

Including Everyone Theme	EDI Goal	EDI Commitment	Directorate	Service Area	SDP Actions
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Better understand those using services and their needs by collecting their information and feedback	E&P	Transport Strategy	1.1 We will develop and amend the LTCP (including Part 2 and the area strategy work) utilising views from less represented groups through previously targeted engagement. This work will enable the LTCP to be implemented while taking into account the needs of under-represented groups in Oxfordshire
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Engage residents, those using services users and community groups when planning and delivering services	E&P	Environment and Climate	1.2 Engage a diverse range of communities in development and delivery of climate action plans
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Better understand those using services and their needs by collecting their information and feedback	Children's	Social Care	1.3 We will work with our partners to better understand and address the reasons for disproportionality of black and mixed heritage children in the youth justice system and report quarterly on the disproportionality action plan
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Better understand those using services and their needs by collecting their information and feedback	Children's	Social Care	1.4 We will better understand and address the reasons for disproportionality of black, Asian and mixed heritage children in children's services and report back on findings to the safeguarding board by December 2022
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Better understand those using services and their needs by collecting their information and feedback	Children's	Education	1.5 Provide quarterly updates from the Black and mixed heritage disproportionate exclusion task and finish group and implement its findings
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Better understand those using services and their needs by collecting their information and feedback	Public Health	Public Health and Wellbeing	1.6 Evaluate reach of smoke free strategy in the most deprived wards of Oxfordshire and adapt the strategic approach accordingly

Including Everyone Theme	EDI Goal	EDI Commitment	Directorate	Service Area	SDP Actions
Inclusive service delivery	Goal 3 - Our information and buildings are accessible for all	Ensure our information, website and digital services are accessible for all; including those digitally excluded	CODR	IT	1.7 As part of the Digital Presence project we will aim to create a more inclusive digital website, that proudly promote 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.
Inclusive service delivery	Goal 3 - Our information and buildings are accessible for all	Ensure our information, website and digital services are accessible for all; including those digitally excluded	CODR	CSI	1.8 We will introduce a clear and consistent policy regarding the translation of our information
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Plan and deliver services that promote inclusion	CODR	CSI	1.9 The Council has a legal requirement to understand the impact that decisions will have on people with certain protected characteristics through Equalities Impact Assessments. This year we will produce updated guidance and training for all staff about the importance of completing these assessments and where to go to for information
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Better understand those using services and their needs by collecting their information and feedback	CODR	Culture and Customer Experience	1.10 A dedicated cross team group has been created to progress a number of wide ranging activities to improve the ways we collect information about our residents, including the forms we have on our website, customer satisfaction surveys, complaints and equality monitoring information about our residents. We will do this by making our questions consistent across the Council and clearly explaining why we ask for this information. We will then be able to use this information to improve the services we provide to people.

Including Everyone Theme	EDI Goal	EDI Commitment	Directorate	Service Area	SDP Actions
Inclusive Service Delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Engage residents, those using services, and community groups, when planning services	HESC	Commissioning	1.11 We will continue to improve the quality of our services by co-producing with our residents. We have an ambition for as many services as possible to be co-produced in the future.
Inclusive service delivery	Goal 3 - Our information and buildings are accessible for all	Take action to make our buildings accessible to all residents and staff	CDAI	Property	1.12 As part of developing our 'Agile Working Strategy' we will consider how we can make our offices/buildings more accessible for staff and customers
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Plan and deliver services that promote inclusion	HESC	Commissioning	1.13 Develop market statements for older people (underway) and long term illness or disability (not yet started)
Inclusive service delivery	Goal 4 - Our services use good data and engage with users to plan and meet their diverse needs	Better understand those using services and their needs by collecting their information and feedback	CDAI	Community Safety	1.14 Our prevention activities are now using a new "Safe and Well" application that captures equality data of the visit, this will assist the service in better evaluate if our prevention activities are targeting underrepresented groups
Inclusive communities	Goal 2 - We work with partners to tackle disadvantage in our communities	Work with all partner organisations to understand diverse needs and create inclusive communities	Children's	Social Care	2.1 We will work with our partners to increase the number of early help assessments (EHAs) particularly in areas of relative deprivation. We will double the number of EHAs in the 20% most deprived areas in Oxfordshire in 2022/23
Inclusive communities	Goal 1 - We work with communities to help them thrive	Work directly with communities to identify inequality and tackle disadvantage	Children's	Social Care	2.2 We will offer support to 104 additional asylum seeking children and young people through the National Transfer Scheme by March 2023
Inclusive communities	Goal 1 - We work with communities to help them thrive	Work directly with communities to identify inequality and tackle disadvantage	CODR	CSI	2.3 During 2022/23, we will trial a series of Oxfordshire conversation events that will offer opportunities for residents to hear from and ask questions of members of the Cabinet, including outreach activities to ensure the inclusion of seldom heard groups and those who are digitally excluded

