

Appendix 3: Equality Objectives

Delivering Fair & Responsive Services 2014/15

Equality Objectives 2014/15

	Timescale*	Target	Performance	Status	Trend
Objective 1: Narrow the gap in educational achievement					
Care leavers in education, employment or training	2014/15	60%	48.9%		↓
Percentage of 16-18 year olds who are not in employment, education or training	2014/15	6%	7.31%		↓
Percentage of looked after children who achieved five A*-C GCSEs including English and Maths	2013/14	17%	0%		↓
Percentage of residents satisfied with primary and secondary schools	2014/15	Data only	81%	N/A	N/A
Objective 2: Reduce repeat incidences of domestic abuse					
Number of high risk clients referred for Independent Domestic Violence Advisor support	Q3 14-15*	Data only	107	N/A	N/A
Percentage of clients where risk is reduced as a result of Independent Domestic Violence Advisor support intervention	Q3 14-15*	Data only	92.6%	N/A	N/A
Objective 3: Reduce incidences of hate crime					
Percentage of residents who feel that their local area is a place where people from different backgrounds get on well together	Q2 14-15*	Data only	68%	N/A	N/A
Percentage of residents who feel safe in Medway	Q2 14-15*	Data only	62.5%	N/A	N/A
Percentage of residents who feel hate crime is a problem in Medway	Q2 14-15*	Data only	15.5%	N/A	N/A
Objective 4: Increase the independence of older and vulnerable people receiving adult social care services					
Percentage of clients accessing services through self directed support	2014/15	65%	57.6%		↑
Proportion of people who use services who have control over their daily life, expressed as a percentage	2014/15	Data only	80.0%**	N/A	N/A
Proportion of people who use services who say that those services have made them feel safe and secure, expressed as a percentage	2014/15	Data only	84%**	N/A	N/A
Proportion of people who use services who find it easy to find information about services	2014/15	Data only	78%**	N/A	N/A
Objective 5: Increase the independence of carers of older and vulnerable people receiving adult social care services					
Carers receiving an assessment or review	2014/15	20%	30.9%		↑
Proportion of carers who report that they have been included or consulted in discussion about the person they care	2014/15	73%	72.9%		N/A

Proportion of carers who find it easy to find information about services	2014/15	Data only	67.1%**	N/A	N/A
Objective 6: Increase the representation of disabled people in the council's workforce.					
Employees declaring a disability	2014/15	Data only	3.6%	N/A	N/A
<i>Positive about Disability</i> accreditation successfully achieved	2014/15	Achieve accreditation	Achieved	✓	N/A
<i>Mindful Employer</i> accreditation successfully achieved	2014/15	Achieve accreditation	Achieved	✓	N/A
All applicants with a disability who meet the minimum criteria for a job vacancy interviewed	2014/15	All applicants	Applicants interviewed	✓	N/A
Redeployment service gives priority to those with disabilities to access vacancies and helps place those who become disabled during their working life in alternative positions to enable them to stay in employment	2014/15	All redeployed given priority	Priority given	✓	N/A
All managers and job applicants are able to request support such as Access to Work (ATW)	2014/15	ATW made available	ATW available	✓	N/A
Active Disabled Workers Forum (DWF)	2014/15	Meets regularly	Meetings held	✓	N/A
Objective 7: Improve the collection and analysis of equality information.					
Employee engagement survey took place in 2014	2014/15	Survey undertaken	Survey undertaken	✓	N/A
Diversity Impact Assessment process redeveloped, incorporating the 2011 census equalities data	2014/15	Renewed DIA template	New process and template	✓	N/A
Data on the 9 protected characteristics launched on intranet	2014/15	Intranet updated	New pages available	✓	N/A
Equality monitoring profiles for consultations reviewed and improved	2014/15	Profiles reviewed	New profiles available	✓	N/A
Stonewall reaccreditation (with improved submission criteria) successfully achieved	2014/15	Achieve accreditation	Achieved	✓	N/A

* Some data only available annually. Latest available data used

** Provisional data only

KEY

Target	Achieving target ✓	Not achieving target (less than 5%) ▲	Not achieving target (5% and over) ●
Trend	Trend improving ↑	Trend same ↔	Trend falling ↓
N/A	Not applicable		