











Appendix A

“All of Us” Community Cohesion Strategy 2008/09 – 2010-11 Implementation Plan: Annual Monitoring 2008-09.



1: *Everybody has similar life opportunities*

Key Tasks	Outcomes	Responsibility	Timescale	Progress
1.1 Improve access to information about cultural activities by making it available in different formats	All people can join in culture and leisure activities in Bracknell	Chief Officer: Leisure and Culture	All publicity material from April 2008	 <p>Completed and ongoing Information on activities for disabled users is available on the Bracknell Forest Council website, with specific links to all leisure sites. Bracknell Leisure Centre has the widest range of activities and facilities for disabled users and therefore produce a separate brochure specifically for disabled facilities and activities at the centre. All brochures are available in alternative formats (i.e large print, Braille) on request.</p>
1.2 Improve accessibility of information about planning and building control and planning policy by supplying in different formats	All people can know about, access the planning system and influence the future of Bracknell Forest Borough	Chief Planning and Transport Officer	All publicity material from April 2008	 <p>Completed All Local Development Framework documents can be provided in alternative formats upon request.</p>




Key Tasks	Outcomes	Responsibility	Timescale	Progress
1.3 Publicise the assisted collection scheme	All people with physical disabilities know about the scheme and know how to get rubbish to their gate	Chief Environment and Public Protection Officer	March 2009	 Completed and ongoing A calendar leaflet distributed to all households has information about assisted collections. The website has been updated to include more information and an A-Z booklet was delivered in March 2008 with more information about assisted collections. In December 2008 mixed recycling was instigated making it easier with one recycling bin.
1.4 Ensure all new and replacement hackney carriages are wheelchair accessible	All new and replacement hackney carriages are wheelchair accessible ensuring all people who use wheelchairs can travel around the borough	Chief Environment and Public Protection Officer	All hackney carriages to be wheelchair accessible by March 2010	 Excellent progress Currently of the 81 hackney carriage vehicles, 71 are fully wheelchair accessible and 9 are swivel seat vehicles. The remaining 1 is a normal saloon style vehicle.
1.5 Apply a practical test for all new applicants for hackney carriage driver licenses to ensure they are capable of securing wheelchair users safely in the vehicle	All wheelchair users are safe and secure when travelling in hackney carriages around the Borough	Chief Environment and Public Protection Officer	All new applicants for hackney carriage driver licenses must pass the test prior to being issued with a license.	 Completed and ongoing Since 2007 the practical test administered by the Driving Standards Agency has been in place to ensure that all new applicants for dual driver licences (hackney carriage and private hire) are capable of securing wheelchair users safely in the vehicle.


Key Tasks	Outcomes	Responsibility	Timescale	Progress
1.6 Negotiate the introduction of lower floor buses to aid access with First	Make it easier for people with limited mobility to use public transport to travel around the Borough	Chief Planning and Transport Officer	On-going	 <p>Good progress All new buses being introduced are low floor vehicles.</p>
1.7 Install raised kerbs at bus stops to provide level access to lower floor buses	Percentage of bus stops with raised kerbs increased making it easier for people with limited mobility to use public transport to travel around the Borough	Chief Environment and Public Protection Officer	On-going	 <p>Good progress A continuing programme of installation is in place. Two-thirds of stops in Bracknell Forest now have raised kerbs.</p>
1.8 Work in partnership with South West Trains and Network Rail to ensure that disability requirements are included in the Transport Interchange Improvements planned for Bracknell Station	People with limited mobility and in wheelchairs can access platform 2 at Bracknell station	Chief Planning and Transport Officer	March 2012	 <p>Good progress A new bridge with a lift and facilities were opened in April 2009 at the station, enabling people with limited mobility and in wheelchairs to access platform 2. Booking hall disability access improvements are being undertaken in the Summer 2009.</p>
1.9 Continue to process requests for residential disabled parking and enforce Council maintained disabled bays	People with limited mobility can park close to their homes and facilities throughout the Borough	Chief Planning and Transport Officer	On-going	 <p>Good progress The next bi-annual order is in preparation.</p>
1.10 Work with South Hill Park to improve the cultural offering for people with a disability	More people with a disability can access cultural opportunities at	Chief Officer: Leisure and Culture	On-going	 <p>Completed and ongoing.</p>





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	South Hill Park			<p>Headspace is now set up. Headspace is a studio specially designed for local artists, with or without a disability, to display their work in a safe, friendly and convenient location.</p> <p>Inner Sense, a company working with adults with profound learning and physical disabilities was given advice on their application to the Arts Council for a grant; they have been awarded £45k.</p>
1.11 Work with Bracknell Day Centre & Step Forward to facilitate new ways people with learning disabilities can work with recycling	More people with learning disabilities obtain the opportunity to work	Chief Environment and Public Protection Officer	March 2010	<p style="text-align: center;">✓</p> <p>Satisfactory progress Finding premises is the major hurdle with this initiative but investigations are underway.</p>
1.12 Maintain and develop arrangements for vulnerable groups to access 'mainstream' leisure facilities	People from vulnerable groups are better integrated in the whole community	Chief Officer: Leisure and Culture	On-going	<p style="text-align: center;">✓</p> <p>Good progress Bracknell Leisure Centre provides a range of facilities free of charge to the Red Diamond Sports Club for disabled and non-disabled members, who meet on a Sunday evening.</p> <p>Bracknell Leisure Centre hosts the "Well Being" team that provides sporting opportunities for customers with physical and/or learning disabilities. The Well Being team's activities also take place at Coral Reef and Downshire Golf Complex. Bracknell Leisure Centre and Edgbarrow Sports Centre run specific sessions for older people.</p>





