

Chief Executive's Directorate

Annual Equality Action Plan 2012/13

1. Introduction

- 1.1 Directorate action plans form an important part of the Council's equality policy by making sure that all directorates have a continuing focus on advancing equality and achieving fairness in the services for which they are responsible and amongst their employees.
- 1.2 The Chief Executive's Directorate's plan is circulated to the Regeneration, Culture and Adult Education Scrutiny Committee, before being approved by the Lead member for policy.
- 1.3 All directorates also produce annual reports on the progress achieved through their equality action plans. These are prepared at the end of the financial year, in order to reflect a full year's activity, and circulated to the relevant scrutiny committee at its first meeting of the new municipal year.
- 1.4 This action plan covers the period from April 2012 to March 2013 and contains:
 - an explanation of its relationship with other plans
 - a summary of the directorate's equality vision and values, roles and responsibilities
 - key issues and targets for the plan
 - the action plan
- 1.5 The action plan has been drawn up against the background of the directorate continuing to need to deliver budget reductions as part of the council's overall savings package. These may have some impact on the delivery of the plan during 2012/13.

2. Relationship with other plans

- 2.1 This action plan will be incorporated in the overall strategic plan for the Chief Executive's Directorate for 2012/13. The strategic plan in turn responds to the

Borough's refreshed Community Strategy 2010-13 and the three year Council plan.

- 2.2 The council's equality scheme sets out the overall approach to advancing equality across the organisation. A revised equality scheme has been drafted and is being submitted to the Cabinet in March 2012. This contains overall equality objectives for the council in line with the specific public sector duties under the Equality Act 2010.
- 2.3 Council-wide progress on equality is summarised each year in the annual review of equality, which is circulated to the Regeneration, Culture and Adult Education Scrutiny Committee (as the scrutiny committee with responsibility for corporate equality issues) and the Cabinet for approval.

3. Vision and Values

- 3.1 The role of the Chief Executive's Directorate is:

“to promote a high performing, customer-focused Council, with accessible, quality public services that measurably improve the quality of life. We aim to achieve this through: corporate leadership and direction, developing our staff, and developing collaborative partnerships that make a difference.”

- 3.2 As at April 2012, the Chief Executive's Directorate includes the following sections:

- Community safety
- Corporate policy and research/customer access to services
- Elections and electoral registration
- Communications and public affairs
- Credit union

- 3.3 The directorate takes a lead on corporate equality issues, incorporating overall policy development and the provision of advice and support, but working closely with the Corporate Resources Directorate on equality employment and training issues across the council. It will continue to provide strategic information to support equality planning and impact assessment processes across the council and be a key player in partnership work to promote equality.
- 3.4 The directorate ensures that it continues to focus on equality through the action planning and reporting process, designating responsibility for actions to

particular staff, completing impact assessments and reviewing policies, undertaking engagement activities and continuing training and development. All staff in the directorate have been required to undertake an e-learning course on equality during 2011.

- 3.5 The directorate aims to mainstream equality so responsibility for promoting equality in employment and services rests with all heads of service. However, a principal officer within the Corporate Policy and Research Team is responsible for overall equality policy development work on behalf of both the council and the directorate. This includes the preparation, monitoring and review of the action plan.
- 3.6 All employees have a responsibility to comply with the requirements of the equality policy in all dealings with elected members, other employees, job applicants, residents, service users and other members of the public, and with other organisations. Training and development needs of employees in the directorate are identified in annual performance review and development discussions with their line managers.

4. Key Issues and Targets

- 4.1 As noted, the council's equality scheme is currently being revised and will be in place for the 2012/13 municipal year. This contains a number of key equality issues for the council over the three years and key equality objectives.
- 4.2 The 2011 annual review of equality identified priorities for the next twelve months, pending the publishing of the revised equality scheme for the council, namely:
- publishing equality information and objectives in line with the specific duties in the Act
 - developing a new equality strategy in line with the Act and recognising a reduction in resources
 - implementing improvements in equality impact assessments
 - continuing the roll out of e-learning on equality, and
 - the recruitment and retention of disabled employees.
- 4.3 A full report on these priorities will be included in the annual review of equality and the contribution towards them by the Chief Executive's Directorate will be covered by the annual report of the directorate. However, to provide a brief summary of progress to date: equality information has been published through the council's web pages; a new equality scheme containing objectives has

been drafted for the Cabinet in March 2012; revised guidance for equality impact assessments has been drawn up and implemented for example in support of the budget process; and e-learning on equality has been rolled out to all staff in the directorate.

- 4.4 Within the draft equality scheme key issues and challenges for the borough have been identified around:
- the needs of an ageing population
 - high and rising unemployment levels amongst young people
 - child poverty and troubled families
 - impact of welfare reforms
 - health inequalities
 - the impact of the Localism Act and the development of 'our society in Dudley'
 - respect and dignity – hate crime, harassment and domestic abuse
 - council employment issues – development of leadership and management skills, equality training, implementing the pay and grading structure, tackling underrepresentation in the workforce.
- 4.5 Arising from the key issues and challenges, a number of equality objectives have been set out in the scheme (subject to approval by Cabinet). The ones which are particularly relevant for the directorate to contribute towards and against which actions are identified in this plan are:
- develop a financial inclusion strategy by March 2013 which identifies initiatives and actions to support protected groups
 - ensure that the actions of the council and its partners in response to the community rights in the Localism Act and in developing our society in Dudley advance equality of opportunity and foster good relations
 - improve awareness and reporting of, and responses to, hate crime
 - improve awareness of domestic abuse amongst those communities which have low reporting rates with the aim of increasing reporting
 - improve the equality related knowledge and skills of employees.
- 4.6 The directorate undertakes a range of engagement, needs assessment and equality impact assessment work which feeds into the action plan, and supports other directorates in similar work. In terms of engagement activity, the directorate contributes in arranging, running workshops and providing information stalls for the council-wide BME community consultation event each autumn. Action for Disabled People and Carers continues to be supported through the directorate's funding of Dudley Council for Voluntary Service and is involved developing plans and improving services. The

community safety team have arranged annual 'face the people' events on behalf of the Safe and Sound Partnership. Directorate staff are involved in supporting the development of Community First panels, the Dudley Borough Interfaith Network and a number other groups, as well as providing good practice advice and training to other employees and partners.

