



Oxfordshire Inclusive Economy Partnership

Delivery Plan 2023/24

Educational Attainment Delivery Plan

The Educational Attainment working group identified 9 key areas of focus but have agreed to focus on 3 of those over the next 12 months:

- Mentoring – working with young people so that we promote identity, belonging and motivation
- Parental advocacy – bringing parents together to support each other, enabling families to lead their best lives and achieve their goals
- Voluntary action – extend the voluntary workforce to support learning and improve signposting to wider support

Three projects have been identified to focus on, they are established programmes of work that require the support of the OIEP to amplify, build or extend their reach across Oxfordshire. All of these proposals require funding which will be linked to the OIEP Fundraising Strategy.

Assisted Reading for Children (ARCh) – voluntary action

Established in 2008, ARCh is a highly regarded, multiple award-winning Oxfordshire charity. It has proven track record of obtaining results after one year of twice weekly support for children via vetted, trained, resourced and supported reading helper volunteer

Vision: To inspire a love of reading in Oxfordshire's children which will enhance their well-being and improve their life chances

Strapline: 'Inspiring Children to Read'

ARCh is currently supporting around **120 out of 269 primary schools** in Oxon. They always prioritise schools in most disadvantaged areas. There are currently 46 schools on waiting list – some in areas of high level deprivation where we should definitely be supporting in numbers. Some would like multiple volunteers.

ARCh can play key part in levelling up for children – there is much research evidence that these children, particularly the youngest (now at KS1 stage) suffered the most during the period of school closures due to the pandemic and their own school survey in summer 2022 confirmed this.

There has been a more significant decline in reading levels in Oxfordshire at KS1 than at KS2. A decrease from 77% to 69% in pupils reaching the expected standard in teacher-assessed (TA) reading, and of these a decrease from 27% to 21% in those meeting the higher standard

'Key stage 1 attainment by region and local authority' in Oxfordshire between 2018/19 and 2021/22

Percentage of pupils meeting the expected standard in reading TA	77%	69%
Percentage of pupils meeting the higher standard in reading TA	27%	21%
Percentage of pupils working towards the expected standard in reading	17%	21%

OIEP will work with ARCh to help deliver the expansion which would need to be in partnership with 3 main stakeholders, Schools, Volunteers and major employers and would be through investment, involvement and expansion:

1) **Investment** in staff/volunteers and core team capacity including volunteer recruitment and retention in areas targeted for growth to establish sufficient capacity and infrastructure with the organisation to deliver expansion of schools programme delivered in and volunteers to go into the schools

2) **Involvement** of employers, schools and other partners with firm financial commitment

and

3) **Expansion** into target areas and/or schools to expand the delivery and reach/impact of the project

ARCh expansion costs

Item	Breakdown	Total cost per annum
Volunteer Recruitment Officer	Suggested salary	£12,000.00
Company volunteer Officer	Suggested salary	£10,000.00
Volunteer costs	46 schools on waiting list Current schools requiring additional volunteers Total - 90 volunteers needed	£69,120.00
	Total	£91,120.00

Growing Minds – Parental advocacy

Growing Minds is an innovative and ground-breaking initiative to improve school readiness in disadvantaged communities including antenatal provision. The project combines tested interventions to multiply impact. Growing Mind

Oxfordshire’s educational excellence is world renowned. But a disadvantaged child in Oxfordshire is further behind at the start of primary school than an average English disadvantaged child.

At the start of school, children are assessed as to whether they have a Good Level of Development at the Early Years Foundation Stage (EYFS). When children from disadvantaged backgrounds in Oxfordshire start school they are typically 5.5 months behind their classmates.

As they progress through school, this deficit affects the rate at which they learn, and so the gap grows. By the time they are 16 the gap is more than 21.5 months. Despite Oxfordshire’s reputation for academic excellence, this gap is even wider than in England as a whole (19 months).

The project is currently based in Berinsfield and Littlemore. These communities have an existing asset base, i.e. projects and services that are established, well received, with an interest in working in partnership. They also have a high percentage of children in income-deprived households. OIEP will work with Growing Minds to expand in the Leys.