Including Everyone Theme	EDI Goal	EDI Commitment	Directorate	Service Area	SDP Actions
Inclusive communities	Goal 1 - We work with communities to help them thrive	Engage with, and support, local community groups and organisations	CODR	CSI	2.4 We will deliver a refreshed online consultation and engagement guidance document by the end of April 2022, including best practice advice on effectively including the digitally excluded, seldom heard and young people in consultation and engagement activity
Inclusive communities	Goal 1 - We work with communities to help them thrive	Work directly with communities to identify inequality and tackle disadvantage	Public Health	Healthy Place Shaping	2.5 Bid for DfT funding for social prescribing project to support residents into walking and cycling, which will target Black, Asian and Minority Ethnic communities in Oxford city, and focus on residents with mental health issues.
Inclusive communities	Goal 1 - We work with communities to help them thrive	Work directly with communities to identify inequality and tackle disadvantage	Public Health	Healthy Place Shaping	2.6 We will develop a lessons learnt project from installing 3 health routes in Banbury, focusing on deprived and Black Asian and Minority Ethnic communities
Inclusive communities	Goal 2 - We work with partners to tackle disadvantage in our communities	Work with all partner organisations to understand diverse needs and create inclusive communities	CODR	CSI	2.7 Working with partners, we will develop a digital inclusion strategy and action plan for Oxfordshire by Summer 2022, which aims to address the barriers preventing people from accessing and adopting digital technology
Inclusive communities	Goal 2 - We work with partners to tackle disadvantage in our communities	Work with all partner organisations to understand diverse needs and create inclusive communities	Public Health	Public Health and Wellbeing	2.8 Establish stronger partnership work with NHS and other partners to address health inequalities via the Oxfordshire Inequalities place board and wider ICS structures
Inclusive communities	Goal 1 - We work with communities to help them thrive	Engage with, and support, local community groups and organisations	Public Health	Public Health and Wellbeing	2.9 Developing community insights into healthy weight and physical activity with a focus on inequalities as part of a programme of upstream prevention to tackle persistent health inequalities
Inclusive communities	Goal 2 - We work with partners to tackle disadvantage in our communities	Promote equality, diversity and inclusion through our supply chain and strategic partnerships	CODR	IT	2.10 Digital Infrastructure Team: Roll-out of Rural Gigabit Connectivity (RGC) project to bring high-speed broadband to rural village halls including staying safe online

Including Everyone Theme	EDI Goal	EDI Commitment	Directorate	Service Area	SDP Actions
Inclusive communities	Goal 2 - We work with partners to tackle disadvantage in our communities	Work with all partner organisations to understand the diverse needs and create inclusive communities	CDAI	Procurement	2.11 Social value policy: Once adopted (April 2022) would like to include a measure to capture how many contracts (those over £100k) go through social value policy and impact that these have e.g. % of SV in the contract. This will be reported on three month intervals.
Inclusive workplaces	Goal 6 - Our staff have the values, skills and knowledge to be inclusive	Provide a supportive environment so that all staff can reach their potential	CODR	IT	3.1 Develop IT Service Management System solution articles on current provision of software for neurodiversity and accessibility with advice on working with Occupational Health. A project is being initiated to deliver this, with estimated completion by December 2023.
Inclusive workplaces	Goal 5 - Our workforce is inclusive, reflecting the diversity of the communities we serve	Provide a supportive environment so that all staff can reach their potential	CODR	HR	3.2 Design and roll out of a Wellbeing Strategy to align with hybrid working and increased recognition of neurodiversity
Inclusive workplaces	Goal 6 - Our staff have the values, skills and knowledge to be inclusive	Celebrate and promote diversity in our workforce	CODR	HR	3.3 We will roll out phase two of our reciprocal mentoring scheme
Inclusive workplaces	Goal 6 - Our staff have the values, skills and knowledge to be inclusive	Celebrate and promote diversity in our workforce	CODR	HR	3.4 We embed EDI into all DTFT projects
Inclusive workplaces	Goal 6 - Our staff have the values, skills and knowledge to be inclusive	Celebrate and promote diversity in our workforce	CODR	HR	3.5 We are proud of the awards we hold that recognise our commitments to equality and inclusion. This year we will work to establish which are the best employee accreditation schemes for our organisation
Inclusive workplaces	Goal 6 - Our staff have the values, skills and knowledge to be inclusive	Celebrate and promote diversity in our workforce	CODR	HR	3.6 We are proud to participate in the Stonewall Workplace Equality Index and we will develop an action plan to improve our workplace for LGBTQIA+ employees based on the feedback we have received from our previous submissions