Key Tasks	Outcomes	Responsibility	Timescale	Progress
				Free swimming for under 16s and over 60s was introduced on April 1st 2009.
1.13 Increase membership of the 'leisure saver' scheme	More people from disadvantaged groups use our leisure facilities	Chief Officer: Leisure and Culture	On-going	 <p>Good progress The Leisure Saver Scheme provides discounted entry fees for residents in receipt of certain means tested benefits. During the 4th quarter of 2008-09 the number of Leisure Saver Scheme members rose by over 50. There is a concessionary fees and charges system for disabled customers and their carers are admitted free of charge at Bracknell Forest managed leisure facilities. Disabled membership has been reviewed with a view to improving access to facilities.</p>
1.14 Implement the Children and Young People's Plan	Improved outcomes for children and young people in health, safety, enjoyment and achievement, participation and economic wellbeing	Director of Social Care and Learning	March 2011	 <p>Good progress. The Children and Young People's Plan (CYPP) was originally a three year plan and was due to end in 2009. New legislation on Children's Trusts has highlighted the fact that the CYPP will be a requirement of and will be owned as a document by the Children's Trust. The guidance allows for the current plan to be rolled over until a new plan is in place by 2011. Consistent good grades from the Annual Performance Assessment and Joint Area</p>





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				<p>Review Inspection demonstrate the positive impact of the priorities in the plan on children and young people.</p> <p>Regular annual review supported by consultation and needs analysis ensures the plan remains current and consistent with local needs. The 2009 review will be published at the end of June 2009.</p>
<p>1.15 Develop integrated Youth Support Services in Bracknell Forest</p>	<p>Young people have a range of places to go and things to do; opportunities to make a positive contribution to the community; good quality advice and guidance services; and targeted support when they need it.</p>	<p>Chief Officer : Access and Inclusion Head of Integrated Youth Support</p>	<p>March 2010</p>	<p style="text-align: center;">✓</p> <p>Good progress The 4 dimensions of Integrated Youth Support are being delivered effectively across the Borough and are becoming more visible to young people.</p>
<p>1.16 Continue programme of developing Children's Centres in every community and the next phase of the Extended Schools</p>	<p>Families have access to a range of integrated services convenient to them in their local communities</p>	<p>Extended Services Manager Early Years and Childcare Manager</p>	<p>March 2011</p>	<p style="text-align: center;">✓</p> <p>Good progress In June 2009, 86% of schools, 32 in total, had become fully extended (from 57%, 21 schools, in June 2008). Developments to reach this status reflect community needs.</p> <p>Six children's centres have been designated with three of these having achieved full core offer status and a further two to be developed</p>




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				by March 2010 as part of the next phase of the Government's programme. Childrens centre areas are to change to better reflect the location of centres and community needs.
1.17 Continue to implement Bracknell Forest's Special Education Policy on securing improved outcomes for children and young people with special and additional needs	Children and young people access a broad and balanced curriculum, which includes the National Curriculum and provides educational experiences of a high quality – this entitlement is common to all pupils and students	Chief Officer Children's Social Care Chief Adviser: LAL	On-going	 Good progress Ofsted inspection judgements on how well learners with difficulties and disabilities make good progress within our schools found: 5 outstanding, 19 good and 14 satisfactory. Our special school is rated outstanding by Ofsted.
1.18 Promote increasing involvement and access to services and resources in the local community for children and young people with disabilities and their families	Development of 'core offer' and through implementation of 'Aiming High'	Head of Adults and Commissioning	2010/11	 Good progress The Aiming High strategy was agreed by the Children and Young People's Trust. The strategy, which includes Bracknell Forest's Core Offer and short break plan, was approved by central government and as consequence funding has been allocated to increase short breaks for disabled children in 2009/10 and 2010/11.
1.19 Support and educate people with mental health needs to lead healthy lifestyles	Improved Health and Well-being for people with a mental health condition	Locality Manager, Mental health	August 2008	 Good progress Well attended health and well being group with





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				<p>a rolling programme for people with serious mental health problems. Weight loss, increased exercise, healthier diet and social networking evident.</p> <p>Stop smoking support provided by voluntary sector. Direct link from Community Mental Health Team to primary care for 'healthy heart' advice. The use of community leisure services is also facilitated.</p>
<p>1.20 Work with voluntary sector providers to support people with Mental Health needs to access paid employment</p>	<p>Improved economic well-being for people with Mental Health needs</p>	<p>Locality Manager, Mental health</p>	<p>On-going</p>	<p style="text-align: center;"></p> <p>Good progress Voluntary sector organisation 'Rethink' are facilitating support to employment via individual support plans. Access to 'pathways to work' was provided to enable assessment of employment options, including identification of specific support needs, to enable individuals to return to work. Support from Bracknell Forest Voluntary Action in identifying range of voluntary employment as a stepping stone into paid employment.</p> <p>Access to specialist benefits advice through Rethink for individuals returning to employment following sickness absence.</p>


