

POLICY AND RESOURCES CABINET BOARD

26TH MARCH 2009

CHIEF EXECUTIVE'S OFFICE

REPORT OF THE HEAD OF CORPORATE STRATEGY – P.GRAHAM

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PART 1 – Doc. Code: PRB-260309-REP-CE-PG

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1 Community Plan Theme Monitoring – Overview and Confident Communities Theme

Purpose of Report

The purpose of this report is to update members about the overall implementation of the Community Plan, including its Confident Communities theme, primarily for the period 2007/08.

Background

The Community Plan 2005-2015 sets a shared vision of what we want Neath Port Talbot to be like by 2015. Support for the Plan continues to grow, with over 150 partners signed up to this shared vision.

Progress

A Progress Report has been produced, which gives an overview of how the Plan has made a difference across all the themes during 2007/08. The Progress Report was distributed at the Community Plan Partnership Annual Seminar held last October and further copies are included with the papers for this meeting for members' information. A copy is also available in the Members Room and can be located on the intranet and internet sites.

The October 2008 seminar provided over 100 delegates, from a wide range of partner organisations, the opportunity to receive a progress report on the Community Plan, watch the Neath Port Talbot Health Challenge awards being presented and receive presentations on future challenges, poverty and regeneration. In the workshop sessions delegates explored how the Community Plan may need to change when it is reviewed in the near future.

Although the main focus of this report is for the period 2007/08, some of the Confident Community theme developments that have taken place post April 2008, and which have included partnership working include:

- Another three successful Western Valleys Strategy meetings have been organised and facilitated, which were made more inclusive, increasing attendance levels.

- The Neath Port Talbot Local Service Board, comprising of chief executives of all public service bodies working in the county borough, who have agreed to work collectively to deliver citizen centred focused services, has strengthened partnership working and are on course to achieve the objectives contained within the Local Delivery Agreement.
- A new citizen engagement framework has been developed, with the creation of a new strategy, toolkit, database and “Talking Neath Port Talbot” website. These tools are helping the Council and its partners better co-ordinate, increase and publicise engagement opportunities.
- A successful “Have Your Say” event for Older People has been held in Cwmllynfell, this being a valley area that had not hosted such an event previously. In addition, other more informal opportunities are being taken to engage with older people, such as talking to older people in Aberafan shopping centre and attending a Police open day.
- The Black and Minority Ethnic Forum has continued to give its views on a range of services and provide feed back on consultation documents produced by the Council and its partners. The Local Health Board has joined as a new partner. The Forum was instrumental in planning a race marquis at the Margam Show, which proved very popular.
- A further “Have Your Say” event for people with a disability is to be held as part of the implementation of the Disability Equality Scheme.
- Local stakeholder meetings have started to be held within communities, to gauge different views about the needs of those communities, as part of the Local Development Plan process. The development of this Plan will help inform the ongoing review of the Neath Port Talbot Community Plan.

List of Background Papers

Community Plan 2005-2015

Community Plan Progress Report 2007/8

Wards Affected

All

Appendices

A copy of the Community Plan Progress Report is included with the papers for this meeting for members' information. A copy is also available in the Members Room and can be located on the intranet and internet sites. Copies can also be obtained from the Corporate Strategy Team.

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2 Equality of Opportunity in Service Delivery - Corporate Action Plan Progress Report

Purpose of the Report

To advise Members on the progress of the Corporate Action Plan.

Background

In accordance with the Equality of Opportunity in Service Delivery Policy, an annual progress report is required to be presented to Policy and Resources Scrutiny Committee.

General Progress

The main work undertaken corporately over the last year has been one of consolidation in the area of equalities. Building capacity across the Council to undertake equality impact assessments has been a major area of work for the Corporate Strategy Team, especially with the revision of the Race Equality Scheme and the forthcoming review of the Disability Equality Scheme.

