

## Equality Scheme Action Plan

The following sets out the actions that the Council will be taking over the coming 12 months to begin making progress on the priorities we have set out in our Equality Scheme. It is structured around the eight service delivery-focused priorities and the five internal process-focused priorities. We will monitor this action plan on a quarterly basis to make sure we are making progress to achieving our objectives. We will do a full review in 12 months.

### 8 Service delivery priorities

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
<b>Ambitious Communities</b>					
<b>Community Strategy priority: Improve access to sustainable transport, support independence and reduce traffic congestion</b>					
<b>Equality Scheme aspect of this priority: Improve vulnerable people's access to safe and reliable transport options that enable them to maintain their independence and access employment and leisure opportunities</b>					
Joint Intelligence Unit/Data Hub	Collect information to enable disaggregation of the key national indicators relating to this area.	Co-ordinated by Alan Dunn, but requiring input from all relevant performance/research/data analysis teams (Chief Executive's)	<p><b>July 2010:</b> Identify key national indicators to disaggregate</p> <p><b>Sept 2010:</b> Plan in place to collect the information</p> <p><b>Oct 2010:</b> Begun collecting additional information</p>	Clearer picture of inequalities in outcomes relating to transport by March 2011	Existing resources
Greater Manchester Local Transport Plan	Review the evidence base and consultation for the Greater Manchester Local Transport Plan's Wigan Appendix to ensure that all aspects of the Social Identity model were considered when producing the document.	Steve Normington (Mark Tilley) (Environmental Services)	<p><b>Sept 2010</b> – Summarise the conclusions made in the LTP.</p> <p><b>Sept 2010</b> – Identify any groups of people who were not identified during the process.</p> <p><b>Sept 2010</b> – Explore further opportunities for disaggregating data and expanding data sets</p>	A clearer evidence-based understanding of the transport issues of residents and visitors to Wigan in order to continue to ensure that Wigan's needs influence the regional agenda.	Existing Resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
			internally and with partners.  <b>Sept 2010</b> – Produce an action plan and complete the EIA process.	A comprehensive action plan that will allow us to make informed decisions about future action and where possible tackle inequalities.	
Transport Efficiency Project	Identify the interface between social care transport and general public transport to maximise opportunities for users of social care to travel independently around the Borough.	Julie Jeffers (Adult Services)	<b>April 2012</b>	Opportunities Identified	Existing resources
Home to School Transport	CYPS home to school transport policy to be reviewed to eliminate any discrimination	Frances Topping (CYPS)	<b>31 March 2011</b>	Policy revised as necessary	Existing resources
Children's Trust Localities Strategy	Provide localised facilities to provide improved access to services and enable targeted intervention	Anne Goldsmith (CYPS)	As per PID and associated documents	As per PID and associated documents	As per PID and associated documents
<b>Community Strategy priority:</b> Reduce the level of worklessness Increase skill levels with reference to business need Improving participation and attainment in education, employment and training for 14-19 year olds					
<b>Equality Scheme aspect of this priority: Reduce the impact that a person's background and social identity has on their ability to gain and retain employment, especially in a time of recession.</b>					
Joint Intelligence Unit/Data Hub	Collect information to enable disaggregation of the key national indicators relating to this area.	Co-ordinated by Alan Dunn, but requiring input from all relevant performance/rese	<b>July 2010:</b> Identify key national indicators to disaggregate  <b>Sept 2010:</b> Plan in place to collect the information	Clearer picture of inequalities in outcomes relating to employment by March 2011	Existing resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
		arch/data analysis teams (Chief Execs)	<b>Oct 2010:</b> Begun collecting additional information		
Worklessness Strategy	Review the evidence base and consultation for the Worklessness Strategy to ensure that all aspects of the Social Identity model were considered when producing the document.	Ken Wardale (Susan Gambles) (Environmental Services)	<p><b>Sept 2010</b> – Summarise the conclusions made in the Worklessness Strategy.</p> <p><b>Sept 2010</b> – Identify any groups of people who were not identified during the process.</p> <p><b>Sept 2010</b> – Explore further opportunities for disaggregating data and expanding data sets internally and with partners.</p> <p><b>Sept 2010</b> – Produce an action plan and complete the EIA process, including sharing with partners via the Worklessness Working Group.</p>	<p>A clearer evidence-based understanding of the Employment issues of residents and visitors to Wigan in order to continue to ensure that Wigan’s needs influence the regional agenda.</p> <p>Working Neighbourhoods Fund focused on supporting those residents of the most deprived wards in the Borough to gain skills for employment and ultimately gain sustainable employment.</p> <p>A comprehensive action plan that will allow us to make informed decisions about future action and where possible tackle inequalities.</p>	Existing Resources
Worklessness Strategy	Actively support people aged 50-65 to re-access employment.	Anthony Mohammed (Adult	Ongoing	PSA 16	WNF and existing

