

SINGLE EQUALITY SCHEME ACTION PLAN 2011 – 2012

Equality Outcome / SCS Driver	Raising attainment and Skills Unlocking potential and raising aspirations Safer more Cohesive Communities Increasing economic activity at all levels										Responsibility: Liverpool City Region					
ACTIONS											DUE DATE					
<ol style="list-style-type: none"> 1. Publish and Roll out LCR Child and Family Poverty Needs Assessment. 2. Complete LCR Child Poverty and Life Chances Strategy. 3. Commence Implementation of Strategy and Action Plan. 4. Facilitate and support operation of: <ol style="list-style-type: none"> 4.1. LCR Child Poverty and Life Chances Commission 4.2. LCR Child Poverty Data Group 4.3. LCR Child Poverty Advisory Group 											<ol style="list-style-type: none"> 1. April 2011 2. May 2011 3. June 2011 4. Ongoing throughout 2011/12 					
PERFORMANCE MEASURE AND TARGETS																
NI 116 – Proportion of Children Living in Poverty. 2008 outturn - 27.6% Further child wellbeing indicators to be identified to monitor the effectiveness of the LCR Child Poverty and Life Chances Strategy.																
Equality Strand	R	D	G	SO	RB	A	CR	OP	GI	SS	EFLG	Mapping	Place	Engagement	Services	Workforce
	X	X	X			X	X			X						

R-Race D-Disability G-Gender (including Pregnancy and Maternity) SO-Sexual Orientation RB-Religion & Belief A-Age CR-Caring Responsibility OP-Offending Past GI-Gender Identity SS-Socio Economic Status

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Equality Outcome / SCS Driver	Local communities will be more informed and involved in decisions that affect them and experience better health and wellbeing Unlocking potential and raising aspirations Safer more cohesive communities Increasing economic activity	Responsibility: H&WB Commissioning Board, Safeguarding and Quality Assurance Unit, Leads for Personalisation, Engagement, Leisure and Cultural, Public Health.
ACTIONS		Due Date
1. Provide Quality Services that are personalised and focused on outcomes that deliver improved quality of life for all.		1. 31 March 2012
2. Empowerment and Engagement enabling people to take control of their own health & wellbeing and to become involved in local decisions about health & wellbeing service		2. 31 March 2012
3. Safeguarding and keeping people safe and ensuring everyone is treated with respect		3. 31 March 2012
4. Healthy and active – supporting people to live as independently as possible		4. 31 March 2012
PERFORMANCE MEASURE AND TARGETS		
NI130 Number of people and carers aged 18+ receiving self directed support in the year to 31st March as a percentage of clients receiving community based services and carers receiving carers specific services aged 18+		
NI135 carers receiving needs assessment or review and a specific carers service, or advice and information		
Outcome focused reviews number achieving top 3 outcomes		
NI124 people with a long-term condition supported to be independent and in control of their condition.		

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National safeguarding indicator – re-referral rate

Dignity champions numbers

Alert training numbers

NI 146 adults with learning disabilities in employment

NI 150 adults in contact with secondary mental health services in employment

AFL1 - Percentage of participants retested showing an improvement in health measures completing the Activity for Life programme

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Equality Outcome / Sustainable Communities Strategy Driver	A diverse and prosperous economy	Responsibility: DCR Employment Monitoring
ACTIONS	<ol style="list-style-type: none"> 1. Data extraction for January 2010 to December 2010 (Phase 1) 2. Information against specific performance measures reported to senior management - baseline 3. Agreement at corporate level regarding how this information will be used to address Equality and Diversity issues across the council – target setting (Phase 2) 	DUE DATE
		<ol style="list-style-type: none"> 1. April 2011 2. June 2011 3. September - December 2011

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PERFORMANCE MEASURE AND TARGETS