5. The Action Plan

5.1 The detailed action plan for 2012/13 is set out at the attached appendix.

Chief Executive's Directorate
February 2012

Chief Executive's Directorate – Equality and Diversity Action Plan for 2012/13

Appendix

Objective	Detailed action/target (and lead officer)	Target Date/ milestones	Planned outcome/performance indicator
Priority 1 Policy development and performance management			
CE1. Update information and guidance in response to continuing implementation of the Equality Act 2010	(1) Review equality information published to meet the requirements of the Equality Act 2010 (SM/JW)	September 2012	Meet legal requirements as a minimum Improved outcomes for protected groups
	(2) Publish updated information to meet the requirements of the Equality Act 2010 (SM/JW)	January 2013	
	(3) Assess and provide guidance on the implications of the forthcoming age discrimination legislation (SM)	July 2013 (depending on implementation date)	
	(4) Revise promoting equality through procurement guidelines to respond to new EHRC guidance once available (SM)	September 2012 (dependent on EHRC)	
CE2. Improve equality data and performance management	(1) Produce 2012 annual review of equality including initial progress on published statutory equality objectives for the lead Scrutiny Committee on corporate equality issues and Cabinet (SM)	September 2012	Clear presentation of key performance information to improve equality performance management

	(2) Undertake equality impact assessments of: Relevant budget proposals (GT) Localism/our society initiatives (AW) Domestic abuse strategy update (AB)	March 2013	EIAs completed within the timescales Improvement actions identified and scheduled
	(3) Contribute to review of budget process to ensure that there continues to be an effective process for assessing and taking into account equality impact of relevant budget proposals (SM)	July 2012	Public sector equality duty addressed in budget decisions
	(4) Continue work with directorates on closing some of the gaps in equality information (AW/SM)	March 2013	Improved data for assessments to inform service design
	(5) Provide analysis of 2011 census data by available protected characteristics as the information is released by the ONS (NL)	First release due by July 2012	Data analysis provided to support EIAs, targeted services, etc.
	(6) Provide support to work on troubled families through identifying families, maintaining data, including by relevant protected characteristics, and producing monitoring reports (TK/NL)	Throughout year	Families identified Success of interventions can be measured
Priority 2. Community engagement			
CE3. Ensure targeted and cost effective engagement is in place	(1) Support community engagement events such as the BME community event in 2012 (JW/SM)	September 2012 (tbc)/ ongoing	Successful 2012 event. Feedback leading to service improvements

	(2) Work with partners in arranging community engagement training and network events covering engagement and influence (DR)	Evaluation of 2011/12 programme – April 2012 March 2013	No. of attendees Improved engagement skills
	(3) Review arrangements for the Action for Disabled People and Carers project (SM)	December 2013	Joined up and cost effective engagement
CE4. Ensure that the actions of the council and its partners in response to the community rights in the Localism Act and in developing our society in Dudley advance equality of opportunity and foster good relations (AWr)	(1) Ensure awareness across protected groups of their community rights under the Localism Act	Throughout year	Feedback from engagement/community influence measurement Records of contact from groups
	(2) Identify communities that require additional support to have the same ability and capacity to exercise their rights as others	March 2013	Schedule of groups with potential needs, based on knowledge held by DVCS
	(3) Include the public sector equality duty in assessment criteria in deciding whether a property is deemed to have community value, if forthcoming regulations allow	Date tbc, once regulations issued	Compliance with process guidelines Engagement feedback
	(4) Identify significant gaps in coverage of the work of Community First panels, and other similar initiatives, and explore ways of addressing these.	Throughout year	Feedback from communities about programmes

Priority 3. Communications			
CE5. Provide access to equality information	(1) Inform the council, partners and public of key cultural and civic dates and publish information about international and national events on the internet (JW)	Throughout year	Council, partners and the public aware of key diversity and civic dates to inform planning and service delivery
	(2) Provide improved access to equality information published under the Equality Act through further redesign and updating of the equality web pages (JW/SM)	January 2013	Organisations and the public have access to information to judge the council's performance on equality
CE6. Promote events and celebrations to communities	Encourage groups and communities to take part in and organise events and activities in celebration of the Queen's diamond jubilee and the 2012 Olympic games (JJ)	Throughout year	Participation by range of communities in events
Priority 4. Employment and training			
CE7. Improve employee equality competencies	Support Corporate Resources Directorate in designing and delivering appropriate equality training to members and employees (SM)	March 2013	Improved knowledge and skills of employees and members
Priority 5. Community safety			
CE8. Improve awareness and reporting of, and responses to hate crime (RO)	(1) Coordinate development work identified following hate crime stakeholder event	December 2012	Actions identified and implemented Number of reports across

	(2) Establish third party reporting centres	March 2013	protected groups increased Number of third party reporting centres set up
CE9. Implement findings from the domestic abuse service improvement review (AB)	(1) Improve awareness of domestic abuse amongst those communities which have low reporting rates with the aim of increasing reporting	March 2013/ongoing	Groups who have low reporting rates identified Data collection mechanisms in place Different ways of increasing awareness Identified
	(2) Update domestic abuse strategy in light of the review	Consultation April - May 2012 Strategy refreshed – September 2012	Up to date strategy in place
CE10. Improve analysis and understanding of anti-social behaviour in order to target responses more effectively (AWi)	Implement findings from corporate anti-social behaviour review	From July 2012	Better information about protected groups Improved complainant satisfaction
CE11. Improve community safety equality data and intelligence	Work with partners to ensure robust data is available about protected groups for needs assessments and the strategic assessment in line with the requirements of the Equality Act 2010 (BD/SH)	December 2012 and ongoing	Needs assessments reflect protected groups Services designed to respond to identified needs

CE12. Address equality issues in the commissioning and delivery of drugs and alcohol services	(1) Ensure that the equality duties are addressed in moving to new commissioning arrangements for drugs and alcohol services (SH)	During 2012/13	Appropriate transitional commissioning arrangements in place
	(2) Continue to monitor the number of young people (under 18s) from BME communities who access the substance misuse service (AH/SH)	March 2012	Numbers of young BME people using the young persons specialist substance misuse service reflects level of need
	(3) Continue to address any barriers to young people from BME communities accessing the service (AH/SH)		
Priority 6. Access to elections process			
CE13. Increase participation in electoral registration and elections (AM)	(1) Issue pictorial guide with all postal voters ballot packs	May 2012	Increased registration and turnout
	(2) Send voting guide to all rising 18's who will be eligible to vote in elections for the first time		
	(3) Place copy of pictorial guide to voting and guidance to voters in alternative languages in all polling stations		
	(4) Raise awareness of the need to register and encouraging people to vote through targeted engagement or advertising campaigns.	May 2012 and throughout year	

