

KEY: (ES&CC) Equality Strand & Community Cohesion- A=Age, D=Disability, G=Gender including Transgender, M/CP = Marriage & Civil Partnership, Pregnancy & Maternity, R=Race, RB= Religion or Beliefs, SO= Sexual Orientation, CC = Community Cohesion, All =All Strands & SE= Socio Economic Deprivation

Equality Objectives and Community Cohesion Action Plan 2014 – 2015

Organisational Development and Strategic Business

No	ES & CC	Action	Link to Statutory Returns, Key Strategies & Plans	Lead Responsibility & Timescales	Monitored By	RAG Rating and comments on action G=Green, A=Amber, R=Red
1	ALL	Programme of refresher equalities training for managers on Equality assessment's, monitoring and managing staff from equalities groups.	Destination Kingston, OD Service Plan	HR Manager 2014-2015	Equalities Board	400 managers scheduled to attend equalities training during January and February
2	ALL	Promote better self declaration especially in relation to religion or belief and sexual orientation using self-service on iTrent.	Destination Kingston, OD Service Plan	HR Manager 2014-2015	Equalities Board	All staff have been reminded to update their equalities records on iTrent.
3	ALL	Member training to comply with responsibilities under the Equality Act and embed their scrutiny role; particularly for new Members	Destination Kingston, OD Service Plan	HR Manager 2014-2015	Equalities Board	Undertaken following elections and further training planned
4	D,R,G, SO	Reinvigorate and further promote Staff Equalities Groups	Destination Kingston, OD Service Plan	HR Manager 2014-2015	Equalities Board	Further promotion undertaken and increase in membership achieved.
5	G	Refresh our carer-friendly HR Policies to support the provisions of the Care Act	Destination Kingston, OD Service Plan	HR Manager 2014-2015	Equalities Board	Achieved and new carer groups set up for staff with good uptake.
6	ALL	Implement the Engagement Strategy and ensure equalities issues are monitored and work towards improving engagement with the hard to reach and isolated groups	Engagement Strategy	Capability Lead 2014-2015	Senior Business Analyst	'Objective' management platform has been procured and is now being used – managed

						by communications team. Corporate protocols for engagement and consultation are being developed. Deputy leader due to take report on Consultation and Engagement Strategy to committee in May
7	ALL	Evaluate the successful shift to digital channels to ensure equality of access to all.	Web Strategy	Capability Lead 2014-2015	Senior Business Analyst	Use of digital channels are monitored continuously by Contact Centre Manager and monthly report on digital channel use are provided to the Performance & Customer Experience Board
8	G	Develop a Kingston strategy to address domestic and sexual violence, and promote the core duty to tackle 'violence against women and girls' and wider domestic and sexual violence issues throughout RBK.	Safer Kingston Plan	Safer Kingston Partnership 2014-2015	Senior Business Analyst	Strategy developed and launched. The work stream will be monitored and progress reported to Kingston Safer Partnership.
9	ALL	Implement our Welfare Reform plan Refresh the Welfare Reform Equality assessment, monitor the impact in relation to all equalities strands and implements action plans to mitigate impact.	Welfare Reform Plan	Team Leader Data & Information 2014-2015	Senior Business Analyst	Equality Assessment refreshed every 6 months, reported to the Welfare Reform Board and incorporated into action plans to mitigate the impact of Welfare Reform changes
10	ALL	Implement Kingston Data, our refreshed Observatory of data for the borough including equality data	Kingston Plan	Team Leader Data & Information 2014-2015	Senior Business Analyst	Kingston Data website went live on 1 July 2014. The site includes a section on equalities data and a specific equalities report giving information for every equality strand

