

Pillar (IE)	Goal (IE)	Action	EDI Commitment (IE)	Directorate	Service Area	Owner (ELT Lead)	Updater
Inclusive Communities	Goal 1 - We work with communities to help them thrive	1.01 Building on community insight and recommendations from the Healthy Weight Health Needs Assessment & Director of Public Health Annual report, we will identify specific geographical areas with long term levels of excess weight by Q2 and work to improve the healthy food offer.	Work with partner organisations to understand diverse needs and create inclusive communities	Public Health	Public Health and Wellbeing	Deputy Director - Public Health (David Munday)	Derys Pragnall, Ugo Anagor
		1.02 We will continue to pilot the YouMove initiative which aims to tackle childhood inactivity in children at greater risk of this - particularly children eligible for benefits-related free school meals. We will evaluate the outcomes by March 2024 to inform longer-term planning of this type of programme.	Work directly with communities to identify inequality and tackle disadvantage	Public Health	Healthy Place Shaping	Deputy Director - Public Health (David Munday)	Derys Pragnall, Ugo Anagor
		1.03 We will continue to improve the quality of our services by co-producing with our residents. We will deliver a minimum of 12 co-production and engagement activities throughout the year. We will ensure that co-production activities include and represent the diversity of the communities we work with as far as possible, including under-represented groups and those with protected characteristics..	Engage residents, those using services, and community groups, when planning services	Adult Social Care	Commissioning	Interim Corporate Director of Adult Social Care (Karen Fuller)	Pippa Corner, Marc Borja
		1.04 We will work with our Gypsy, Roma and Traveller communities in Oxfordshire to tackle inequalities by preserving and respecting a nomadic way of life and providing safe housing needs that addresses their welfare, health and educational needs. Specifically, we will establish a programme to refurbish utility blocks on Oxfordshire sites. In Q1-2 we will work with Facilities Management and site residents to survey the respective sites and draw up a specification and plan of works with a view to procuring a contractor and commencing works within 23/24 with potential programme length of up to 2-3 years.	Work directly with communities to identify inequality and tackle disadvantage	Public Health	Community Safety Services	Chief Fire Officer and Director for Community Safety Services (Rob MacDougall)	Ewa Fras
	Goal 2 - We work with partners to tackle disadvantage in our communities	2.01 We will address the barriers preventing people from accessing and adopting digital technology by developing a Digital Inclusion Action Plan in Q2 to implement OCC's Digital Inclusion Strategy (June 2022) and the Oxfordshire Digital Inclusion Charter (Feb 2023).	Work with partner organisations to understand diverse needs and create inclusive communities	Customers, Organisational Development and Resources	Communications, Strategy and Insight	Director of Communications, Strategy and Insight (Susannah Wintersgill)	Elena Grant
		2.02 Project Gigahubs: roll-out of Rural Gigabit Connectivity to rural communities. By connecting Community Centres and Village halls we will help them be able to offer a wider range of services and facilitate 20-minute neighbourhoods by reducing the need to travel. Specifically: - Promote Social Value tariffs by social media campaigns throughout 2023 - Installation, Gigabit connectivity with a free 3 year service to 45 Community Centres and Village halls by March 2024. - Facilitation of all housing stock owned by Oxford City to have Gigabit Broadband access by end of 2025.	Promote equality, diversity and inclusion through our supply chain and strategic partnerships	Customers, Organisational Development and Resources	IT	Director IT, Innovation, Digital and Transformation (Tim Spiers)	Mark Hopping
		2.03 Oxfordshire Inclusive Economy Partnership Pledge: "As a buyer we pledge to assess and account for the social value that a supplier can offer the local community, alongside our assessment of the economic value/financial cost of the contract." The Social Value Project Team will measure and report on the impact of this commitment from suppliers via the Social Value Portal tool. This EDI action will be reviewed in Q2 23-24 in light of the first annual Social Value Policy Report, which is due to be published in Q1 23-24.	Work with partner organisations to understand diverse needs and create inclusive communities	Customers, Organisational Development and Resources	Procurement	Head of Procurement and Contract Management (Melissa Sage)	Becky Spencer
