects consider Equality & Diversity issues throughout their duration.	<ul style="list-style-type: none"> • Improvement & Procurement (I&P) Team objectives 	I&P Team Ongoing	Procurement Manager	
19	All	Review Kingston Plan and the supporting Delivery Plan to ensure it appropriately addresses community needs	Kingston Plan; LAA	Strategic Services – annual performance report	DMTs, SLT	

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20	All	Continuous intelligence gathering to inform understanding of community, including through Neighbourhoods and Kingston Strategic Partnership's Third Sector members, ensuring the needs and aspirations of all members of the community are being met and addressed.	KLOE 2.1	Strategic services – feeds into Strategic Business planning cycle to inform strategic priority setting	DMTs, SLT	
21	All	Produce guidance on how to engage and empower hard to reach groups in Kingston as part of council wide Community Engagement Strategy.	Community Engagement Strategy	Strategic Services - Framework by April 2010.	DMTs, SLT	
22	Disability	Work with GOL and CLG to performance manage NI 146 – <i>adults with learning disabilities</i> in Kingston's second LAA	LAA	Strategic Services - LAA completed 31 March 2011.	DMTs, SLT	
23	All	Ensure locally created Neighbourhood Community Plans tie into the objectives of the Kingston Plan and that they are inclusive of all communities within the neighbourhood they pertain to.	Kingston Plan, Neighbourhood Plans	Neighbourhood Management Team and Strategic Services – annual cycle	DMTs, SLT	
24	All	Kingston Strategic Partnership will promote and engage in equality, diversity and community cohesion	Kingston Plan	Kingston Strategic Partnership	KSP	

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		objectives as stated in the Kingston Plan				
Learning and Children's Services (L&CS)						
No	Equality Strand & Cohesion	Action	Link to NI's, LAA, KLOE, Key Strategies and Plans	Lead responsibility and Timescales	Monitored by	Year end achievements (to be completed 2011)
25	G	School Achievement: gender <ul style="list-style-type: none"> • Data analysis • Support and challenge by SIPs • Targeted support from consultants included funded training • Working with headteachers to address gender stereotyping • Strategic use of PASS 	Children & Young People's Plan(CYPP) Outcome 2, Objective 5 Kingston Plan	Lead Strategic Inspector for Special Educational Needs and Inclusion	CYP Partnership CYP Trust Board	
26	R	School Achievement: ethnicity <ul style="list-style-type: none"> • Analysis of data • Support and challenge by SIPs • Monitoring school provision • Introduction of Expert Teacher training • Review and monitor 	CYPP Outcome 2 CYPP Outcome 9 NI: 107/108 Objective 5 Kingston Plan	Lead Strategic Inspector for Special Educational Needs and Inclusion	CYP Partnership CYP Trust Board	

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		<p>changes to EMA grant allocations</p> <ul style="list-style-type: none"> • Focus for 1:1 Tuition • Strategic use of PASS • Racist Incidents monitoring 				
27	D	<p>School Achievement: SEN</p> <ul style="list-style-type: none"> • Support and challenge by SIPs • Introduction of baseline data for SEN (CASPA)/ Progression Guidance for SEN • Rolling out of Inclusion Development Programme- increasing school level expertise in SLCN, ASD and BESN • Monitoring school provision • Outreach through Workforce Development adviser (Dysart) • Strategic use of PASS 	<p>CYPP Outcome 2 CYPP Outcome 12 Special Educational Needs (SEN) Strategy NI: 103/104</p>	<p>Lead Strategic Inspector for Special Educational Needs and Inclusion</p>	<p>CYP Partnership CYP Trust Board SEN Policy Group</p>	
28	SE	<p>School Achievement: FSM</p> <ul style="list-style-type: none"> • Support and challenge by SIPs <ul style="list-style-type: none"> • Focus for 1:1 Tuition • Cluster targeted support • Raised awareness of all services 	<p>CYPP Outcome 2 NI: 102</p>	<p>Inspector for Mathematics & Numeracy</p>	<p>CYP Partnership CYP Trust Board</p>	

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29	All	Exclusions <ul style="list-style-type: none"> • Data analysis and monitoring for different groups • Planning and Placement Panel- cross agency work • Secondary Collaborative work • Anstee Bridge programme • SEAL roll out into Secondary schools • Kingston Charter for Transitions developed • AST Transitions in place 	CYPP Outcome 2 NI: 114	Lead Strategic Inspector for Special Educational Needs and Inclusion	CYP Partnership CYP Trust Board Weekly data	
30	All	Bullying <ul style="list-style-type: none"> • Cross agency anti bullying network established • Cross phase SEAL/behaviour Support • Data analysis including PASS 	CYPP NI: 69	Lead Strategic Inspector for Special Educational Needs and Inclusion	CYP Partnership CYP Trust Board	
31	All	School Governance <ul style="list-style-type: none"> • Collect and analyse data on Governing Body membership 	Team Plan	Admission Team Manager	L&CS DLT	
32	A, R, CC	Youth Offending CYPP 2009-13 All Children and young people at risk of offending or re-offending will achieve	CYPP outcome 11	Interim Head of Prevention & Integration, Youth Offending Services manager	CYP Partnership CYP Trust Board YOS management Board meeting	

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		<p>outcomes as good as their peers.</p> <ul style="list-style-type: none"> • Reduce the rate of disproportional BME representation in the local youth justice system • Achieve better outcomes for top 20 identified high priority young offenders • Ensure effective multi-agency early warning and information sharing arrangements are in place to address developing indications of gang influence and the prospects of serious youth violence 	<p>NI 44 Ethnic composition of offenders on Youth Justice disposals Safer Kingston Partnership Action Plan</p>	<p>Quarterly and annual reporting</p>	<p>quarterly</p>	
33	G	<p>Teenage Pregnancy</p> <ul style="list-style-type: none"> • Reduce prevalence of STIs and unwanted pregnancies • Reduce teenage conception rate through expanding the range of information, advice and guidance settings esp. through enhanced school sexual health drop in sessions (pilot scheme starting Feb 2010) • Undertaking more detailed 	<p>CYPP outcome 3</p> <p>NI 112 Under 18 conception rate (% reduction since 1998)</p> <p>NI 115 % of resident population aged 15-24 accepting a test/screen for Chlamydia</p>	<p>Interim Head of Prevention & Integration, Teenage Pregnancy Co-ordinator)</p>	<p>CYP Partnership CYP Trust Board Teenage Pregnancy Board and PCT led Sexual Health Community Network</p>	