Key Tasks	Outcomes	Responsibility	Timescale	Progress
1.21 To modernise day opportunities for older people and people with Long Term Conditions	More choice and control and an improved quality of life for people with long term conditions	Head of Older People and Long Term Conditions	On-going	 <p>Good progress There has been an increased use of community services reducing reliance on institutional type settings.</p>
1.22 To support carers to undertake paid employment	Improved quality of life and economic well-being for carers	Chief Officer Adult Social Care	On-going	 <p>Good progress Self referral for respite which enables carers to continue with employment during times of mental health crisis. Service developments across Adult Social Care have had support for carers as an important element.</p>
1.23 To engage with vulnerable people from different communities in order to tailor support to meet their needs	Improved choice and control and quality of life for vulnerable people from different communities	Chief Officer Adult Social Care	On-going	 <p>Good progress A range of activities have been undertaken engaging with various community groups including the Indian Community Association, Bracknell Islamic Cultural Society and the Nepalese community.</p>
1.24 To enhance the provision of home support for people with dementia to enable them to remain at home for longer	Improved choice and control and quality of life for people with dementia and their families	Locality Manager, Mental Health	May 2008	 <p>Excellent progress Home Care Modernisation achieved. The dementia team has been increased three fold following Home Care Modernisation. The</p>



Key Tasks	Outcomes	Responsibility	Timescale	Progress
				specialist dementia support service is highly successful and other providers offer choice; work continues in developing other agencies ability to provide excellence.
1.25 To facilitate the provision of a housework and shopping service for vulnerable people through Bracknell Forest Voluntary Action	Improved choice and control for vulnerable people	Head of Older People and Long Term Conditions	On-going	 Good progress This has proven to be a successful service.
1.26 Develop a joint team working with Berkshire East Primary Care Trust to support people with long term conditions	Improved health and well-being for people with long term conditions	Head of Older People and Long Term Conditions	May 2009	 Good progress Project group established and partnership working with Community Matrons.
1.27 Provide better information for carers	Improved choice and control and health and well-being for carers	Head of Older People and Long Term Conditions	June 2008	 Good progress Launched an Information pack for carers. Used Community TV to provide information to carer's. Recruited to the post of Information and Network worker.
1.28 Hold a Voice of Experience conference for older people in Bracknell Forest	Enabling older people to make a positive contribution	Head of Older People and Long Term Conditions	January 2009	 Good progress Successful conference held in January 2009, its outcomes have fed into the Older People Strategy



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1.29 Increase dementia space registration at Heathlands	Enabling more choice and control for people with dementia and their families	Head of Older People and Long Term Conditions	March 2009	 <p>Good progress The whole home is now reserved for people with dementia. The home is registered with an excellent rating for dementia care</p>
1.30 Creation of employment opportunities for people with a learning disability through the establishment of a social firm and partnership working with a mainstream employment agency	Improved health and well-being and financial well-being for people with a learning disability	Head of Adults and Commissioning	August 2008	 <p>Good progress A social firm the Green Machine is now established. This has provided some employment opportunities and further developments will follow. The partnership with A4E will be reviewed to maximise impact. Further work is being done to develop employment opportunities.</p>
1.31 Enabling and supporting people with a learning disability to live in their own home through rental or shared ownership	More choice and control and an improved quality of life for people with a learning disability	Head of Adults and Commissioning	On-going	 <p>Good progress People with a learning disability are and have been supported to live in their own homes through rental arrangements or shared ownership. There are now 25 people in rental accommodation and 6 people who own or part own their home.</p>
1.32 Ensure appropriate support in mainstream arts and leisure activities to enable access by people with a	More choice and control, improved health and well-being and quality of life for people with a	Head of Adults and Commissioning	On-going	 <p>Good progress</p>

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learning disability	learning disability			Access to mainstream arts and leisure activities for people with learning disabilities has been enabled by providing/ basing support staff within facilities such as the leisure centre and Headspace.
1.33 Develop flexible transport options for use by vulnerable people	More choice and control and an improved quality of life for vulnerable people	Director of Corporate Services	August 2008	 Good progress A review of social and community transport has been completed which involved extensive consultation and an action plan is in place for improving transport options for vulnerable people. The action plan covers both community transport and the transport provided to those receiving support from social care services.
1.34 Develop a range of short break opportunities for people with a learning disability in ordinary settings	Improved choice and control and quality of life for people with a learning disability	Head of Adults and Commissioning	On-going	 Good progress A range of short break opportunities are now offered such as weekend trips away and festival visits; offered to suit people's needs and choices.
1.35 Extend the use of the direct payments scheme through the e+ card to enable vulnerable people to pay for access to leisure facilities outside the council	Increased choice and control for people with a learning disability	Head of Adults and Commissioning Smartcard Development Manager	August 2008	 This is a challenging task. Not achieved as yet and remains work in progress. However, e+ cards are being used across the Councils services.



