





Annex D - Equality, Diversity and Inclusion - September 2024

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Key

Status Indicator	Status Description
	Misses target by significant margin
	Misses target by narrow margin
	Meets or exceeds target
	Data missing
n/a	Monitoring only

Employer of Choice

Status of Indicators	30/09/2024
EDI01 - Employer of Choice	

Measure	Measure description	Directorate	Measure Owner	Portfolio Holder	Period Actual	Period Target	Status	Comment	YTD Actual	YTD Target	YTD
02. Ensure our workforce is representative of the population and attract diverse candidates	Review the diversity of our workforce and engage with corporate activity to ensure that our workforce is representative of the Oxfordshire population and take more direct action to attract a diverse range of potential candidates	Adult Social Care	Karen Fuller		Delivering to plan	Delivering to plan	★	A corporate action plan is in place to increase our attraction of diverse candidates.	Delivering to plan	Delivering to plan	★
03. Promote programmes that promote diversity in leadership in social care	Promote programmes such as Skills for Care's Moving Up that promote diversity in leadership in social care	Adult Social Care	Karen Fuller		Delivering to plan	Delivering to plan	★	4 candidates are undertaking the Moving Up programme and we are considering a further cohort for next year - DLT to consider. The Principa OT and Principal SW are exploring EDI training for the workgroup.	Delivering to plan	Delivering to plan	★
04. Continue to recruit from diverse ethnic backgrounds including foster carers and volunteers	We aim to recruit a diverse workforce. This will also apply to foster carers and volunteers. We will continue to target recruitment on employees from diverse ethnic backgrounds (currently 10.8 of staff across CEF.	Children's Services	Lisa Lyons		Delivering to plan	Delivering to plan	★	There is a long lead in time with recruitment of foster carers (about nine months) but the action is on track. 25 new social workers have recently been recruited internationally and will be joining the team soon.	Delivering to plan	Delivering to plan	★
11. DTFT Champions & Team Leaders to promote e-learning re: awareness of EDI	DTFT Champions & Team Leaders to promote e-learning re: awareness of EDI	Transformat Digital and Customer Experience	Clare Martin		Delivering to plan	Delivering to plan	★	The need for new starters in the Customer Service Centre has been low, however we have embedded e learning and ongoing training in our induction training. Our CSC staff Focus Group recently celebrated National Customer Services week (7th - 14th October) which included topics such as Service with Respect and Celebrating Success.	Delivering to plan	Delivering to plan	★

Measure	Measure description	Directorate	Measure Owner	Portfolio Holder	Period Actual	Period Target	Status	Comment	YTD Actual	YTD Target	YTD
12. More DTFT champions engagement in relevant awareness events highlighting in huddles and VMBS	More DTFT champions engagement in relevant awareness events (e.g. south Asian week, EID etc) highlighting in huddles and VMBS	Transformat	Clare Martin		Delivering to plan	Delivering to plan	★	We continue to encourage DTFT champions to work across the CSC to promote engagement and awareness. The recent National Customer Servies week focused on Service with Respect and Customer Sucess. We continue to hold daily huddles to discuss and communicate relevant events	Delivering to plan	Delivering to plan	★
13. Advertise vacancies to wide diverse audiences to attract diverse applicants	Advertise vacancies to wide diverse audiences to attract diverse applicants	Resources	Cherie Cuthbertson		Delivering to plan	Delivering to plan	★	We are continuing to review our EDI recruitment audit and develop actions plans to increase advertising vacancies to a wider audience. Part of this will be to seek Disability Leader status and the finalisation of procurement of Diversity Jobs Group and links with advertising with our new in-house ATS.	Delivering to plan	Delivering to plan	★