11	ALL	Develop and implement the Action Plan for the Voluntary and Community Sector Strategy and refreshed Compact so that their principles and outcomes are embedded into practice and promote equality and community cohesion including commissioning activities.	Commissioning Framework Community Engagement Strategy Service Plans	Team Leader Voluntary & Community 2014-2015	Action Plan Steering Group Voluntary Sector Board	Four sub-groups taking work forward, including the Compact, Commissioning and Community Engagement. Progress reported to the Voluntary Sector Board. As part of their work, any impact of changes in policy/process evaluated against equalities issues and community cohesion. Strategy will need to be reviewed in the light of any changes arising from the consultation on Grants to Commissioning.
12	ALL	Manage the Corporate Grants programme in line with the need to take account of equalities issues and community cohesion in the way that funds are allocated and monitored.	Voluntary Sector Strategy Service Plans Destination Kingston	Capability Lead 2014-2015	Senior Business Analyst	Commitment to honour grants previously awarded to the end their agreements. Emerging Needs grants launched – recommendations will take account of equalities and community cohesion. Any changes to the Grants programme after 15/16 will need to be considered in the light of equalities issues. The consultation on Grants to Commissioning has now started and will need to take account of equalities issues.
13	ALL	To address the needs of socially excluded and	Joint health and	Capability Lead	Team Leader	Work is ongoing on

		disadvantaged communities	wellbeing strategy action plan	2014-2015	Community Development	different areas to address the needs of socially excluded communities through Refugee, Asylum & Migrant needs assessment & through the new R& M Strategy 2015- 2020, the Malden Manor project, the Sustrans Active Travel for health programme, training practice managers to register socially excluded groups. Work undertaken to respond to the needs has been incorporated into the Annual Public Health Report.
14	ALL	To ensure equalities issues are monitored and addressed through our Programme and Project management approach and toolkit with the use of equality assessments at the appropriate points in the process.	Kingston Plan, Destination Kingston, Service Plans	Capability Lead 2014-2015	Team Leader Transformation/Programme Management	Ongoing training in the RBK Project Management Toolkit includes the requirement for Equality assessments. Ongoing monitoring and reporting of the corporate priority programmes includes the production of EQIAs at appropriate stages of projects. Equality to be incorporated into design process of new RBK transformational programme.
15	ALL	To ensure that equalities issues are monitored and addressed throughout Commissioning approach with the use of the Commissioning Framework and Equality assessments at the	Kingston Plan, Destination Kingston, Service Plans	Capability Lead 2014-2015	Team Leader Commissioning	Commissioning framework has equalities included at appropriate points throughout the

		appropriate points in the process.				cycle. Procurement includes equalities as part of selection and award process and contracts management framework requires ongoing monitoring of equalities
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Health and Adult Care