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1.36 Develop policy to meet the requirements of the Transforming Adult Social Care agenda	Improved choice and control and quality of life for people with a learning disability	Head of Adults and Commissioning	June 2008	 <p>Good progress The comprehensive set of policies, procedures and plans required to support the personalisation agenda for all people eligible for Adult Social Care is under development and will be evaluated as part of the pilot which commences in July 2010.</p>
1.37 Enable vulnerable people to influence strategies and policy	More vulnerable people are supported to make a positive contribution	Head of Adults and Commissioning	On-going	 <p>Good progress All Adult Social Care, care group partnership boards have appropriate representation from people who use services. A comprehensive user engagement implementation plan is under development. We are currently investigating the most appropriate ways of supporting the development of a user-led organisation</p>
1.38 Improve support in schools for minority ethnic communities with English as an additional language (SCL Service Plan)	Develop learning & teaching opportunities. Develop teachers' knowledge, skills and confidence. Support for bilingual parents. Citizenship schemes of work	Senior Advisor for Inclusion and Diversity	September 2009	 <p>Good progress Through the work of English as an Additional Language (EAL) and Diversity team including provision of training for teachers and support for EAL students.</p>
1.39 Ensuring equity and high standards for all and tackling underperformance for any	Impact assessments on policies conducted across the department.	Chief Advisor LAL	On-going	





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particular group.	SATS and GCSE data analysed to identify underachieving groups. Interventions planned and monitored to address underachievement. The impact on individual pupil's progress is recorded. School systems and policies are established and known by all staff to meet the academic and social needs of all pupils			<p>Good progress</p> <p>Supporting schools to identify the performance of groups of children and to develop strategies to tackle underachievement. Raising Achievement Plans in place for targeted schools.</p>
1.40 Improving community cohesion through culture and sport	Achievement LPSA2 targets	Community Arts Development Officer	December 2008	<p style="text-align: center;"></p> <p>Good progress</p> <p>A wide range of arts provision is offered for older people, young carers and disabled and culturally diverse groups, including Age to Age activities targeted specifically at older people and primary school children promoting understanding between generations. A family event Architecture 08 was organised aimed at families to promote family learning. Other activities include Northern Parishes Arts Week and Dancewise; the Council's ongoing youth dance project.</p>




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				The consultants who carried out the 2008 Place Survey have confirmed that the comparable Best Value Performance Indicator figures for 2008 are 57.38%, against a LPSA2 target of 57.6%. So LPSA2 targets have been achieved.
1.41 Delivering new homes in and around Bracknell Town Centre (ECC Service Plan)	Deliver a total of 34 new affordable homes on sites on the periphery of the town centre	Chief Housing Officer	March 2009	 Excellent progress The overall target for 2008/09 has been exceeded by 40 units. With a total of 74 properties delivered.
1.42 Ensuring local people gain the skill for employment in the town centre (SCL Service Plan)	Help jobless carers/parents get back in to training/employment through partnership working with the FE college and Job Centre Plus via Children's Centres	Early Years and Childcare Officer	TBD	 Good progress Children Centres now offer a rolling programme of benefits advice from the Family Information Service and Citizen Advice Bureau. Job Centre Plus sends weekly updates of all job vacancies. Touch screen booths are accessible in Children Centres for parent/carers to gain further information. Regular back to work sessions are held which include building confidence and developing basic skills. <i>New Year, New Start</i> Childrens Centre free event held at the Sports Centre for those wishing to return to work. Topics covered benefits, training and childcare vacancies. Another one is planned for January 2010.



Key Tasks	Outcomes	Responsibility	Timescale	Progress
1.43 Provide more choice for social housing applicants through the introduction of Choice Based Lettings (ECC Service Plan)	Implement Choice Based Lettings	Chief Housing Officer	March 2009	 Good progress Executive agreed the draft allocation policy at its meeting on 14th April. Work has begun with the IT supplier to specify the system so that it is developed to meet Bracknell Forest's needs.
1.44 Prepare a cultural strategy to maintain and improve the quality of life in the borough	Finalise Cultural Strategy	Director of Environment Culture and Communities	June 2008	 Completed Document launched on 25 September 2008. Available on-line or in hard copy.


2: The diversity of people, their circumstances and their communities is respected and valued





Key Tasks	Outcomes	Responsibility	Timescale	Progress
2.1 Complete ethnic community mapping	Create a baseline of ethnicity data	Director of Corporate Services	February 2008	 Completed Mapping conducted by Experian for the Council.
2.2 Publicise ethnicity community mapping data	All departments and main partners are in receipt of the mapping data, or are aware of its existence	Director of Corporate Services	February/ March 2008	 Completed and ongoing The mapping has been circulated to departments and presentations delivered on the mapping.