Priority 7. Contingency and disaster management			
CE14. Meet the needs of diverse communities in planning a disaster response (JH)	(1) Continue involvement in community cohesion planning and training	March 2013	Regular participation in CCTME
	(2) Continue efforts to involve different faith communities in response to extreme events through a presentation to the interfaith network and engagement with faith groups.		Groups engaged with. Greater involvement of faith groups.
Priority 8. Credit union			
CE15. Promote financial inclusion (DD)	(1) Promote credit union services to BME communities through presentations, events and advertising in community centres	BME community consultation event – September 2012 (tbc)	Increase in take up of services
	(2) Contribute to corporate work on tackling poverty and promoting financial inclusion	Throughout 2012/13	

Glossary

BME – black and ethnic minority

CCTME - Community cohesion and tension monitoring executive

DCVS – Dudley Council for Voluntary Council

EHRC – Equality and Human Rights Commission

EIA – equality impact assessments

ONS – Office for National Statistics

tbc – to be confirmed

Lead officers for actions

AB – Anne Boden; BD – Bob Dimmock; DD - Dharminder Dhaliwal; SH – Sue Haywood; AH – Audrey Heer; JH – John Hodt; Jan Jennings; TK – Trish Kilmurray; NL - Neil Langford; SM – Simon Manson; AM – Alison Mason; RO - Rosina Ottewell; DR – Donna Roberts; JW – Jason Whyley; AWi – Andy Winning; AWr - Andy Wright

**Regeneration, Culture and Adult Education Scrutiny Committee –
7 March 2012**

Report of the Director of the Urban Environment

**Directorate of the Urban Environment's Equality Action Plan for
2012/2013**

Purpose of the Report

1. To consider the annual equality action plan for 2012/2013 for the Directorate of the Urban Environment.

Background

2. The production of Directorate equality and diversity action plans is an important part of the Council's approach to promoting equality, ensuring that all Directorates maintain a focus on planning work to deliver appropriate services, on ensuring employees are treated fairly and in meeting the requirements of equality legislation.
3. Overview and scrutiny of corporate equality issues is included in the terms of reference of the Regeneration, Culture and Adult Education Scrutiny Committee. Consideration of individual Directorate's action plans is split up amongst the different scrutiny committees, with this committee responsible for the Directorate of the Urban Environment's plan. Following scrutiny, it will be approved by the appropriate Cabinet Members before being published on the Council's equality web pages.
4. The Directorate of the Urban Environment's action plan for 2012/2013 is attached and sets out actions relating to different service areas within the Directorate. The Directorate's plan also supports the continuing implementation of the Equality Act 2010 and contributes to achieving the overall Council equality objectives which are to be published in accordance with the specific public sector equality duties. These objectives are included in the draft equality scheme for 2012-2015 which will be considered by Cabinet on 14th March 2012.

5. An annual report setting out progress with the Directorate's action plan for 2011/2012 will be completed at the end of the year and circulated to the committee for its June meeting.

Finance

6. Any costs associated with implementing the action plan will be met from existing budgets.

Law

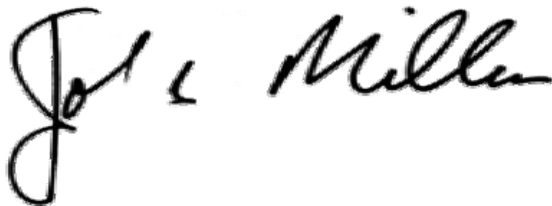
7. The Equality Act 2010 replaced the previous anti-discrimination laws with a single Act. The first duties of the Act came into force on 1st October 2010.
8. The general public sector equality duty under the Act came into force on 5th April 2011 requiring public authorities to pay due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations, covering the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
9. The Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish equality information by 31st January 2012 and equality objectives by 5th April 2012.

Equality Impact

10. The action plan sets out proposed actions for promoting equality in the Directorate of the Urban Environment during 2012/2013. A number of the actions included in the plan derive from equality impact assessments (EIAs) carried out on Directorate services, cover EIAs due to be undertaken in 2012/2013 or relate to data to be collected which can assist in judging impact. Performance indicators or outcomes are identified against each target so that progress in achieving the action plan can be monitored and reviewed.
11. Issues relating to children and young people are covered in more detail in the Directorate of Children's Services annual equality action plans.

Recommendation

12. It is recommended that committee considers and comments on the Directorate of the Urban Environment's equality action plan for 2012/2013.

A handwritten signature in black ink, appearing to read 'John Millar'. The signature is written in a cursive style with a large initial 'J'.

John Millar
Director of the Urban Environment

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List of Background Papers

Directorate of the Urban Environment's Equality and Diversity Action
Plan for 2012/2013

Directorate of the Urban Environment

Annual Equality and Diversity Action Plan for 2012/2013

1. Introduction

- 1.1 The equality action plan sets out the Directorate of the Urban Environment's objectives for the year 2012/2013, for implementing the Council's equality policy. It includes the Directorate's objectives, as well as addressing equality issues existent due to relevant legislation, and taking into consideration corporate objectives.
- 1.2 The action plan covers the period from April 2012 to March 2013 and contains:
- an explanation of its relationship with other plans
 - a summary of the Directorate's equality vision and values, roles and responsibilities
 - key issues and targets for the plan
 - the action plan
- 1.3 The Directorate of the Urban Environment is a large Directorate, carrying out a number of diverse functions, which are:

Culture & Leisure

Culture & Tourism
Sport & Physical Activity
Museums, Parks & Amenities

Planning & Environmental Health

Planning
Environmental Health & Trading Standards

Economic Regeneration & Transportation

Economic Regeneration Delivery
Engineering, Traffic & Transportation

Environmental Management

Street & Green Care

Waste Care

Underpinning these functions are the relevant policy and support services, a number of which are included within the Policy and Executive Support Team.

- 1.4 A review of the Directorate's achievements against the objectives detailed in its 2011/2012 action plan will be included in the annual report produced at the end of the 2011/2012 municipal year.

2 Relationship with other plans

- 2.1 The Directorate's action plan forms part of the authority's response to how it will deal with equality objectives. The priorities and targets relate and contribute, where relevant, to the Council Plan and the Borough's revised Community Strategy 2010-2013.
- 2.2 The principles and objectives of the action plan are also integrated into service plans within the Directorate and the action plan will form part of the overall strategic approach for the Directorate of the Urban Environment.
- 2.3 The Council's equality scheme sets out the overall approach to advancing equality across the organisation. A revised equality scheme has been drafted and is being submitted to the Cabinet in March 2012. This contains overall equality objectives for the Council in line with the specific public sector duties under the Equality Act 2010.
- 2.4 Council-wide progress in promoting equality is reported each year in the annual review of equality, which is submitted to the Regeneration, Culture and Adult Education Scrutiny Committee (as the scrutiny committee with responsibility for corporate equality issues) and the Cabinet for approval.