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
	<p>Increase the access to employment for adults with mental health issues via the Forward4Work programme, including support to gain work related skills and move into employment.</p> <p>Support adults with learning disabilities to gain full employment through the Supported Employment Scheme.</p>	Services)/Julie Jeffers (Adult Services)	<p>By March 2011 to have supported 40 adults with Mental Health issues into full employment</p> <p>Ongoing</p>	<p>PSA 17</p> <p>40 MH clients into full employment</p>	resources
To improve support for children in and from care by providing young people with increase opportunity to develop the necessary employability skills to be successful in the future employment market.	Implement the FromCare2Work delivery plan	Marlyn Banham (CYPS)	<p><b>By end March 2011:</b></p> <ul style="list-style-type: none"> <li>- Opportunities manager for Care leavers in post</li> <li>- Strategic commitment to increasing employability support for young people in and from care</li> <li>- All pathway plans identify young people's employability priorities and the best way to meet them</li> <li>- All young people in and from care have access to individual carer planning, suitable opportunities and appropriate support</li> </ul>	TBC	TBC

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
Increase the % of CiC participating in education, training and employment	Develop an action plan for Connexions delivery and contribute to the FromCare2Work action plan led by social care.	Sue Astbury (CYPS)	<p><b>Quarter 1 2010/11:</b> Cohort baseline established</p> <p><b>Quarter 1 2010/11:</b> Action plan created</p> <p><b>Q2-4 2010/11:</b> Action Plan reviewed</p>	Increased numbers of young people in this cohort who are EET compared to 2009/10 baseline as measured by OC2 return	Connexions  Social Care
Children in Care: Care Matters action plan	Implement actions in Children in Care: Care Matters action plan	Marlyn Banham (CYPS)	As per Children in Care: Care Matters action plan	As per Children in Care: Care Matters action plan	Existing resources
Increase the number of participants from vulnerable groups who can access vocational and academic learning opportunities (LDD and migrants)	<p>Commissioning provision to meet the needs of these particular groups</p> <p>Determine the learning needs of migrants who have settled in Wigan Borough</p> <p>Review proportion of Wigan residents accessing local provision</p> <p>Increase number of LDD learners supported to access provision locally</p>	Carol Bluer (CYPS)	<p><b>By 31 March 2011:</b></p> <ul style="list-style-type: none"> <li>- Improved interrogation of LDD data</li> <li>- Commission appropriate provision to meet the needs of LDD learners</li> </ul>	<p>Inequality gap level 3 at 19</p> <p>Inequality gap level 2 at 19</p>	LSC
Lead on the reduction of in the proportion of 16-18 year old young people who are NEET	<p>Establish a quarterly comparative baseline on previous year's NEET performance</p> <p>Develop a targeted approach to NEET hotspots in the borough</p>	Sue Astbury (CYPS)	<p><b>Quarter 1 2010/11:</b> NEET hotspot audit completed</p> <p><b>Quarter 1 May 2010:</b> NEET cohort review completed to establish learner aspiration and need</p>	NI 117 16-18 year olds who are not in education, training and employment reduced to 6.8% using the national measure (average Nov, Dec, Jan 2010/11)	Connexions