16	ALL	<p>Integration of Services and Multi disciplinary working in line with the Better Care Fund.</p> <p>To develop a multi disciplinary approach to supporting people most in need of health and social care services in Kingston. This approach will develop:</p> <ul style="list-style-type: none"> ➤ a single point of access ➤ more joined-up and person-centred care and support to local people ➤ care and support being offered closer to and in the home to avoid admissions to hospital and long term residential or nursing care <p>Action</p> <ul style="list-style-type: none"> • Set up Kingston Together Kingston Integrated Commissioning Collaborative. • Develop time scales and action plan for 14/15. • Embed an equality analysis in the action plan to identify any emerging impact on protected groups. 	<p>Integrated service plan for adult social care, Kingston CCG and Public Health Better Care Fund Plan</p> <p>Annual Public Health report : Older People in Kingston Living well in Later Life</p> <p>Joint Health and Wellbeing Strategy</p> <p>Kingston at Home programme Case for Change Destination Kingston 2014-2018</p> <p>Kingston Plan - Our Vision for 2020</p>	<p>Executive Head of Adult Social care Lead Officer Kingston CCG</p> <p>Director of Integrating Care Kingston CCG 2014-2015</p>	<p>Health and Well being Board</p>	<p>This initiative has further developed into the customer journey project undertaken by C3 and will now feed into the Kingston Co ordinate Care programme remodelling the customer journey. This equality objective will be carried forward into the Equality Plan objectives for 2015/16</p> <p>Time scales and action plan completed</p> <p>An equality analysis will be completed as appropriate as part of the future customer journey redesign work</p>
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17	D,A,G	<p>Mental health and older people To review older people mental health services as a key part of the Case for Change and re commissioning agenda so that services improve the mental health and wellbeing of older people valuing mental health and ensuring that future services are commissioned, designed and delivered to achieve key outcomes of:</p> <ul style="list-style-type: none"> ➤ Dementia services which can offer advice and support within primary care and acute settings ➤ Timely community based approaches for those with more complex and more problematic mental health needs including those living with dementia ➤ Align with Adult Social care ensuring that a new model embraces personalisation, with access to reablement and support networks within the community. ➤ Support to carers <p>Action</p> <ul style="list-style-type: none"> • Complete a comprehensive review of older people mental health services • Develop an Older People Mental health Strategy which focuses on a global approach to commissioning across a wide range of partners with a focus on developing dementia friendly communities. • Progress partnership working with service users and carers to help develop future models of mental health service delivery 	No Health without Mental health Kingston CCG Commissioning Intentions (3.1 ; 7.3.8) Joint Health and Wellbeing Strategy Integrated service plan for adult social care, Kingston CCG and Public Health	Service Manager Adult Social Care 2014-2015	Health and Wellbeing Board	<p>A review has been completed This objective will be carried forward into the Equality Plan objectives for 2015/16</p> <p>An Older People mental health strategy has been completed as part of the Case for Change and equality issues will be considered as part of future remodelling of services.</p> <p>A communication plan was developed and will be progressed as part of the future modelling of services.</p>

18	ALL	<p>Safeguarding Safeguarding and Deprivation of Liberty in line with the requirements of the Care Bill This creates a legal framework so key organisations and individuals with responsibilities for adult safeguarding can agree on how they must work together and what roles they must play to keep adults at risk safe.</p> <ul style="list-style-type: none"> • Consolidates the role of the Safeguarding Adults Partnership Board (SAPB) • Introduces duty to conduct case reviews • Broad eligibility criteria for adult safeguarding <p>Action To complete a review of the allocation of resources across all parts of the partnership providing adult safeguarding services.</p> <p>To develop the relationship with children's social are to address the needs of child on parent violence and the development of the Multi Agency Safeguarding Hub.</p> <p>Subject to the publication of the regulations associated with Care Act</p> <ul style="list-style-type: none"> • LGA independent Chairs group to review the London wide adult safeguarding policy • SAPB training group to plan a promotion and training plan in June 2014 <p>Making Safeguarding Personal which aims to</p>	Care Act latest update LGA Care and Support Implementation	Service Manager Safeguarding 2014-2015	Safeguarding Adults Partnership Board	<p>A review has been completed and a number of changes were made to facilitate better use of resources and an improved customer experience.</p> <p>Work has been completed by Children services and there is now roll out of champions within teams</p> <p>Safeguarding board has new terms of reference.</p> <p>An independent chair will be appointed in 2015/16.</p> <p>Training needs analysis has been completed and procurement is in progress for 2015/16</p>
			LGA Making	Service Manager	Safeguarding Adults Partnership Board	