3 Visions and Values

- 3.1 The Directorate supports all aspects of the Council's Equality Policy, and will take action to implement the policy both in terms of employment practices and service provision.
- 3.2 All employees of the Directorate have an individual responsibility to comply with the relevant legislation, policies and procedures relating to equality. This responsibility is applied in the directorate's dealings with members, other employees, job applicants, residents, service users, other members of the public and external organisations. Specific responsibilities for ensuring equality in both employment and service

provision, rests with the Directorate's Management Team, and all Heads of Service, with the support of the Principal Human Resources Officers who support the Directorate. The Head of Policy and Executive Support, a member of the Directorate's Management Team, has the responsibility for co-ordinating this work across the Directorate.

- 3.3 In attempting to ensure that equality is mainstreamed into service provision, employees of the Directorate undertake relevant training and development in these areas. Information is initially provided as part of an on-site induction, so that employees are immediately made aware of equality issues, and the role individuals play in extending it into service provision. Other training and development for employees includes recruitment and selection training (which includes information on equality issues). Future training for employees of the Directorate will include briefings for managers on equality impact assessments and the roll out of an e-learning training package.

4 **Key issues and targets for 2012/2013**

The Council's overall commitment to Equality is set out in the Equality Policy, and the Equality Scheme details the Council's action plan for promoting equality objectives.

- 4.1 The Directorate's priorities in formulating its 2012/2013 action plan are based around the following key issues:

(1) **Equality Scheme**

The Directorate action plan is linked to the Corporate Equality Scheme, which sets out the Council's approach to promoting equality across all its services and employment. The Council's equality scheme is currently being revised and will be in place for the 2012/2013 municipal year.

(2) **Equality Impact Assessments**

An impact assessment is a systematic and thorough way of appraising a service and the impact that it will have on different groups and communities. The aim of an impact assessment is to ensure that policies and services are not unfair or discriminatory in the way that they impact on different groups in the community.

The Directorate has a programme of full impact assessments for 2012/ 2013 (one for each division of the Directorate) (**priority 1 – action plan for 2012/2013**), with a further ongoing prioritised

programme of impact assessments to be determined for future years.

The Equality Impact Assessments to take place between April 2012 and March 2013 are:

- Planning Policy
- Dudley Marketplace
- Arts Development
- Flood Risk Management

(3) **Directorate Equality Priorities**

The Directorate has identified its overall equality priorities which run from 2010 until 2013. The 2012/2013 action plan objectives contribute towards achieving some of these priorities. As these overall Directorate priorities run for several years, not all are reflected in the action plan for 2012/2013.

- Continue to ensure that services are accessible to all and that awareness of available services is promoted to minority groups;
- To continue and improve consultation and involvement with minority groups to ensure they have an input to changes/improvements to delivery of our services;
- Continue the improvements to the numbers of employees within the Directorate from under-represented groups i.e from BME communities or people with a disability;
- To ensure that a prioritised programme of Equality Impact Assessments is carried out for existing services and that an Equality Impact Assessment is a priority where services are undergoing development or change;
- To ensure that Equality Impact Assessments are used to feed into Directorate action plans / service plans and that any actions are achieved;
- To improve/develop available equality monitoring data to enable the impact of service delivery to be assessed.

4.2 The Directorate's specific objectives for 2012/2013 relating to equality are detailed in this action plan.

4.3 Particular priority, where appropriate, will be assigned to supporting corporate equality priorities identified in the 2011 annual review of equality and the revised equality scheme, and progressing work through the Corporate Equality and Diversity Leadership Group.

5 Consultation

- 5.1 The Directorate undertakes or is involved in a wide range of consultation about its services and strategic priorities. Members of the Directorate's Disability Consultation Group continue to give an input into how we can improve the Directorate's services. The Directorate Management Team has been involved in determining the priorities identified in this Action Plan.

6 Monitoring

- 6.1 Progress regarding the achievement of the objectives detailed in the action plan will be monitored by the Directorate's Management Team and the Directorate's Equality Working Group.

7 The Action Plan

- 7.1 The action plan is set out in the following tables.

Directorate of the Urban Environment – Equality and Diversity Action Plan for 2012/2013

Objective (and Lead Officer)	Detailed Action/ Target	Target Date/ Milestones	Planned Outcome/Performance Indicator
<p style="text-align: center;">Priority 1</p> <p>Complete equality impact assessments in the following areas:</p> <p>Lead Officer – Annette Roberts</p> <p>Lead Officer – Rupert Dugdale</p> <p>Lead Officer – Fred Richings</p> <p>Lead Officer – Graham Hodgson / Roger Morgan</p>	<p>Complete impact assessments in the following areas:</p> <p>Planning Policy</p> <p>Dudley Marketplace</p> <p>Arts Development</p> <p>Flood Risk Management</p>	<p>March 2013</p> <p>March 2013</p> <p>March 2013</p> <p>March 2013</p>	<p>Full impact assessments completed within the timescales</p> <p>Integration of identified actions into Service Plans</p> <p>Achievement of Equality Scheme objectives</p>

Directorate of the Urban Environment – Equality and Diversity Action Plan for 2012/2013

Objective (and Lead Officer)	Detailed Action/ Target	Target Date/ Milestones	Planned Outcome/Performance Indicator
<p style="text-align: center;">Priority 2</p> <p>Engage with BME Groups in order to raise awareness about services offered by Environmental Health and Trading Standards and ensure that the services we provide are meeting the needs of people from BME communities.</p> <p style="text-align: center;">Lead Officer – Nick Powell</p>	<p>Set up a Working Group of officers from each service area to address the priority</p> <p>Identify specific groups within the BME community and methods of communicating with them</p> <p>Engage with the identified BME groups to raise awareness and identify needs.</p> <p>Re-evaluate the provision of the service in the light of the identified needs.</p>	<p style="text-align: center;">April 2012</p> <p style="text-align: center;">June 2012</p> <p style="text-align: center;">December 2012</p> <p style="text-align: center;">March 2013</p>	<p>Improved understanding of how Environmental Health and Trading Standards can better respond and meet the needs of BME communities.</p> <p>An increased understanding within BME communities of issues associated with Environmental Health and Trading Standards.</p> <p>Increased knowledge of the needs of BME communities in order to make the service we provide more effective.</p>

Directorate of the Urban Environment – Equality and Diversity Action Plan for 2012/2013