The Council successfully bid to become a pilot project for the Equality Improvement Framework, which replaces the Equality Standard for Local Government in Wales. The focus of the pilot is to identify values, a vision and priorities for equality with support and advice being provided by the WLGA. A more detailed report on this pilot will be presented to committee at the next opportunity.

The work being undertaken in light of the Equality Improvement Framework, the impending development of a Single Equality Scheme, as well as possible changes with the way scrutiny will be carried out in the future has provided an opportunity for a review of the way equalities can be integrated into the Council's working practices, service provision and delivery.

Comments on Actions

A19 Consider and implement any corporate implications as a result of the Disability Equality Scheme and Action Plan

Due the ongoing nature and scheduled reporting mechanisms already in place for the Disability Equality Scheme it is appropriate for this action to be deleted.

Appendices

Appendix 1 – Equality of Opportunity in Service Delivery - Corporate Action Plan

List of Background Papers

Equality of Opportunity in Service Delivery Policy

Wards Affected

All

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Equality of Opportunity in Service Delivery – Corporate Action Plan

Action No.	Action	Target Date	Action Completed			Comment
			Yes	No	In Part	
A3	Develop and implement corporate equality objectives and targets	July 2009 July 2011			√	<p>The successful outcome of the Equality Improvement Framework (EIF) bid for the identification of values, vision and priorities for equality will enable the Council to embed equalities into working practices and further develop the links between the Wales Programme for Improvement as well as closely linking to the Strategic Aims and Objectives recently approved by Council.</p> <p>It is considered appropriate to amend the target date to the reflect the timescale of the pilot project.</p>
A4	Ensure all directorates set targets based on equality objectives	Sept 08 July 2011			√	<p>The Corporate Strategy Team continues to support services in undertaking impact assessments as well as with EIF. The Team will be instrumental in supporting and enabling services to fully embrace the framework and any resulting changes to working practices etc. that may ensue.</p> <p>It is considered appropriate to amend the target date to the reflect the timescale of the pilot project.</p>
A12	Mainstream equalities via the Wales Programme for Improvement and Sustainability Appraisal mechanism	July 08 July 2011			√	<p>Work has been ongoing in respect of this action and although there has been progress in some areas of the equalities agenda complete mainstreaming is still elusive. However, future work in this area especially with the EIF will provide further opportunity for this to be achieved.</p> <p>It is considered appropriate to amend the target date to the reflect the timescale of the pilot project.</p>

Action No.	Action	Target Date	Action Completed			Comment
			Yes	No	In Part	
A19	Consider and implement any corporate implications as a result of the Disability Equality Scheme and Action Plan	September 08	√			<p>The Have Your Say event held last year did not identify new issues to be addressed corporately. However, with the upcoming review of the Disability Equality Scheme further events will be held to determine actions for the next three years as well as identifying areas where corporate actions are required for longer term improvements to services.</p> <p>With it ongoing timetable it is considered appropriate to delete this action.</p> <p>TO BE DELETED</p>
A21	Revise the Race Equality Scheme and ensure its implementation.	May 2008 May 2009			√	<p>The Race Equality Scheme is currently being revised. Work is ongoing to finalise the Scheme and ensure that appropriate and realistic actions are incorporated into the action plan.</p> <p>Although there have been delays work is ongoing in respect of undertaking impact assessments and taking forward the general duty of promoting good race relations, promoting equality of opportunity and working to eliminate racial discrimination.</p>

3 Equality of Opportunity in Service Delivery - Chief Executive's Office Action Plan Progress Report

Purpose of the Report

To advise Members on the progress of the Chief Executive's Office Action Plan.

Background

Progress on the Equality of Opportunity in Service Delivery Policy is reported biannually to the Policy and Resources Cabinet Board and Scrutiny Committee.

Comments on Actions

Work on equalities has primarily focussed on consolidating ongoing areas of work. The introduction of the impact assessment process across the Chief Executive's Office functions, as well as work undertaken in respect of the introduction of the Equality Improvement Framework (EIF) pilot, has ensured that its profile has been raised within service areas.