Measure	Measure description	Directorate	Measure Owner	Portfolio Holder	Period Actual	Period Target	Status	Comment	YTD Actual	YTD Target	YTD
14. Ensure diversity in our apprenticeship cohorts	Ensure diversity in our apprenticeship cohorts	Resources	Cherie Cuthbertson		Delivering to plan	Delivering to plan		<p>Apprenticeships</p> <ul style="list-style-type: none"> Supported apprenticeships – allows candidates with an EHCP Plan the flexibility to achieve the lower qualification of entry level 3 functional skills as part of the apprenticeship Ring fenced apprenticeship posts for Children in Care or Leaving Care <p>Work Experience</p> <ul style="list-style-type: none"> Tailored OCC work taster days for children and young people up to the age of 18 with complex special educational needs and disabilities. <p>Internships</p> <ul style="list-style-type: none"> Supported Internships – we provide unpaid work placements for young people aged 16 to 24, whose disability could be a barrier to employment. Change 100 – we offer paid summer internships for university students and recent graduates with any disability or long-term condition this expands our awareness and experience of how we provide inclusive working environments to people with disabilities.. Targeted Internships – paid internships for candidates from but not limited to the following: <ul style="list-style-type: none"> Care leavers. Young people not in education, employment, or training (NEET). Armed forces families. People with disabilities, learning disabilities, EHCPs, or special educational needs. People in our 10 priority wards. People returning to work after long-term unemployment. 	Delivering to plan	Delivering to plan	
15. Deliver EDI training and learning across the council	Deliver EDI training and learning across the council	Resources	Cherie Cuthbertson		Delivering to plan	Delivering to plan	★		Delivering to plan	Delivering to plan	★
16. Ensure recruitment advertising processes is extended to include BAME & LGBTQ	Ensure recruitment advertising processes is extended to include BAME & LGBTQ	Environment and Highways	Paul Fermer		Slightly behind schedule	Delivering to plan	●	Continue to be proactive on recruitment channels to be inclusive and reach as wider audience as possible.	Ahead of schedule	Ahead of schedule	★

Measure	Measure description	Directorate	Measure Owner	Portfolio Holder	Period Actual	Period Target	Status	Comment	YTD Actual	YTD Target	YTD
19. Ensure we have a representative workforce and opportunities reach all potential candidates	Review the diversity of our workforce and engage with corporate activity to ensure that our workforce is representative of the Oxfordshire population and that our employment opportunities within the sector are reaching all potential candidates.?	Law and Governance	Anita Bradley		Delivering to plan	Delivering to plan	★	Working with corporate centre on actions related to diverse recruitment	Delivering to plan	Delivering to plan	★
25. Creation of improvement actions for EDI following the findings from our reviews and inspections	Creation of improvement actions following the findings from our independent cultural review in March 2024 and the HMI inspection in early 2024 we will be considering any findings or recommendations relating to inclusion, equality and diversity to ensure improvement in this area.	Community Safety	Jo Bowcock		Delivering to plan	Delivering to plan	★	actions relating to EDI have formed part of our Fire improvement Pipeline and we have considered impact and opportunities for each area. We are now developing the timescales for the work to enable a clear implementation program	Ahead of schedule	Ahead of schedule	★
26. Creation of a reach and attraction framework for Wholetime Firefighter recruitment	Creation of a reach and attraction framework for Wholetime Firefighter recruitment to ensure that we are able to reach potential candidates that represent our communities. Review of Wholetime Firefighter recruitment assessments and undertaking EIA's for each assessment.	Community Safety	Jo Bowcock		Delivering to plan	Delivering to plan	★	We have a draft reach and attraction framework for Firefighter recruitment and now looking to consult with a wider group of stakeholders including our Talent Acquisition officer for further input.	Ahead of schedule	Ahead of schedule	★

Partner of Choice

Status of Indicators	30/09/2024
EDI02 - Partner of choice	★

Measure	Measure description	Directorate	Measure Owner	Portfolio Holder	Period Actual	Period Target	Status	Comment	YTD Actual	YTD Target	YTD
01. Include social value requirements when tendering contracts	Include social value requirements when tendering contracts such as creating apprenticeship opportunities to maximise benefit for local community?	Adult Social Care	Pippa Corner		Delivering to plan	Delivering to plan	★	Any contract over £100,000 will either be subject to social value, or have an exemption agreed through the formal process. This is now managed by Procurement so the action is complete.	Ahead of schedule	Ahead of schedule	★
05. Work with our partners to increase the number of SNAs	We will work with our partners to increase the number of Strengths & Needs Assessments (SNAs) particularly in areas of relative deprivation.	Children's Services	Lisa Lyons		Delivering to plan	Delivering to plan	★		Delivering to plan	Delivering to plan	★
07. Build partnership links and contacts for the single database, to share assets and information	Build partnership links and contacts for the single database, to share assets and information	Public Affairs, Policy and Partnerships	Susannah Wintersgill		Delivering to plan	Delivering to plan	★	Stakeholder database maintained. Team managing relationships with key EDI cohorts across county, and uses this to make introductions to other council services.E.g. as with the Autism Strategy. Also looking at opportunities for introducing SLT to community groups.	Delivering to plan	Delivering to plan	★
20. Engage with The Network and learn from best practice across UK and further afield	Engage with The Network and learn from best practice across UK and further afield.	Law and Governance	Anita Bradley		Delivering to plan	Delivering to plan	★		Delivering to plan	Delivering to plan	★

