

Objectives 2012/13

Ref	Objectives	Activities
1	Extend the range of community-based support services for disabled children, and introduce personal budgets to ensure that services are tailored to individual need	<p>To maintain the number of children accessing Short Breaks</p> <p>To maintain the number of overnight care provided to disabled young people</p> <p>To increase the number of children engaged in West Berks Personalised Budgets Pilot</p>
2	Focus care and support services on more targeted interventions, in particular addressing the needs of those most vulnerable in our communities	<p>Maintain the percentage of vulnerable people maintaining independent living through the provision of a housing related support service</p> <p>Re-commissioned floating support service for Older People to be in place by 31/12/12</p> <p>Increase capacity to provide support to victims of domestic abuse to 36 by 31/12/12 through the new floating support service</p> <p>Increase the number of referrals into Safeguarding Adults regarding individuals not already known to the Council through publicity</p>
3	Assist people to understand for themselves - and make decisions about - the cost of their care and support.	<p>Maintain percentage of financial assessments completed within 3 weeks of referral to the Welfare Benefits Team</p> <p>Maintain 80% of benefits assessments completed within 3 weeks of referral from Children's Services</p>
4	Support carers in the looking after of relatives or friends through our carers' strategy: strengthening and improving our awareness of carers' needs to commission appropriate support.	<p>Increase the number of carers receiving a service</p> <p>Baseline the overall satisfaction of Carers with Social Services</p>
5	Reduce the emphasis on traditional day centres and develop alternatives for vulnerable people	Maintain number of providers offering community based day opportunities in West Berkshire.

Objectives 2013/14

Ref	Objectives	Activities
1	Pilot personal budgets for disabled children to ensure that services are tailored to individual needs	<p>To maintain the number of children accessing Short Breaks</p> <p>To maintain the number of nights of overnight care provided to disabled young people</p> <p>To increase the number of families engaged in West Berks Personalised Budgets Pilot</p>
2	Focus care and support services on more targeted interventions, in particular addressing the needs of those most vulnerable in our communities	Maintain the percentage of vulnerable people maintaining independent living through the provision of a housing related support service
3	Support carers to continue caring through increasing the numbers of carers identified, carers assessments, support services, self help groups, carers breaks.	<p>Increase the number of identified carers receiving help or support from the Council</p> <p>Baseline the number of carers identified and provided with advice, information and support through the new Berkshire Carers Service by 31/03/2014</p>

6	Deliver effective transport solutions for all by increasing choice and minimising congestion	Improve access to two further rail stations by 31 March 2013
		Develop a Planning Policy Parking Strategy for the District by 31 March 2016.

4	Deliver effective transport solutions for all by increasing choice and minimising congestion	Consult on and adopt a new Local Road Safety Strategy for West Berkshire by 31st March 2014 (this strategy supports the delivery of the LTP 2011 – 2026)
		Develop a Planning Policy Parking Strategy for the District by 31 March 2016.

7	Improve the health and well being of the adult population of West Berkshire through tackling inequalities in health (Health and Well-Being Board)	Inequality outcomes to be developed through the Health and Well-Being Board
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6	Improve the health and well being of the adult population of West Berkshire through tackling inequalities in health (Health and Well-Being Board)	Preventative Public Health outcomes to be developed through the Health and Well-Being Board
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8	Develop school buildings to meet demand and create the best possible learning environments within available resources.	Undertake 10 capital projects across West Berkshire schools.
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9	Being open and transparent in the way we do business (as part of FAGG programme)	Complete full Equality Impact Assessments on all relevant budget proposals for the 2013-14 revenue budget
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10	Ensuring that we eliminate discrimination, harassment and victimisation and advance equality of opportunity for all members of our communities	Establish a Corporate Equalities Group with a remit to ...
		Develop a set of council-wide equality activities to support the furtherance of the council's equality objectives
		Ensure that all employees have taken part in mandatory equalities training at least every 3 years
		Proportion of members trained / refreshed in equality training
		Ensure all new and revised policies entered into the executive cycle have been subject to a impact assessment establishing any potential adverse impact on people with protected characteristics

8	Endeavour to minimise discrimination, harassment and victimisation and advance equality of opportunity for employees and all members of our communities	Ensure that all employees have taken part in mandatory equalities training at least every 3 years
		Proportion of members trained / refreshed in equality training
		Ensure all new and revised policies entered into the executive cycle have been subject to a impact assessment establishing any potential adverse impact on people with protected characteristics
		Ensure that the Council's procurement processes require any third parties which exercise functions on its behalf comply with the Equalities Duty
		Publish equality data on the equalities web pages covering the impact of the Council's policies and services on an annual basis.

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<p>11 Explore the different ways in which we can work more closely with our partners in the voluntary and community sector, parish councils and other community groups;</p>	<p>Closer working outcomes to be developed through Community Involvement Working Group</p>
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<p>7 Explore the different ways in which we can work more closely with our partners in the voluntary and community sector, parish councils and other community groups;</p>	<p>Closer working outcomes to be developed through Community Involvement Board</p>
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<p>12 Ensure that our workforce is reflective of our communities</p>	<p>Any approved recommended actions from the annual employment report be actioned within 12 months.</p>
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<p>9 Ensure that our workforce is reflective of our communities</p>	<p>Any approved recommended actions from the annual employment report be actioned within 12 months.</p>
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<p>5 Challenge and support schools where outcomes for pupils need improvement and focus early years support on children and families who are most vulnerable.</p>	<p>Narrowing the achievement gap between SEN / non SEN scoring level 4 or above in English and Maths at the end of KS 2</p> <p>Increase the proportion of children eligible for Free School Meals who achieve 5+A*-C grades at GCSE (incl English and Maths)</p>
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