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		data analysis to inform better targeted planning of services with more vulnerable groups including BME communities				
34	SE, G, RB, A, D	<p>Access to Leisure Opportunities</p> <ul style="list-style-type: none"> Encouraging greater take up of free swimming for people 16 and under or 65 and over Implementing CSPAN priorities – greater participation by women and people with disabilities 	<p>NI 8 Participation in sport CYPP Outcome 3 NI 3.5 Place survey satisfaction rates for cultural services</p>	Sports Development Officer	CSPAN/ CYPP	
35	SE, CC D, CC, SE	<p>Libraries and Heritage: Access projects to encourage greater usage by hard to reach and disadvantaged groups within the community:</p> <ul style="list-style-type: none"> Get to Work groups at New Malden and Tolworth libraries offering job searching and applications, CV writing, access to Basic Skills training. Mandy ICT Drop-In group 	<p>NI 9 Use of libraries, NI 9 Use of libraries,</p>	Strategic Manager, Library & Heritage Service	<p>Cultural Network Cultural Network</p>	

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	A, SE, CC	at New Malden Library to support development of ICT skills in people with mental health problems.	NI 9 Use of libraries,		Cultural Network	
	SE, CC	<ul style="list-style-type: none"> • Silver Surfers' Club at New Malden Library, in collaboration with UA3, to help older, digitally excluded people become more confident with ICT 	NI 11 Usage of museums and galleries		Cultural Network	
	R, CC	<ul style="list-style-type: none"> • Project using the Muybridge exhibition in September 2010 to develop photographic skills for the long-term unemployed with skills development workshops. • Project using the Muybridge Exhibition in September to increase access to the local heritage for speakers of different languages through a volunteering project which focuses on the development of multi-lingual exhibition guides. 	NI 11 Usage of museums and galleries		HLF	
					HLF	
36	G,SE	Adult Education <ul style="list-style-type: none"> • Develop access projects through the family learning impact fund to encourage greater usage by fathers and boys and young 	KAE self assessment review Team Plan	Principal Adult Education	KAE Governing body	

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		families with low literacy				
37	A D G R RB	Special Educational Needs: <ul style="list-style-type: none"> Refreshed SEN policy agreed by Exec Feb 2010. Action plan (Strategy to deliver the Policy) implemented. EQIA reviewed. 	NI 103 CYPP Outcome 12	Strategic Manager for Assessment & Support for Learning		
38	E, D E, D	Disabled Children <ul style="list-style-type: none"> Continue to monitor any ethnic dis-proportionality amongst the client group and understand the reasons for any prevalence Ensure personalised planning takes account of these 	CYPP Outcome 12 NI 54	Manager – Integrated Services for Disabled Children		
39	All	Child Protection <ul style="list-style-type: none"> Monitoring and analysis of data on Child Protection cases with an emphasis on domestic Violence cases to ensure commissioned support is targeted appropriately Monitor take up of Domestic Abuse Level 3 training on a quarterly basis 	CYPP Outcome 6	Strategic Manager Safeguarding Services	CYP Trust Board Local Safeguarding Children's Board	

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40	A/D/G/R/R B/S	<p>Looked After Children</p> <ul style="list-style-type: none"> • Ensure children and young people who are looked after have access to a suitable placement that can meet their needs with due regard to their Age, Disability, Gender, Race, Religion and Beliefs, Sexual Orientation. • All Foster carers will receive training regarding working with diverse communities and have access to specific advice and support when caring for children or young people from a background or belief different from their own. • Ensure all LAC have access to universal and where appropriate specialist services to enable them to reach an independent and fulfilling adult life. • At the point of referral UASC assessed and receive appropriate advice and support regarding the local community and local 	C&YPP Outcome 10	Strategic Manager Looked After Services	CYP Partnership CYP Trust Board Fostering Panel
	R/RB		LAA placement Stability NI62 & NI63		
	SE/CC		NI62 & NI63		
	SE/CC A/D/G/R/R B/S		NI47 & NI48 NI58 Human Rights		

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	A/D/G/R/R B/S	<p>services and life in the UK.</p> <ul style="list-style-type: none"> All LAC and Care Leavers will have a plan which identifies any specific need arising from their Age, Disability, Gender, Race, Religion and Beliefs, Sexual Orientation and how this will be met. 	NI47 & NI48			
Community Services						
No	Equality Strand & Cohesion	Action	Link to NI's, LAA, KLOE, Key Strategies & Plans	Lead Responsibility & Timescales	Monitored by	Year End Achievements (to be completed 2011)
41	All	Continually assess and review means of communication ensuring that the service is accessible to the community and does not disadvantage people with disabilities or those that do not have English as a first language.	NI140, PSA15 & 21, Customer First Strategy, Putting People First	All Heads of Services, Equality & Access Manager	SLT, DMT's	

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42	All	Set up robust systems for monitoring service failures, complaints and compliments	NI140 & NI14, Customer First Strategy.	All Heads of Service, Equality & Access Manager	SLT, DMT's	
43	G, SO	Supporting LGBT Forum to increase membership and continue to engage with service providers	NI 7,140 PSA15 & 21	Safer Kingston Partnership (SKP)	SKP Strategy Group/ Hate Crime Group Task	
44	All	Community engagement in relation to crime, disorder substance misuse and re-offending to increase public confidence and contribute towards assessment of communities priorities	NI140, PSA15 & 21 Home Secretary's single Confidence measure	SKP	SKP Strategy Group	
45	All	Analyse degree to which 2009 SKP strategic assessment consultation outcomes are representative of all six equality strands and put in place measures to supplement questionnaires/adapt communications strategy accordingly	PSA15	SKP	SKP Strategy Group	

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46	All	Tackling anti-social behaviour, harassment and other behaviours	Safer Kingston Partnership Action Plans	SKP, RBK Housing, Learning and Children	SKP Strategy Group & RBK Housing	
47	All	Monitoring of anti-social behaviour cases to ensure cases with Hate Crime component are addressed appropriately		SKP & RBK Housing	SKP Strategy Group + RBK Housing	
48	All	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	N.I's related to Anti-Social Behaviour NI1 Safer Kingston Partnership Action Plans RBK Housing and Registered Social Landlords	Kingston Strategic Partnership, Safer Kingston Partnership – on-going	Kingston Strategic Partnership, Safer Kingston Partnership GOL	
49	All	Implementation of Home Secretary's minimum standards for ASB Co-ordinators (Awaited)	Home Secretary's minimum standards	SKP	SKP Strategy Group	
50	All	Reducing Hate crime, encouraging reporting and awareness raising	NI 1, Safer Kingston Partnership Plan, Kingston Plan (Sustainable Community Strategy)	Kingston Strategic Partnership (Place Survey every two years) Safer Kingston Partnership – (Quarterly)	Kingston Strategic Partnership Safer Kingston Partnership	