Antenatal provision – 8 families every 2 months

Staffing costs – £5490

Running costs of delivery – £2420

Dolly Parton’s Imagination Library – £1152

Total = £9062

Scaling to the Leys

This will be refined as Growing Minds will be scaled to the specific area, which includes working with local organisations to best serve the local community and build on the trusted relationships already established. People will be delivering some Peep groups in kind.

Staffing costs – £50854

Running costs of delivery – £16445

Dolly Parton’s Imagination Library – £5904

Recruitment and equipment for new staff - £1000

Peep Learning Together Programme training for up to 12 local service providers - £1800

Total = £76003

Parent Power – parental advocacy

Parent Power is a project in Blackbird Leys, Oxford that brings parents together to support each other, enabling families to lead their best lives and achieve their goals - [Parent Power — Oxford Hub](#). **OIEP will work with Parent Power to** grow the parent advocate mode across Oxfordshire, actively listening to more parents and carers and responding to their issues and insights?

Parent Power is an ambitious initiative that works directly with families who are keen to lead changes in their own lives – helping themselves, their children and their communities to thrive. Drawing on the experience of other projects in the UK and the US, Parent Power supports families to set their own goals, access opportunities in the community, and shape services around them.

They believe that for parents, their peers – other parents like them – are the best people to support them to realise their aspirations and dreams for their children. Working in partnership with African Families in the UK, they have trained and employed a group of parent peer supporters.

Parent Power mission:

We work with peer supporters to build parents individual and community power, so that they can thrive, and therefore their children can thrive.

They are seeking three principal outcomes:

1. Parents have good emotional wellbeing and health.
2. Parents have strong community networks of support.
3. Parents have better relationships with schools and any other organisations.

Parent Power believes that these three outcomes will translate into better outcomes for children too through the following mechanisms of change.

When parents have improved wellbeing, support networks and good relationships in schools:

- Parents are good role models for their children.
- Parents can find more opportunities for their children.
- Parents work in a positive partnership so that agencies can have better outcomes for their children.

Total Annual Costs:

Item	Details	Total cost
Parent Advocate x 6 Salary	15 hours per week, 36 weeks of the year @£13 per hour	£42,120
Parent Advocate x 6 Training and development	Budget for professional development to take part in any courses e.g. Family Links Nurturing Programme, Level 2 Counselling Skills or any other development areas	£6000
Parent Advocate x 6 Resources, subscriptions and other project costs	In order to do their work, Parent Advocates are equipped with tablets, Clear Signal licenses, pre-paid cards for taking parents out for coffee etc x 6 parent advocates	£3000
Team Leader	Supporting 6 parent advocates	£28,000
	Total	£79,120

Educational Attainment Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
1	Educational Attainment	ARCh	Fundraising – investigating and identifying possible funding sources for the ARCh expansion e.g. grants, Crowdfund	Emma Coles	<ul style="list-style-type: none"> Funding for ARCh expansion secured Number of ARCh company volunteers through charter 	April 2023-October 2024
			Encourage people to sign up to volunteer for ARCh e.g. through charter pledges, general promotion	Emma Coles		April 2023-March 2024
2	Educational Attainment	Parent Power	Identify area in Oxfordshire to replicate Parent Power	Clayton Lavallin	<ul style="list-style-type: none"> Area identified for expansion Funding for expansion secured 	May 2023
			Develop feasibility study for identified area	Clayton Lavallin		September 2023
			Establish task and finish group with key stakeholders in identified area	Clayton Lavallin		June 2023
			Fundraising – investigating and identifying possible funding sources	Clayton Lavallin/Fundraising WG		September 2023-March 2024
3	Educational Attainment	Growing Minds	Develop feasibility study for expansion	Clayton Lavallin	<ul style="list-style-type: none"> Funding for expansion secured 	September 2023
			Fundraising – investigating and identifying possible funding sources	Clayton Lavallin/Fundraising WG		September 2023-March