Key Tasks	Outcomes	Responsibility	Timescale	
2.3 Develop a strategy for on-going updates of ethnic community mapping	Maintain knowledge of BME communities	Director of Corporate Services	July 2008	 Completed Strategy in place. Schools Census Data and Department for Work and Pensions NI registrations data is monitored annually.
2.4 Ensure every major plan or strategy that the Council produces has considered ethnic community mapping	Improve targeting of services through knowledge of BME communities	All departments	April 2008	 Satisfactory progress Experian produced ethnic community mapping has been presented to CMT along with Schools Census and DWP National Insurance registration data.
2.5 Include Disability Element in Mystery Shopper visits to Leisure facilities.	Up to date information available about how it feels to visit Bracknell Forest's leisure facilities if you have a disability.	Chief Officer: Leisure and Culture	First disability information by March 2009	 Good progress Representations have been made to the Disabled Access Advisory Panel and Be Heard. One new member has been recruited and another two applications received. Be Heard has agreed to help with site audits.
2.6 Working with the PCT publish a comprehensive annual report on the state of public health within Bracknell Forest.	Up to date information available on the public health of Bracknell which we can use to inform our planning of inclusive health promoting activities in the future.	Chief Officer Adult Social Care	First plan due May 2008	 Good progress The first Joint Strategic Needs Assessment was published in June 2008; this will be refreshed in 2009-10.

Key Tasks	Outcomes	Responsibility	Timescale	
2.7 Support the Public Arts Advisory Panel to ensure innovative and appropriate public art is delivered.	Bracknell has public art installations that promote all groups in the community.	Chief Officer: Leisure and Culture	On-going	 Satisfactory progress Guidance being given to developers on ensuring that there is an open and fair process in commissioning artists. Support given to developers to involve and engage the community where new public art installations are being developed, where appropriate. A leaflet has been produced for architects, designers and developers on the commissioning public art including information on community engagement and ensuring that the art is appropriate to the local context. Support is given with community engagement workshops if requested.
2.8 Extended Services programme continues to support the development of inter-generational activities at schools	More understanding between people of different ages	Extended Services Manager	March 2011	 Good progress 10 schools now offer intergenerational lunch clubs. Older people increasingly getting involved in school clubs (eg knitting or music clubs). Three schools have participated in 'Age-to-age' projects involving pupils developing songs based on the reminiscences of older people.
2.9 National year of Reading Programme to provide and promote stock	More understanding of cultures and lifestyles within local communities	Head of Libraries & Information	March 2009	 Satisfactory progress



Key Tasks	Outcomes	Responsibility	Timescale	
2.10 Keep under review the need to provide information in foreign languages	Library stock appropriate to the needs of the changing ethnic diversity of the community. Translation services to cover main Bracknell Forest minority languages.	Head of Libraries & Information Head of Communications and Marketing	On-going	<p>Promotion of Polish language materials at drop in sessions at community centres.</p> <p style="text-align: center;"></p> <p>Good progress We are actively purchasing additional large print books, foreign language and spoken books.</p> <p>The Council's Communication fact sheets have been updated which provide information to staff on access to translation services. A standard translation information sheet is attached to the Council's key strategies and policies written in the main minority languages spoken in the borough.</p>
2.11 Develop learning and teaching opportunities across the curriculum to value diversity whilst promoting shared values	<p>Further development of teachers' knowledge, skills and confidence in:</p> <ul style="list-style-type: none"> a) Teaching pupils who are at the early stages of acquiring English as an additional language. b) Teaching learning and literacy for advanced EAL 	Senior Advisor: SEN, EAL and Diversity	On-going	<p style="text-align: center;"></p> <p>Good progress The support for EAL pupils has been strengthened. School leaders have been supported to evaluate the impact of provision for EAL pupils in terms of attainment and rates of progress. Subject specific resources and an Induction and Support Pack for Admitting New Arrivals, have been developed. The UNICEF Rights Respecting Schools programme has been supported and developed in local schools.</p>

Key Tasks	Outcomes	Responsibility	Timescale	
	<p>learners.</p> <p>Teaching and learning strategies are established within each Key Stage. Teachers and pupils understand the teaching and learning strategies they are to employ.</p> <p>Citizenship schemes of work include opportunities for pupils to learn about the legal and human rights that underpin society and encourage pupils to examine their own beliefs and prejudices</p>			
<p>2.12 Be responsive to changing community profile and provide mechanisms to engage with, and support, children and families from new communities</p>	<p>Support mechanisms in place and children and families from new communities are supported</p>	<p>Director of Social Care and Learning</p>	<p>On-going</p>	<p style="text-align: center;"></p> <p>Good progress We have strengthened our English as an Additional Language & Diversity team and developed materials and programmes to support children and families from new communities in schools. Similar initiatives have been developed through early years settings and childrens centres. Through our extended services project we have appointed a support</p>