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
Reduce the number of young people with LDD considerations who are NEET	Review the LDD NEET cohort to establish provision needs Agree actions with partners to address these provision needs	Sue Astbury (CYPS)	<b>Quarter 1 2010/11:</b> April LDD NEET cohort review completed <b>Quarter 2 2010/11:</b> Partnership action plan completed <b>Quarter 3 2010/11:</b> Sept Guarantee LDD performance reported <b>Quarter 4 2010/11:</b> LDD EET measure performance reported	% of young people with LDD who are EET increased to 78%	Connexions 14-19 team WNF
Address the current differentials in achievement at 19 between males and females and between those living in disadvantaged areas and their peers in other areas.	Develop progression pathways; incorporate feedback from young people into the commissioning process; effectively embed functional skills throughout the 14-19 offer; implement the Common Applications Process	Carol Bluer (CYPS)	<b>By 31 March 2011:</b> <ul style="list-style-type: none"> <li>- Identification of target populations</li> <li>- Consultation carried out</li> <li>- Pilots established</li> </ul>	Inequality gap level 3 at 19  Young people from low income backgrounds progressing to HE  Inequality gap level 2 at 19	LSC
Adult Services – Information and Advice Strategy	Every person living or working in the borough to have access to advice and information relating to accessing employment through Wigan Life Centres and community based outreach venues, e.g. Skills Shops. Focus on engaging hardest to reach clients in formats suitable to client needs.	Anthony Mohammed (Adult Services)	<b>Oct 2010:</b> Wigan Life Centres in place with resource in place to give benefit checks Wigan & Leigh Skills Shop established	Employment Information & Advice available to everyone in the borough	WNF and existing resources
<b>Living Healthier and Longer</b>					

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
<p><b>Community Strategy priority:</b>            Reduce early deaths and disability due to CHD, stroke and cancer            Reduce teenage pregnancy and improve access to sexual health services            Enhancing children and young people's well-being with a particular focus on obesity, alcohol abuse and emotional resilience</p>					
<p><b>Equality Scheme aspect of this priority: Reduce the impact that a person's background and social identity has on their health and life expectancy.</b></p>					
Joint Intelligence Unit/Data Hub	Collect information to enable disaggregation of the key national indicators relating to this area.	Co-ordinated by Alan Dunn, but requiring input from all relevant performance/research/data analysis teams (Chief Executives)	<p><b>July 2010:</b> Identify key national indicators to disaggregate</p> <p><b>Sept 2010:</b> Plan in place to collect the information</p> <p><b>Oct 2010:</b> Begun collecting additional information</p>	Clearer picture of inequalities in outcomes relating to health and life expectancy by March 2011	Existing resources
SCA commissioning prospectus	Make informed decisions about further actions that are necessary to tackle inequalities in this area.	Sally Hobbs/Paul Stevenson (Adult Services)	<p><b>July 2010:</b> Consider consultation responses already collated through Equality Scheme consultation to determine viability and if there is sufficient non-anecdotal information to justify taking action</p> <p><b>July 2010:</b> Clarify what additional information is required. Integrate development of health and wellbeing inequalities information into development programme for commissioning intelligence.</p> <p><b>Sept 2010:</b> Integrate collection</p>	Clearer, evidence-based picture of inequalities around health and life expectancy by March 2011, baseline and targets established for future improvement in tackling inequalities. Initial priorities for commissioning identified.	Existing resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
			<p>and use of information into commissioning business plan for SCA</p> <p><b>Dec 2010:</b> Review progress and establish initial targets within commissioning plan.</p> <p>Assess additional evidence collated on a quarterly basis and identify additional actions as appropriate</p>		
Children's Trust Commissioning Strategy	Make informed decisions about further actions that are necessary to tackle inequalities in this area.	Sue Elliott (CYPS)	<p><b>July 2010:</b> Consider consultation responses already collated through Equality Scheme consultation to determine viability and if there is sufficient non-anecdotal information to justify taking action</p> <p><b>July 2010:</b> Clarify what additional information is required</p> <p><b>Sept 2010:</b> Create a plan to collect additional information</p> <p><b>Oct 2010:</b> Begin collecting additional information</p> <p>Assess additional evidence collated on a quarterly basis and identify additional actions as appropriate</p>	Clearer, evidence-based picture of inequalities around health and life expectancy by March 2011	Existing resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
Teenage Pregnancy Strategy	Utilise data to develop models of targeted intervention work for young people  Develop a broad range of universal and targeted sexual health services	Sue Elliott (CYPS)	<b>31 March 2011</b>	TBC	TBC
Tackling socio-economic inequalities	Respond to outcomes of Joint Strategic Needs Assessment	Sue Elliott (CYPS)	<b>31 March 2011</b> (dependent on production of outcomes from JSNA)	TBC	TBC
Children in care: Care Matters Action Plan	Promote health and well-being of children in care	Sue Elliott (CYPS)	<b>By 31 March 2011:</b> <ul style="list-style-type: none"> <li>- Establish a child in care health team</li> <li>- Increase the number of young people accessing health assessments</li> <li>- Develop a dedicated team within PCMT to service emotional and mental health needs of children in care</li> <li>- Evaluate impact of above actions in relation to health and well being</li> </ul>	Team established More young people accessing assessments. Carers more able to advise on a range of issues  Team established Improvement in mental health and wellbeing	CYPS base budget
Personalisation	Encourage healthy lifestyles for users of social care through individual support plans	Sharon Eld (Adult Services)	<b>Summer 2011</b>	Number of service users re assessed	DAS