Educational Attainment Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
						2024
4	Communications	Build a tool kit/resource repository with information, links etc., and a mechanism for signposting	Collate relevant information and signposting that should be included on the educational attainment page of the website	Working group	<ul style="list-style-type: none"> Educational attainment page on the OIEP website 	October 2023
5	Data	Data – what is the data behind the problem statements for the working group	Collate the data available to create picture of the educational need across Oxfordshire - Why is educational attainment important as a topic for the OIEP?	Working group	<ul style="list-style-type: none"> Data included in the OIEP strategy Data included on educational attainment page of OIEP website 	June 2023

Inclusive Employment Delivery Plan 2023/24

The Inclusive Employment Working Group is looking to understand the barriers faced to accessing employment and building support around working with employers to create exceptional recruitment pathways. The OIEP Steering Group have agreed that for 2023/24 the focus on employment pathways will be:

1. Over 50's
2. Refugees
3. Prisoners and ex-offenders

The above groups have been identified as people who are more likely to experience barriers to accessing employment for a variety of reasons, this is not a comprehensive list and there are other groups of people that the Working Group will consider in the future such as neuro-diverse individuals, Military Forces personnel (including families of those currently serving), Veterans of the service, adults who have taken a career gap for caring duties and young people who come from a background where relying on benefits, foodbanks and the like to survive is prevalent.

1. Over 50's

The latest ONS data shows that over 330,000 more workers aged 50-64 years old are now economically inactive than before the first outbreak of COVID-19. Research by the Centre for Ageing Better showed that 36% of 50-69 year olds feel at a disadvantage applying for jobs because of their age. Older workers feel at a disadvantage at every stage of the recruitment process, from language in job adverts to interview panels. Minimising age bias in recruitment is an essential part of being an age-friendly employer. Too many older people are frozen out of the job market due to inadequate processes, age-bias and a lack of engagement from employers and recruiters. This ultimately disadvantages employers who fail to draw on the experience and abilities of a significant pool of talent.

Older workers are good for business

Recent analysis by the Organisation for Economic Co-operation and Development (OECD) shows that a firm with a 10% higher share of workers aged 50 and over is 1.1% more productive. These productivity gains come from lower job turnover and the greater management and general work experience of older workers.

Being age-inclusive benefits younger workers as well

According to a recent study by YouGov, six in ten employers (79%) in England state that older workers could help in knowledge and skill sharing. Far from being in competition with each another, different age groups working together can help businesses thrive and individuals learn.

Being age-inclusive helps people who want to stay in work for longer

Being in good quality, fulfilling work for as long as people want is critical for individuals' financial security now and in the future. Older workers value the same things in work as younger workers, including social connections developed in the workplace and having a sense of purpose

Age-inclusivity boosts the economy

Research shows that a 1% increase in the number of people aged 50-64 in work could increase GDP by around £5.7 billion per year and have a positive impact on income tax and National Insurance Contributions by around £800 million per year.

2. Refugees

Oxfordshire has been supporting a variety of government led resettlement schemes since 2016. This was initially through the Syrian Vulnerable Persons Resettlement (SVPR) scheme. In the last 2 years, as a result of global events, we have seen a significant step up in the numbers of displaced people coming to the county. Oxfordshire is now also supporting people from Afghanistan, Hong Kong and Ukraine settlement schemes.

Accessing employment opportunities is one of the key components for people to be able to integrate and settle well in the county. Each of the resettlement schemes receive different levels of government support such as financial, housing, access to benefits etc and may face different barriers to employment like learning or improving English, being able to continue practicing professions in the UK that may require some form of conversion course, understanding employment pathways in the UK, caring responsibilities, illness or trauma.

Different types of resettlement schemes:

UK Resettlement Scheme (UKRS) - formerly the Syrian Vulnerable Person Resettlement Scheme (SVPR) The UK Resettlement Scheme (UKRS) is an important component of the UK's humanitarian response and represents an ongoing commitment to refugee resettlement offering a safe and legal route to vulnerable refugees in need of protection.