Including Everyone Theme	EDI Goal	EDI Commitment	Directorate	Service Area	SDP Actions
Inclusive workplaces	Goal 6 - Our staff have the values, skills and knowledge to be inclusive	Tackle bias and discrimination in all its forms	CODR	HR	3.7 We have introduced ethnicity pay gap reporting and this year we will develop an action plan that will drive meaningful change in the workplace where we have identified pay disparity gaps.
Inclusive workplaces	Goal 5 - Our workforce is inclusive, reflecting the diversity of the communities we serve	Celebrate and promote diversity in our workforce	CODR	HR	3.8 Develop a clear set of expectations for staff and managers that recognises the importance of staff networks, mentors and champions. This will include recognising the time commitments that come with these roles and that staff taking on these additional responsibilities should be supported by their line managers to do so
Inclusive workplaces	Goal 6 - Our staff have the values, skills and knowledge to be inclusive	Provide managers with the skills they need to support employees with different needs and plan inclusive service delivery	CODR	HR	3.9 We will review , improve and communicate our suite of training for managers and staff
Inclusive workplaces	Goal 5 - Our workforce is inclusive, reflecting the diversity of the communities we serve	Provide a supportive environment so that all staff can reach their potential	CODR	HR	3.10 We will increase the number of accessible apprenticeships/supported apprenticeships in our organisation. We particularly want to encourage younger people from deprived areas, young people leaving care and young people with lower educational outcomes to gain employment
Inclusive workplaces	Goal 5 - Our workforce is inclusive, reflecting the diversity of the communities we serve	Provide a supportive environment so that all staff can reach their potential	CODR	HR	3.11 We will review the support offer we have in place through our Armed Forces Covenant following recent legislation changes and develop an action plan to support our armed forces communities. Part of the recruitment piece for managers.
Inclusive workplaces	Goal 6 - Our staff have the values, skills and knowledge to be inclusive	Improve the diversity of our organisation at all levels so it is representative of our communities	CODR	HR	3.12 Recruitment reach: as part of Equality in the Workplace report we will ensure that managers understand the EDI impact of recruitment both in terms of job descriptions, advertising, interview, selection and interview and branding

Including Everyone Theme	EDI Goal	EDI Commitment	Directorate	Service Area	SDP Actions
Inclusive workplaces	Goal 5 - Our workforce is inclusive, reflecting the diversity of the communities we serve	Provide a supportive environment so that all staff can reach their potential	CODR	HR	3.13 We will continue to support staff who do not presently have a level 2 skill in English and Maths to achieve these qualifications, with a particular focus on targeting women in the lower pay quartile of the gender pay gap report
Inclusive workplaces	Goal 6 - Our staff have the values, skills and knowledge to be inclusive	Provide a supportive environment so that all staff can reach their potential	CODR	HR	3.14 We commissioned an independent review of our Equality, Diversity and Inclusion approach to training. This year we will work to implement the recommendations from this review.
Inclusive workplaces	Goal 5 - Our workforce is inclusive, reflecting the diversity of the communities we serve	Improve the diversity of our organisation at all levels so it is representative of our communities	CDAI	Community Safety	3.15 The service will hold positive action "Have a go days" with underrepresented groups to support these groups in joining the Fire and Rescue Service, with a view to increase the diversity of the workforce, which in turn could deliver increased creativity and innovation and will help to ensure that our Prevention and Protection messages have increased reach