		2.04 We will increase take-up of NHS Health Checks for those aged 40-74 by March 2024. We aim to recover capacity lost during COVID by promoting and providing health checks to individuals and communities at most risk of poor health. This includes routine and manual workers, minority ethnic groups and those in areas of greatest socio-economic deprivation.	Work with partner organisations to understand diverse needs and create inclusive communities	Public Health	Public Health and Wellbeing	Deputy Director - Public Health (David Munday)	Shakiba Habibula, Ugo Anagor

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Inclusive Service Delivery	<u>Goal 3 - Our information and buildings are accessible for all</u>	3.01 Resolve known issues with website accessibility as set out in the Web Accessibility Statement for Oxfordshire County Council by August 2023	Take action to make our buildings accessible to all residents and staff	Customers, Organisational Development and Resources	IT	Director IT, Innovation, Digital and Transformation (Tim Spiers)	Alastair Read
		3.02 As part of the Digital Presence project we will aim to create a more inclusive digital website, that proudly promotes our equality, diversity and inclusion principles and fulfils our legal requirement for accessibility. This will be implemented incrementally from 2022 and fully completed by December 2023.	Ensure our information & digital services are accessible for all; including the digitally excluded	Customers, Organisational Development and Resources	IT	Director IT, Innovation, Digital and Transformation (Tim Spiers)	Jessica Rowan
		3.03 In line with our Agile Working Policy we will ensure that any building refurbishment works includes provision for equality of access. We will ensure that any of our public building refurbishments include at least one gender-neutral toilet.	Take action to make our buildings accessible to all residents and staff	Customers, Organisational Development and Resources	Property	Director Property Services (Vic Kurzeja)	Michael Smedley
	<u>Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs</u>	4.01 The Customer Service Centre will continue to explore opportunities to provide inclusive access to our teams and develop a consistent review process to ensure all appropriate contact channels are offered to promote person-centric service delivery	Better understand service users and their needs by collecting their information and feedback	Customers, Organisational Development and Resources	Culture and Customer Experience	Director of Customer and Culture Services (Mark Haynes)	Leah Guilliard-Watts, Lucie Maycock
		4.02 By the end of Q2 2023, the Customer Service Centre will have developed and implemented a robust process to ensure that all staff have completed the mandatory e-learning package for EDI, and that 100% of staff are given protected time to complete additional training related to inclusivity. We will identify skills gaps in our workforce with relation to handling customer contact which includes handling special characteristics data.	Better understand service users and their needs by collecting their information & feedback	Customers, Organisational Development and Resources	Culture and Customer Experience	Director of Customer and Culture Services (Mark Haynes)	Leah Guilliard-Watts, Lucie Maycock
		4.03 As part of the Continuous Improvement mechanism in the Customer Service Centre we will ensure that all process changes and business development opportunities are aligned to the latest protocols on Equality, Diversity and Inclusivity	Better understand service users and their needs by collecting their information and feedback	Customers, Organisational Development and Resources	Culture and Customer Experience	Director of Customer and Culture Services (Mark Haynes)	Leah Guilliard-Watts, Lucie Maycock
		4.04 We will continue to promote guidance and training for all staff about the importance of completing Equalities Impact Assessments (EIAs) and understanding the impact of our work on inequalities. This will include identifying and training a minimum of 7 Equality Impacts Champions by March 2024. Additionally we will ensure that 100% of our public consultations are published with an accompanying EIA by March 2024	Plan and deliver services that promote inclusion	Customers, Organisational Development and Resources	Communications, Strategy and Insight	Director of Communications, Strategy and Insight (Susannah Wintersgill)	Steven Fairhurst Jones, Carole Stow
		4.05 We will use the outcome of the recent Smoke Free equity audit to inform planning of further interventions to support smoking cessation by (Q4), potentially targeted at different groups of smokers e.g. pregnant women, young people or residents in areas of deprivation.	Better understand service users and their needs by collecting their information and feedback	Public Health	Public Health and Wellbeing	Deputy Director - Public Health (David Munday)	Derys Pragnall, Ugo Anagor