Afghan Relocations and Assistance Policy (ARAP)

Operating in different versions since 2010, this scheme makes ex gratia offers to eligible 'locally employed staff' (LES) who have been or will be made redundant as a direct consequence of the UK's military drawdown from Afghanistan. Those who qualify for this scheme (regardless of when they arrived) are given indefinite leave to remain in the UK and, under existing rules and subject to the appropriate fee, are able to apply for British citizenship after five years in the UK.

Afghan Citizen Resettlement Scheme (ACRS)

Announced in August 2021, in response to UK's withdrawal from Afghanistan, this scheme will resettle up to 20,000 people (5,000 in the first year) at risk. The ACRS provides a route to safety and prioritises:

- those who have assisted the UK efforts in Afghanistan and stood up for values such as democracy, women’s rights and freedom of speech, rule of law (for example, judges, women’s rights activists, academics, journalists); and
- vulnerable people, including women and girls at risk, and members of minority groups at risk (including ethnic and religious minorities and LGBT)

Hong Kong Visa Scheme

Since March 2021 British National (Overseas) (BN(O)) status holders ordinarily resident in Hong Kong, and their immediate family members, are able to settle in the UK to live, work and study. Applicants need to demonstrate they have 6 months’ worth of savings to sustain themselves before being provided entry and do not have recourse to public funds. As a visa scheme there is no advanced notification for councils of who (or when) is coming to the county.

Ukraine Resettlement Schemes

In March 2022, in response to the war in Ukraine and humanitarian crisis, the government established new visa routes - principally the Homes for Ukraine scheme and the Ukraine Family Visa scheme - to enable those fleeing the conflict to come to the UK. The most significant in terms of impact on local authorities is the Homes for Ukraine scheme. Homes for Ukraine.

This is an uncapped visa scheme which enables those fleeing from Ukraine to come to the UK for a period of up to 3 years and once here, have full access to benefits. Phase 1 is operating on the basis of ‘private matching’ meaning that sponsors (those providing accommodation) and guests (those coming from Ukraine) find each other by any means (typically prior connections or through social media) and to match. Sponsors are asked to commit to provide accommodation for a guest for a minimum 6- month period.

Homes for Ukraine vs. Ukraine Family Visa scheme

The schemes share a number of characteristics – numbers are uncapped, eligible Ukrainians can stay for a period of up to 3 years and have a right to work and have full access to public services and benefits. The critical difference between the schemes is that the Ukraine Family Visa scheme is not funded.

This lack of parity between the schemes is problematic, there is no information of how many people are coming to the county under the Family Visa scheme or what their support needs might be.

3. Prisoners and ex-offenders

Over half of employers struggle to fill vacancies due to skills shortages, according to The Chartered Institute of Personnel and Development (CIPD). Thinking outside the box about recruitment and exploring new talent pools can help overcome such challenges.

Prisoners gain a wide breadth of skills and qualifications from workshops in prison. Many workshops are run by external businesses, tailored to their company’s needs; making ideal job-ready candidates on release.

The New Futures Network (NFN) is a specialist part of the prison service that brokers partnerships between prisons and employers. It helps to identify the best option for organisations and find out more from other businesses.

Working with prisoners and ex-offenders has a whole range of benefits, including:

Reducing staff absence

The biggest concern of employers around hiring ex-offenders is a worry that they may not be honest and trustworthy. However, over half of employers of ex-offenders would positively rate their attendance at work, being motivated and reliable.

Increasing staff retention

81% of businesses that employ ex-offenders say they have helped their business. Evidence from employers such as Marks & Spencer shows that the higher value placed on having a job, with the desire to stay out of prison, often means ex-offenders have higher levels of loyalty and retention, which keeps institutional knowledge within your business.

Reducing recruitment costs

The CIPD has calculated that filling the average non-managerial vacancy costs around £2,000. Work inclusion initiatives, such as opening recruitment up to ex-offenders, can help reduce those overheads, saving organisations substantial sums.