		<ul style="list-style-type: none"> • Deliver practitioner workshops <p>Develop an action plan to address deprivation of liberty in registered provider establishments and community settings.</p>				<p>safeguarding adult co ordinator..</p> <p>An options paper has been completed to address the ongoing need for a sustainable supply of Best Interest Assessors.</p> <p>An application for a Government grant will be submitted July 2015 for training of Best Interest Assessors</p> <p>This training need has been incorporated into the training plan for 2015/16</p>
19	ALL	<p>Care Act To respond to the requirements of the Care Act in order to develop:</p> <ul style="list-style-type: none"> ➤ an equitable process in relation to care accounts and systems which enable people to have their needs assessed ➤ respond to the requirements of the Care Act to assess a carer's own needs for support ➤ embed revised eligibility to care and support and assessments which are appropriate, proportionate and fair ➤ develop comprehensive accessible advice and information so people can get the information they need to make good decisions and help people to understand how care and support services work locally, the care and funding options available, and how 	<p>Care Act</p> <p>LGA Care and Support Implementation</p>	<p>Executive Head of Adult Social Care</p> <p>Service Manager Adult Social Care 2014-2015</p>	<p>Senior Leadership Team</p> <p>DMT</p>	<p>The Care Act has been implemented.</p> <p>The Care Act programme has delivered its key objectives.</p>

		<p>people can access care and support services</p> <p>Action</p> <ul style="list-style-type: none"> • Contribute to the Council Care Act Steering Group from an adult social care perspective indentifying any impact on service users and carers • Indentify a Service Lead to develop a service action plan in the light of the further passage of the Bill through Parliament. • Evaluate statutory guidance once published in the line with Adult Social care's equality objectives. 				<p>A second phase Care Act Phase 2 Funding reform plan has been completed. This equality objective will be carried forward into the Equality Plan objectives for 2015/16</p> <p>Care Act programme Phase 1 is now complete</p> <p>Ongoing and will be part of business as usual</p>
20	ALL	<p>Resource reduction</p> <p>To meet the substantial reduction in funding to Adult Social Care as part of the overall reduction to the Council budget while at the same time continuing to meet the eligible needs of service users and carers to enable and support them to live independently in their own homes.</p> <p>To continue to deliver improved outcomes and cost efficiencies, making the best use of our resources for the maximum benefit of people who use services.</p> <p>Action</p> <ul style="list-style-type: none"> • Set up a Change Improvement Board with terms of reference and governance arrangements • Produce equality assessment on any proposed projects during the diagnostic stage to identify any potential impact on those within protected groups. • Develop review mechanisms to embed ongoing equality analyses for identified projects if agreed and implemented 	<p>Destination Kingston 2014-2018</p> <p>Integrated Service Plan for Adult Social Care, Kingston CCG and Public Health</p>	<p>Executive Head of Adult Social care DMT</p> <p>Service Manager Adult Social Care</p> <p>Project Lead Strategic Business 2014-2015</p>	<p>Change Improvement Board</p>	<p>Change Improvement Programme Board with terms of reference and governance was set up. Work produced through this programme will feed into the Kingston Coordinated Care programme remodelling the customer journey</p> <p>EQIAs completed as necessary</p> <p>Regular feedback loop to DMT and the Equalities Steering group has</p>

		<ul style="list-style-type: none"> Feed regularly into DMT and the Equalities steering group to monitor and identify any emerging themes 				taken place
21	ALL	<p>Annual commissioning review in terms of equality objectives (direct commissioning and social enterprise)</p> <p>To develop an approach to commissioning which enables the Adult Social Care to assure itself that equality is embedded throughout access and delivery of services and that any impact on protected groups is identified and addressed.</p> <p>Action</p> <ul style="list-style-type: none"> The Equality Steering Group to annually review commissioned services using intelligence gathered within the service, from commissioners and from partner social enterprises. 	One Council Commissioning Framework Guidance on Human Rights for the Commissioners of Home Care	Executive Head of Adult Social care Equalities Steering Group 2014-2015	Equalities Board	<p>The Equalities Steering group has used the bi monthly meetings to challenge itself on service changes.</p> <p>Analysis of data has taken place when information has been available.</p>

