

## Appendix 2

Inclusive Communities Action Plan					
Commitment	Desired outcome	Progress to date	Action	Lead officer	Timescale
EDI1.01 Engage with, and support local community groups and organisations	Positive and effective working relationships in place with the community groups and organisations that are supporting our underrepresented communities to understand and co-produce solutions to any barriers	TBC	<ul style="list-style-type: none"> <li>Review the process for gathering equality data on the district to ensure we have an accurate picture of our underrepresented communities so we can continually direct our resources where they are needed most.</li> </ul>	X	X
			<ul style="list-style-type: none"> <li>Create a central database of our stakeholders to identify any community groups or organisations that we don't already have established links with but who are supporting our underrepresented communities.</li> </ul>	X	X
			<ul style="list-style-type: none"> <li>Review existing relations with community groups and organisations to ensure they remain effective in being able to listen, learn and understand the barriers facing our underrepresented communities.</li> </ul>	X	X

			<ul style="list-style-type: none"> <li>• Agree an action plan for establishing links with any community groups and organisations we need to connect with and for improving the effectiveness of existing partnership arrangements.</li> </ul>	EDI working group	X
EDI1.02 Promote inclusive behaviour with residents and service users	Visible leadership in demonstrating and promoting inclusivity	We agreed our equalities framework 'Including Everyone' at a public meeting in x, which sets out our EDI principles and commitments and this is available on our website and ?	<ul style="list-style-type: none"> <li>• Produce an EDI calendar that celebrates and promotes diversity and inclusion, is representative of our communities and demonstrates solidarity in supporting significant events such as Black History Month, LGBT+pride etc.</li> <li>• Raise awareness of the standards we expect from ourselves and others by publicising our EDI principles and commitments.</li> </ul>	EDI working group  Comms	X  X

<p>EDI1.03 Work directly with communities to identify inequality and tackle disadvantage</p>	<p>Visibility in taking a hands on approach to tackling issues of inequality</p>	<p>We have introduced community development workers for major new developments to help new and existing communities connect</p> <p>We have introduced three community liaison officers to support our Syrian, Afghan and Ukrainian refugees.</p> <p>We have launched our Warm Welcome scheme of places people can go to stay warm if they're worried about the cost of heating their homes.</p> <p>We offer a range of grants and support to adapt homes to enable residents to remain in their home and more independent for as long as possible.</p>	<ul style="list-style-type: none"> <li>• Review our community development scheme to ensure it remains effective in creating community cohesion and tackling inequality</li> <li>• Review our approach to supporting refugees in the district to ensure it remains effective in raising diversity and inclusivity issues and in supporting refugees to feel a part of their local community</li> <li>• Continue to work with SE migration partnership to ensure support is directed effectively to help asylum seekers.</li> <li>• Provide food vouchers to those in receipt of housing benefit to help them through the COL crisis.</li> <li>• Review the processes we have in place for gathering information on inequality to ensure we are continually directing our resources effectively towards tackling disadvantage and unacceptable treatment.</li> </ul>	<p>EDI lead</p>	<p>X</p>
--	--	--	--	-----------------	----------

<p>EDI1.04 Promote equality, diversity and inclusion through our supply chain and strategic partnerships</p>	<p>Contractors and suppliers actively contributing to and supporting our EDI and safeguarding principles and commitments in addition to fulfilling their statutory obligations</p>	<p>TBC</p>	<ul style="list-style-type: none"> <li>• Review our commissioning, procurement and contract monitoring processes to identify any improvements needed for fulfilling our commitments.</li> <li>• Review the processes in place for ensuring EID implications are considered in partnership plans and projects</li> <li>• Agree an action plan for improving any processes.</li> </ul>	<p>X</p> <p>X</p> <p>EDI working group</p>	<p>X</p> <p>X</p> <p>X</p>
<p>EDI1.05 Promote and encourage inclusive behaviour for future generations</p>	<p>Inclusivity becomes normalised i.e. it just happens with few if any prompts or reminders to be inclusive</p>	<p>TBC</p>	<ul style="list-style-type: none"> <li>• To be considered by the EDI working group including how to engage young people in the process</li> <li>• Launch a campaign to encourage those from underrepresented communities to stand for election</li> </ul>	<p>EDI working group</p> <p>Comms</p>	<p>X</p> <p>X</p>
<p>EDI1.06 Work with all partner organisations to understand diverse needs and create inclusive communities</p>	<p>Achieve a greater impact through sharing knowledge and resources</p>	<p>We are part of a partnership group called 'Brighter Futures in Banbury' that works specifically with wards with the highest levels of deprivation to co-produce solutions. This group reports into our LSP.</p>	<ul style="list-style-type: none"> <li>• Review the membership and effectiveness of our strategic partnerships to ensure they are equipped with the right resources plans and processes to identify and tackle the issues and barriers affecting and concerning our communities</li> </ul>	<p>X</p>	<p>X</p>

		We are an active member of the Oxfordshire System, which is currently focussing on the support it can provide Ukrainian refugees to feel part of their local communities.	<ul style="list-style-type: none"><li>• Continue to work positively with the Oxfordshire System to ensure the right support is in place for Ukrainian families settling in our district</li></ul>	X	X
--	--	---	---	---	---

DRAFT



<p>ED12.02 Take action to make our buildings accessible to all residents and staff</p>	<p>Accessible council buildings now and in the future</p>		<ul style="list-style-type: none"> <li>• Review our current assets to identify any improvements needed to make them accessible and inclusive</li> <li>• Ensure the requirement to create accessible spaces is included in our emerging Property Strategy</li> </ul>	<p>X</p> <p>X</p>	<p>X</p> <p>X</p>
--	---	--	---	-------------------	-------------------

DRAFT

<p>ED12.03 Better understand those using services and their needs by collecting information and feedback</p>	<p>Existing services are meeting the needs of our users</p>		<ul style="list-style-type: none"> <li>• Review what equality monitoring takes place across our customer facing services to identify any data gaps and ensure consistency in approach</li> <li>• Review how services use any data collected to inform and shape service delivery and ensure best practice</li> <li>• Review the processes we have in place for customers to provide us with feedback on our services to identify any improvements needed</li> <li>• Ensure there is an effective process in place for monitoring complaints against protected characteristics</li> <li>• Agree an action plan for delivering improvements in the data we collect and how we use it to shape services and respond proactively to any emerging trends</li> </ul>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>	<p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p>
--	---	--	--	--	--



<p>ED12.04 Engage residents, those using services and community groups when planning services</p>	<p>Future services meet the needs of our users</p>	<p>TBC</p>	<ul style="list-style-type: none"> <li>To be considered by the EDI working group</li> </ul>	<p>X</p> <p>X</p>	<p>X</p> <p>X</p>
<p>ED12.05 Plan and deliver services that promote inclusion</p>	<p>Future services and policies are inclusive</p>	<p>TBC</p>	<ul style="list-style-type: none"> <li>Ensure EDI is built into the service planning, decision and budget making processes.</li> <li>Ensure staff and members have received up-to-date EDI training</li> </ul>	<p>X</p>	<p>X</p>

DRAFT