Resolving skills shortages

Over half of organisations in England and Wales, say they have struggled to fill a position due to skills shortages in the past year. Working with prisons to offer employment opportunities makes good business sense, as well as helping prisoners and ex-offenders get their lives back on track.

Making a difference

Over two fifths of employers say hiring ex-offenders has helped their company become socially responsible. Actively hiring former prisoners is proven to reduce reoffending. Most offenders want the opportunity to turn their backs on crime and having a job helps them get their lives back on track.

How can businesses get involved:

Employing Serving Prisoners

Employers can set up training and production facilities within prisons, getting a dedicated space and workforce form within the prison estate.

Release on temporary licence (ROTL)

Release on temporary licence, or ROTL, is a scheme which allows prisoners, towards the end of their sentence, to work or volunteer while on day release from prison. It allows you to offer work experience to a serving prisoner while you assess if they are right for your business.

Employment on release

Upon release, prisoners are now available to work and have full employee

Inclusive Employment Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
1	Employment	Supporting over 50's into employment	1.1 Understand – understand needs, resources and priorities and agree outcomes		<ul style="list-style-type: none"> • Number of businesses engaged in programme of work • Number of businesses who have amended their policies and processes to be more accessible to people aged over 50 • Number of people employed by businesses that are engaged with programme following changes to policies and processes • Case studies and narrative from employer and employees 	
			a) Data – Collate and review data on number of unemployed people aged over 50 in Oxfordshire. Work with place based group to understand needs of priority communities	Emma Coles		July 2023
			b) Stakeholders – map who the key people and organisations required to deliver this project are e.g. DWP, Oxfordshire businesses, Federation of Small Businesses, Chamber of Commerce	Emma Coles		July 2023
			c) Resources – create a task and finish group including Communications Co-ordinator	Emma Coles		July 2023
			1.2 Plan – map and plan sustainable and diverse actions to deliver outcomes			
			a) Co-design a communications and engagement plan based on outcomes taking into consideration the outcomes of	Becky Chessyre		July-September 2023

Inclusive Employment Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
			the understand phase			
			1.3 Do – develop action/projects based on the plan			
			a) Implement communications and engagement plan. For example: Sharing a guide for professionals working within Human Resources and recruitment, with practical recommendations and steps that help ensure their processes are inclusive of all ages. To help make sure positive attitudes towards older workers are reflected in your organisation’s recruitment processes and Equality, Diversity and Inclusion (ED&I) policies.	Becky Chessyre/Emma Coles		September-October 2023
			1.4 Review - monitor actions/project delivery of outcomes			
			- Collate any relevant performance indicators, impact data and narrative from employers and employees	Emma Coles		March 2024

Inclusive Employment Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
			- Carry out a lessons learned review	Emma Coles		April 2024
2	Employment	Improve and create employment pathways for refugees	2.1 Understand – understand needs, resources and priorities and agree outcomes		<p>More people from the resettlement schemes in employment and more businesses engaged in creating employment pathways for refugees.</p> <p>Baseline:</p> <p>For each cohort, where possible, number of people of working age in employment already and those not in employment but would like to be</p> <p>Performance Indicators:</p> <ul style="list-style-type: none"> • Number of people in employment • Number of businesses engaged 	
			Data - Collate and review data available for each of the cohorts in the government led resettlement schemes to build understanding of how many people there are, where are they based in the county etc. Work with place based group to understand needs of refugees.	County Resettlement Employability and Skills working group		June 2023
			Stakeholders – map who are the key people and organisations required to deliver this project.	County Resettlement Employability and Skills working group		June 2023
			Understand needs and resources – work with county resettlement programme employability and skills working group	County Resettlement Employability and Skills working group		June 2023
			2.2 Plan – map and plan sustainable and diverse actions to deliver outcomes			