Key Tasks	Outcomes	Responsibility	Timescale	
				worker from the Nepali community to develop more effective support in that area of our work.
2.13 Raise awareness in the wider community of Safeguarding Adults	Freedom from discrimination and harassment and an improved quality of life for vulnerable people	Head of Adults and Commissioning	On-going	 Good progress A comprehensive publicity strategy has been developed and improved. It is being implemented.
2.14 Provide programme of cultural activity through support of South Hill Park	Cultural activities planned and undertaken	Chief Officer: Leisure and Culture	On-going	 Good progress Support of South Hill Park has been maintained. South Hill Park provides a wide range of cultural activities on an ongoing basis.
2.15 Support school governors and head teachers in managing issues of diversity, citizenship integration and cohesion	Schools confident in being able to address issues with appropriate policies and programmes. Schools are diverse, integrated and cohesive institutions. Pupils and students understand and use good practice.	Chief Advisor LAL	On-going	 Good progress Conferences, resource materials and training provided for schools. Ofsted reports for schools highlight much good practice in this area.
2.16 Implement a Disability Equality Scheme, Gender Equality Scheme and Race Equality Scheme	All actions in schemes implemented on time	All departments	On-going	 Good progress Annual monitoring of the schemes for 2008-09 has been completed alongside monitoring this



Key Tasks	Outcomes	Responsibility	Timescale	
				strategy. The majority of actions have been completed on time or ahead of time.


3: *There are positive relationships between people*

Key Tasks	Outcomes	Responsibility	Timescale	Progress
3.1 Provide opportunities to participate in a wide range of arts and leisure services to help reduce crime in the Borough through purposeful diversion	Fewer young people involved in crime and anti social behaviour because they have other activities to occupy their time	Chief Officer: Leisure and Culture	On-going	 <p>Good progress We continue to provide a wide range of activities aimed at young people. Recent major initiatives include free swimming for under 16 residents at Bracknell Leisure Centre.</p>
3.2 Extended services schemes and initiatives are fully inclusive of all people	People from all groups feel able to join, contribute to and succeed in projects, programmes and initiatives	Extended Services Manager Early Years and Childcare Manager Head of Integrated Youth Support	On-going	 <p>Good progress Most extended services activities are available to all people, but some are targeted at particular children eg disadvantaged children or those with low self-esteem. Childrens Centres are friendly, non judgemental environments where parents/carers feel comfortable in accessing a range of services often becoming involved in developing /running further activities. Family Outreach Workers reach the most vulnerable families and are able to make relationships,</p>


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				<p>build confidence and encourage many of them to access Children's Centres and participate in a variety of activities often developed with their input.</p> <p>Where Extended Services have worked with Youth Service these are inclusive eg. Great Hollands Pilot project</p>
<p>3.3 Deliver and embed the UNICEF's Rights respecting Schools initiative in 20 primary schools to develop primary age pupil's awareness of their rights and responsibilities within their global culture</p>	<p>DCSF grant secured. Action plan developed. Joint working between LA and school communities on developing pupil's understanding of equality and the global dimension</p>	<p>Chief Advisor LAL</p>	<p>On-going</p>	<p style="text-align: center;">✓</p> <p>Excellent progress</p> <p>Rights Respecting Schools programme is embedded in schools. 21 Primary and 2 Secondary schools have signed up to the scheme with 6 achieving the Level 1 Award.</p>
<p>3.4 Continue to lead the multiagency travellers forum</p>	<p>Greater understanding of the needs of travellers and improved access to services</p>	<p>Community Safety Manager</p>	<p>On-going</p>	<p style="text-align: center;">✓</p> <p>Satisfactory progress</p> <p>The Forum has membership from agencies engaged with travellers from across Berkshire. In particular, Bracknell Forest Homes, the Council's Licensing Officer and Trading Standards, officers from other Berkshire local authorities engaged in enforcement and Thames Valley Police. Examples of best practice and experiences are shared and an update on traveller issues including unlawful</p>




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				encampments. There is usually a presentation from a visiting speaker (i.e. education services) at each meeting. There is an intention to solicit representation from the Gypsy Roma Traveller community for subsequent meetings.
3.5 Support BFVA to develop an event for all communities	Celebratory event to be held involving all community groups	Director of Corporate Services/BFVA	March 2010	 Satisfactory progress The event is at the planning stage.
3.6 Monitor the incidence of anti-social behaviour	Awareness of levels of anti-social behaviour	Anti-Social Behaviour Co-ordinator	On-going	 Good progress All ASB reports in the Borough fell by 12.4% in 2008 – 09 according to CADIS.
3.7 Delivering preventative activities to dissuade young people from engaging in anti-social behaviour.	Increase in the preventative activities available to young people	Head of Integrated Youth Support/ Anti-Social Behaviour Co-ordinator	On-going	 Good progress Positive Activities for Young People (PAYP) funding is provided to the youth service. This is targeted money for specific work that can include "ensuring young people have things to do", and so dissuading them from engaging in anti-social behaviour. The youth service work with the issue of anti-social behaviour in their