2011/12		
Code	Measures to be Confirmed	Target
	Number of Full time/part time staff by Race/Gender/Disability	TBC
	Recruitment and promotion rates by Race/Gender/Disability	TBC
	Training attended by Race/Gender/Disability	TBC
	Grievances, dismissals and reported incidents of harassment by Race/Gender/Disability	TBC
	Number of women returning to work following maternity leave	TBC
	Gender pay gap information	TBC
	Black and Minority Ethnic pay gap information	TBC
	Disability pay gap information	TBC
	Job application statistics: shortlisted and successful by Race/Gender/Disability	TBC
	Application for promotion and success rates by Race/Gender/Disability	TBC
	Leavers report by Race/Gender/Disability	TBC
	Length of service by Race/Gender/Disability	TBC

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Equality Outcome / SCS Driver	A diverse and prosperous economy	Responsibility: DCR: First Contact Service																							
ACTIONS											DUE DATE														
<ol style="list-style-type: none"> 1. Check all current First Contact Officers are still accurate or if necessary seek new volunteers. 2. Ensure that training is up to date for current Officers and provide training to new Officers. 3. Launch communications drive to ensure that all Officers are aware that this service is available. 4. Devise a reporting mechanism/network that includes HR and ED Officers to report back common themes. 											<ol style="list-style-type: none"> 1. December 2011 2. December 2011 3. December 2011 4. December 2011 														
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Equality Outcome / Sustainable Communities Strategy Driver	Increasing Economic Activity Levels A Diverse and Prosperous Economy Unlocking Potential and Raising Aspirations Raising Attainment and Skills	Responsibility: Directorate of Regeneration, Economy and Skills																		
PRIORITIES	<ol style="list-style-type: none"> 1. To support residents into employment through Advice, Information and Guidance (AIG) on skills and opportunities. 2. To increase employment opportunities for the youth of Knowsley. 3. To improve the employability of residents. 4. To bridge the gap between entrenched worklessness and employment opportunities. 5. To support business growth within the Borough by improving the skills base of local businesses. 	DUE DATE Ongoing																		
PERFORMANCE MEASURE AND TARGETS																				
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="3" style="text-align: left; padding: 2px;">2011/12</th> </tr> <tr> <th style="width: 30%; padding: 2px;">Code</th> <th style="width: 40%; padding: 2px;">Measure</th> <th style="width: 30%; padding: 2px;">Target</th> </tr> </thead> <tbody> <tr> <td style="padding: 2px;">DRES ES 01</td> <td style="padding: 2px;">Number of clients into training</td> <td style="padding: 2px;">TBC</td> </tr> <tr> <td style="padding: 2px;">DRES ES 02</td> <td style="padding: 2px;">Number of clients into jobs</td> <td style="padding: 2px;">TBC</td> </tr> <tr> <td style="padding: 2px;">NI 152</td> <td style="padding: 2px;">Working age people on out of work benefits</td> <td style="padding: 2px;">TBC</td> </tr> <tr> <td style="padding: 2px;">NI 151</td> <td style="padding: 2px;">Working age people on out of work benefits in the worst performing neighbourhoods</td> <td style="padding: 2px;">2.3%</td> </tr> </tbody> </table>			2011/12			Code	Measure	Target	DRES ES 01	Number of clients into training	TBC	DRES ES 02	Number of clients into jobs	TBC	NI 152	Working age people on out of work benefits	TBC	NI 151	Working age people on out of work benefits in the worst performing neighbourhoods	2.3%
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Equality Outcome / Sustainable Communities Strategy Driver	Increasing Economic Activity Levels A Diverse and Prosperous Economy Improving the Offer and Quality of Place	Responsibility: Directorate of Regeneration, Economy and Skills: Business Investment																					
PRIORITIES		DUE DATE																					
<ol style="list-style-type: none"> To maintain and enhance the Borough’s retail offer. To support and promote indigenous and inward investment. 		<ol style="list-style-type: none"> Ongoing 																					
PERFORMANCE MEASURE AND TARGETS																							
<table border="1"> <thead> <tr> <th colspan="3">2011/12</th> </tr> <tr> <th>Code</th> <th>Measure</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>DRES BL 08</td> <td>Number of jobs created</td> <td>370</td> </tr> <tr> <td>DRES BL 09</td> <td>Number of jobs safeguarded</td> <td>200</td> </tr> <tr> <td>DRES BL 10</td> <td>Number of investment enquiries</td> <td>720</td> </tr> <tr> <td>DRES BL 11</td> <td>Number of new business start-ups</td> <td>130</td> </tr> <tr> <td>DRES BL 12</td> <td>Number of businesses</td> <td>175</td> </tr> </tbody> </table>			2011/12			Code	Measure	Target	DRES BL 08	Number of jobs created	370	DRES BL 09	Number of jobs safeguarded	200	DRES BL 10	Number of investment enquiries	720	DRES BL 11	Number of new business start-ups	130	DRES BL 12	Number of businesses	175
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											successfully assisted					
DRES BL 13											Number of businesses engaged	440				
Equality Strand	R	D	G	SO	RB	A	CR	OP	GI	SS	EFLG	Mapping	Place X	Engagement X	Services	Workforce X
	X	X	X		X	X				X						