Inclusive Employment Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
			Design specific proposals for the commission of delivery of an Employment Framework of Support	County Resettlement Employability and Skills working group		TBC
			2.3 Do – procure/develop services/action/projects based on the plan			
			Implement specific proposals for the delivery of an Employment Framework of Support	County Resettlement Employability and Skills working group		TBC
			2.4 Review - monitor actions/project delivery of outcomes			
			Collate any relevant performance indicators, impact data and narrative from employers and employees	County Resettlement Employability and Skills working group		March 2023
			Carry out a lessons learned review	County Resettlement Employability		April 2024

Inclusive Employment Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
				and Skills working group		
3	Employment	Supporting employment pathways for prison leavers	3.1 Understand – understand needs, resources and priorities and agree outcomes		Success: More prison leavers in employment and more businesses engaged in creating employment pathways for prisoners and ex-offenders. Baseline: Number of businesses in Oxfordshire who already employ prison leavers and number of employees who are ex-offenders Performance Indicators: <ul style="list-style-type: none"> Number of people in 	
			a) Data - Collate and review data available	Emma Coles		July 2023
			b) Stakeholders – map who are the key people and organisations already delivering projects and employers who are engaged with them	Emma Coles		May 2023
			c) Understand needs - engage with organisations who are directly working with different prisoners and ex-offenders	Emma Coles		May 2023
			d) Resources - Set up and task and finish group/working group with key stakeholders.	Emma Coles		May 2023
			3.2 Plan – map and plan sustainable and diverse actions to deliver outcomes			
			Task and finish group to use all of the information from the understand phase to develop delivery plan for achieving	Task and finish group		May 2023

Inclusive Employment Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
			the agreed outcomes.		employment <ul style="list-style-type: none"> Number of businesses engaged 	
			3.3 Do – procure/develop services/action/projects based on the plan			
			Hold first OIEP HR network event on employment pathways for prison leavers	Task and finish group		July 2023
			Risk assessment tool webinar	Task and finish group		September 2023
			Prison open day for employers at Bullingdon Prison	Task and finish group		September 2023
			3.4 Review – monitor actions/project delivery of outcomes and take remedial action if necessary			
			Task and finish group to meet regularly to review progress of delivery plan against agreed outcomes and timelines.	Task and finish group		On-going
			Collate any relevant performance indicators, impact data and narrative from employers and employees	Emma Coles		March 2023
			Carry out a lessons learned review	Emma Coles		April 2024
4	Communications	Increasing engagement with employers	Engaging with established networks across Oxfordshire to increase engagement with employers and	Working group		April 2023- March 2024

Inclusive Employment Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
			number of organisations signed up to the Charter			
5	Communications	Build a tool kit/resource repository with information, links etc., and a mechanism for signposting	Collate relevant information, case studies and signposting that should be included on the educational attainment page of the website	Working group	<ul style="list-style-type: none"> Inclusive employment page on the OIEP website 	October 2023
6	Data	Data – what is the data behind the problem statements for the working group	Collate the data available to create picture of the employment need across Oxfordshire - Why is inclusive employment important as a topic for the OIEP?	Working group	<ul style="list-style-type: none"> Data included in the OIEP strategy Data included on inclusive employment page of OIEP website 	June 2023
7	Communications	Establish an OIEP HR Network	Set up a series of HR network seminars across the county focussed on inclusive recruitment topics	Emma Coles	<ul style="list-style-type: none"> Number of HR network seminars held Number of total attendees 	July 2023- March 2024

Social Value and Procurement

Leveraging supply chains at all levels, across all sectors, whether large private, public and voluntary sector organisations with significant spending power, or smaller businesses, opens significant opportunities to support the work of the OIEP. This has largely been driven by the Social Value Act being increasingly embraced by public bodies, leveraging public sector spending. However, this has since developed through anchor institution procurement and significantly, for a range of reasons offers significant benefits increasing this through mainstream private sector spending. Despite some very powerful exemplars locally, there is a lack of awareness of these benefits and opportunities, and where there is awareness, challenges have been identified that prevent this from realising the full value from this opportunity.

The working group has identified several challenges, on both the demand and supply side: organisations with the buying power, as well as those who can potentially add social value if they were to be included in the supply chains.