Placeshaper of Choice

Status of Indicators	30/09/2024
EDI03 - Placeshaper of choice	★

Measure	Measure description	Directorate	Measure Owner	Portfolio Holder	Period Actual	Period Target	Status	Comment	YTD Actual	YTD Target	YTD
06. Support the council's commitment to addressing inequality with hard to reach communities	Help support the council's commitment to addressing inequality through greater engagement with hard to reach communities and those who are excluded from the main council communications channels (evidencing inclusion in engagement and consultation practice).	Public Affairs, Policy and Partnerships	Susannah Wintersgill		Delivering to plan	Delivering to plan	★	When designing engagement exercises, ensure stakeholder mapping undertaken to inform this. Putting EDI at the front of the work, rather than at the end.	Delivering to plan	Delivering to plan	★
08. Using Oxfordshire conversation events for residents to ask questions of cabinet	Using 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.	Public Affairs, Policy and Partnerships	Susannah Wintersgill		Delivering to plan	Delivering to plan	★	Focus of this work is on SEND and creating opportunities for senior leaders across the wider system to engage with seldom heard and target groups.	Delivering to plan	Delivering to plan	★
09. Support services to complete EIAs alongside budget and business planning	Support services to complete EIAs alongside budget and business planning		Susannah Wintersgill		Delivering to plan	Delivering to plan	★	EIA's were completed during budget and business planning, offering comments and feedback during the process. We have also provided equalities statements for capital budget proposals. Whilst that period has come to a close, we will continue to offer EIA advice and steer across the organisation, as well as creating the overarching EIA.	Delivering to plan	Delivering to plan	★

Measure	Measure description	Directorate	Measure Owner	Portfolio Holder	Period Actual	Period Target	Status	Comment	YTD Actual	YTD Target	YTD
17. Policy team create accessible documentation	The policy team carry out consultation on key stages of the plan and consultees can respond electronically or on hard copy. The documents we produce are checked for accessibility. We also carry out face to face meetings with organisations and residents for the areas in which preferred sites are proposed to be located. We also try to involve hard to engage groups.	Environment and Highways	Paul Fermer		Delivering to plan	Delivering to plan	★	Continue to use corporate systems for consultation making an effort to use accessible material/documents. It is not always possible to carry out face to face engagement but this is promoted where possible.	Ahead of schedule	Ahead of schedule	★
21. Ensure the design of school buildings consider accessibility so that buildings are inclusive	Ensure the design of school buildings consider accessibility; medical and therapy support; sensory needs; flexibility and adaptability; health and well-being and safety and security so that buildings are inclusive and pupils are not disadvantaged by facilities or services.	Resources	Vic Kurzeja		Delivering to plan	Delivering to plan	★		Ahead of schedule	Ahead of schedule	★
22. Completion of annual domestic abuse needs assessment	Completion of annual domestic abuse needs assessment	Public Health and Communities	Kate Holburn		Delivering to plan	Delivering to plan	★	Following the needs assessment, quarterly contract monitoring of commissioned Domestic Abuse Services includes a review data about service access and use of safe accommodation by individuals with protected characteristics. This allows us to monitor who is or is not engaging with the service to promote access.	Ahead of schedule	Ahead of schedule	★
23. Deliver phase 3 grants for community profiles	Deliver phase 3 grants for community profiles		David Munday		Delivering to plan	Delivering to plan	★	Following the setting up of grant schemes for phase 3 profile areas, the majority of grant funds have now been disbursed with just £5k remaining to be disbursed in one of the areas. The scheme is on track to have disbursed the remaining funds by the end of the financial year.	Ahead of schedule	Ahead of schedule	★
24. BHBH services offer support to residents living in poor quality housing in all areas	Better Housing, Better Health services offer support to residents living in poor quality housing in urban and rural areas	Public Health and Communities	Rosie Rowe		Delivering to plan	Delivering to plan	★	Measure Completed	Ahead of schedule	Ahead of schedule	★

Measure	Measure description	Directorate	Measure Owner	Portfolio Holder	Period Actual	Period Target	Status	Comment	YTD Actual	YTD Target	YTD
27. Continue to develop innovations and technologies with inclusion at the heart of our work	We will continue to develop innovations and technologies with inclusion at the heart of our work, to benefit all residents of Oxfordshire.	IT Operations	Laura Peacock		Delivering to plan	Delivering to plan	★	This approach has been embedded into business a usual processes. Please note that this responsibility now sits in Economy and Place, following the restructure.	Delivering to plan	Delivering to plan	★