

# Including Everyone

Equalities, diversity and inclusion framework



# Including Everyone

There is real strength in diversity, both for our workplace and our communities. Bringing people together from across a wide range of backgrounds and experiences enables us to broaden our perspectives, enhance our understanding and enrich our way of life. It fosters an inclusive and supportive environment, which lends strength and vitality to our communities and enables individuals to realise their full potential.

Our Including Everyone framework outlines our approach to providing inclusive services and workplaces, equitable access to services, and equality of opportunity. It sets out our vision to be a leader in our field and to foster an environment in which everyone feels included, respected and heard.

We take our obligations and commitments to equalities, diversity and inclusion extremely seriously. We know just how painful exclusion can be for people and how negatively it can impact their lives. As a council we are committed to tackling racism, transphobia and all forms of discrimination, and we are determined to address inequality through our policies and our actions.

We know we don't have all the answers, but by listening to our staff and residents, we can identify inequality and take action to address disadvantage. We are working hard to ensure our workplace, services and communities are places where diversity is protected, honoured and celebrated.

Our framework is supported by an action plan, which describes the actions we will take each year to deliver on the goals and commitments outlined in this document. This plan is updated annually and is used to track and measure our progress. By putting in place a concrete set of actions each year, we can focus our efforts on making tangible and meaningful change.



A handwritten signature in black ink that reads "Liz Leffman". The signature is written in a cursive, flowing style.

Cllr Liz Leffman  
Leader of Oxfordshire County Council

# Our **Including** Everyone Framework

Leading the field in equality and diversity in our workplace, inclusive service delivery and tackling disadvantage in the communities we serve

Our vision is to lead the field in our approach to equality and diversity in our workplace, inclusive service delivery and tackling disadvantage in the communities we serve. We have developed a framework around our vision, shown on this page; organised around three strands of work, each with commitments and goals against them and a set of key principles that underpin all we do.



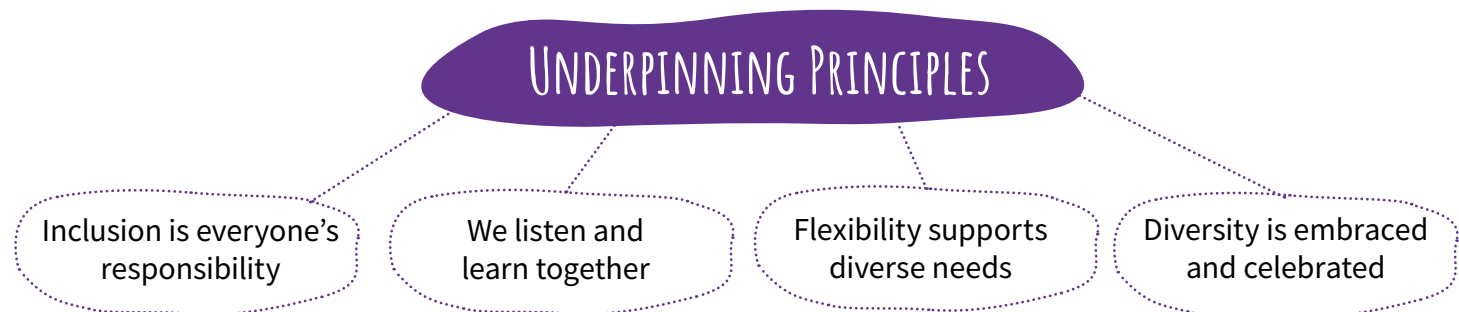
- We work with communities to help them thrive
- We work with partners to tackle disadvantage in our communities.



- Our information and buildings are accessible for all
- Our services use good data and engage with users to plan and meet their different needs.



- Our workforce is inclusive, reflecting the diversity of the communities we serve
- Our staff have the values, skills and knowledge to be inclusive.