- Awareness of how procurement and supply chains can provide benefits to all and the ways in which this can be effectively achieved.
- Barriers within organisations that prevent ambition from making it happen, including lack of top-level policy (for non-public sector bodies), conflicting priorities, lack of highly directed guidance with evidence of impact, and complex processes
- Measuring and monitoring the value and impact
- The need for support and resources to:
 - Find appropriate organisations to buy from and supply to
 - Access information and signposting, including inspirational case studies on peers
 - Seek direct support on the topic including brokerage, challenges, questions etc.

Phase one

- Establishing an awareness campaign aimed at demonstrating how procurement and supply chains can provide benefits to all and the ways in which this can be effectively achieved.
 - This will include case studies using the likes of RAW, Aspire, Owned by Oxford, Amey, Oxford City Council, ODS, West End and Oxford North projects, etc.
 - It can also be directed in specific geographical locations, liaising closely with the Place Based Working Group
- Build a tool kit/resource repository with information, links etc., and a mechanism for signposting.
- Carry out soft market testing to identify the potential for a brokerage system which could match buyers to suppliers, and suppliers to potential supply chain and social value beneficiaries. The potential to commission or develop a system which can address these needs at the partnership level and will provide a proposal for partnership level investment of resources will be assessed. Existing models will also be included such as the Team Oxford

employee volunteering facility. This will include a review of off-the-shelf online systems such as the Social Value Exchange, and Supply Change to assess their potential to solve these problems.

Phase two

- Transition the SVP Working Group into a Task Force. This will:
 - Increase credibility and attract greater, more open and diverse participation, as exist in other parts of the country.
 - Remain very much a part of the OEIP, reporting into it
 - Become a legacy of the work of the OIEP.
- The Task Force will step-up activities.:
 - Undertake more detailed work on the often-complex barriers to engagement, seeking ways in which these can be lowered or removed. This could be around public sector tendering or enabling organisations to shift from the pledges of a leader to effective deployment within organisations.
 - Use TOMs to enable a great understanding of the ways in which SV can be added and ideally, move towards a more consistent, although non-prescriptive approach to adding SV through procurement.
 - Work closely with the Place Based Working group to explore and open opportunities around the county where the need is greatest, examining current and future activities and projects where SV can be introduced and maximised.
 - Build the value proposition to attract support from key players as well as potential funding and resources.
 - Approach and attract interest from national bodies such as Social Value Portal, Social Enterprise UK, Social Value UK, Supply Change etc
 - Engage with other Task Forces and similar bodies nationally to share and learn – Examples have already been gathered, including Greater Manchester, Salford and West Midlands (provided by Aspire) and other engagements Oxford City has had via CLES and others
 - Agree ways to assess the relative merits of different types of social value. For example, developing a shared understanding of whether it is better to buy local with no social impact versus non-local with social impact.
 - Continue to build the tool kit/resource bank
 - Seek ways in which more robust support can be secured to provide support and the development and management of some form of directory/referral service
- Continue to support and promote the ongoing work such as:
 - OxLEP/OSEP events such as Get Social Procurement Ready!
 - Meet the Buyer event in February
 - West End and North Oxford developments
 - Reaching into communities across the county, also informed by the Place Based Working Group to understand supplier base and communicate clearly about opportunities, processes and ambitions.
 - The work of the likes of RAW, Aspire, etc

- The development of SV procurement policies within
- As best as possible, organisations developing their SV procurement, such as the City and County Councils, the University of Oxford, and other etc.