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<p>Community Strategy priority:            Improve the Borough's performance in relation to climate change (and prepare to adapt to its impacts)            Safeguarding, respect and dignity for vulnerable adults            Provide care closer to home for people with long term conditions            Reduce social exclusion for older people and other vulnerable adults</p>					
<p><b>Equality Scheme aspect of this priority: Reduce the impact that the background and social identity of vulnerable people has on their level of independence and dignity</b></p>					
Joint Intelligence Unit/Data Hub	Collect information to enable disaggregation of the key national indicators relating to this area.	Co-ordinated by Alan Dunn, but requiring input from all relevant performance/research/data analysis teams (Chief Executives)	<p><b>July 2010:</b> Identify key national indicators to disaggregate</p> <p><b>Sept 2010:</b> Plan in place to collect the information</p> <p><b>Oct 2010:</b> Begun collecting additional information</p>	Clearer picture of inequalities in outcomes relating to this area by March 2011	Existing resources
SCA commissioning prospectus	Make informed decisions about further actions that are necessary to tackle inequalities in this area.	Sally Hobbs/Paul Stevenson	<p><b>July 2010:</b> Consider consultation responses already collated through Equality Scheme consultation to determine viability and if there is sufficient non-anecdotal information to justify taking action</p> <p><b>July 2010:</b> Clarify what additional information is required. Integrate development of health and wellbeing inequalities information into development programme for</p>	Clearer, evidence-based picture of inequalities around health and life expectancy by March 2011, baseline and targets established for future improvement in tackling inequalities. Initial priorities for commissioning identified.	Existing resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
			<p>commissioning intelligence.</p> <p><b>Sept 2010:</b> Integrate collection and use of information into commissioning business plan for SCA</p> <p><b>Dec 2010:</b> Review progress and establish initial targets within commissioning plan.</p> <p>Assess additional evidence collated on a quarterly basis and identify additional actions as appropriate</p>		
<p>Have the necessary range of accommodation options to meet the needs and circumstances of young people</p>	<p>Continue to develop and enhance the supported lodgings scheme.</p> <p>Work in partnership with Catch 22 to develop dedicated tenancies and enhanced support to young people on release from custody.</p> <p>Finalise and implement the protocol with Social Care and Housing in relation to Child in Need assessments for young people who are homeless</p>	<p>Sue Astbury (CYPS)</p>	<p><b>Quarter 1 2010/11:</b> Lodgings providers approved and project operational. Accommodation identified for resettlement consortium scheme and operational. Protocol in place and operational.</p> <p><b>Quarters 2, 3, 4 2010/11:</b> Review effectiveness and impact on outcomes.</p>	<p>NI 46 Young offenders access to suitable accommodation</p>	<p>Core YOT funding Supporting people funding YJB Resettlement Consortium funding YJB IRS funding Core social care funding Core housing funding Connexions</p>

