

## Appendix 1 - 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>

<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>6. Work with partners to promote an ethnically diverse representation at our voluntary sector forum</p>	<p>Q4 24/25</p>	<p>Assistant Director for Wellbeing</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>7. Make sure EDI implications and clauses are included in all our procurement processes as stated in our contracts and evaluation process guidelines.</p>	<p>Q4 24/25</p>	<p>Assistant Director Legal &amp; Democratic services</p>
<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>8. Collaborate with partner organisations to involve young people in volunteering activities and engages with them to undertake active participation in their local communities.</p>	<p>Q.4 24/25</p>	<p>Assistant Director for Wellbeing</p>
		<p>9. Raise awareness of the role of a councillor from an EDI perspective, within political leaders.</p>	<p>Q3 -Q4 24/25</p>	<p>Director Legal &amp; Democratic services / Portfolio Holder</p>
		<p>10. Raise awareness of the role of councillors and routes to becoming a councillor targeted at underrepresented groups.</p>	<p>Q.4 24/25</p>	<p>Political leaders</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>11. Implement the recommendations proposed by the strategic review of partnerships.</p>	<p>Q.4 24/25</p>	<p>Assistant Director for Wellbeing and Housing Services</p>