# Why **Including** Everyone is important

This Framework is important for us in honouring and protecting the diverse strengths of individuals and in building inclusive communities; we go beyond what the law expects of us to achieve this. The Equality Act (2010) states that public bodies, including councils need to take extra steps to stop discrimination: this is known as the Public Sector Equality Duty. The Act defines discrimination as the less favourable treatment of a person, because of a protected characteristic, as compared to others who do not share that characteristic. The legislation also applies where there is a belief that the person who is disadvantaged has a particular protected characteristic, even if that is not the case.

The Public Sector Equality Duty means that we must consider equality as part of our daily business, in particular:

- ✔ **We need to eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act,**
- ✔ **We need to advance equality of opportunity between people who share a protected characteristic and those who do not,**
- ✔ **Foster good relations between people who share protected characteristics and those who do not,**
- ✔ **Set and publish equality objectives at least every four years and,**
- ✔ **Publish information, at least annually, to show how we comply with the Equality Duty including information about employees and to people who are affected by the public body's policies and procedures.**

There are nine protected characteristics: age; disability (including invisible disabilities); gender reassignment; marriage and civil partnership; pregnancy and maternity; race including ethnic or national origins, colour or nationality; religion or belief; sex; sexual orientation.

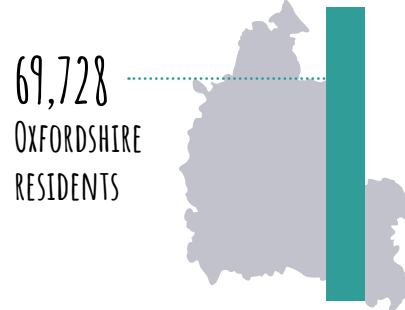
We go further than the protected characteristics in our decision-making process. To do this we consider the impact that our decisions have on people living with social deprivation, in rural communities, those leaving care, carers, and those in our armed forces community. For us inclusion applies to the 'communities' where we live and work, but also communities of shared understanding, such as faith, heritage and sexuality. We want to support every community to be the best it can and we work to remove or reduce obstacles which get in the way; this includes tackling unconscious bias which occurs when people favour others who look like them, share their values or experiences.



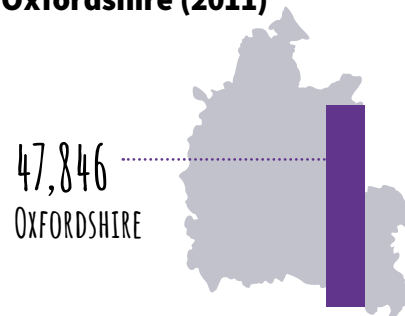
# Not everyone is included

Data about the county tells us that the population we serve is relatively affluent; we also know that this level of data masks some stark inequalities within our communities which we find when we dig beneath the surface. The diversity in our communities is a strength and does not result in disadvantage by itself, but we know we need to tackle inequalities because not everyone has the same life opportunities. The following illustrates examples of some of the inequalities in our communities:

## People living with a long term illness or disability in Oxfordshire (2011)



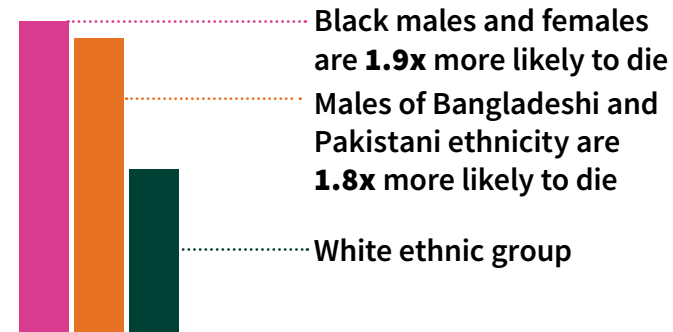
## Unpaid carers in Oxfordshire (2011)



Research shows carers are more likely to report symptoms of mental ill-health, and struggle financially

Public Health England, information shows ethnic identity influences mental and physical health outcomes via multiple routes, such as experiences of discrimination and fear of negative incidents

## Ethnic groups risk of death from COVID-19



## Average pay for men in Oxfordshire

## Average pay for women in Oxfordshire

Men earn on average **£6,800** more than women in the Oxfordshire area.