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
Transforming Social Care agenda	Introduce outcomes based assessment which will identify individual outcomes and offer a person a Personal Budget to spend flexible to achieve personal outcomes	Sharon Eid (Adult Services)	<b>March 2011:</b> Everyone in SAS accommodation re assessed using Outcome Based Assessment	NI 130- 2011 – 30%	DAS
Adult Safeguarding Board	Adult Safeguarding Board to produce an overarching Strategic Action Plan	Julie Jeffers (Adult Services)	<b>Summer 2010</b>	Action Plan in place	Adult Safeguarding Board
Valuing People	Support people with Learning Disabilities to set up a Parliament which will enable people with Learning Disabilities consult and represent their views	Anthony Mohammed & Valuing People Team (Adult Services)	<b>October 2010</b>	Governance arrangements in place	DAS and Valuing People
Adult Services Information, advice and guidance strategy and action plan	Implement the following new actions: <ul style="list-style-type: none"> <li>- DAS Info &amp; Advice strategy in place by April 2010 in partnership with Chief Executives and Council departments</li> <li>- Quickheart universal web portal for staff and citizens by August 2010</li> <li>- Universal Info &amp; Advice in place for all by April 2011</li> </ul>	Anthony Mohammed (Adult Services)	<b>April 2010</b>  <b>Aug 2010</b>  <b>April 2011</b>	Delivery to TSC Milestones	DAS
Adult Services Performance Plan	Balance budget expenditure between service user groups to readdress the balance between spend on Learning Disabilities, Physical Disabilities and Older people to ensure an equitable balance	Bernard Walker (Adult Services)	Ongoing	NA	Existing resources
The Waste Strategy	Review the evidence base and consultation for the Waste Strategy to ensure that all aspects of the Social Identity model were considered when	Neil Fearnley (Sally Wolstencroft) (Environmental	<b>Sept 2010</b> – Summarise the conclusions made in the Waste Strategy.	A clearer evidence-based understanding of the Waste Collection and Management issues of	Existing Resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
	producing the document.	Services)	<p><b>Sept 2010</b> – Identify any groups of people who were not identified during the process.</p> <p><b>Sept 2010</b> – Explore further opportunities for disaggregating data and expanding data sets internally and with partners.</p> <p><b>Sept 2010</b> – Produce an action plan and complete the EIA process.</p>	<p>residents and visitors to Wigan in order to continue to ensure that Wigan's needs influence the regional agenda.</p> <p>A comprehensive action plan that will allow us to make informed decisions about future action and where possible tackle inequalities.</p>	
The Waste Strategy	Refresh the Assisted Bin Collection Service to ensure that all relevant elderly, disabled or vulnerable residents are taking up the service.	Neil Fearnley (Sally Wolstencroft) (Environmental Services)	To be completed in conjunction with the work on the Waste Strategy by <b>Sept 2010</b> .	A more targeted take up of the Assisted Bin Collection Service by those most in need.	Existing Resources

**Realising Aspirations**

**Community Strategy priority:**

Improve outcomes for Children in Care

Narrow the attainment gap between our most disadvantaged communities and the population as a whole

**Equality Scheme aspect of this priority: Reduce the impact that a young person's background and social identity has on their educational attainment.**

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
Joint Intelligence Unit/Data Hub	Collect information to enable disaggregation of the key national indicators relating to this area.	Co-ordinated by Alan Dunn, but requiring input from all relevant performance/research/data analysis teams (Chief Executives)	<p><b>July 2010:</b> Identify key national indicators to disaggregate</p> <p><b>Sept 2010:</b> Plan in place to collect the information</p> <p><b>Oct 2010:</b> Begun collecting additional information</p>	Clearer picture of inequalities in outcomes relating to this area by March 2011	Existing resources
Primary Strategy and Secondary Strategy	Make informed decisions about further actions that are necessary to tackle inequalities in this area.	Jill Clarke (CYPS)	<p><b>By March 2011:</b></p> <ul style="list-style-type: none"> <li>- Consider consultation responses already collated through Equality Scheme consultation to determine viability and if there is sufficient non-anecdotal information to justify taking action</li> <li>- Clarify what additional information is required</li> <li>- Create a plan to collect additional information</li> <li>- Begin collecting additional information</li> <li>- Assess additional evidence collated on a quarterly basis and identify additional actions as appropriate</li> </ul>	Clearer, evidence-based picture of inequalities around educational attainment by March 2011	Existing resources
Reduce number of CIC missing 25 days of education input	<p>Improve surveillance mechanisms for early stage non attenders. In particular pupils not receiving any linked provision input</p> <p>Challenge and support schools to maximise use of attendance packages of support as an alternative to fixed term</p>	Sue Astbury (CYPS)	<p><b>Quarter 1 2010/11:</b></p> <ul style="list-style-type: none"> <li>- Identify most Vulnerable Pupils</li> <li>- Forum for inter agency discussion established</li> </ul> <p><b>Quarter 2 2010/11:</b> Establish and support CIC Teacher</p>	<p>Number (of Days)</p> <p>And length of time pupils without educational input reduced to minimum (TARGET 10 DAYS)</p> <p>Reduction of Absences</p>	Social Care