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51	All	Participation, jointly with partners and the third sector, in the annual London Week of Peace	NI 1 Safer Kingston Partnership Action Plans	Kingston Strategic Partnership	Safer Kingston Partnership	
52	As appropriate	Engaging with partners and the wider community in relation to critical incidents (as defined by MPS)	NI 1 Policing and Safer Kingston Partnership Action Plans	Kingston Strategic Partnership, Safer Kingston Partnership on-going	Kingston Strategic Partnership Safer Kingston Partnership	
53	As appropriate	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 1, NI 2, NI 35 NI 35, 36 and 37 PSA 26	Safer Kingston Partnership –	Kingston Strategic Partnership Safer Kingston Partnership	
54	All	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	
55	All	Safeguarding “Differential marketing campaign” to better monitor and analyse who is accessing the service. Rolling audit programme to monitor access to service.	Safeguarding Adults Strategy 2008-2013 Senior Citizen First 2008-13 NI 140	Principal Manger Safeguarding October 2010	Safeguarding partnership board	

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	All	Follow up qualitative survey to explore user experience to feed into planning and delivery of service.	Safeguarding Adults Strategy 2008-2013 NI 140,	Principal Manger Safeguarding July 2010	Safeguarding partnership board	
56	D A,R, G	“Long Term Conditions” survey using questionnaire and focus groups to see if the right/good information was provided to service users	Long term Conditions National Service Framework Senior Citizen First 2008-2013 N140	Principal Manger Older People & Health Services, Practice Lead for Transformation End of March 2010	DMT/ Independence and Wellbeing Board	
57	R,D,A,G	Stroke consultation targeting high risk groups - South Asian and BME.	National Stoke Strategy 2007, London Stroke Strategy 2009, NI140	Principal Officer Communication and user Engagement, Stroke Coordinator, End of March 2010	DMT, Stroke Rehab Task Group	
58	All DARG	Provision of information and advice for all people with dementia with specify focus on underrepresented groups - men and BME groups	National Dementia Strategy 2008, Senior Citizens First 2008-2013, N140,	Principal Manger Older People & Health Services, October 2010	Independence and Wellbeing Board	
59	All	Transforming Social Care To work in partnership with people who use our services and their carers in the communication, planning and delivery of	DH Putting People First Transforming Social Care Senior Citizens First 2008-2013, Physical Disability, Sensory	Transformation Project manager, Communication and user Engagement	Transformation of Social Care Project Board	

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		the transformation of social care agenda within RBK.	Impairment and HIV Strategy 2008-2013 NI130,,NI140	April 2011		
60	All	Creating a web based information and advice service in partnership with the voluntary sector. Ensure that information is also available in other suitable formats	DH Putting People First Transforming Social Care Senior Citizens First 2008-2013 NI140,	Transformation Project manager, Communication and user Engagement May 2010	Information and Advice Steering Group and Independence and Wellbeing Board	
61	All	Community Developmental work aimed at reducing health inequalities for deprived and marginalised groups through. Refugee and Migrant Strategy 2010 - 2015 Participatory needs analysis in areas of identified socio economic deprivation and BME needs analysis to inform service delivery. Facilitating mental health promotion sessions to providers and BME groups to increase awareness.	Kingston Plan, Destination Kingston, Senior Citizens First 2008-2013, Physical Disability, Sensory Impairment and HIV Strategy 2008-2013	Equalities and Community Engagement Manager Community Care and Public Health April 2010	DMT/NHS Kingston	

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		Continue to provide support and work with community and marginalised groups to gain a better understanding of access needs and to inform delivery of service in CCS & Kingston NHS				
62	A,R	Work to identify & overcome barriers to health prevention	Kingston Plan, Senior Citizens First 2008-2013,	Equalities and Community Engagement Manager Community Care and Public Health	DMT/NHS Kingston	
63	All,SE	Community development work - Socio economic deprivation and impact on health –“You Can” report.	Kingston Plan, Senior Citizens First 2008-2013	Equalities and Community Engagement Manager Community Care and Public Health	DMT/NHS Kingston	
64	R	Ongoing work with MILAP to increase and diversify membership following usage analysis. Working in partnership to achieve change of constitution and co opt other minority groups to input to development of service.	Kingston Plan, Senior Citizens First 2008-2013, Physical Disability, Sensory Impairment and HIV Strategy 2008-2013, NI 140	Principal Manager for Resource Centres for Older People March 2011	HOCCS/ DMT	

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65	R	Ongoing work with Age Concern, MILAP and Alfriston Day centres to complete an EQIA and implement findings to improve access.	Kingston Plan, Senior Citizens First 2008-2013, Physical Disability, Sensory Impairment and HIV Strategy 2008-2013, N140	Principal Manager for Resource Centres for Older People March 2011	HOCCS/DMT	
	All	Ensure that the work we do with older people contributes to equality, diversity and cohesion. RBK residential homes affiliated with local school to achieve integration and stronger community involvement.	Kingston Plan, Destination Kingston, Senior Citizens First 2008-2013, Physical Disability, Sensory Impairment and HIV Strategy 2008-2013, Community Care Commissioning Strategy 2008-13 N140	Principal Manager for Resource Centres for Older People March 2011	Resource Centre Managers/FC/DMT	
	All	Ongoing implementation of Eden alternative model to embed equality and diversity in review of residential and nursing home placements.		Principal Manager for Resource Centres for Older People March 2011.	Resource Centre Managers/DMT	
66	All	Development of employment support as an integral part of Improving Access to Psychological Therapies service, further development work to be undertaken to increase access for BME	Kingston Plan, Physical Disability, Sensory Impairment and HIV Strategy 2008-2013,	Principal Manger Health & Disabilities, Employment Development Manager/ Asperger Syndrome Team	Lesley Dodd/ Improving Access to Psychological Therapies Board, NHS Kingston	