In 2020, **10%** of children across the county live in low income families; that's almost

**12,000**  
CHILDREN LIVING  
IN POVERTY

Life expectancy between the most and least deprived wards in Oxfordshire is

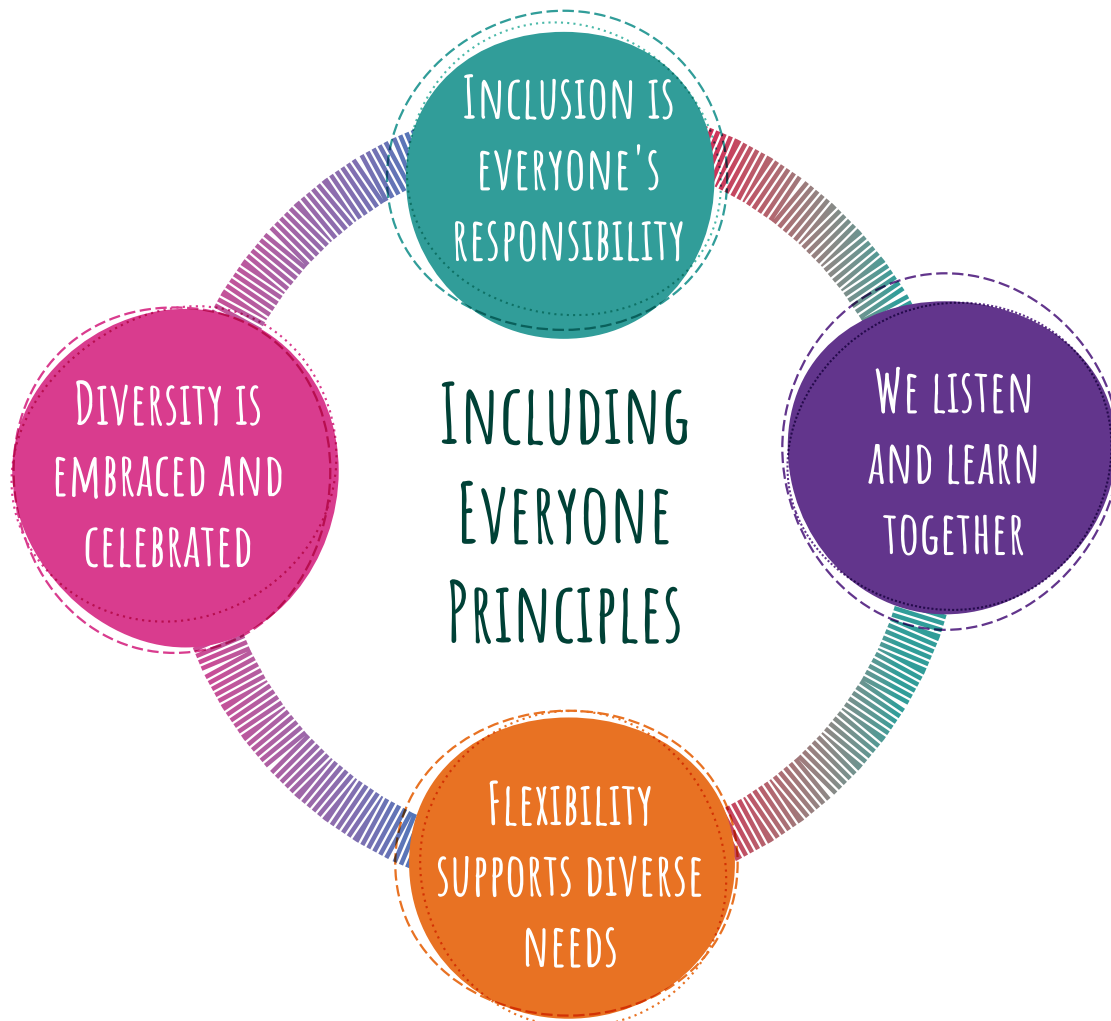
**13.7 YEARS**

In 2019, there were

**6,464**  
PUPILS  
with learning  
difficulties in  
Oxfordshire schools

# Principles

Our equality, diversity and inclusion framework is underpinned by the following key principles:



**Inclusion is everyone's responsibility.** Including everyone means that we all need to work together, in the workplace and in communities to remove seen and unseen barriers to opportunities.