		4.06 Our prevention activities will use our "Safe and Well" application that captures equality data from each visit. This will assist the service in better evaluating if our prevention activities are targeting under-represented groups.	Better understand service users and their needs by collecting their information and feedback	Public Health	Community Safety	Chief Fire Officer and Director for Community Safety Services (Rob MacDougall)	Angela Smallwood
		4.07 In Quarter 1 we will analyse recent data on the under-performance of certain cohorts of schoolchildren in Oxfordshire (particularly black and minority ethnic children, particularly boys) compared with their local, regional and national peers, and will support a People Scrutiny Working Group to engage with that data and its surrounding context. As a result, actions to tackle this inequality will be identified and agreed in Quarter 2.	Better understand service users and their needs by collecting their information and feedback	Children, Education and Families	Education	Interim Corporate Director for Children's Services (Anne Coyle)	Hayley Good
		4.08 By Q2 We will publish a Market Position Statement which sets out our commissioning intentions for care and support and accommodation-based services. We will continue to draw on community profiles to support our market planning, and will develop a Workforce Strategy by Q3 to underpin this work.	Plan and deliver services that promote inclusion	Adult Social Care	Commissioning	Interim Corporate Director of Adult Social Care (Karen Fuller)	Pippa Corner
		4.09 We will work with our partners to better tackle the reasons for disproportionality of black and mixed heritage boys in the youth justice system and will report quarterly on the Disproportionality Action Plan	Better understand service users and their needs by collecting their information and feedback	Children, Education and Families	Social Care	Interim Corporate Director for Children's Services (Anne Coyle)	Jennifer Sargeant
		4.10 We will better understand and address the reasons for disproportionality of black, Asian and mixed heritage children among a) Oxfordshire children we care for and b) children the subject of a Child Protection Plan	Better understand service users and their needs by collecting their information and feedback	Children, Education and Families	Social Care	Interim Corporate Director for Children's Services (Anne Coyle)	Julia Hamilton

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Inclusive workplaces	<u>Goal 5 - Our workforce is inclusive, reflecting the diversity of the communities we serve</u>	5.01 Oxfordshire Inclusive Economy Partnership pledge: "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)". We will continue to embed our Agile Working policy in the workplace, identifying any specific actions as part of HR & OD Workforce Strategy action planning.	Provide a supportive environment so that all staff can reach their potential	Communications, Strategy and Insight	HR	Interim Director of Human Resources and Organisational Development (Michael Fletcher)	Sharon Yardy
		5.02 As part of our support for Oxfordshire's armed forces community we will develop an action plan by 30 September 2023 to show how we are upholding the Armed Forces Covenant Duty in 2023-24.	Provide a supportive environment so that all staff can reach their potential	Customers, Organisational Development and Resources	Communications, Strategy and Insight	Director of Communications Strategy and Insight (Susannah Wintersgill)	Steven Fairhurst Jones
		5.03 OCC's new Wellbeing Strategy will be approved in Q1 2023-24. An associated Action Plan will be finalised in the same period, including working with directorate HR Business Partners to develop local wellbeing action plans based on the Staff Survey results for their directorate.	Provide a supportive environment so that all staff can reach their potential	Customers, Organisational Development and Resources	HR	Interim Director of Human Resources and Organisational Development (Michael Fletcher)	Sharon Yardy
		5.04 Develop a clear set of expectations for staff and managers that recognises the importance of staff networks, mentors and champions. In Q1 2023-24 draft guidance will be finalised and communicated to staff.	Celebrate and promote diversity in our workforce	Customers, Organisational Development and Resources	Communications, Strategy and Insight	Director of Communications Strategy and Insight (Susannah Wintersgill)	Angela McRury