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		community and to increase uptake of training and education for all groups and communities.		Manager February 2011		
67	All	Development of the Independent Living Centre, an open access resource centre to support and work in partnership with the Carers Network, MIND and Occupational Therapy Promoting Independent People Service and the DWP (maximising benefits).	Kingston Plan, Destination Kingston, Senior Citizens First 2008-2013, Physical Disability, Sensory Impairment and HIV Strategy 2008-2013, Community Care Commissioning Strategy 2008-	Principal Manger Health & Disabilities, Review March 2011	DMT	
68	D	EQIA on the newly set up Aspergers Service to monitor and increase access and outcomes and develop service.	Kingston Plan, Destination Kingston, Physical Disability, Sensory Impairment and HIV Strategy 08-13, Community Care Commissioning Strategy 2008 -13	Principal Manger Health & Disabilities, October 2010	Independence and Wellbeing Board	
69	All	Phased implementation for the collection of data on sexual orientation. <ul style="list-style-type: none"> • Percentage of people whose sexual orientation is not recorded 	Kingston Plan, Destination Kingston, Senior Citizens First 2008-2013, Physical Disability, Sensory Impairment and HIV Strategy 2008-2013, Community Care	Senior Management Information Officer October 2010	CCS Equalities Steering Group, DMT	

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		<ul style="list-style-type: none"> Collate information of people who use our services to inform planning and delivery of service 	Commissioning Strategy 2008-13			
70	All	Publicity events for carers to support the development of “self supporting network”	Carers Services Strategy 2008-2013, Destination Kingston NI135.	Principal Manger Home Care, Carers Development Officer March 2011	DMT	
71	All	Working in partnership with the Carers Network to recruit a mental health carer’s worker.	Draft Mental Health Carers Strategy 2010. NI135.	Principal Manger Home Care, Carers Development Officer October 2010	DMT	
72	D	<p>Service user parliament to ensure people with learning disabilities</p> <ul style="list-style-type: none"> are involved and influence decisions made at the Partnership Board in the development of services , to raise and influence issues that affect people with learning 	Valuing People Now 2009 Learning Disabilities Strategy 2008-13, Day Service Change Plan 2009-14,	Head of Learning Disabilities, User Involvement Project Coordinator March 2011	Partnership Board	

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		<p>disabilities with other organisation such as the Police and London Transport</p> <ul style="list-style-type: none"> • Focus on increasing access to employment opportunities • Building further capacity of the parliament ton increase involvement. 				
73	D	Development of employment opportunities for people with learning disabilities through recruitment of a dedicated post at the Causeway Centre.	Valuing People Now 2009 Learning Disabilities Strategy 2008-13, Day Service Change Plan 2009-14, NI146	Glen Mills March 2011	Partnership Board	
74	D	Continuing emphasis on the development of a wide range of accommodation options to increase the number of people having their own tenancies rather than residential care placement.	Valuing People Now 2009 Learning Disabilities Strategy 2008-13, Day Service Change Plan 2009-14, NI145	Glen Mills Review 2011	Partnership Board	

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75	All	Implementation of CCS strategies and action plans. To monitor and review services to ensure fair access	All Service Plan	Principal Managers	DMT	
76	R,D,G, A, RB	Analyse equalities monitoring of client records annually for ethnicity, disability and gender to ensure that the Supporting People programme responds to the needs of its service users.	SP KLOE, NI142	SP Team Ongoing	Supporting People Commissioning Body/Core Strategy Group	
77	All	Supporting People are undertaking a series of strategic reviews and they will inform commissioning priorities for services to groups including Homelessness, Domestic Violence, Mental Health, Gypsy and Traveller communities, Refugees and Migrant communities, people with learning and physical disabilities, older and younger people.	SP KLOE SP Strategy, NI142	SP Team March 2011	Supporting People Commissioning Body/Core Strategy Group	
78	All	Build on the work of the "Fairer access questionnaire" to ensure	Diversity and Inclusion, QAF	SP Team Nov 2010	Supporting People Commissioning Body/Core	

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		that service providers deliver personalised and culturally sensitive services for clients.			Strategy Group	
79	SO	Raise awareness among providers on promoting health and LGBT clients.	SP KLOE SP Strategy	SP Team Ongoing	Supporting People Commissioning Body/Core Strategy Group	
80	A	Services for older people will be remodelled throughout 2010/11, following the SP Older People's Services Strategic Review.	SP Strategy Supported Housing KLOE SP KLOE	Ongoing	Supporting People Commissioning Body/Core Strategy Group	
81	D	Ensure accommodation based services are meeting the needs of physically disabled people.	Diversity and Inclusion, QAF	SP Team Ongoing	Supporting People Commissioning Body/Core Strategy Group	
82	R,D	Ensure Supporting People client's communication needs are identified and appropriate measures are taken to cater for them.	Diversity and Inclusion, QAF	SP Team Ongoing	Supporting People Commissioning Body/Core Strategy Group	
83	All	Ensure that different needs of men and women offenders or ex-offenders are considered, and they are able to access Supporting People services	SP Strategy Supported Housing	SP Team Ongoing	Supporting People Commissioning Body/Core Strategy Group	

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84	All	Housing Service to assess its delivery of service and prepare an action plan to work toward excellent status covering all areas of Housing including Private Sector	Housing Diversity KLOE	Divisional Manager, Partnerships and Central Services Initial self assessment and action plan 1/3/2010	HMT CSDT	
85	R	Refurbishment and extension of Gypsy & Traveller site. Provision of Support via G&T Support worker	Housing and SP Strategy, Supporting People	Head of Housing Management 2010/11 SP Manager Ongoing	SP Commissioning Body	
86	All	Findings from the Strategic Housing Market Assessment will inform housing and planning policy	Housing Strategy Local Development Framework	Head of Housing Strategic Director Planning and Transportation	CSDT SLT	
87	All	Analysis of equalities data and . Review/design of services to reflect in Housing Mgt; CBL; Older Peoples Housing and Housing advice	Housing KLOEs	HMT Ongoing	HMT	
88	All	Ensuring fair access and encouraging choice and options for social and private sector housing	Housing Strategy, Choice Based Lettings	Resources Project Board Monthly	HMT	

