

The Equality Objective	Measures /Performance Indicators	Targets for 2012/13	When Reporting Will Start/Outturn	
1.	Ensure an EINA process is undertaken as part of the Commissioning cycle thereby informing service specifications in Procurement processes in all areas assessed as relevant to the public sector equality duty	1. Percentage of commissioning programmes and projects with a scheduled EINA – Monitored quarterly 2. At the end of year, percentage of scheduled programmes and projects with an EINA that is underway or completed.	100% 95%	Q1 – 100%
2.	Increase participation of under-represented groups in engagement and consultation activities	Develop indicators using the Consultation finder, to be ready by end of Q1 12/13.	Indicators in place Q2 12/13	Q3
3.	Ensure the community care assessment (known as the self directed support assessment) and the support plan take into account all relevant equality characteristics of service users so that the micro commissioning of social care services is appropriate	Percentage of service users meeting their outcomes by each relevant equalities strand. – Monitored 6 monthly Analysis of the data to identify if there is a difference in outcomes met for each equality strand compared to overall result	5% diff between outcomes met by equality strand compared to overall result	Q2
4.	Raise the profile of Older People and Adults with a Disability. Utilise their talents and ensure they are involved in the planning and quality assuring of services.	Percentage satisfaction rate of older people and adults with a disability with Council services	60%	Q3/Q4

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5.	To ensure fairness in discharging housing applicants into both the private and housing association sectors.	Percentage of homeless people housed in private rental or housing association by equality strand. – Monitored quarterly	Reduce 16 to 17 year olds accepted as homeless by 10%	Q2
6.	Strengthen support to victims of domestic abuse through take up of the Independent Domestic Violence Advisors Service (IDVA)	Percentage of service users who feel that the service has provided effective support	55%	Q2
7.	The Safeguarding Adult Partnership Board will involve service users/carers to improve adult safeguarding practice and monitor progress through the development of a feedback process.	Number of people who have a follow up contact to review their experience of the safeguarding process.	No target Indicators in place Q2 12/13	Q3
		Percentage of cases where the Adult at Risk and/or their representative provide service user feedback		Q3
8.	Improve perceptions of fairness, equality and respect amongst disabled staff.	Reduce the gap in perceptions of fairness and respect between non disabled staff and disabled staff within ACS (Staff Survey Nov 2011)	Significant reduction in differential	