		5.05 The Fire and Rescue Service will hold positive action "Have a go days" with under-represented groups to support these groups in joining the Service, with a view to increasing the diversity of the workforce. This in turn could deliver increased creativity and innovation and help to ensure that our Prevention and Protection messages have greater reach.	Improve the diversity of our organisation at all levels so it's representative of communities	Public Health	Community Safety Services	Chief Fire Officer and Director for Community Safety Services (Rob MacDougall)	Marcus Reay
		5.06 We will develop and support our Children's Social Care workforce to be representative of Oxfordshire's residents	Improve the diversity of our organisation at all levels so it's representative of our communities	Children, Education and Families	Children's Social Care	Interim Corporate Director for Children's Services (Anne Coyle)	Senay Nedai, Annelies Henshall
	<u>Goal 6 - Our staff have the values, skills and knowledge to be inclusive</u>	6.01 We are proud to be a Gold Award holder in the Stonewall Workplace Equality Index. We will develop an action plan during Q2 to ensure that we continue to improve our workplace for LGBTQIA+ employees based on the feedback we have received from our previous submissions	Celebrate and promote diversity in our workforce	Customers, Organisational Development and Resources	Communications, Strategy and Insight	Director of Communications Strategy and Insight (Susannah Wintersgill)	Elena Grant
		6.02 Oxfordshire Inclusive Economy Partnership Pledge "As an employer we pledge to be a learning organisation, sharing our successes on EDI strategy and practical action, analysing setbacks to develop new ways of engagement and practical action." Our EDI Steering Group will receive quarterly updates on these matters and will agree how to share our learning internally and with OIEP partners. A mechanism for measuring our activity in this area will be devised in Q1-Q2 2023-24	Provide a supportive environment so that all staff can reach their potential	Customers, Organisational Development and Resources	Communications, Strategy and Insight	Director of Communications Strategy and Insight (Susannah Wintersgill)	Steven Fairhurst Jones
		6.03 Implement the recommendations from project PR02372 Neurodiversity and Accessibility by March 2024: 1. Grammarly Replacement 2. Supportive Technology Intranet Content Update 3. Awareness Training on Neurodiversity for IT customer support staff 4. IT Assistive Tech Online Request Form	Provide a supportive environment so that all staff can reach their potential	Customers, Organisational Development and Resources	IT	Director IT, Innovation, Digital and Transformation (Tim Spiers)	Jessica Rowan
		6.04 We will act on Inclusive Employers' independent review of our Equality, Diversity and Inclusion approach to training. In Q1 we will devise actions responding to the review's recommendations.	Provide a supportive environment so that all staff can reach their potential	Customers, Organisational Development and Resources	HR	Interim Director of Human Resources and Organisational Development (Michael Fletcher)	Karen Hopwood
		6.05 We will discuss the output of OCC's ethnicity pay gap reporting with the REACH Network in Q1 and determine any actions needed in this area.	Tackle bias and discrimination in all its forms	Customers, Organisational Development and Resources	HR	Interim Director of Human Resources and Organisational Development (Michael Fletcher)	Sharon Yardy
		6.06 We will implement the next phase of our Reciprocal Mentoring scheme. In Q1 finalisation of our Workforce Strategy will enable more specific actions to be set.	Celebrate and promote diversity in our workforce	Customers, Organisational Development and Resources	HR	Interim Director of Human Resources and Organisational Development (Michael Fletcher)	Karen Hopwood

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		<p>6.07 Oxfordshire Inclusive Economy Partnership pledge and designated 'stretch target': "As an employer we pledge to develop and embed practical processes so that potential candidates from disadvantaged groups can gain employment with our business, sustain their employment and thrive within both the workforce and wider society. For example, continuing our work with military services personnel."</p> <p>We will ensure that managers understand the EDI impact of recruitment both in terms of job descriptions, advertising, interview, selection and branding. Longer term, we will support work to consider the possibility of an improved/alternative workforce data management tool which will support work under this pledge.</p>	Celebrate and promote diversity in our workforce	Communications, Strategy and Insight	HR	Interim Director of Human Resources and Organisational Development (Michael Fletcher)	Sharon Yardy