

BRAINTREE DISTRICT COUNCIL EQUALITY ACTION PLAN 2012-13

The Equality Act 2010 imposes the following General Duties on Local Authorities to:

1. Eliminate unlawful discrimination, harassment and victimisation
2. Advance equality of opportunity
3. Foster good relations

It covers people who share the 'protected characteristics' of Age, Disability, Gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The following Actions are included either in the Council's Corporate Strategy 2012/16, Annual Plan 2012/13 or in Service Business Plans 2012/13

Priority	Duty	Protected Characteristic	Outcome
Reduce the number of households in fuel poverty	2	All	This has been progressed through the Essex Energy Partnership enabling many households to make energy efficient improvements
Work with schools and local communities to encourage more people to take a pride in their local neighbourhoods	1,2,3	Age, Disability	A number of schools and communities have taken part in litter picks and litter competitions to raise awareness. Tabor Academy is currently running an inter-house competition to reduce litter.
Work with Southview school and the local community to provide a community orchard and allotments	2,3	Disability	The project could not be delivered this year. The school will again be looking at fundraising and we will continue to provide support where required.
Increase our support to vulnerable people to enable them to stay in their own homes by increasing the investment in disabled facilities	1,2	Age, Disability	Disabled facility grants have been approved totalling £500,000. The current waiting list has reduced by 40% since the start of the year.
Develop the Community Transport Service by increasing passenger numbers and	1,2,3	Disability	Profiling helped to identify groups of vulnerable and isolated people who could benefit from the Community

journeys with a focus on vulnerable people living in the most isolated areas			Transport Scheme. In 2012/13 there were a total of 59,777 passenger journeys which is a 4% increase in the number of passenger journeys in 2011/12
Extend Keep Safe pilot across the District enabling adults with learning disabilities to participate in public life and access services.	1,2,3	Disability	58 Adults with learning disabilities signed up to the scheme. The scheme has successfully been extended to Halstead and Witham so is now District wide. 22 Venues across the District are displaying window stickers and acting as a venue for adults with a learning disability to make a telephone call if they are in need of assistance
Deliver Training to staff on Hate Crime reporting including Racial Incidents	1,2,3	Age, Disability, Gender, Race, Religion	Embedded an awareness of safeguarding policy and procedures across the council through the delivery of training to 429 staff and volunteers. Established a Corporate safeguarding Officers Group to provide ongoing support to officers acting as a focal point for staff when dealing with safeguarding matters, This group has also enabled wider consultation & review of procedures & policy, case study reviews (documents & procedures), and identification of best practice
Work in partnership with other agencies (eg Trading Standards & Police) to tackle 'rogue traders' who prey on vulnerable people	1,2	Age, Disability	Doorstep pack developed to give to vulnerable residents by Environmental Health Staff . Environmental Health staff have been trained by Trading Standards officers in the use of the Intel data base to report doorstep incidents if seen on their day to day work. Also when officers visit vulnerable residents the information pack will be incorporated into each visit.
Provide more opportunities and access for people not in employment, education or training	1,2	Age	In partnership with Groundwork and Greenfields the Council have developed a pre-apprenticeship project: 'The Green Team'. This provides a 16 week voluntary employment training scheme for 10 young people providing them with an opportunity to gain a nationally recognised qualification and improve employment

			prospects.
Provide further places on the modern apprentice scheme at Braintree District Council	1,2	Age	Eight new apprentices started with the Council in November 2012. Three apprentices progressed onto a Level 3 qualification and one apprentice started a public/private joint working arrangement. Two apprentices have successfully secured employment with the Council
Secure the provision of 50 affordable homes and bring 55 empty homes back into use	2	All	71 affordable homes have been provided across the District in 2012/13
Identify five year supply of Gypsy/Traveller sites in Braintree District	1,2,3	Race	Braintree District Council Local Development Framework Sub Committee have recommended that the Council should allocate the Twin Oaks Gypsy and Traveller site at Stisted (21 pitches) as a Traveller site. This recommendation will be considered by Council on 29.7.13. The site could become an authorised site, either if it is granted planning permission subject to the provision of an improved access from the site to the A120, or when the draft Site Allocations Plan is adopted by the Council in 2014. The approval of Twin Oaks as an authorised site will provide the 5 year supply of Gypsy and Traveller sites in the District.
Improve customer service by achieving the Customer Service Excellence Standard for our key services	1,2	All	The Housing Services team and Operations successfully achieved the standard in 2012/13 with both service areas achieving elements of compliance plus. Environmental Services have completed their pre-assessment with 16 partially compliant areas which they are now working on with a view to full assessment being carried out in the summer 2013. Two other front line services are currently working towards achieving the standard.
Implement the new leisure contract to deliver a customer-focused, accessible and	1,2	All	The management of the leisure centres across the district has been successfully transferred to the new

cost effective leisure service			contractor Fusion Lifestyle. Fusion will be investing in new fitness equipment and aims to create more opportunities to get more people active and enjoying sport and exercise
We will review the impact of any relevant new policies, procedures or projects that we are responsible for and also for any changes to these.	1,2,3	All	Equality Impact Assessments are undertaken and published on our website
Work with local doctors and other health partners to develop and improve local health services	1,2	All	Good progress was made with the Braintree Joint Locality Board supporting the creation of a Health and Wellbeing Panel for the District. A report to Cabinet is planned for July 2014 to support the Mid-Essex Clinical Commissioning Group Integrated Plan 2013-16 and the creation of the Health and Wellbeing Panel.