

**Equality Objectives**

**Overarching equality objectives agreed in December 2011 as part of Southwark Council’s Approach to Equality**

- Improve the quality of life for Southwark’s people through better access to services and creating sustainable mixed communities with opportunities for local people.
- Improve social cohesion by promoting positive relationships and a sense of community and belonging, by reducing fear and tensions, and encouraging civic responsibility so that contributions of individuals and groups to their communities are properly valued.
- Promote people’s rights and responsibilities. We will do this by ensuring that the Council does all it should in providing leadership and by encouraging its partners to do likewise. We will act to protect the rights of those who live in Southwark by ensuring that abuse; mistreatment or discrimination is identified and dealt with.
- Ensuring we have a workforce that understands and is committed to achieving these goals and retains the confidence of our local communities.

**Specific equality objectives by Council Plan portfolio area**

NB: *The equality objectives in bold already exist within the Council Plan performance schedules.*

Portfolio area	Equality objective	Lead officer	Baseline	Targets	
				2012/13	2013/14
<b>Regeneration and Corporate Strategy</b>	Bringing full access to the benefits and opportunities of regeneration to all the people of Southwark measured by:				

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	Commissioned employment support targeting borough residents furthest from the labour market.	Graeme Gordon	To secure 217 people into employment. Figures to be broken down by a number of protected characteristics.	20% increase in baseline. Protected characteristic targets to be assessed	20% increase sustained. Protected characteristic targets to be assessed
	Directing the benefits of development and regeneration to borough residents through Section 106-funded employment support.	Graeme Gordon	Figures to be provided and assessed on unit costs achieved across sectors. These will be broken down by a number of protected characteristics.	Target to be developed	Target to be developed
<b>Children's Services</b>	Narrowing the gaps in educational outcomes by:				
	Accelerating year on year a narrowing of the gap between the bottom achievers at Key Stage 2 and 4 and their peers.	Merril Haeusler (Jim Eshelby)	KS2: 0.4% KS4: 5.8%	< 0.4% < 5.8%	Close the gap more quickly than previous year >(2012 performance)
	Accelerating year on year a narrowing of the gap between Southwark pupils with special educational needs at Key Stage 2	Merril Haeusler (Jim Eshelby)	KS2: 1.3% KS4: -0.5%	> 1.3% > -0.5%	Close the gap more quickly than previous year > (2012

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	and 4 and their peers (in expected level of progress in English).				performance)
	<b>Educational outcomes for children looked after: Children in care achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 including English and Maths) (Existing Council Plan target).</b>	Merril Haeusler (Darren Coghlan)	<b>23.9%</b>	<b>Exceed national average and close the gap with all Southwark pupils</b>	<b>Exceed national average and close the gap with all Southwark pupils</b>
	<b>Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest (Existing Council Plan target).</b>	Merril Haeusler (Jim Eshelby)	<b>30.8%</b>	<b>Close the gap more quickly than national performance</b>	<b>Close the gap more quickly than national performance</b>
<b>Health and Adult Social Care</b>	To provide support for carers that is tailored to meet individuals' needs, enabling carers to maintain a balance between their caring responsibilities and a life outside caring, while enabling the person they support to be a full and equal citizen. This will be done by:				
	Target 1: Improving the experience of all carers in the support they receive from the council as measured by year on year improvements in the outcome measures derived from the national	Sarah McClinton	Baseline to be quantified when national Carer Survey results available	Target to be developed	Target to be developed