**We listen and learn together.** People have unique experiences and perspectives which can enrich our collective understanding, so by creating a culture of curiosity we can learn how to best focus our efforts.

**Flexibility supports diverse needs.** Recognising and responding well to diverse needs, ensures we deliver an inclusive communities, services and workplaces.

**Diversity is embraced and celebrated.** There is enormous strength in diversity; we celebrate this and embrace it in our learning, service delivery and community leadership.

**We have three inter-connected strands that help us organise our work: inclusive communities, inclusive service delivery and inclusive workplaces. The following section sets out our goals and commitments against each strand. The goals will be tracked and measured in an annual action plan, which sit underneath this framework.**



# INCLUSIVE COMMUNITIES

## GOAL 1

We work with communities to help them thrive

### COMMITMENTS

- ✔ Engage with, and support, local community groups and organisations
- ✔ Promote inclusive behaviour with residents and those using services
- ✔ Work directly with communities to identify inequality and tackle disadvantage.

## GOAL 2

We work with partners to tackle disadvantage in our communities

### COMMITMENTS

- ✔ Promote equality, diversity and inclusion through our supply chain and strategic partnerships
- ✔ Promote and encourage inclusive behaviour for future generations
- ✔ Work with all partner organisations to understand diverse needs and create inclusive communities.



# INCLUSIVE SERVICE DELIVERY

## GOAL 3

Our information and buildings are accessible for all

### COMMITMENTS

- Ensure our information, website and digital services are accessible for all; including those digitally excluded
- Take action to make our buildings accessible to all residents and staff.

## GOAL 4

Our services use good data and engage with users to plan and meet their diverse needs

### COMMITMENTS

- Better understand those using services and their needs by collecting their information and feedback
- Engage residents, those using services users and community groups when planning and delivering services
- Plan and deliver services that promote inclusion.





# INCLUSIVE WORKPLACE

## GOAL 5

Our workforce is inclusive, reflecting the diversity of the communities we serve

### COMMITMENTS

- Improve the diversity of our organisation at all levels to be representative of our communities
- Celebrate and promote diversity in our workforce
- Provide a supportive environment so all staff can reach their potential.

## GOAL 6

Our staff have the values, skills and knowledge to be inclusive

### COMMITMENTS

- Identify and tackle discrimination in all its forms
- Provide managers with the skills to support employees with different needs and plan inclusive services
- Train our staff to identify and avoid unconscious bias and deliver inclusive services.



# Responsibility for delivering **Including** Everyone Framework

An underpinning principle of our framework is that inclusion is everyone's responsibility; we need a collective effort to realise our vision. The following sets out the roles and responsibilities for delivering the Including Everyone Framework:



# Monitoring and reporting progress

The goals and commitments of our Including Everyone Framework are set every four years.

Sitting beneath this Framework will be an annual action plan, that reflect the different ways in which we are working to make our respective organisations, services and communities more inclusive.

The action plan will have indicators to help us measure progress against our goals. Implementation will be overseen by the Inclusion Steering Group and reporting will align with business monitoring.

We will engage in the development of our action plan each year and will produce

an annual report to outline our progress. We will seek feedback on how others see and experience our progress as part of the annual reporting process.

# References and resources

- ✔ Oxfordshire Joint Strategy Needs Assessment
- ✔ 'Some are more equal than others: hidden inequalities in a prospering Oxfordshire' 2019/20  
Director of Public Health Annual Report
- ✔ Equalities and Human Rights Commission
- ✔ Stonewall (LGBT+) specific information
- ✔ My Life, My Choice
- ✔ Age UK Oxfordshire
- ✔ Oxfordshire Youth
- ✔ Disability Rights UK





# Alternative formats

If you require this document in an alternative format, ie easy read, large text, audio, Braille or a community language, please get in touch.


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