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89	All	Tenant Satisfaction with Landlord services and opportunities to participate in the management of homes.	NI 160 Tenant Compact	Simon Oelman Resident Participation Group Monthly	HMT	
90	All	Maximising the development of affordable housing	Housing Strategy NI 154,155 & 159 Planning & Development Framework	Head of Housing Ongoing	Strategic Housing Partnership	
91	D	Property adaptations to meet the needs of individual disabled tenants through new build and Disabled Facilities Grants	Housing Strategy	Head of Housing Resources Ongoing	HMT CSDT	
92	All	Preventing Homelessness and provision of service to people who are eligible for accommodation	Homelessness Strategy	Head of Housing Resources Ongoing	HMT	
93	All	Improving conditions of Council homes and private sector	NI158 Housing Strategy, Decent Homes Standard	Head of Housing Ongoing	HMT CSDT	
94	A	Older People's Floating Support Team expanding provision to private sector to enable independent living	N141 Housing Strategy	Head of Housing Management	HMT CSDT	

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95	A, R, G	Increase Publicity and awareness raising on Rogue traders and scams carried out on vulnerable people	Kingston Plan and Team Plan	Asst Head Trading Standards:- Periodically	Head EH & TS	
96	A	Safety check on electric blankets	Kingston Plan and Team Plan	Asst Head Trading Standards:- Autumn	Head EH & TS	
97	R, CC	Ensure all businesses comply with trading law, food safety law & health & safety law	Kingston Plan and Team Plan	Asst Heads Environmental Health & Trading Standards:- On-going	Head EH & TS	
98	R	Follow up work on “Safer Food Better Business” project to increase standards of food premises including interpreters where necessary	Kingston Plan and Team Plan	Asst Head Environmental Health:- On-going	Head EH & TS	
99	R,G, SO, D	Registration of Births, Deaths, Marriages and Civil Partnerships are accessible to everyone in the community.	Kingston Plan and Team Plan	Registration Services Manager:- On-going	Head EH & TS	

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100	R,RB	Working to ensure that burial and cremation services meets cultural and religious needs	Kingston Plan and Team Plan	Bereavement Services Manager:- On-going	Head EH & TS	
Strategic Partnership for Alcohol and Drugs (SPAD)						
No	Equality Strand & Cohesion	Action	Link to NI's, LAA, KLOE, Key Strategies & Plans	Lead Responsibility & Timescales	Monitored by	Year End Achievements (to be completed 2011)
101	All	Commissioning for adult drug and alcohol services will be based on needs assessment of the local community, any gaps and unmet need will be included.	NI 38 to 42, 119,120 & 142. LAA, Adult Drug Treatment Plan, Safer Kingston Partnership Plan	Drug & Alcohol Strategic Manager September 2010	Strategic Partnership for Alcohol & Drugs (SPAD), National Treatment Agency(NTA)	
102	All	All commissioned services will monitor across the six equality strand and identify any differences in outcomes and develop appropriate action plans.	NI 38 to 42, 119,120 & 142. LAA, Adult Drug Treatment Plan, Safer Kingston Partnership Plan	Drug & Alcohol Strategic Manager Quarterly	SPAD, NTA	
103	All	Improve service user and carer involvement initiatives in the commissioning cycle	NI 38 to 42, 119,120 & 142. LAA, Adult Drug Treatment Plan, Safer Kingston Partnership Plan	Drug & Alcohol Strategic Manager Ongoing	SPAD, NTA	

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104	All	Work with the local community, voluntary sector and religious or beliefs groups to identify the key local issues relating to drugs and alcohol	NI 38 to 42, 119,120 & 142. LAA, Adult Drug Treatment Plan, Safer Kingston Partnership Plan	Drug & Alcohol Strategic Manager Ongoing	SPAD	
Environmental Services						
No	Equality Strand & Cohesion	Action	Link to NI's, LAA, KLOE, Key Strategies & Plans	Lead Responsibility & Timescales	Monitored by	Year End Achievements (to be completed 2011)
105	D	Additional homes provided that meet lifetime homes/disability living standard	NI 155, NI 155, Objective 6 Kingston Plan, LAA 2	Joint DES Strategic Planning / Housing Lead Rolling programme March 2011	Group Manger LDF & Policy, Service Manger (Strategic Planning & Sustainability) DES Equality Sub-group, DSMT	
106	D	Assisted Collection to ensure that people with disabilities are able to reuse, recycle or compost their waste	NI 192, Objective 1 Kingston Plan, Waste Strategy, LAA2	Service Manager Waste March 2011	Strategic Services DSMT	
107	A	Reduction in the amount of children killed or seriously injured in road traffic accidents	NI 48, Objective 7 Kingston Plan	Service Manager Green Spaces March 2011	Strategic Services DSMT	

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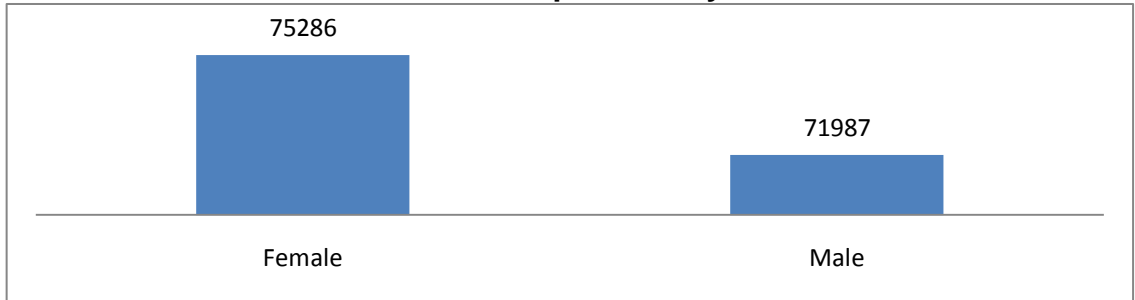
108	A	Cycling Training for young people aiding in reducing obesity among school age children year 6	NI 56, Objective 8 Kingston Plan	Service Manager Green Spaces March 2011	Strategic Services DSMT	
109	D, A	Improved access to services and facilities by public transport, walking and cycling	NI 175, Objective 8 Kingston Plan	Service Mangers-Green Spaces & Traffic Management & Design March 2011	Strategic Services DSMT	
110	All	Review access to the planning application process for marginalised groups, particularly gypsies and travellers	NI 157	Service Manager-Development Management March 2011	Strategic Services DSMT	
111	All	Ensure that open spaces and green spaces are accessible to marginalised groups	Green spaces Strategy, Playbuilder Project	Service Manager-Green Spaces March 2011	DSMT	
112	A	Target young people into apprenticeship/work experience roles to increase skills in hard to recruit posts i.e. planning and horticulture roles	Corporate Health	Service Managers-Green Spaces, Strategic Planning & Sustainability & Development Management March 2011	DSMT	