Objective (and Lead Officer)	Detailed Action/ Target	Target Date/ Milestones	Planned Outcome/Performance Indicator
<p style="text-align: center;">Priority 3</p> <p>To ensure that documents produced by the Planning Policy team as part of the Local Development Framework can be accessed by the wider community by offering opportunities for documents in alternative formats, including translation (through interpreters selective transcription of scripts) and audio versions of textual documents.</p> <p>Lead Officer – Annette Roberts</p>	<p>To prepare a policy, method, and service standard to ensure that policy team documents are accessible to the wider community.</p>	<p>March 2013</p>	<p>Policy, method and service standard in place to provide documents in alternative formats which will improve access to these documents for the wider community.</p>

Directorate of the Urban Environment – Equality and Diversity Action Plan for 2012/2013

Objective (and Lead Officer)	Detailed Action/ Target	Target Date/ Milestones	Planned Outcome/Performance Indicator
<p style="text-align: center;">Priority 4</p> <p>To work with schools and colleges to promote road safety awareness and encourage active travel across all communities</p> <p style="text-align: center;">Lead Officer – Peter Vangeersdaele</p>	<p>Offer appropriate level ‘bikeability’ cycle training to all primary and secondary schools</p> <p>Offer pedestrian training for pupils in years 1 and 2 in all primary schools</p> <p>Offer transition training to all year 6 primary school pupils to promote safe and active travel to secondary schools</p> <p>Provide ‘independent travel training’ to young people with a disability to assist them in using public transport to travel from home to school or college, so that they are able to travel independently</p>	<p>March 2013</p> <p>March 2013</p> <p>March 2013</p> <p>March 2013</p>	<p>To ensure that contact has been made with all schools and colleges during the academic year to discuss their needs and offer appropriate training and support</p> <p>All training delivered as appropriate to schools and colleges that request to access the services that we provide</p>

	<p>Offer support to all schools to review their travel plan through a programme of education, training and publicity</p> <p>Continue to work with engineers, schools and school crossing patrols to identify safer route initiatives</p>	<p>March 2013</p> <p>March 2013</p>	
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Directorate of the Urban Environment – Equality and Diversity Action Plan for 2012/2013

Objective (and Lead Officer)	Detailed Action/ Target	Target Date/ Milestones	Planned Outcome/Performance Indicator
<p style="text-align: center;">Priority 6</p> <p>Develop a financial inclusion strategy which identifies initiatives and actions to support protected groups</p> <p style="text-align: center;">Lead Officer – DUE</p>	<p>Map all current relevant activities across directorates and partners</p> <p>Identify opportunities for better joint working and where there may be possible actions to improve consultation and service delivery</p>	<p style="text-align: center;">March 2013</p> <p style="text-align: center;">March 2013</p>	<p style="text-align: center;">Financial inclusion strategy completed; initiatives mapped and actions identified</p>

Directorate of the Urban Environment – Equality and Diversity Action Plan for 2012/2013

Objective (and Lead Officer)	Detailed Action/ Target	Target Date/ Milestones	Planned Outcome/Performance Indicator
<p style="text-align: center;">Priority 7</p> <p>Continue and develop the programme of swimming lessons for children with a disability, which provides disabled children across the borough with weekly lessons for 36 weeks of the year</p> <p style="text-align: center;">Lead Officer: Greg Southall</p>	<p>Aim to improve the evaluation of lessons by developing a questionnaire in inclusive format so that as many people as possible can give their opinions</p> <p>Apply for additional forms of suitable funding</p> <p>Seek to improve the knowledge of swimming teachers by finding more inclusive training opportunities</p>	<p style="text-align: center;">May 2012</p> <p style="text-align: center;">July 2012</p> <p style="text-align: center;">March 2013</p>	<p>Lessons evaluated and improved accordingly</p> <p>Applications for funding submitted</p> <p>Every swimming teacher offered training</p> <p>Maintain maximum capacity of 81 children across the borough who are receiving disability swimming lessons</p>

Regeneration, Culture and Adult Education Scrutiny Committee – 7 March 2012

Report of the Chief Executive

Chief Executive's Directorate's Equality Action Plan 2012/13

Purpose of report

1. To consider the annual equality action plan for 2012/13 for the Chief Executive's Directorate.

Background

2. The production of directorate equality action plans is an important part of the council's approach to promoting equality, ensuring that all directorates maintain a focus on planning work to deliver appropriate services for communities in the borough, on making sure employees are treated fairly and in meeting the requirements of equality legislation.
3. Overview and scrutiny of corporate equality issues is included in the terms of reference of the Regeneration, Culture and Adult Education Scrutiny Committee. Consideration of individual directorates' action plans is split up amongst the different scrutiny committees, with this committee responsible for the Chief Executive's Directorate's plan. Following scrutiny, it will be approved by the Cabinet Member for policy before being published on the council's equality web pages.
4. The directorate's action plan for 2012/13 is attached. This sets out actions to respond to the continuing implementation of the Equality Act 2010 and in particular to the public sector equality duties in the act. It also highlights how it will be contributing towards the overall council equality objectives, to be published in accordance with the specific public sector equality duties. The objectives are included in the council's draft equality scheme for 2012-15 which will be considered by the Cabinet on 14th March 2012. Actions relating to different service areas within the directorate are also included in the directorate's plan.

5. An annual report setting out achievements against the directorate's action plan for 2011/12 will be completed at the end of year and circulated to the committee for its June 2012 meeting.

Finance

6. Any costs associated with implementing the action plan will be met from within existing budgets.

Law

7. The Equality Act 2010 replaced the previous anti-discrimination laws with a single Act. The first duties of the Act came into force on 1st October 2010.
8. The general public sector equality duty under the Act came into force on 5th April 2011 requiring public authorities to pay due regard to the need to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations covering the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
9. The Equality Act 2010 (Specific Duties) Regulations 2011 require public authorities to publish equality information by 31 January 2012 and equality objectives by 5th April 2012.

Equality Impact

10. The plan sets out proposed actions for promoting equality led by the Chief Executive's Directorate during 2012/13. A number of the actions included in the plan derive from equality impact assessments (EIAs) carried out on the directorate services or corporate policies, cover EIAs due to be undertaken in 2012/13 or relate to data to be collected which can assist in judging impact. Performance indicators or planned outcomes are identified against targets so that progress in achieving the action plan can be monitored and reviewed.
11. Issues relating to children and young people are covered in detail in the Directorate of Children's Services' annual equality action plans.