Key Tasks	Outcomes	Responsibility	Timescale	Progress
				youth projects, helping young people make informed choices. The Crime and Disorder Reduction Partnership has supported Oakwood Youth Challenge, Police Community Support Officer involvement with young people at the Crowthorne Morgan Recreation Ground and the provision of a football cage used by Oakwood Youth Challenge.
3.8 Enhance strategies to increase respect between groups and reduce incidence of bullying in school and other children's and young people's settings	Reduction in bullying incidents	Children and Families Manager	On-going	 Good progress An Anti-Bullying Strategy and Action Plan was agreed by the Local Safeguarding Children Board last summer and launched in November 2008. An Anti-Bullying Co-ordinator was appointed in September 2008 to drive the Strategy and Action Plan and is working closely with schools and other settings
3.9 Maintain monitoring of racist incidents in schools and other children's settings and plan appropriate interventions to address any issues arising	Reduction in numbers of racist incidents	Children and Families Manager	On-going	 Good progress Information is shared with and received from schools each term and monitored to ensure appropriate action is being taken to combat racist incidents. Schools are reminded of the importance of this area of work

Key Tasks	Outcomes	Responsibility	Timescale	Progress
3.10 Maintain monitoring of racist incidents across council services	Maintainence of very low levels of incidents	Chief Officer: HR	On-going	 Good progress 3 actions being taken: <ul style="list-style-type: none"> • Revisiting and confirming the definition of a “racist” incident to ensure that all staff are clear about it. • Changing the reporting regime to ensure staff pass on details of incidents as soon as possible (as they occurred) rather than co-ordinators working on a quarterly collection basis. • Putting an item in ‘Forest Views’ to publicise the issue.




4: Building and strengthening communities






Key Tasks	Outcomes	Responsibility	Timescale	Progress
4.1 Support Bracknell Forest Voluntary Action and the Federation of Community Groups to publish action plans on the 3 rd sector declaration on climate change	Improves the environment by reducing carbon emissions throughout the Borough	Chief Officer Planning & Transport.	June 2010	 Satisfactory progress Bracknell Forest Voluntary Action has adopted the 3rd sector declaration on climate change and as a consequence is making progress on recycling. The Federation of community



Key Tasks	Outcomes	Responsibility	Timescale	Progress
				Groups is an active member of the Climate Change Partnership. Presentations are being made at community lunches for the voluntary sector.
4.2 Work with partners to ensure that all new developments contain a mix of housing in accordance with the Council's policies that supports long term sustainability	Promotes a high quality and sustainable built environment that encourages people to live and work together in harmony	Chief Planning and Transport Officer	On-going	 <p>Satisfactory progress Preparation of the Development Plan Document has been delayed as a result of the amended Governing Regulations, pending the imminent publication of the South East Plan and staff resources. This will be considered in the revised Local Development Scheme.</p>
4.3 To implement a programme of inspection to ensure 70% of private sector housing occupied by vulnerable households meets the Decent Homes Standard by 2020	Ensures the vulnerable members of our community enjoy the benefits of living in good quality accommodation	Chief Environment and Public Protection Officer	March 2020	 <p>Complete The target is met and the current focus is in respect of providing flexible home loans, disabled facilities grants, houses in multiple occupation and help towards insulation, all of which target vulnerable households</p>
4.4 Engage communities in extended services delivery (in and around schools, in early years and youth provision) through effective area steering group arrangements	All appropriate local communities engaged in local area service planning, development, review and evaluation	Extended Services Manager Early Years and Childcare Manager Head of	On-going	 <p>Good progress During the last year there have been changes in Area Steering Groups (ASG) areas to ensure they can be most effective in meeting community needs. Binfield joined with the</p>


Key Tasks	Outcomes	Responsibility	Timescale	Progress
		Integrated Youth Support		<p>Priestwood, Bulbrook and Warfield group, and the two groups in Sandhurst merged. The Groups are generally very effective, including a wide variety of engaged community representatives and professionals working in the area, including schools. The Groups are tasked with reflecting local needs, usually gained through direct engagement, and delivering appropriate services to address these needs.</p> <p>Centres have their own advisory boards which include parents/carers from the local community and representatives from a variety of community groups. These groups are responsible for wider engagement, planning and reviewing services and ongoing monitoring to measure impact. Representatives from this group are also members of the Area Steering Groups.</p>
4.5 Where required, community groups are facilitated to contribute to extended service developments notably in and around schools, in early years and youth provision	Community groups feel empowered to, and confident in, contributing to service developments	Extended Services Manager Early Years and Childcare Manager Head of	On-going	 Good progress Where appropriate community groups are involved in the design and delivery of extended services activities eg an allotment-based gardening project, homes and activity clubs for