Finance

22	ALL	Ensure Consultation with residents & stakeholders is programmed into the Medium term Service & Financial Planning and Budget setting process	Destination Kingston 2014-18	Director of Finance / Head of OD & Strategic Business 2014-2015	SLT and Policy & Resources	Undertaken through the All In One Survey
23	ALL	Ensure that equality implications are taken into account for Service and Budgetary decisions in the MTFS / budgeting process.	Destination Kingston 2014-18	All Directors & Heads of Service / Service Managers 2014-2015	SLT and Policy & Resources	Equality Impact undertaken in Budget process
24	ALL	Overall equality assessments of service & budget changes to be carried out – to assess no groups are affected disproportionately.	Destination Kingston 2014-18	Director of Finance / Head of OD & Strategic Business	SLT and Policy & Resources	Initial impact undertaken and further equality assessment will be undertaken as necessary by service areas
25	ALL	Bailiff Review	Kingston Plan Objective 4 Sustain & Share Economic	Director of Finance 2014-2015	Head of Revenues & Benefits	Work to be planned for 15/16

			Prosperity			
26	ALL	Review the local Council Tax Reduction Scheme	Kingston Plan Objective 4	Director of Finance 2014-2015	Head of Revenues & Benefits	A report went to the 4 th July Policy and Resources Committee and agreed. Action completed.
27	ALL	Review the implications for the Crisis Fund and Community Care Fund as a result of the funding cut.	Kingston Plan Objective 4	2014-2015	Head of Revenues & Benefits	Draft report completed but pended to December waiting for the Governments final decision on funding.
Place						
28	ALL	<p>All engagement with residents and communities will incorporate meaningful consideration of equalities and community cohesion.</p> <p>Action:</p> <ul style="list-style-type: none"> - Krisp – comprehensive representation of the community - Green Spaces Strategy review consultation - Energy Strategy review (includes fuel poverty project) - LIP. “Local Implementation Plan” - CIL Communities infrastructure levy - SPD – Supplementary Planning Development - Kingston Futures consultation on key site Development Briefs - Housing Strategy review engagement and consultation - Kingston Town Area Action Plan review consultation 	<p>Housing Strategy Kingston Futures Local Implementation Plan Kingston Town Area Action Plan Green Spaces Strategy</p>	Service Managers 2014-2015	<p>Place Equalities Sub-Group</p> <p>Place DMT</p> <p>Relevant teams for each target.</p>	<p>Good progress made so far.</p> <p>The Green Spaces Strategy review consultation was open to all and included a web-based questionnaire and an interactive evening event.</p> <p>LIP consultation has taken place as normal, as well as wide consultation on the North Kingston development brief. Consultation is just beginning on the Eden Quarter development brief. All development briefs are available in different languages and formats for consultees.</p> <p>The Housing Strategy is working to a longer deadline and will incorporate the All in</p>

					<p>One survey responses. In the meantime, forums have been set up for hard to reach groups, which will create an enhanced basis for consultation on the Housing Strategy.</p> <p>KRiSP is now established it is made up of 13 tenants and leaseholders. The membership reflects the broader female/male and tenant/leaseholder make up for Kingston. This does not however extend to the BME ratio. At the next round of recruitment an increased focus will be given to increasing the number of BME who apply for post on the scrutiny panel.</p> <p>Work has now started on the drafting of the Housing Strategy with a Housing conference in Feb 2015, to garner ideas, concept and themes of for key stakeholders. The conference was attended by those with commercial interests; Members; local community groups including voluntary sector and homeless groups; other providers</p>
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						<p>of housing locally and. Kingston social tenants were represented by the Resident Federation and KRiSP.</p> <p>Further engagement with stakeholders is planned along with an Equality Impact Assessment, but this will not take place until Sept/Dec. Consequently this action will be rolled forward into 2015/16.</p>
29	ALL	<p>Equalities will be embedded throughout all new strategies and policies developed by Place.</p> <p>Action:</p> <ul style="list-style-type: none"> - Housing Strategy 2016-20 - Green Spaces Strategy review - Waste service review - Parking - Highway safety - Kingston Town Area Action Plan 	<p>Housing Strategy Kingston Futures Kingston Town Area Action Plan Green Spaces Strategy</p>	<p>Service Managers 2014-2015</p>	<p>Place Equalities Sub-Group</p> <p>Place DMT</p> <p>Relevant teams for each target.</p>	<p>The development of all strategies in Place has incorporated consideration of equalities. Improved recycling service is still ongoing and EQIA work still needs to be undertaken.</p>
30	ALL	<p>The services provided by Place will be equally accessible to all residents and service users, and this will be embedded in all Place commissioning and transformational activity.</p> <p>Action:</p> <ul style="list-style-type: none"> - Examples of the integration of equalities into the delivery of service – procedures used rather than on case by case basis. - Equality assessments of new or changed services. - Appropriate communication methods related to service delivery as required. - Housing Strategy review 	<p>Housing Strategy Kingston Futures Kingston Town Area Action Plan Green Spaces Strategy</p>	<p>Service Managers 2014-2015</p>	<p>Place Equalities Sub-Group</p> <p>Place DMT</p> <p>Relevant teams for each target.</p>	<p>There are significant commissioning projects ongoing in Place this year, and each shows evidence that steps have been taken to ensure the resulting services will be accessible to all residents and service users.</p> <p>The Housing Strategy update is per point 28 above. This action will</p>

