

Cherwell District Council's Pledges to the implementation of the Oxfordshire Inclusive Economy Partnership's (OIEP) Charter

- CDC's Pledges will feature within the OIEP Delivery Plan (2023-24).
- OIEP will monitor progress on the plan throughout the year and, CDC will monitor the progress against its pledges through its Performance Management Framework

Support local and social economy.

- 1) As a supplier we pledge to support our employees to volunteer on local community projects.

Offer opportunities into work.

- 2) As an employer we pledge to commit to flexible job design (including job share, part time working, school-friendly hours and flexibility around other care commitments).
- 3) As an employer we pledge to be a Disability Confident Employer (levels 1 and 2) to create opportunities for people with health conditions and disabilities.
- 4) As an employer we pledge to embed a long-term culture across the business at all levels, to ensure all employees feel respected and valued, and to have a commitment to eliminating unlawful discrimination.
- 5) As an employer we pledge to be a learning organisation, sharing our successes on EDI strategy and practical action, and analysing setbacks to develop new ways of engagement and practical action.
- 6) As an employer we pledge that every member of our workforce has the opportunity to voice how they can and do add value to the organisation through their unique talents, experience and resources.
- 7) We pledge to support adults with few or no qualifications.
- 8) We pledge to support young people who have faced disadvantaged circumstances.
- 9) We pledge to support mothers and fathers into work after childbirth.

Recruit inclusively.

- 10) As an employer we pledge to ensure a user-friendly application process, using simple language and no jargon.

Sharing resources, skills and assets.

- 11) As an employer we pledge to work experience to a local school/college student.
- 12) As an employer we pledge to introduce an employee volunteering policy.