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Equality Outcome / Sustainable Communities Strategy Driver	Increasing Economic Activity Levels A Diverse and Prosperous Economy Improving the Offer and Quality of Place Unlocking Potential and Raising Aspirations Raising Attainment and Skills A Well Connected Knowsley Safer More Cohesive Communities	Responsibility: Directorate of Regeneration, Economy and Skills
PRIORITIES		DUE DATE
1. Connecting people to the improved housing offer 2. Kirkby Programme 3. Stockbridge Village Programme 4. North Huyton Revive Programme 5. Housing Improvement Programme 6. Affordable Housing Programme		Ongoing

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PERFORMANCE MEASURE AND TARGETS

2011/12		
Code	Measure	Target
NI 154	Net additional homes provided	TBC
NI 155	Net additional affordable homes delivered (gross)	Awaiting confirmation from Homes & Communities Agency
DRES RN 01	Average length of stay in a B&B (weeks)	0.3 weeks
DRES RN 02	Average length of stay in a hostel (weeks)	8 weeks
DRES RN 04	Proportion of households who were accepted as statutory homeless within 2 years by the same local authority	TBC
DRES RN 36	Net additional homes conforming to the Code for Sustainable Homes Standards	TBC
DRES RN 37	Net additional homes conforming to the Lifetime Homes Standard	TBC
DRES RN 45	The number of all extra care schemes completed	TBC

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	X	X	X			X	X			X						

Equality Outcome / Sustainable Communities Strategy Driver	A Well Connected Knowsley Safer More Cohesive Communities	Responsibility: Directorate of Regeneration, Economy and Skills
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<p>PRIORITIES</p> <p>1. Ensure the transport system promotes and enables improved health and wellbeing and road safety.</p>											<p>DUE DATE</p> <p>Ongoing</p>																							
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<p>Equality Outcome / Sustainable Communities</p>	<p>Safer more cohesive communities Improving the offer and quality of place</p>	<p>Responsibility: Directorate Neighbourhood Services: Leadership Team; Heads of Service; Business Transformation Lead</p>
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Strategy Driver																
ACTIONS												DUE DATE				
1. Develop Partnership approach to supporting vulnerable victims 1.1. Continuing development of hate and domestic violence Multi Agency Risk Assessment Conference (MARAC) processes 1.2. Introduction of Anti Social Behaviour Risk Assessment Conference (ASBRAC) process 1.3. Launch of reducing reoffending strategy and delivery of related objectives												31 March 2012				
PERFORMANCE MEASURE AND TARGETS																
<ul style="list-style-type: none"> All new strategies and plans to have been fully equality impact assessed before implementation NI 32 – Percentage of repeat incidents of domestic violence. NI 30 – re-offending rate of prolific and other priority offenders NI 38 – Drug related (class A) re-offending rate Number of anti-social behaviour incidents will be monitored, as will perceptions of anti-social behaviour via the tracker survey. 																
Equality Strand	R	D	G	SO	RB	A	CR	OP	GI	SS	EFLG	Mapping	Place X	Engagement X	Services	Workforce
	X	X	X	X	X	X			X	X						