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113	All	Re-commissioning of the Access Officer post to redirect resources where needed most and to redesign the post toward the 'inclusive' agenda (as opposed to focusing access on just people with disabilities).	OCP3	Service Manager Strategic Support March 2011	DSMT	
Finance Service						
No	Equality Strand & Cohesion	Action	Link to NI's, LAA, KLOE, Key Strategies & Plans	Lead Responsibility & Timescales	Monitored by	Year End Achievements (to be completed 2011)
114	All	Members leaflet providing assistance for Members when dealing with Benefit queries	Benefit KLOE 2.4	Benefits Manager 2010	Head of Revenue and Benefit Services	
115	All	Benefit takeup- extend publicity reaching out to vulnerable group	Benefit KLOE 2.5	Benefits Manager March 2011	Head of Revenue and Benefit Services	
116	All	Council Tax Enforcement and recovery policy review	Collection rate targets	Revenues Manager March 2011	Head of Revenue and Benefit Services	
117	All	Reduce fraud and ensure the anti fraud publicity is appropriate and effective	CAA KLOE 2.14	Fraud Manger Ongoing	Head of Revenue and Benefit Services	

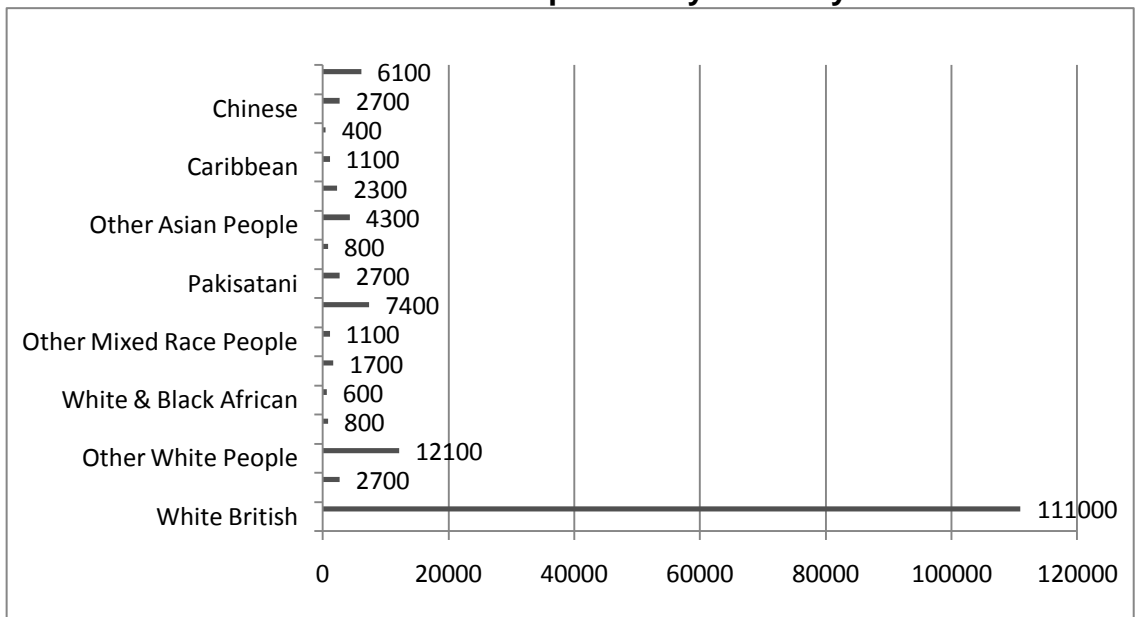
Appendix 2

Resident Population by Gender



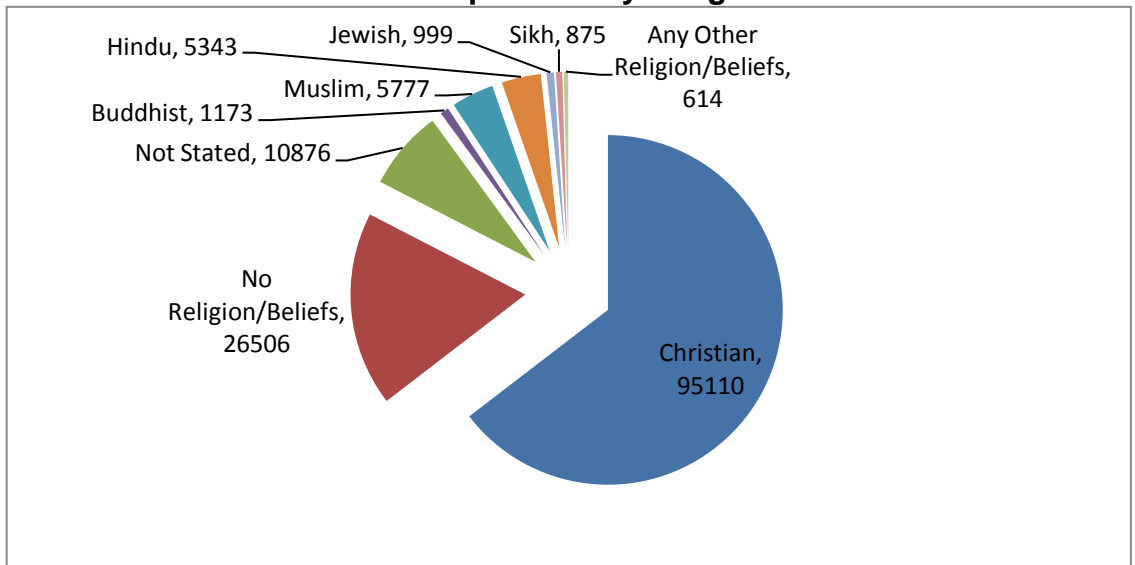
ONS 2001 Census

Resident Population By Ethnicity



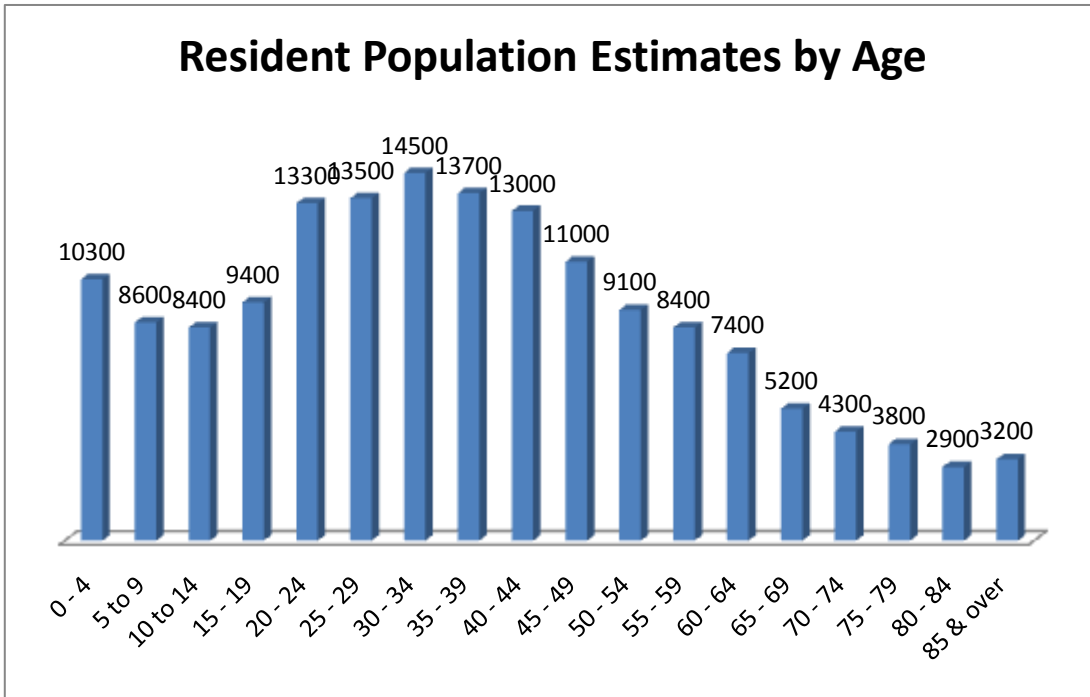
ONS Mid Term Estimated 2007

Resident Population by Religion or Beliefs



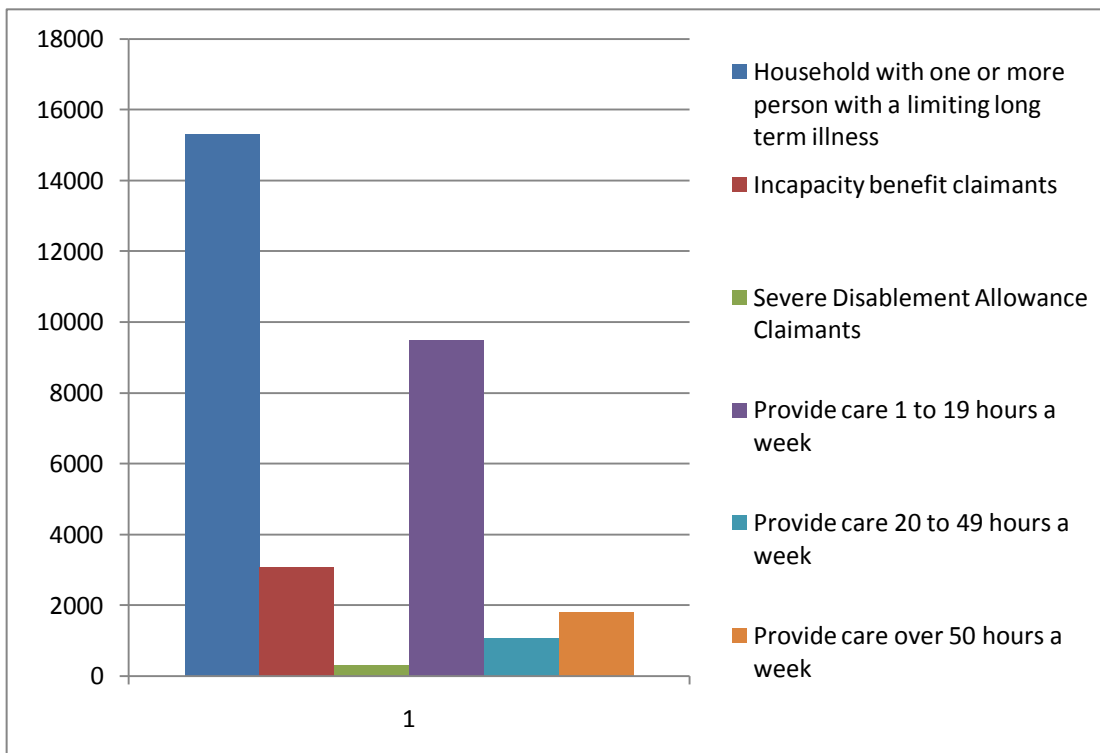
ONS 2001 Census

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Resident population with Limiting Long Term Illness, Carers and Disabled people

47. It is estimated that around 20% of the people in the Borough are disabled. It is the aim of the Council to continue to gain better data on disabled service users to inform our work.



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Resident population by Sexual Orientation

48. The data on same sex couples was aggregated by The Office of National Statistics and these figures indicate that there are 312 people living as a part of a same sex couple identifying the other as a partner in Kingston in 2001. However the population in the group has become clearer with the introduction of civil partnership registrations. There have been 135 registrations in Kingston since services commenced from December 2005 whilst 355 individuals have given notice of intent to form a civil partnership.