Recommendation

12. That the committee considers and comments on the Chief Executive's Directorate's equality action plan for 2012/13.

John Polychronakis

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John Polychronakis
Chief Executive

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List of Background Papers

Guidance for the preparation of directorates' equality and diversity action plans and annual reports (December 2011)

Quarterly Corporate Performance Management Report

Summary for Scrutiny Committee on Regeneration, Culture and Adult Education

Quarter 3 (October to December 2011)

Quarterly Corporate Performance Management Report

Contents

Section 1: Introduction	Page 3
Section 2: Performance Summary Quarter 3 2011/12	Page 4
Section 3: Reporting on Council Action Plan Priorities	Page 5
Jobs and Prosperity Heritage, Culture and Leisure Individual and Community Learning	Page 6

Section 1: Introduction

This Summary is taken from the third Quarterly Corporate Performance Management Report of 2011/12 highlighting performance for the period 1st October to 31st December 2011.

The report represents local people matters and priorities contained within a number of key activities and indicators. There has been a radical reduction in the number of indicators in the Council Plan, and a determination to operate a revised, slimmed down performance reporting system that focuses on the key local outcomes. Our aim is to reduce the bureaucracy of performance reporting but to make our local priorities and our performance more open and transparent.

Following consideration by Corporate Board, the Cabinet Performance Management Sub-Group and Cabinet, the full report will be made available to the public via the internet.

The main body of the report focuses on the seven priorities contained in the Council Plan and progress against the key performance indicators and activities used to determine our delivery of these priorities is included in **Section 3**.

A performance summary, incorporating the key service achievements and issues affecting Dudley MBC during quarter 3, is included in **Section 2**.

To view copies of all Quarterly Corporate Performance Management Reports please use the link below:

<http://www.dudley.gov.uk/council--democracy/performance-matters-in-dudley/performance-reporting>

Section 2: Performance Summary Quarter 3 2011/12

This section summarises the performance information and key achievements and issues affecting children's services in Dudley that are addressed in detail in the main body of the report.

There follows a brief summary of performance for each Council Plan priority, including any significant achievements and challenges. The detail behind these headlines is included in Section 3 of the report.

Individual and Community Learning Performance Review

Section 3: Reporting on Council Action Plan Priorities

The Council Plan 2013 sets out the Authority's priorities for the three year period 2010-2013. It provides a focus on where we want to be over the next three years and outlines how we are planning to meet a combination of key drivers:

- National priorities set by Central Government
- Aspirations of the Dudley Community Strategy 2020
- Issues that matter most to local people
- The unique challenges arising from the economic climate

This section provides a detailed review of the progress of the key performance indicators and activities contained within the Council Action Plan.

Traffic light status indicators are used to denote performance as follows:

In terms of the **key activities** they represent the following progress:

- ★ Good (ahead of schedule)
- Fair (on schedule)
- ▲ Poor (behind schedule)

For **key performance indicators** they represent performance as:

- ★ Better than target limits
- Within target limits
- ▲ Worse than target limits

Comments are included for key performance indicators where performance is below target limits or where additional, useful intelligence is available.

Scrutiny Committees receive a summary of this report based on their areas of interest. For clarity, key performance indicator scorecards include reference to the Scrutiny Committee monitoring its performance.

Use the link below to view the Council Action Plan 2013:

<http://www.dudley.gov.uk/council--democracy/plans-policies--strategies/council-plan>

Jobs and Prosperity

Priority JP1 Provide employment opportunities for residents of the borough, and ensure they possess the necessary range of skills				
Objective 1 To increase the number of people in the borough able to access training and job opportunities, leading to sustained employment.				
ref	Key Activities	Status	Progress	Lead Officer
JP1.1a	Working with partners to reduce levels of worklessness in the borough	●	<p>Partnership arrangements with the three Work Programme Prime Contractors have continued to strengthen, both at a strategic and operational level, through Adult & Community Learning.</p> <p>The three Prime Contractors continue to attend the bi-monthly meetings of the Employment and Skills Management Group, in order to discuss their progress on terms of Work Programme implementation.</p> <p>In addition, meetings have continued with Work Programme Primes at the Black Country level, supported by the Black Country Consortium. These meetings will provide the basis for a strategic partnership between the Primes and four Black Country local authorities, in terms of direction of travel and reporting progress.</p> <p>The above Group has now been formalised as the 'Black Country Partnership Group', which will be advised by the Black Country Local Enterprise Partnership Board and Employment & Skills Board; a formal Protocol will be agreed at the next meeting, in March 2012.</p> <p>The Department for Work and Pensions contract to assist families with multiple barriers to employment has been awarded (December 2011) to EOS Ltd. Dudley Council is regarded as a key partner in this project, and will be expected to identify the families who would benefit most from participation.</p>	Jean Brayshay DUE
JP1.1b	Working with partners and other agencies to support local people into local jobs through the provision of employability skills and training.	●	<p>The Dudley Borough Employment & Skills Management Group meets on a bi-monthly basis and now includes representatives from the main 3 Work Programme Prime Contractors in addition to local employability training providers and DMBC colleagues including Adult & Community Learning. The Employment and Skills Group oversees the work of the Neighbourhood Employment & Skills Partnership, which are in the process of rationalisation.</p>	Jean Brayshay DUE

Priority JP2 Develop and diversify the local business base

Objective 1 To increase the number of higher- value businesses attracted to the Borough

ref	Key Activities	Status	Progress	Lead Officer
JP1.1d	Target learning engagement for employability with priority groups and in priority neighbourhoods to support Dudley Employment Hub and reduction of worklessness agenda	★	Good recruitment of unemployed adults to employability programmes. 665 learners engaged on programmes. The work club model successful in supporting job outcomes. 131 adults supported into employment. The work clubs supported by Adult Learning continue to be very popular in Lye, Coseley and Gornal Libraries, with attendance regularly in excess of 20 per session at Gornal. Regular weekly job club held at Dudley Library attracting approx. 10 people.	Kate Millin DACHS

Priority JP2 Develop and diversify the local business base

Objective 1 To increase the number of higher- value businesses attracted to the Borough

ref	Key Activities	Status	Progress	Lead Officer
JP1.2a	Provide skills for life support and learning for adults with poor literacy language (ESOL) and numeracy and digital skills.	★	Provider collaboration is supporting adult (post 19) Skills for Life and English as a Second Language (ESOL) referrals. Demand for support remains high. Adult Community Learning Team learners on programmes: 516 Skills for Life, 244 English as a Second Language (ESOL), 624 IT learners. 165 adults have been engaged on family literacy and numeracy programmes.	Kate Millin DACHS
JP1.2b	Libraries providing free access to computers and the Internet with library staff, partner and volunteer supported use	★	Race on line - number of people helped this quarter - 5291. Cumulative total - 362166. No. library run IT sessions 200. No. partner provided IT sessions 83. Public Access PC usage (NOT Online Public Access Catalogues) 43%	Kate Millin DACHS
JP1.2c	Castle & Crystal Credit Union to provide efficient and cost effective financial services, offering loans through the Growth Fund.	★	Feasibility Study ongoing to 31 st march. All loan targets up to 30/03/2012 already hit by 31/12/2011 in terms of total loans. Potential financial reward forthcoming from Department for Work & Pensions (DWP) as a result of over performance.	Dharminder Dhaliwal CEX

