

Including Everyone

Equalities, diversity and inclusion framework



Cherwell

DISTRICT COUNCIL
NORTH OXFORDSHIRE



OXFORDSHIRE
COUNTY COUNCIL

Performance Scrutiny Committee
10th September 2020

Briefing

- Why we are updating our equalities, diversity and inclusion policy and why now?
- What we know about our communities
- Process of updating our policy
- The feedback we have heard
- How Performance Scrutiny Committee can help us.



**OXFORDSHIRE
COUNTY COUNCIL**

Why and why now?

- Equality Act 2010 provides legislative backdrop. Updates are annual.
- Recent events have highlighted serious inequalities within our communities:
 - Black Lives Matter demonstrations
 - Disproportionate impacts of COVID-19
 - Director of Public Health report 'Some are More Equal Than Others', highlights health inequalities across the county.
- This annual update has been joint within our partnership arrangements. The shared Framework will provide the backdrop for two action plans. One for OCC and one for CDC; to reflect unique local circumstances.



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Population:
691,667 (2019).
It is a growing and ageing population.

11,990 children in poverty in Oxfordshire (2019).
4 areas were in the most deprived nationally.
779 looked after children (2020).

Top first languages (other than English) of primary school pupils: Polish (1,146 pupils), Urdu (545), Portuguese (421) and Arabic (397).

2011: 92,500 people born outside the UK were living in Oxfordshire.

2011 Census: 623 people in Oxfordshire identifying as Gypsy or Irish Traveller.

Life expectancy between the most and least deprived wards in Oxfordshire is 13.7 years.
10% of children live in low income families (2020).

33,220 full time students and 8,870 part time students at Universities (2017-18).

Population (2019): Female - 50.2%. Male - 49.7%
Average salary: Female- £30,428. Male - £37,250

Black males and females are 1.9 times more likely to die from COVID-19 than the White ethnic group.

In 2018 there was 7,365 live births in Oxfordshire. There is an above-average proportion of births to older mothers.

89,800 people live with a long term illness or disability in Oxfordshire (2011).
61,100 unpaid carers.
In 2019, 67,577 adults were diagnosed with depression

Oxfordshire 2016: 3,501 marriages of opposite-sex couples, most aged 25-34. percentage of same-sex marriages in Oxfordshire (2.3%) was slightly lower than the national % (2.8%)