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Appendix 3

Equality and Diversity Legislation

- 49. Civil Partnerships Act 2004**
Provides legal recognition and parity of treatment for same-sex couples and married couples, including employment benefits and pension rights.
- 50. Disability Discrimination Act 1995**
Outlaws the discrimination of disabled people in employment, the provision of goods, facilities and services or the administration or management of premises.
- 51. Disability Discrimination Amendment Act 2005**
Introduces a positive duty on public bodies to promote equality for disabled people.
- 52. Employment Equality (Age) Regulation 2006**
Protects against discrimination on grounds of age in employment and vocational training. Prohibits direct and indirect discrimination, victimisation, harassment and instructions to discriminate
- 53. Employment Equality (Religion or Belief) Regulation 200**
The directive protects against discrimination on the grounds of religion and belief in employment, vocational training, promotion and working conditions.
- 54. The Employment Equality (Sex Discrimination) Regulations 200**
Introduces new definitions of indirect discrimination and harassment, explicitly prohibits discrimination on the grounds of pregnancy or maternity leave; sets out the extent to which it is discriminatory to pay a woman less than she would otherwise have been paid due to pregnancy or maternity issues.
- 55. Employment Equality (Sexual Orientation) Regulation 2003**
The directive protects against discrimination on the grounds of sexual orientation in employment, vocational training, promotion, and working conditions.
- 56. Equal Pay Act 1970 (Amended)**
This gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and the woman are doing: like work; work rated as equivalent under an analytical job evaluation study; or work that is proved to be of equal value.
- 57. Equality Act 2006**
Establishes a single Commission for Equality and Human Rights by 2007 that replaces the three existing commissions. Introduces a positive duty on public sector bodies to promote equality of opportunity between women and men and eliminate sex discrimination.

