

## Inclusive Communities Action Plan 2024/25

Commitment	Desired outcome	Proposed action for 2024/25	Timescale	Owner
<p>EDI 1.01 Engage with, and support local community groups and organisations</p>	<p>Positive and effective working relationships in place with the community groups and organisations that are supporting our under-represented communities to understand and co-produce solutions to any barriers</p>	<p>1. Evaluate the quality of council's existing relationships with community groups and organisations which further the council's commitment to equality, diversity, and inclusion.</p> <p>2. Establish new relationships with community groups focused on ethnicity or national identity with priority given to those with the largest number of members in need in the district.</p> <p>3. Establish a 'language bank' where Cherwell staff proficient in community languages can opt-in to assist with outreach efforts to further the council's EDI objectives.</p>	<p>Q.4 24/25</p> <p>Q.4 24/25</p> <p>Q.4 24/25</p>	<p>Community Development Manager</p> <p>Community Development Manager</p> <p>Human Resources Manager</p>
<p>EDI 1.02 Promote inclusive behaviour with residents and service users</p>	<p>Visible leadership in demonstrating and promoting inclusivity</p>	<p>4. Promote externally the Council's work to promote inclusivity.</p> <p>5. Add additional pro-forma text on accessibility to the committee meetings pages of the council's websites and agenda reports pack.</p>	<p>Q.3 24/25</p> <p>Q.2 24/25</p>	<p>Communications and Marketing Manager</p> <p>Governance and Elections Manager</p>

EDI 1.03 Work directly with communities to identify inequality and tackle disadvantage	Visibility in taking a hands-on approach to tackling issues of inequality	No actions for 2024/25	N/A	N/A
EDI 1.04 Promote equality, diversity and inclusion through our supply chain and strategic partnerships	Contractors and suppliers actively contributing to and supporting our EDI and safeguarding principles and commitments in addition to fulfilling their statutory obligations	No actions for 2024/25	N/A	N/A
EDI 1.05 Promote and encourage inclusive behaviour for future generations	Inclusivity becomes normalised i.e. it just happens with few if any prompts or reminders to be inclusive	6. Collaborate with partner organisations to involve young people in volunteering activities and engages with them to undertake active participation in their local communities.  7. Raise awareness of the role of a councillor from an EDI perspective, within political leaders.  8. Raise awareness of the role of councillors and routes to becoming a councillor targeted at underrepresented groups.	Q.4 24/25  Q3 -Q4 24/25  Q.4 24/25	Assistant Director for Wellbeing  Director Legal & Democratic services / Portfolio Holder  Political leaders
EDI 1.06 Work with all partner organisations to understand diverse needs and create inclusive communities	Achieve a greater impact through sharing knowledge and resources	9. Implement the recommendations proposed by the strategic review of partnerships.	Q.4 24/25	Assistant Director for Wellbeing and Housing Services