		<ul style="list-style-type: none"> - Older People's Housing Service review - Housing Service re-design and service improvement. - Parks & Open Spaces perceptions will be tested through Green Spaces Strategy review. 				<p>need to be rolled forward for 2015/16.</p> <p>Housing has now completed a review of Older and Vulnerable persons housing. This has resulted in a change in housing model, which adopts a model that allows for greater flexibility in the stock portfolio through the creation of 'life time' homes. Where properties are readily able to accommodate each phase or physical change of the individual's life – recognising the need for increased support in terms of aids, access and use in later years. This is now being embedded into procurement and commissioning practises in 2015/16. Additionally, the review has resulted in 10% of lifetime properties being built in a way that allows for easy access into and within the property for wheelchairs.</p> <p>For the above reasons – the embedding element of Action 30 will roll forward for 2015/16</p>
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31	ALL	<p>Management of the Council's estate will take into account equalities issues, particularly in relation to disability</p> <p>Action:</p> <ul style="list-style-type: none"> - Full Access Audits to Council owned premises will be undertaken, including those in green spaces. - Improvements will be made to the Council's property portfolio, where possible, in order to improve access to staff and visitors including those with disabilities. - All opportunities to let or dispose of Council properties will be advertised as widely as possible thus ensuring all parts of the community are aware of the opportunities. - Accessibility of Council homes via adaptation to dwellings/ communal parts and new build requirements 	Housing Strategy Kingston Futures Equality and Community Cohesion Strategy	Service Managers 2014-2015	Place Equalities Sub-Group Place DMT Relevant teams for each target.	<p>Access audits are undertaken as and when required, with the majority of Council owned premises already compliant with Equality legislation. Recent audits have been undertaken at the Dukes Centre and the lower ground floor of Guildhall. A disabilities audit has been carried out of all communal facilities in the Council's Housing estates. The results of this will be incorporated into the future investment programme.</p> <p>Full accessibility and usage audits have been undertaken on residential properties as part of the Better Homes works. This work has also included a review and audit of accessibility via lifts.</p> <p>There is an ongoing review of garage accessibility.</p> <p>There has been a change to the sheltered accommodation specification model to</p>
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						<p>allow in train and future development up to a more accessible standard in support of the 'Life Time' home programme.</p> <p>Kingston has been able to continue its access to disability facility grant which has meant a continued commitment to DDA works across the stock and DDA compliance in communal areas.</p> <p>There is a huge commitment to the advertising of garages earmarked for disposal in and amongst the local community – to allow community groups to take advantage of possible sales.</p> <p>As these actions relate to the ongoing Better Homes programme suggest Action 31 is rolled forward for 2015/16</p>
32	ALL	<p>Staff will understand our equality duties and community cohesion objectives and will be able to integrate requirements into all aspects of Place's work.</p> <p>Action:</p> <ul style="list-style-type: none"> - Equality assessments undertaken - Training completed - Activities undertaken to support staff 	Equality and Community Cohesion Strategy	Service Managers 2014-2015	Place Equalities Sub-Group Place DMT Relevant teams for each target.	<p>Equalities assessments have been undertaken as required.</p> <p>Planned work in this area by the Equalities Sub-Group has not been</p>