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- 58. Part 2, Equality Act 2006**
Extends provisions to prohibit discrimination on the grounds of religion or belief to goods, facilities, services, education, the use and disposal of premises and the exercise of public functions.
- 59. The Equality Act (Sexual Orientation) Regulations 2006**
This extends provisions to prohibit discrimination on grounds of sexual orientation to goods, facilities and services, education, the use and disposal of premises and the exercise of public functions.
- 60. Gender Recognition Act 2004**
The purpose of the Act is to provide transsexual people with legal recognition in their acquired gender. Legal recognition follows from the issue of a full gender recognition certificate by a gender recognition panel.
- 61. Race Relations Act 1976**
The Act prohibits discrimination on racial grounds in the areas of employment, education, and the provision of goods, facilities, services and premises.
- 62. Race Relations Amendment Act 2000**
Places a statutory duty on all public bodies to promote equal opportunity, eliminate racial discrimination and promote good relations between different racial groups.
- 63. Race Relations Act 1976 (Amendment) Regulation 2003**
Introduced new definitions of indirect discrimination and harassment, new burden of proof requirements, continuing protection after employment ceases, new exemption for a determinate job requirement and the removal of certain other exemptions.
- 64. Criminal Justice Act 2003**
In April 2005 the law was changed, it did not create any new offences but imposed a duty upon courts to increase the sentence for **any** offence aggravated by hostility based on the victim's disability (or presumed disability). The court must also state that fact openly so that everyone knows that the offence is being treated more seriously because of this evidence of hostility based on disability. It is designed to ensure that these offences are treated seriously by the police, prosecutors and the courts and brings them in line with offences that are aggravated by racial or religious hostility or hostility based on sexual orientation.
- 65. Racial and Religious Hatred Act 2006**
The Act seeks to stop people from intentionally using threatening words or behaviour to stir up hatred against somebody because of what they believe.
- 66. Sex Discrimination Act 1975**
The Act makes it unlawful to discriminate on the grounds of sex. Sex discrimination is unlawful in employment, education, advertising or when

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providing housing, goods, services or facilities. It is unlawful to discriminate because someone is married, in employment or advertisements for jobs.

67. The Sex Discrimination (Gender Reassignment) Regulations 1999

The Act seeks to prevent sex discrimination relating to gender reassignment. It clarified the law for transsexual people in relation to equal pay and treatment in employment and training.

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Appendix 4

Race Equality Duty

68. The race equality duty was introduced into legislation in the Race Relations (amendment) Act 2000. It means that public bodies must have 'due regard' to the need to:
- eliminate unlawful racial discrimination
 - promote equality of opportunity; and
 - promote good relations between people of different racial groups

The Specific Duties

69. The specific duties require all listed public bodies to publish a race equality scheme that identifies all functions/policies that are relevant to race equality. They must also set out arrangements to:
- Assess and consult on the likely impact proposed policies will have on the promotion of race equality found in our race equality impact assessment guidance
 - Monitor policies for adverse impact
 - Publish the results of the impact assessments, consultation and monitoring
 - Make sure the public have access to information and services
 - Train staff on both the general and specific duties
 - Review the list of functions/policies at least every three years

The Duty and Education Bodies

70. Under the race equality duty, all schools, further and higher education institutions must produce a race equality policy which is a written statement of their policy for promoting race equality.

The Race Equality Employment Duty

71. Under the race equality duty, all listed public bodies must monitor their staff by racial group (using the categories of the 2001 census) for: staff in post and applications for employment, and promotion and training. Employers with over 150 staff must also monitor for training, performance appraisals, grievances, disciplinary action and reasons for leaving their employment. These monitoring findings must be published annually.

Disability Equality Duty

72. The disability equality duty was introduced into legislation in the Disability Discrimination Act (amended 2005). It means that public bodies must have 'due regard' to the need to:

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- promote equality of opportunity between disabled persons and other persons
- eliminate discrimination that is unlawful under the Act
- eliminate harassment of disabled persons that is related to their disabilities
- promote positive attitudes towards disabled persons
- encourage participation by disabled persons in public life; and
- take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons (e.g. the provision of an accessible parking bay near a building, where parking is not available for other visitors or employees.)

The Specific Duties

73. The specific duties require all listed public bodies to publish a disability equality scheme, demonstrating how they intend to fulfil their general and specific duties. Public bodies should involve disabled people in the development of the scheme, implement the action plan set out in the scheme and review and revise the scheme.
74. The scheme should include:
- Information about how disabled people have been involved in its development
 - The authority's methods for undertaking impact assessments
 - An action plan setting out the steps it will take to meet the general duty
 - Arrangements for gathering information on the effect of the authority's policies and practices on disabled people
 - Arrangements for using this information, including reviewing the effectiveness of the action plan and preparing subsequent disability equality schemes

Gender Equality Duty

75. The gender equality duty was introduced into legislation in the Equality Act 2006, amending the Sex Discrimination Act. It means that public bodies must have 'due regard' to the need to:
- to eliminate unlawful sex discrimination and harassment (including for transsexual people)
 - to promote equality of opportunity between men and women

The Specific Duties

76. The specific duties require all listed public bodies to produce a gender equality scheme showing how it intends to fulfil the general and specific duties. It should also set out the gender equality objectives that the authority has identified for meeting the duty.

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77. In preparing a scheme, public bodies should:
- Consult employees, service users and others (including trade unions)
 - Take into account any information it has gathered on how its policies and practices affect gender equality in employment and the delivery of services
 - In formulating its gender equality objectives, consider the need to have objectives to address the causes of any gender pay gap
78. The scheme should:
- Set out how the authority will gather information on the gender equality in employment, services and performance of its functions
 - Use this information to review the implementation of the scheme's objectives
 - Assess the impact of its current and future policies and practices on gender equality
 - Consult relevant employees, service users and others (including trade unions)
 - Ensure implementation of the scheme objectives
79. Public authorities should report on progress annually and review and revise the scheme.

How the Equality Strategy links to other Plans