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Equality Outcome / Sustainable Communities Strategy Driver	Safer more cohesive communities Improving the offer and quality of place	Responsibility: Directorate Neighbourhood Services: Leadership Team; Heads of Service; Business Transformation Lead														
ACTIONS											DUE DATE					
<p>1. Develop and implement a Community Empowerment Strategy for Knowsley.</p> <p>1.1. Ensure the needs of all aspects of the community are covered by the strategy</p> <p>1.2. Ensure strategic objectives are delivered whilst considering the varying needs of the borough.</p>											31 March 2012					
PERFORMANCE MEASURE AND TARGETS																
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Equality Outcome / SCS Driver	Ensure the best opportunities, progress and quality of support for the most vulnerable children, young people and families+ All SCS Drivers	Responsibility: Children and Families Board and DCFS Leadership team
<p>ACTIONS</p> <ol style="list-style-type: none"> 1. Ensure that Equalities continues to be embedded throughout the revised Children and Families Strategy (scheduled publication Sept 11) and in underpinning action plans thereafter including ongoing development of programmes to support: <ul style="list-style-type: none"> • Child poverty • Children with disabilities and children at risk • Skills and opportunities for children and young people 2. Continue to review and develop our Single Equalities Scheme Action Plan for children, young people and their families beyond March 2012 in order to minimise the impact of recent organisation change and significant budget realignment. 3. Ensure that services are ready to respond to the challenges outlined in the anticipated Munro Review of Child Protection and that ongoing actions are embedded in our service planning processes and workforce development activity. 4. Continue to implement a range of short and medium term activities (outlined in current service plans) which support our equalities outcomes including: <ul style="list-style-type: none"> Ongoing development of our Children’s Rights Strategy and associated work plan Implement a programme of training in universal services aimed at raising awareness of mental health, domestic abuse and identity issues in children and young people and review pathways for access to targeted and specialist CAMHS interventions. Continue to embed equalities requirements and systematic health equality audits into our commissioning arrangements for services to children and young people. Continue to develop our approach to Assessments, including common 		<p>Due Date</p> <p>Sept 2011 and ongoing</p> <p>March 2012</p> <p>May 2011 (publication date)</p> <p>March 2012 and ongoing</p>

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assessments, in order to ensure that children and young people receive timely, family centred reviews when appropriate.

Assess the outcomes from serious case reviews etc in relation to equalities issues.

Continuing to develop and embed a borough wide anti-bullying strategy with particular focus on anti racist, anti homophobic, sexual and sexist bullying

Continue to develop a culture of professional judgement whilst redesigning services in order to maximise contact time with vulnerable young people and reduce “back-office” functions undertaken by front line staff (linked to service reviews).

Review of our intimate and personal care policy (and implementation of an associate development programme) to support access to universal services

Continue to develop a programme of multi-agency training opportunities which continue to instil a culture of joined up working and family-centred support across children and adult services.

PERFORMANCE MEASURE AND TARGETS

Increase breast feeding initiation and continuation rates, **NI 053**

Reduction in teenage pregnancy rates, **NI 112**

Reduce gap between the lowest achieving 20% by end of foundation stage **NI 072**

Narrow the attainment gap between areas, schools, within schools and between boys and girls **NI073– 087**

Narrow the attainment gap between different groups – low income families, children looked after, BME pupils, children with SEN **NI 099 - 106**

Reduce the number of persistently absent pupils **CYPP4.02 – CYPP5.11**

Reduce the number of first time entrants to the Youth Justice system, **NI 043**

Raise numbers of 16-19 olds in education, employment and training **NI 117**

Improved overall outcomes for children looked after **CYPP9.10**

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Implementation and outcomes of the anti-bullying strategy NI 069 Increase in short breaks provision for disabled children -% increase in number of breaks																
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