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
	<p>exclusions</p> <p>Improve targeting of and use of CIC support staff</p>		<p>Forum (Cluster/Area Based)</p> <p><b>Quarter 3 2010/11:</b> Training to all schools Prioritised by need on best practice support and inclusion</p> <p><b>Quarter 4 2010/11:</b> Review level of pupils not receiving provision/full provision</p>	<p>due to exclusions based on 08/09 quarterly figures</p> <p>Further reduction of pupils missing 25+ days target for 09/10 OC2 8%</p>	
Narrowing The Gap programme	Develop a strategic plan for narrowing attainment gaps, with universal, targeted and specialist elements.	Jill Clarke (CYPS)	<b>31 March 2011</b>	TBC	TBC
	Be able to demonstrate reduction in attainment gaps for disadvantaged localities and groups		<b>31 March 2011</b>	TBC	TBC
	Secure commitment from all key stakeholders to directing resources to meet the needs of our most vulnerable groups.		<b>31 March 2011</b>	TBC	TBC
	Increase the prominence of reflective practice, action research and self evaluation in working towards narrowing attainment gaps by implementation and communication of outcomes of projects		<b>31 March 2011</b>	TBC	TBC

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
	Assess change and outcomes achieved so far in consultation with all stakeholders. Consider any barriers to success and put in place action to overcome them.		<b>31 March 2011</b>	TBC	TBC
Implement SEN Narrowing the Attainment Gap Plan (see separate plan for full details- on NI SharePoint site)	Action plans developed at a locality levels to target schools/pupils where appropriate in light of data on SEN progress  To work with SIP's to challenge schools	Sue Astbury (CYPS)	<b>Quarter 1 2010/11:</b> Action Plans in place  <b>Quarter 2 2010/11:</b> Identified schools/pupils receiving targeted support  <b>Quarter 3 2010/11:</b> All SIPs challenge schools where appropriate on their data around vulnerable groups	Learning Support Service Teams provide targeted support to 100% of identified schools  NI 104/105 gaps decrease – NI 104 51%  NI 105 46.5%  Q3 Records of SIPs' conversation with schools	Learning Support core budget  Learning Support core budget  SIP finance
Reduce attainment gap for EAL for KS2 SATs and GCSE results	Use FFT to identify schools with individuals and groups of advanced bilingual learners at risk of underachievement.  EMAS staff provide support to schools to develop challenging targets and action	Sue Astbury (CYPS)	<b>Quarter 1 2010/11:</b> Schools identified with advanced bilingual learners at risk of under-achievement  <b>Quarter 2 2010/11:</b> Schools have challenging targets and action plans to improve pupils' progress	KS2 76% of EAL pupils make 2 levels of progress in English and Maths  KS4 57% of EAL pupils make 2 levels of progress in English and 27% make 2	EMAS funding streams

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	plans for pupils.		<p><b>Quarter 3 2010/11:</b> All SIPs challenge schools where appropriate on their data for vulnerable groups</p> <p><b>Quarter 4 2010/11:</b> Pupil tracking and attainment data monitored and evaluated</p>	levels of progress in Maths	
Increase the number of participants from vulnerable groups who can access vocational and academic learning opportunities	Commissioning provision to meet the needs of this particular client group – through NEET ESF monies	Carol Bluer (CYPS)	<b>31 March 2011</b>	TBC	TBC
	Review the proportion of Wigan residents accessing local provision		<b>31 March 2011</b>	TBC	TBC
	Increase the number of LDD learners supported to access provision locally		<b>31 March 2011</b>	TBC	TBC

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	Improved interrogation of LDD data and early identification of learners coming through the system with LDD needs.		31 March 2011	TBC	TBC
	Ensure the Wigan Transport Policy effectively underpins the delivery of the education plan		31 March 2011	TBC	TBC
	Determine the numbers and learning needs of migrants who have become settled in the borough		31 March 2011	TBC	TBC
Address the current differentials in achievement at 19 between males and females and between those living in disadvantaged areas and their peers in other areas.	Develop progression pathways through a planned approach to the development of the Foundation Learning Tier	Carol Bluer (CYPS)	31 March 2011	TBC	TBC