Key Tasks	Outcomes	Responsibility	Timescale	Progress
		Integrated Youth Support		<p>older people involved in intergenerational activities, Short mat Bowls in Sandhurst and contributions to the Northern parishes Arts Week and Winkfield Fete.</p> <p>Children's Centres are charged to work in this way and currently a range of different community groups either support various services or run their own. Self support groups include: Italian, Russian, Polish, Cantonese, Bengali/Hindi, Afrikaans, Spanish –English for Speakers of Other Languages. Friends of Early Bird – Special Educational Needs/Disability.</p> <p>Vineyard Church opening youth centres on Friday evenings and Sandhurst Churches opening Coffee Spot each week.</p>
4.6 Youth Services demonstrate effective community leadership through increasing the level of community engagement and participation in volunteering activities for young people in Bracknell Forest	Increase in numbers of young people engaged and participating in volunteering activities. Increase in range of activities in which young people volunteer	Head of Integrated Youth Support	On-going	<p style="text-align: center;">✓</p> <p>Satisfactory progress The range and number of young people involved in the Duke of Edinburgh Award has increased; the number of Deputy Members of Youth Parliament has increased by 1; plans are afoot regarding South of Bracknell Town development; work is ongoing with young people in Jennet's Park estate.</p>
4.7 Developing positive activities for young people	A wide range of activities are available.	Head of Integrated	On-going	<p style="text-align: center;">✓</p>

Key Tasks	Outcomes	Responsibility	Timescale	Progress
through an integrated Youth Support Strategy	Activities are well matched to the needs and aspirations of all young people	Youth Support Services		Good progress. The Tell Us survey has reported a high involvement level of young people in positive activities. The wider availability of positive activities is becoming more visible to young people.
4.8 Invest in new youth facilities and targeted youth support	Commission new youth facilities	Head of Integrated Youth Support Services	December 2008	 Satisfactory progress The development plan for South of Bracknell Town is driving the commissioning of new youth facilities. There is a targeted youth support project being jointly led by the Youth Service and Connexions to identify the gaps in provision for vulnerable young people and improving staff skills in working with these young people.
4.9 Appoint Executive Member for Community Cohesion	Member appointed	Director of Corporate Services	May 2008	 Complete The Leader of the Council has been appointed.
4.10 Use innovative methods of engaging local residents in decisions that affect them, Particularly targeting hard to reach groups, to listen to their views.	Further develop the use of web technology to engage hard to reach groups. Increase awareness and engagement in democratic processes among members of the public, including young	HDRS Community Engagement Policy Officer	March 2009	 Good progress. Capital identified in new financial year to allow redevelopment of Councils web site. Three online neighbourhood forums have been piloted.

Key Tasks	Outcomes	Responsibility	Timescale	Progress
	people			
4.11 Map current pieces of cross departmental community engagement work	Mapping work undertaken and results circulated	Community Engagement Policy Officer	August 2008	 Complete Included as an appendix to the Partnerships Community Engagement Strategy.
4.12 Develop a Corporate Engagement framework and refresh Community Engagement Strategy	Framework developed and updated Strategy in place	Community Engagement Policy Officer	March 2009	 Complete Community Engagement Strategy published.
4.13 Support the Voluntary Sector Compact and form closer links with Additional Support Project (Minorities Alliance Forum BME)	On-going support provided	Community Engagement Policy Officer	March 2009 Ongoing	 Good progress The Compact has been signed and launched. Regular update meetings are held with the Minorities Alliance and with a range of groups representing the boroughs diverse communities.
4.14 produce new Welcome Pack for all new residents to the borough, but in particular residents from different countries	Welcome Pack developed and issued to new residents	Head of Communication s & Marketing	April 2008	 Completed
4.15 Identify options for youth provision and inclusion in the Town Centre, in collaboration with the youth service and BRP	Options identified	Town Centre Co-ordinator/Chief Planning and Transport Officer	March 2009	 Being revisited as part of a re-think on delivering the Town Centre master plan. Awaiting outcome of works teams review.

Key Tasks	Outcomes	Responsibility	Timescale	Progress
4.16 Secure delivery on LAA target on volunteering and influencing decisions	LAA target met	Director of Corporate Services	March 2011	 <p>Good progress The 2008 Place Survey results showed 20.5% of people in the borough volunteer, this figure is lower than England as a whole and in comparison to other Berkshire unitaries. A target of 23.5% has been agreed with GOSE for the 2010 Place Survey result. Bracknell Forest Voluntary Action is leading on the delivery of this LAA indicator, 100 new volunteers were recruited in 2008-09. A number of activities are planned to increase awareness and uptake of volunteering; including town centre events.</p> <p>2008/09 Place Survey result for the number of people that feel they can influence decisions locally is 28.1%; this represents no significant change from the Best Value Performance Indicators 2006-07 and compares favourably to 29% for England as a whole. Work is underway to encourage greater civic engagement which should affect the number of people that feel they can influence decisions.</p>
4.17 Prepare User Involvement Strategy for Adult Social Care	Strategy in place	Head of Adults and Commissioning	August 2008	 <p>Completed Strategy developed and improved. Detailed implementation plan is under development with</p>

Key Tasks	Outcomes	Responsibility	Timescale	Progress
				robust consultation.
4.18 Engage communities in identifying needs, with particular attention to the needs of vulnerable and disadvantaged groups	Communities engaged	All Departments	December 2008	 <p>Good progress Examples include consultation with young people with a disability and their families for the Aiming High Strategy. Engagement with housing register applicants regarding the choice based lettings and allocations policy and consultation with people with dementia, their carers and other stakeholders for the Dementia Commissioning Strategy. A neighbourhood consultation was also conducted including a household survey and open forum meetings to identify neighbourhood priorities for improving quality of life.</p>