		<p>by the Place Equalities Sub-Group.</p> <ul style="list-style-type: none"> - Integrate the Equalities and Community Cohesion Strategy into Induction process for new staff. - Workshop sessions for Housing staff being provided by Strategic Business to ensure full understanding of process. 				<p>progressed, but will be undertaken in the second part of the year.</p> <p>As part of the Housing Transformation Programme as staff have moved into new roles and new starters have joined teams/departments the Council's commitment to equalities and inclusion has been reinforced or trained in line with council policy</p>
33	ALL	<p>Data related to equalities monitoring and improvement will be collected and assessed appropriately.</p> <p>Action:</p> <ul style="list-style-type: none"> - Report of data collected – what was collected and when, how it was analysed and used. - Green Spaces Strategy review consultation. - Annual reporting of lettings/ nominations to new tenants through CORE (Continuous Recording of Lettings and Sales in Social Housing) 	Housing Strategy Kingston Futures Equality and Community Cohesion Strategy	Service Managers 2014-2015	Place Equalities Sub-Group Place DMT Relevant teams for each target.	<p>Some data has been collected through the consultations undertaken. This will be analysed in the coming months.</p> <p>The equalities impacts of lettings are reviewed on a regular basis.</p> <p>Equalities data gathered is considered as part of the production of the annual Lettings Plan.</p> <p>Commitments to collate and report on key statistical data – including CORE and ELASH have been successfully completed for 2014/15.</p> <p>Submissions have been within agreed deadlines and there has been no adverse feedback on the quality of information</p>

						provided.
Cultural Services and Lifelong Learning						
34	ALL	Ensure Decant of services addresses equalities strands, particularly with regard to access for older people and those with disabilities Equality Assessment for Kingston Adult Education elements of decant	Good Life Project Phase 3 PID	Project Officer 2014-2015 Head of Adult Education 2014-2015	Executive Head of Culture & Lead Commissioner Children Services	Equality issues were taken into account in the change process
35	ALL	Ensure through Equality assessment that phase 3 re-commissioning of Good Life Services take account of and plan for the needs of target groups	Good Life Project Phase 3 PID	Project Officer 2014-2015	Executive Head of Culture & Lead Commissioner Children Services	Good life programmes had equality issues taken into account
36	D, A, CC, R, RB	Ensure RideLondon event plans make appropriate provision for target groups		Project Officer 2014-2015	Executive Head of Culture & Lead Commissioner Children Services	Work was undertaken to ensure appropriate equality consideration with programme
Children's Services						
37	A,D	Implement the Child and Adolescent Mental Health Review including embedding emotional mental health triage in the Single Point of Access teams	Children and Young People's Plan 2013 -2017	Achieving for Children 2014-2015	Lead Commissioner Children Services	A CAMHS professional joined the Multi-Agency Team in the SPA to triage CAMHS referrals in 2013.
37	A,G, R,SE	Assess the impact of the Multi-Agency Safeguarding Hub (MASH) in Kingston and in Richmond to improve early identification of child sexual exploitation	Children and Young People's Plan 2013 -2017	Achieving for Children 2014-2015	Lead Commissioner Children Services	The MASH arrangements and Multi-Agency Sexual Exploitation (MASE) group are used effectively to identify children and young people at risk of child sexual exploitation.
39	A,D	Extend the choice of post-16 education	Children and	Achieving for	Lead	This is a key project