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	Incorporate feedback from YP into the commissioning process to ensure provision is proving attractive to young people.		31 March 2011	TBC	TBC
	Effectively embed functional skills throughout the 14-19 offer		31 March 2011	TBC	TBC
	Implement the Common Applications Process – linked to GM wide approach		31 March 2011	TBC	TBC
EAL: Early Years outcomes duty	Raise awareness about the increasing proportion of children with EAL in the lowest 20% amongst appropriate managers, teams and providers	Jill Clarke (CYPS)	31 March 2011	Increase the number of children with EAL achieving 78 EYFSP points	£2,000
	Use the data on boys' attainment from FSP to provide training and intervention in maintained nurseries.		31 March 2011	Narrow the attainment gap between boys and girls	£1,500
<b>Community Strategy priority: Safeguard children and young people through improved prevention, early intervention and community engagement</b>					
<b>Equality Scheme aspect of this priority: Reduce the impact that a person's background and social identity has on the likelihood that they will experience bullying.</b>					

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
Joint Intelligence Unit/Data Hub	Collect information to enable disaggregation of the key national indicators relating to this area, particularly in relation to Tell Us survey data.	Co-ordinated by Alan Dunn, but requiring input from all relevant performance/research/data analysis teams (Chief Executives)	<p><b>July 2010:</b> Identify key national indicators to disaggregate</p> <p><b>Sept 2010:</b> Plan in place to collect the information</p> <p><b>Oct 2010:</b> Begun collecting additional information</p>	Clearer picture of inequalities in outcomes relating to this area by March 2011	Existing resources
Anti-bullying strategy	To support the use of Sentinel for reporting all bullying and prejudice related incidents	Christine Coverdale (CYPS)	Ongoing	<p>Number of Sentinel training/promotion sessions held within individual schools</p> <p>Number of incidents recorded on the Sentinel system</p> <p>Number of schools that have used the Sentinel system in this period</p> <p>Termly summary data submitted for scrutiny committee</p>	Existing resources
	To promote the importance of anti-bullying work throughout the curriculum and at key anti-bullying events e.g. Anti-Bullying week. To include support on specific bullying agendas where relevant e.g. cyberbullying, homophobic bullying	Christine Coverdale (CYPS)	Ongoing	<p>Number of Anti-bullying training sessions delivered</p> <p>Number of different Anti-bullying guidance documents sent to schools</p>	Existing resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
	etc				
	To continue the work of the Stonewall Education Champions programme to reduce homophobia and commence roll out beyond the pilot group	Christine Coverdale/Pete Coulson (CYPS)	<b>By 31 March 2011:</b> Challenging homophobic language event held	NA	Existing resources
	Carry out and analyse Anti-Bullying Week online pupil survey	Christine Coverdale (CYPS)	<b>By 31 March 2011:</b> - Survey modified to include diversity monitoring questions - Collected data used to inform practice	NA	Existing resources
<b>Strong Community</b>					
<b>Community Strategy priority:</b> Improve community confidence / perceptions in relation to crime, drugs and environmental issues Reduce local priority crime					
<b>Equality Scheme aspect of this priority: Reduce the crime and fear of crime experienced by vulnerable people in Wigan Borough.</b>					
Joint Intelligence Unit/Data Hub	Collect information to enable disaggregation of the key national indicators relating to this area.	Co-ordinated by Alan Dunn, but requiring input from all relevant performance/research/data analysis teams (Chief	<b>July 2010:</b> Identify key national indicators to disaggregate  <b>Sept 2010:</b> Plan in place to collect the information  <b>Oct 2010:</b> Begun collecting	Clearer picture of inequalities in outcomes relating to this area by March 2011	Existing resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
		Executives)	additional information		
Neighbourhood Working	Explore further opportunities for disaggregating data relating to crime and fear of crime and expanding data sets internally and with partners.	Neil Fearnley (Vacant) (Environmental Services)	<b>Sept 2010:</b> Exploration to take place		Existing resources
Sustainable Communities Section	Review and refresh the role of the Cohesion (Exclusion) Officer with particular attention to refreshing the Strategic Action Plan, extending opportunities for reporting, improving links with support groups and advocacy.	Neil Fearnley (Vacant) (Environmental Services)	<b>By 31 March 2011:</b> Advertise and appoint to post.		Existing Resources
Sustainable Communities Section	Continue to roll out the Alley Gate Programme to the Borough's most vulnerable neighbourhoods.	Neil Fearnley (Vacant) (Environmental Services)	Scheduled programme of work already in place.	Reduce the incidences of crime in the Programme areas. Reduce the number of people who live in fear of crime in the Programme areas.	Existing Resources
Safeguarding processes	Encourage the community to be our 'eyes and ears' in identifying whether vulnerable people are being victimised: initiate contact with Townships and other Community Groups to raise awareness and move towards development of "Prevention Strategy".	Julie Jeffers (Adult Services)	<b>May 2010</b>	Prevention Strategy completed	Existing resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
Reduce re-offending rates for young people	Improve assessment processes, implement the Scaled Approach and provide intensive programmes and enhanced services to those most at risk of re-offending.	Sue Astbury (CYPS)	<b>Quarters 1, 2, 3 and 4 2010/11:</b> Monitor re-offending rates, analyse data and review assessments/ plans/ interventions and supervision arrangements for young people in the identified cohort on a quarterly basis.	NI 19 Rate of proven re-offending by young offenders	Core YOT funding YJB grant
CYPS Community Cohesion work programme	Implement Preventing Violent Extremism (PVE) PeaceMaker initiative	Sue Astbury (CYPS)	<b>31 March 2011</b>	TBC	TBC
Demonstrate significant reductions in offending by Children in Care and care leavers	Work in partnership with the Police, Crown prosecution service and Children's homes to implement the Looked after Children protocol to prevent offending and the inappropriate criminalisation of Young People in the care system.  Develop and implement the protocol with After Care to: ensure that the needs of care leavers are fully addressed and to achieve improved outcomes and reductions in re-offending by care leavers	Sue Astbury (CYPS)	<b>Quarters 1, 2, 3 and 4 2010/11:</b> Monitor and review the implementation of the protocols on a quarterly basis and identify actions to address issues and improve outcomes.	Reduction in offending by Looked After Children.  Reduction in offending by care leavers as measured by OC2 return.	Core YOT funding Core Social Care funding YCAP funding ( Triage) Neighbourhood police funding