Key Performance Indicators

Direct	Ref	Definition	10/11 Target	10/11 Actual	11/12 Target	Q1 Actual	Q2 Actual	Q3 Actual	Q4 Actual	Select Committee
DACHS	ACL KPI 7	Number of individuals (learners) gaining employment	100	138	100	50 ★	95 ★	131 ★		Regeneration, Culture and Adult Education
DACHS	ACL KPI 6	Number of employers supported	125	126	46	7 ▲	32 ★	69 ★		Regeneration, Culture and Adult Education
Comment for DACHS ACL KPI 6: Reduced annual target for 2011 -12 as a result of losing Future Skills related funding. Steady progress against target										
DACHS	ACL KPI 16	Number of individuals adults in employability programmes	400	773	400	148 ★	536 ★	665 ★		Regeneration, Culture and Adult Education
CEX	SRI 003	Number of working age people in Borough claiming Job Seekers Allowance (JSA)	Not targeted	9,722	9,722	9,587 ●	10,058 ●	9,982 ●		Regeneration, Culture and Adult Education
CEX	SRI 004	% of working age people in the Borough claiming Job Seekers Allowance (JSA)	Not targeted	5%	5%	5% ●	5.2% ●	5.2% ●		Regeneration, Culture and Adult Education

Key Performance Indicators

Direct	Ref	Definition	10/11 Target	10/11 Actual	11/12 Target	Q1 Actual	Q2 Actual	Q3 Actual	Q4 Actual	Select Committee
DACHS	ACL 03	Number of individual adults in Skills for Life/literacy, language and numeracy	450	614	500	200 ★	271 ★	516 ★		Regeneration, Culture and Adult Education
DACHS	KPI 24	% of learners from the top 20% of deprived neighbourhoods	-	33%	30%	30% ●	29% ●	29% ●		Regeneration, Culture and Adult Education
CEX	CEX CU 001	Credit Union membership	4,500	4,433	4,850	4,464 ●	3,879 ▲	4,041 ●		Regeneration, Culture and Adult Education

Priority JP2 Develop and diversify the local business base

Objective 1 To increase the number of higher- value businesses attracted to the Borough

ref	Key Activities	Status	Progress	Lead Officer
JP2.1a	To work proactively with the development industry and business community to promote Dudley as allocation for new investment and to facilitate the growth of existing businesses.	●	Engagement with strategic companies has continued throughout Q3 of 2011/12. Dudley Borough now features on the Locations 4 Business website which is a globally recognised portal for inward investment looking to invest or relocate. An inward investment brochure for Dudley Borough is now complete and was distributed at the launch of Dudley Business First held on 7 th December 2011.	Jean Brayshay DUE

Objective 2 To create a thriving local enterprise economy

ref	Key Activities	Status	Progress	Lead Officer
JP2.2a	To work with partner agencies to ensure those wishing to establish new enterprises have access to maximum support	●	Dudley Business First was officially launched on 7 th December 2011 and will act as the Council's 'front door' service for local business support and inward investors. The service now acts as the single point of contact within the Council and handles all enquiries relating to inward investment and relocation, business support and start-up, property availability assistance, recruitment, research, international links, business to business opportunities and access to finance. The Council continues to work closely with Marketing Birmingham, Black Country local authorities and Solihull MBC as part of an European Regional Development Fund (ERDF) project to promote development opportunities in Dudley Borough and target support to Small and Medium sized Enterprises (SME's). <i>Dudley Business First was a spot light issued at our Members Performance Sub Group meeting.</i>	Jean Brayshay DUE
JP2.2b	To support a thriving local enterprise economy through effective regulation	●	97% of food safety, health and safety, food standards and pollution control inspections for high risk premises, were carried out on premises that were due for renewal.	Nick Powell DUE

Priority JP3 Create an attractive environment for people to live, work and invest in

Objective 1 Improve the vibrancy and attractiveness of the Borough's town centres

JP3.1a	To deliver the regeneration framework for the borough through Area Action Plans and Development Strategy Plan	●	Production of Local Development Framework documents is on target in line with the Local Development Scheme.	Helen Martin DUE
JP3.1b	To deliver Area Action Plans for the town centre's of Brierley Hill, Halesowen and Stourbridge in accordance with approved Local Development Scheme	●	Brierley Hill Area Action Plan (AAP) was approved for adoption in July 2011. Stourbridge AAP has been out to consultation of preferred options and is being reported back to Cabinet in February 2012 for publication. Submission is on target for summer 2012. Halesowen, formulation of preferred options has been completed and Cabinet approval for consultation agreed at Cabinet in December 2011 to commence 9 th January 2012 for 6 weeks.	Helen Martin DUE
JP3.1c	To deliver actions against Dudley's Area Development Framework	●	Revised funding package for THI projects now agreed though European Regional Development Fund (ERDF), Heritage Lottery Fund (HLF), council gross points and English Heritage. Baileys Hall and 168 High Street completed, tenders returned for Merlins and tenders to be invited imminently for 270-272 Castle Street. Stage 2 consultation on Market Place completed and workshop session around stall layout etc to be held with market traders in late January 2012. Planning applications have been approved for all of the 4 planning applications for the Dudley College town centre developments, for which work has commenced on the Tower Street West site.	Rupert Dugdale DUE

Priority JP3 Create an attractive environment for people to live, work and invest in

Objective 2 Improve and maintain the environmental quality and security of the surroundings of tourist attractions, retail areas and business parks

ref	Key Activities	Status	Progress	Lead Officer
JP3.2a	To work with local businesses and the community in the improvement and maintenance of local town centres and the local environment	●	<p>Street Cleansing continue to work with the police, through the Joint Activity Group, to deal with graffiti in the Borough. A joint agency plan has been agreed to tackle a recent problem in the Halesowen area.</p> <p>The Team are also continuing to work with Virgin Telewest / BT Openreach in the application of Protech (anti-graffiti) coatings to their utility boxes.</p> <p>The Street Cleansing Team have supported 41 community organised litter picks so far in this financial year, through the provision of equipment and bags and the disposal of collected waste.</p> <p>Working with the community remains a priority for the service, and national performance indicator standings released during the quarter by APSE (Association for Public Service Excellence) show that Dudley's Street Cleansing Team are amongst the top in their group in terms of their work around community consultation.</p> <p>Dedicated space, inviting community groups to undertake litter picks in their area (with the support of the Street Cleansing Team), has been included in the Dudley Council for Voluntary Service (DCVS) monthly 'Echo' newsletter.</p>	Garry Dean DUE