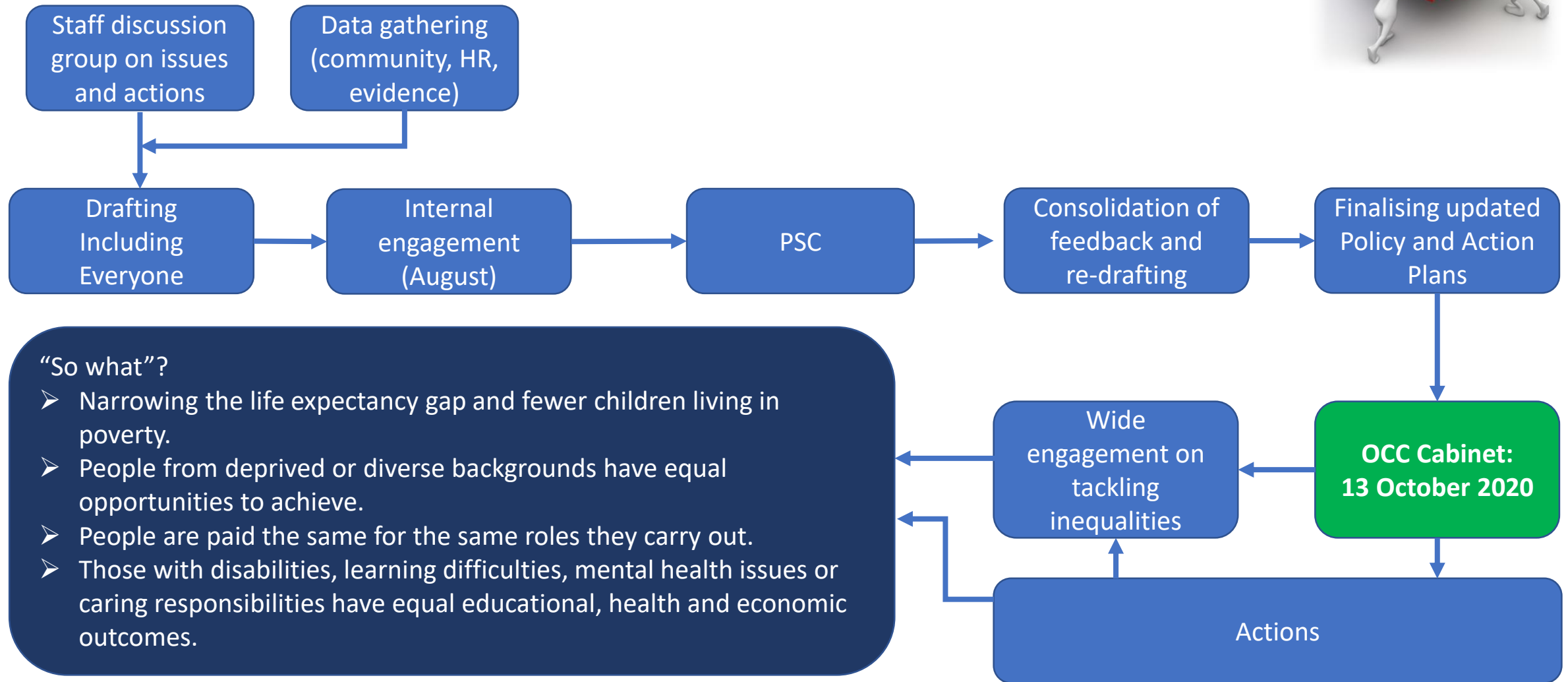
15,700 Muslim residents (2.4%), the majority living in Oxford city

Regular armed forces personnel made up 1.3% of the population (2019).

6,464 pupils with learning difficulties in Oxfordshire schools (2019)

Oxfordshire is the most rural county in the South East .
51.5% live in rural parts of Oxfordshire, compared to 24% nationally.

Developing 'Including Everyone'



Feedback so far



Content

- Broad agreement with the vision, principles, goals and commitments.
- Inclusive workplace needs to have a strong emphasis on training and evaluation of managers.
- Inclusive service delivery needs to take account of those who are digitally excluded.
- Inclusive communities should be the first strand of work and include neighbourhood initiatives; this would help the framework be less 'top down' and more 'bottom-up'.

General points

- The joint approach is welcomed; particularly at this time.
- HR data needs to be included in the analysis and information provided.
- A wider cultural shift is needed.
- Unconscious bias needs to be explicitly mentioned.
- Partner work must consider other Districts.
- Need consideration of young people in the workforce.
- ACTION is key!

Listening and learning



- Inclusive Communities: *“I feel I can’t be myself; I have to blend into the environments I am in. If I was a white guy, I could just be white. I really think this affects people’s mental health. Neighbours where I live now just flat out do not speak to us. Even though we have lived here for 12 years.”*
- Inclusive service delivery: *“When working on enforcement action, we heard how residents were more at risk of breaching rules because they have not understood the letters which they received in English. What does this mean for how we understand customer needs?”*
- Inclusive workplace: *“People didn’t realise that I was the shift leader; they asked when the person in charge was arriving. This is the same with partners who do not recognise the black person as being in charge.”*

Supporting the work....



- Comments on the draft 'Including Everyone' policy document
- Ideas for the action plan
- Support the Cllr session on Unconscious Bias on 17 September
- Advise on and schedule an effective performance monitoring approach for the policy (and action plan).