

Appendix 2

Inclusive Communities Action Plan					
Commitment	Desired outcome	Progress to date	Action	Lead officer	Timescale
EDI 1.01 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 under-represented communities to understand and coproduce solutions to any barriers	We send the quarterly Community Link publication to all voluntary organisations and groups with information / advice / resources and good news stories to support them with their work in the community, supporting Cherwell residents.	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 and, if applicable, identify which connections need building or renewing.	TBC	TBC – part of the transformation programme
		We provide ongoing support to voluntary groups across the district running CDC community facilities across 13 centres	Review the process for gathering equality data on the district to ensure we have an accurate picture of our underrepresented communities and identify any gaps which require filling. This will enable us to continually direct our resources where they are needed most.	Performance & Insight Team Leader	Q.1 2023/24
		We have organised the Cherwell Voluntary Organisations Forum, the Seniors Forum the Cherwell Young People, Play & Wellbeing Forum the and Connecting Community events across Cherwell			
		We have delivered Community Safety work from the Hill and the Sunshine centres to engage with the community as a whole. The team maintains regular contact with groups such as age concern, community action group, food banks and partner agencies			

Appendix 2

<p>EDI 1.02 Promote inclusive behaviour with residents and service users</p>	<p>Visible leadership in demonstrating and promoting inclusivity</p>	<p>We agreed our equalities framework 'Including Everyone' at a public meeting in November 2020, which sets out our EDI principles and commitments and this is available on our website.</p> <p>Our regulatory services follow set policies and procedures to help ensure that, as far as possible, complaints are dealt with consistently regardless of the identity of the complainant and respondent. Where a complaint appears to be grounded in prejudice against the respondent's identity, this will be challenged by responding officers.</p> <p>We have delivered specific Sport & Physical Activity projects that focus on inequalities and groups for whom evidence shows access to physical activity is more difficult. These include the nationally recognised FAST / YouMove programme for families with children receiving free school meals, Move Together helping adults with Long Term Conditions to move more, specific work with the Banbury Mosque, and Youth Activators delivered in partnership with the Frank Wise special community school and Style Acre charity</p>	<p>Raise awareness of the standards we expect from ourselves and others by publicising our EDI principles, commitments and policies.</p> <p><i>Develop and agree a policy for supporting national events that further our corporate priorities and reflect the diversity of our communities</i></p>	<p>Communications and Marketing Manager /Assistant Director of Human Resources</p> <p><i>Communications and Marketing Manager /Assistant Director of Human Resources</i></p>	<p>As part of the Q.2 comms plan 2023/24</p> <p>Q.2 2023/24</p>
--	--	--	---	--	---

Appendix 2

<p>EDI 1.03 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 arrangements 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 are 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. We have launched The Brighter Futures in Banbury partnership to support our 3 most vulnerable wards (Neithrop, Ruscote & Grimsbury) in Banbury.</p> <p>The North Banbury & Grimsbury Network group is in place to work closely with local groups and organisations on joint initiatives in vulnerable communities.</p> <p>We held Winter Wishes & New Year Wishes events to engage and consult directly with residents each year to focus on aspirations for their community in the</p>	<p>Following on from the Wellbeing Strategy, review our community development scheme to ensure it remains effective in creating community cohesion and tackling inequality and, if appropriate, identify potential improvements</p> <p>Review our approach to supporting refugees, asylum seekers and other vulnerable migrants <i>of all nationalities</i> in the district in light of experience of Homes for Ukraine, Afghan Citizens Resettlement Scheme and similar programmes and, thereby, identify any lessons which can be constructively applied to our future activities in this area.</p>	<p>TBC – part of transformation programme</p> <p>Resettlement Manager</p>	<p>Q.2 2023/24</p> <p>Q.2 2023/24</p>
---	--	--	---	---	---------------------------------------

Appendix 2

		<p>new year, this forms a local action plan for partners and residents to deliver together.</p> <p>We provided food vouchers to those in receipt of housing benefit to help them through the Cost of Living crisis. A contract is in place with Citizens Advice for them to administer an ongoing voucher scheme.</p>			
<p>EDI 1.04 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>Review our commissioning, procurement and contract monitoring processes to identify any improvements needed for fulfilling our commitments.</p>	<p>Procurement lead</p>	<p>TBC as part of transformation programme</p>
			<p>Review the processes in place for considering the EDI implications partnership plans and projects to identify if there is scope for them to be strengthened</p>	<p>TBC</p>	<p>Q.3 2023/24</p>
			<p>Use our participation in the Oxfordshire Inclusive Economy Charter as a spur to further activities which promote equality, diversity and inclusion locally</p>	<p>Corporate Director - Communities</p>	<p>Q.3 2023/24</p>

Appendix 2

<p>EDI 1.05 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>Review our outreach to different community groups on EDI matters, including how to engage young people in the process, and identify areas where there is scope for improvement</p>	<p>Community Development and Healthy Communities Managers</p>	<p>End of Q.1 2023/24</p>
			<p>Conduct a listening exercise with elected members to ascertain if there are barriers to serving as an elected member</p>	<p>Performance and Insights Team Leader / Governance and Elections Manager</p>	<p>Part 1 in Q.1 2023/24 Part 2 in Q.3</p>
<p>EDI 1.06 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. 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.</p>	<p>Review the membership and effectiveness of our strategic partnerships and identify areas where they might require different resources, plans and processes in order to identify and tackle the issues and barriers affecting and concerning our communities</p>	<p>Healthy Communities Manager / Performance & Insight Team Leader / Community Safety Manager</p>	<p>Q.3 2023/24</p>