Heritage, Culture and Leisure

Priority CL1 Ensuring that heritage and culture is preserved, developed and promoted for all; and celebrated and used by all				
Objective 1 To increase participation in leisure, recreational and cultural activities for learning, health improvement, socialising and personal growth.				
ref	Key Activities	Status	Progress	Lead Officer
CL1.1a	Provision of a range of, and the development and enhancement of new/additional, cultural and leisure facilities and services	●	Wide range of facilities are provided. Investment at Crystal Leisure Centre completed over Christmas/New Year period. Further investment planned for other leisure centres. Investment in Healthy Hubs has provided alternative, free to access, facilities.	Andy Webb DUE
Objective 2 To increase the number of people accessing up-to-date and co-ordinated information about recreational and cultural activities & venues				
CL1.2a	Provision of the community information directory and leaflet service	●	Number of visits to Community Information Directory website - 2566. Number of leaflets supplied - 6170. Community Information stock in Stourbridge moved to a more prominent location and made available on open access Dec 2011.	Kate Millin DACHS
Objective 3 To increase the number of people having influence over the type and availability of recreational and cultural activities & venues				
CL1.3a	Establish and maintain community engagement across all cultural and leisure services, working with agencies and partners on a range of initiatives to develop participation.	●	Ongoing work with the community sector and other public sector organisations in the delivery of services as per Q2.	Duncan Lowndes DUE
Objective 4 To protect, preserve and develop for appropriate use the unique heritage of the borough for this and future generations				
CL1.4a	Conservation and management of the Borough's green spaces	●	Project Manager appointed for Mary Stevens Park Stage 2 HLF Bid. Priory Park Heritage Lottery Fund (HLF) implementation ongoing through detailed design stage. Ongoing management of National Nature Reserve (NNR), NR's and other accredited sites in line with agreements with English Nature etc.	Sally Orton DUE
CL1.4b	Protect, preserve and promote the uniqueness of the borough through its historic assets, glass and geological heritage	●	Works on the Ripples Through Time HLF project at an advanced stage. Project Manager appointed for Mary Stevens Park Stage 2 HLF Bid.	Sally Orton Penny Russell DUE
CL1.4c	Implementing the archives new build project	★	Tender Evaluation process under way to select the contractor to build the new archives. An updated planning request has been submitted. This is due to changes being made which will reduce costs but not the overall design outcomes required. We expect to have the contractor appointed by the end of January 2012.	Kate Millin DACHS

Priority CL1 Ensuring that heritage and culture is preserved, developed and promoted for all; and celebrated and used by all

Objective 5 To increase the contribution of creative industries and the visitor economy to the economic regeneration of the borough

ref	Key Activities	Status	Progress	Lead Officer
CL1.5a	Implementation of the Borough Visitor Economy Strategy	●	The Dudley Tourism Action Plan continues to be delivered according to its identified timescales. Private sector engagement is strong and attractions and venues are actively involved in the delivery of the plan.	Penny Russell DUE
CL1.5b	Seek to develop/ provide affordable studio space in the borough for creative industries	●	Ongoing provision of units at Red House Cone and potential developments included as part of proposals for Glass Museum. Additional retail space available following purchase of the Stuart Crystal shop currently being marketed.	Duncan Lowndes DUE

Objective 6 | Local people participating in 2012 Olympiad activities

<p>CL1.6a</p>	<p>Support the implementation of national and regional plans for the London 2012 Olympiad through a local programme of activities and other initiatives</p>	<p>●</p> <p>In November 2011 it was announced that the Olympic Torch Relay will visit Dudley on Saturday 30 June 2012, entering the Borough in Coseley, visiting the Black Country Living Museum and departing via Burnt Tree. Pre-planning meetings with Council and Police colleagues have commenced and there will be co-ordination of the visit of the Torch Relay at a Black Country level.</p> <p>The Get Set programme creates opportunities for children and young people to get involved in the excitement of the London 2012 Olympic and Paralympic Games, with members of the Get Set Network gaining access to exclusive rewards and opportunities.</p> <p>91 schools and colleges from the Borough are registered with Get Set with 35 of these being Get Set Network members. Get Set schools will be encouraged to welcome the Torch Relay.</p> <p>Part of the Cultural Olympiad, has been running for some four years, Dancing for the Games is the culmination of work that has been ongoing over that period.</p> <p>Performances are planned for a week in mid-May using equipped playground settings with further performances in early July.</p> <p>St Thomas's Community Games are planned to start on 22 June 2012 and to run through to early July, coinciding with the visit of the Torch Relay.</p> <p>Other activities on route, at The Coseley School or the Silver Jubilee Healthy Hub, that coincide with the visit of the Torch Relay could be registered as Community Games.</p> <p>Other notable dates for the forthcoming year are set out below: 25 March 2012 – Sainsbury's Sport Relief Mile at The Dell Stadium May 2012 – Dancing for the Games 2-5 June 2012 – Queen's Diamond Jubilee 30 June 2012 – Torch Relay 1 July 2012 – Mercian Regiment Freedom Parade July 2012 – Dancing for the Games</p>	<p>Duncan Lowndes DUE</p>
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Individual and Community Learning

Priority ICL1 Widen participation in adult and family learning to enhance personal and social development, knowledge and skills, employability, health and wellbeing

Objective 1 To increase the number of adults and families engaged in learning for personal interest.

ref	Key Activities	Status	Progress	Lead Officer
ICL1.1a	Widen participation in learning for adults and families in their communities.	●	Outreach strategies and partnership working have been successful in engaging priority groups. 19% of adult learners are from Black & Minority Ethnic groups 29% from priority wards, 28% were male.	Kate Millin DACHS

Key Performance Indicators

Direct	Ref	Definition	10/11 Target	10/11 Actual	11/12 Target	Q1 Actual	Q2 Actual	Q3 Actual	Q4 Actual	Select Committee
DACHS	ACL KPI 2	Total number of individual adults participating in learning (Adult Community Learning)	6,000	6,644	6,000	1,913 ●	3,799 ★	4,761 ●		Regeneration, Culture and Adult Education