		provision, including for young people with SEND	Young People's Plan 2013 -2017	Children 2014-2015	Commissioner Children Services	identified in the Business Plan for 2014-17 but is not due for completion until March 2017. Work will commence during 2015-16.
40	ALL	Secure sufficient childcare places for disadvantaged two year olds in line with statutory requirements	Children and Young People's Plan 2013 -2017	Achieving for Children 2014-2015	Lead Commissioner Children Services	There has been an increase in the places secured for disadvantaged two year olds as indicated in the Childcare Sufficiency Assessment.
41	ALL	Roll out Viewpoint for children subject to a Child Protection Plan, Looked After Children and children and young people affected by substance misuse to shape and improve the service.	Children and Young People's Plan 2013 -2017	Achieving for Children 2014-2015	Lead Commissioner Children Services	The Viewpoint survey has been extended to these target groups and the findings from the surveys are being reported to the Performance Board to shape service improvements.
42	A,D	Implement the Special Educational Needs and Disabilities Reform	Children and Young People's Plan 2013 -2017	Achieving for Children 2014-2015	Lead Commissioner Children Services	There are a number of projects that will be delivered as part of the implementation of the Special Educational Needs and Disabilities Reform. Of these, the AfC Local Offer has been published and will be improved in partnership with children, young people and families over the coming 12 months; personal budgets have been available to parents who request them from 1 September 2014; schools are being supported to embed the

						new SEND Code of Practice and further work will be undertaken during 2015-16; and the single assessment process and education, health and care plans are in the process of being established. These projects will complete by March 2017.
43	A,D, SE	Agree specific Education, Employment and Training pathways into adulthood for young people with Special Educational Needs and Learning Disabilities/Difficulties	Children and Young People's Plan 2013 -2017	Achieving for Children 2014-2015	Lead Commissioner Children Services	This is a key project identified in the Business Plan for 2014-17 but is not due for completion until March 2017. Work will commence during 2015-16.
44	ALL	Ensure a higher percentage of children eligible for Free School Meals achieve a good level of progress in the Early Years Foundation Stage (EYFS)	Children and Young People's Plan 2013 -2017	Achieving for Children 2014-2015	Lead Commissioner Children Services	In 2013, 36% of FSM pupils achieved at least the expected standard in all of the Early Learning Goals at the EYFS. In 2014, this had increased to 43% (England average 45%). Further action will be taken to improve this going forward
45	A,G	Support schools to reduce the gap in attainment between boys and girls achieving 5 or more A* - C grades at GCSE including English and Maths	Children and Young People's Plan 2013 -2017	Achieving for Children 2014-2015	Lead Commissioner Children Services	Action to narrow the attainment gap between boys and girls at school is being led by the School Performance Alliance for Richmond and Kingston (SPARK). SPARK brings together schools from across both boroughs with the aim of continually raising standards and improving

						<p>provision. In 2013/14 the gender gap was 9.2 percentage points in Kingston. This is less than the England average of 10.1 percentage points. Girls RBK 82.7% England 61.7% Boys RBK 73.5% England 51.6%</p>
46	A,R	Support schools to reduce the achievement gap between BAME pupils (split by ethnicity) and their peers achieving the expected levels at GCSE (5 or more A*-C grades at GCSE including English and Maths)	Children and Young People's Plan 2013 -2017	Achieving for Children 2014-2015	Lead Commissioner Children Services	<p>Action to narrow the attainment gap between BAME pupils and their peers at school is being led by the School Performance Alliance for Richmond and Kingston (SPARK). SPARK brings together schools from across both boroughs with the aim of continually raising standards and improving provision. The 2013/14 achievement gap between different ethnic groups is higher than comparisons with England averages, however, attainment of Kingston pupils is higher in all groups than the England figures. White: 74.6% Mixed: 75.9% Asian: 91.7% Black: 64.9%</p>