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	carers' survey.				
	Target 2: To increase the numbers of Carers receiving needs assessments or review and a specific carer's service or advice and information, expressed as a % of community service users". (NI 135)	Sarah McClinton	Interim proxy target – Carers Assessments Targets based on forecast outturn 28%	33% (or 2011/12 outturn plus 5%)	38% (or 2011/12 outturn plus 10%)  2014/15: target replaced by outcomes measures
<b>Health and Adult Social Care</b>	Supporting vulnerable people to live independent, safe and healthy lives by giving them more choice and control of their care.				
	<b>Increase the proportion of people with learning disabilities who live in their own home, measured by "% in settled accommodation" indicator.</b>	Sarah McClinton	<b>65%</b>	<b>70%</b>	<b>75%</b>
<b>Equalities and Community Engagement</b>	To improve the involvement of our diverse communities in the decision-making processes of the Council.	Stephen Douglass	<ul style="list-style-type: none"> <li>• Deputations and questions to Council Assembly</li> <li>• Attendance at council meetings</li> </ul>	Target to be developed	Target to be developed

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				2012/13	2013/14
			<ul style="list-style-type: none"> <li>• Participation in pre-Council Assembly themed debate outreach</li> <li>• Community council attendance</li> <li>• Participation in community action research projects</li> <li>• Participation in consultations</li> </ul>		
	To continue to strengthen our engagement work with new and emerging communities in Southwark.	Stephen Douglass	<ul style="list-style-type: none"> <li>• Research/support projects with service departments aimed at specific communities e.g. childhood obesity</li> <li>• Community cohesion projects and events</li> <li>• Participation in consultations</li> </ul>	Target to be developed	Target to be developed

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<b>Equalities and Community Engagement</b>	<b>Maintain the high percentage of local people who think that Southwark is a place where people from different backgrounds get on well together.</b>	Stephen Douglass	80%	80%	80%
<b>Housing Management</b>	Working in partnership to provide support and increased access to services for targeted groups:				
	Prevent homelessness and increase the homelessness prevention rate for 16 and 17 year olds by introducing an Integrated Youth Team based at the Housing Assessment & Support Service to.	Jonathan Joseph	65%	68%	70%
	Reduce potential discrimination to faith groups by introducing a version of the Home Purchase Grant scheme that is complementary of existing Sharia compliant financial products.	Martin Green	New policy- No baseline	Baseline and target set up for 13/14	Baselines to be developed
<b>Finance &amp; Resources</b>	Develop scope for income collection/client payment by telephone and internet, which supports the move away from cash offices whilst helping disabled and	John Chance	At present approx 75% of income is received via internet and telephone banking methods.	2012/13 target 80%	2013/14 target 85%

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	vulnerable groups access services remotely.		There is a strategy to increase this percentage and reduce the flow through cash offices. As direct debit is the councils favoured method, this is promoted further along with other non cash options.		
<b>Community Safety</b>	To improve access to domestic violence services to the community and that there is awareness of the services.	Jonathan Toy	Number of cases referred Number of repeat cases Results of service user survey	Establish a baseline for the number of people accessing the commissioned domestic abuse service	Baseline to be developed
<b>Culture, Leisure, Sport and the Olympics</b>	Increase the take up of library services by diverse communities and deliver the action plan arising from the libraries review. Monitoring usage by age, gender, disability and ethnicity.	Adrian Whittle	Monthly monitoring reports  Library visits School visits Evening visits Membership profiles	To maintain current levels of use by demographic groups at libraries with new opening hours. Baseline is 2011/12 usage (data contained in attachment)	Baseline to be developed from usage data year 2012/13

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<b>Culture, Leisure, Sport and the Olympics</b>	Increase the take up of refurbished leisure centres by diverse communities and monitor usage by age, gender, disability and ethnicity.	Adrian Whittle	Monthly monitoring reports of leisure centres visits, daytime/evening visits, and event and membership profiles	Baseline to be developed from usage data in 2011/12	Baseline to be developed from usage data year 2012/13
<b>Transport, Environment and Recycling</b>	Increase recycling rates in low compliance hotspot areas across the borough.	Ian Smith	Recycling rates within those areas targeted  Increased awareness within targeted groups	5% increase in participation from baseline Baseline to be calculated in the first six months of 12/13	Baseline to be developed