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
Community Strategy priority: To increase participation in community and cultural activities that improve the well being of individuals, and community cohesion					
Equality Scheme aspect of this priority: Improve the Council's support for voluntary and community sector groups that work with people who experience inequalities in Wigan Borough					
Joint Intelligence Unit/Data Hub	Collect information to enable disaggregation of the key national indicators relating to this area.	Co-ordinated by Alan Dunn, but requiring input from all relevant performance/research/data analysis teams (Chief Executives)	<p><b>July 2010:</b> Identify key national indicators to disaggregate</p> <p><b>Sept 2010:</b> Plan in place to collect the information</p> <p><b>Oct 2010:</b> Begun collecting additional information</p>	Clearer picture of inequalities in outcomes relating to this area by March 2011	Existing resources
Business Transformation Team Plan	Make informed decisions about further actions that are necessary to tackle inequalities in this area.	Simon Dale (Chief Executives)	<p><b>July 2010:</b> Consider consultation responses already collated through Equality Scheme consultation to determine viability and if there is sufficient non-anecdotal information to justify taking action</p> <p><b>July 2010:</b> Clarify what additional information is required</p> <p><b>Sept 2010:</b> Create a plan to collect additional information</p> <p><b>Oct 2010:</b> Begin collecting additional information</p> <p>Assess additional evidence collated on a quarterly basis and identify additional actions</p>	Clearer, evidence-based picture of inequalities around this area by March 2011	Existing resources

Existing policy, workstream or Performance Plan objective	Action focused on tackling inequalities	Responsibility	Milestones	Performance target	Funded by
			as appropriate		
POPP Pilot initiative now mainstreamed	<p>Previous POPP initiative now mainstreamed and being developed in consultation with service users and strategic commissioners to further meet needs of people to enable them to maintain independence.</p> <p>Develop community groups to support people who fall in to low and moderate categories of need through preventative measures.</p>	Anthony Mohammed (Adult Services)	Ongoing: joint approach with strategic commissioners for fully integrated intervention & prevention service for all citizens	<p>Grant Funded Survey element of NI136 = No of people supported through grant funding in survey week (Nov)</p> <p>Baseline for 09/10 = 2262.7</p>	DAS
Aiming High	Further develop Aiming High parents' forum (for parents of young people with disabilities)	Lynn Fields (CYPS)	<b>31 March 2011</b>	TBC	TBC
CYPS Commissioned Services	Suggest LSP/Wigan Council approach to capacity building in the third sector	Sue Elliott (CYPS)	<b>31 March 2011</b>	TBC	TBC