A1 Undertake impact and needs requirements assessment in directorate policies and services

A17 Monitor the Citizens' Panel as an effective engagement tool and ensure the Panel is demographically balanced

Due to ongoing nature of the above actions and associated monitoring processes it is considered appropriate to delete them.

Appendices

Appendix 1 – Equality of Opportunity in Service Delivery – Chief Executive's Office Action Plan

List of Background Papers

Equality of Opportunity in Service Delivery Policy

Wards Affected

All

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Equality of Opportunity in Service Delivery – Chief Executive’s Office Action Plan

Action No.	Action	Target Date	Action Completed			Comment
			Yes	No	In Part	
A1	Undertake impact and needs/ requirements assessment in directorate policies and services	August 08 May 2011			√	<p>Equality impact assessments form a major part of the Race Equality Scheme action plan, and as a result will feature heavily in the service's work programme over the next three years.</p> <p>A number of policies, primarily in the human resource section, have already undergone equality impact assessments. Actions are currently being considered to mitigate any gaps in evidence identified during the process.</p> <p>As this is an ongoing programme of assessment it is appropriate to delete this action.</p> <p>TO BE DELETED</p>
A2	<p>Further develop and refine equality objectives and targets for the following services:</p> <ul style="list-style-type: none"> • Electoral Registration • Community Safety • Communities First • Media 	September 2008 March 2010			√	<p>Work on this as a separate piece of work has been suspended in light of the ongoing impact assessment process and the introduction of the Equality Improvement Framework which will assist further with the identification and correlation of equalities objectives and targets in service delivery.</p>

Action No.	Action	Target Date	Action Completed			Comment
			Yes	No	In Part	
A9	Develop monitoring systems for service take-up by excluded groups in Community Safety	December 2008 December 2009			√	Discussions are ongoing with officers to determine the most appropriate system to be implemented in this service area. Delays in implementing monitoring systems may continue to be experienced due to work being undertaken concurrently in respect of the Equality Improvement Framework.
A13	Circulate the Public Information Guide to all Directorate business managers and periodically check that they are being used.	December 2008 December 2009			√	The public information guide is still under review by the Disabled Persons' Advisory Group and as soon as it is available it will be circulated to all managers and placed on the intranet. In light of this it is appropriate to amend the target date.
A16	Analyse and monitor composition of the Communities First Partnerships by the equality strands, and where necessary work with the Partnerships to identify actions to address any noticeable imbalance	March 2009 March 2010		√		This work has been delayed but the Communities First central support team, in association with individual partnerships, will be looking at this action during the coming year.

Action No.	Action	Target Date	Action Completed			Comment
			Yes	No	In Part	
A17	Monitor the Citizens' Panel as an effective engagement tool and ensure the Panel is demographically balanced	May 2009	√			<p>The new Citizens' Panel has been recruited and as far as is possible the Panel reflects the demographics of the county borough. As part of the ongoing public consultation/engagement process the Corporate Strategy Team will continue to monitor the effectiveness of the Citizens' Panel along with other forms of public engagement that may be initiated both corporately and within the directorate.</p> <p>TO BE DELETED</p>
A19	Domestic Abuse Partnership to review current service provision, identify any gaps in the provision and take steps to rectify the position and involve previous victims in the process.	October 2008			√	<p>The Domestic Abuse Partnership continues to work on this task. However, delays have been incurred owing to the withdrawal of Communities First funding at the end of this year. The impact on available staffing resources has been marked as all Communities First funded staff quickly found alternative employment. This, combined with the maternity leave of the Domestic Abuse Co-ordinator, has had a serious impact on progress.</p> <p>However, closer working links have been established with Neath Port Talbot's Women's Aid organisations and a Communities First outcomes fund expression of interest to secure more 'front-line' resources has recently been approved for a full application submission.</p>