Social Value and Procurement Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
1	Social Value and Procurement	Establishing an awareness campaign aimed at demonstrating how procurement and supply chains can provide benefits to all and the ways in which this can be effectively achieved	Collating information about the benefits and positive impact of social value and procurement	Working group	<ul style="list-style-type: none"> Number of organisations that have received the information 	July 2023
			Developing a communications campaign to disseminate this information	Becky Chessyre		September 2023
2	Social Value & Procurement	Set up Oxfordshire Social Value & Procurement Task Force	<p>The task force will:</p> <ul style="list-style-type: none"> Undertake more detailed work on the often-complex barriers to engagement, seeking ways in which these can be lowered or removed. This could be around public sector tendering or enabling organisations to shift from the pledges of a leader to effective deployment within organisations. Use TOMs to enable a great understanding of the ways in which SV can be added and ideally, move towards a more consistent, although non- 	Grant Hayward/Simon Grove-White	<ul style="list-style-type: none"> Partner level KPI's - measured and monitored by some of the participating organisations through monitoring measures of contract spend. Partnership level KPI's - The number of organisations making charter pledges on procurement 	

Social Value and Procurement Delivery Plan						
	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
			prescriptive approach to adding SV through procurement.			
3	Social Value & Procurement	Support and promote on-going work		Grant Hayward/Simon Grove-White		
4	Communications	Build a tool kit/resource repository with information, links etc., and a mechanism for signposting	Collate relevant information, case studies and signposting that should be included on the social value and procurement page of the website	Working group	<ul style="list-style-type: none"> Social value and procurement page on the OIEP website 	October 2023
5	Data	Data – what is the data behind the problem statements for the working group	Collate the data available to create picture across Oxfordshire - Why is social value and procurement important as a topic for the OIEP?	Working group	<ul style="list-style-type: none"> Data included in the OIEP strategy Data included on social value and procurement page of OIEP website 	June 2023
6	Social Value & Procurement	Investigate the implementation of Match my Project across the District, City and County Council	Engage with district, city and county council leads	Simon Grove-White/Emma Coles	<ul style="list-style-type: none"> Funding for Match my Project secured Match my Project implemented across Local Authorities 	May 2023
			Draft proposal and submit	Simon Grove-White/Emma Coles		June 2023
7	Social Value & Procurement	Community Employment Plans	Promote and support the delivery of Community Employment Plans across Oxfordshire	Cat Armstrong and Local Authority leads	<ul style="list-style-type: none"> 	

Place shaping

The place shaping working group is the enabling group of the partnership, looking at the data available to ensure we are investing in the places in the county that need it the most as well as being people focussed.

Communities need to be part of our work if we want to address some of the biggest challenges. Looking at what benefits can be created for local people and how are the benefits of development being shared locally.

Now that priority areas have been identified for the employers and education work streams, the place shaping working group will work with these sub groups to support delivery of their action plans.

Evaluation and Monitoring

EC to complete

Oxfordshire Inclusive Economy Charter

OIEP have developed a Charter which is a way for employers to show their commitment and support to making Oxfordshire a fairer and more inclusive place to live and work. Bringing benefits for the participants as well as the recipients. The aim of the OIEP is to encourage as many organisations to sign up to the Charter and its pledges for 12 months. . The partnership will support each organisation with their pledges dependent on requirements it could be signposting to relevant information or buddying with an organisation that has already implemented that pledge. At the end of 12 months an annual report will be created highlighting the impact of the pledges for both employers and employees.

Oxfordshire Inclusive Economy Charter Delivery Plan

	Working Group	What we will do	How will we do it	Responsible Lead	Evidence of improvement in performance/Expected outcomes	Time scales
1		Promote the Charter and its pledges to organisations	Engagement with individual organisations	OIEP members	<ul style="list-style-type: none"> Increased numbers of charter signees 	April 2023-March 2024
			Presentations at events and organisations	Jan Royall/Jeremy Long/Emma Coles		
			Promotion across LinkedIn	Becky Chessyre		
			Promotion by charter signees	Charter signees		
2		Sign up organisations to the Charter	On-line form for organisations to sign up to charter	Becky Chessyre	<ul style="list-style-type: none"> Form completed 	January 2023
3		Support Charter signees	Initial meetings with charter signees to establish baseline, what they have planned to deliver pledges and understand support needs to deliver pledges	Emma Coles	<ul style="list-style-type: none"> Number of pledges implemented 	April 2023-March 2024
4		Monitor progress of Charter signees	Check in meetings with charter signees at 3, 6 and 12 months	Emma Coles	<ul style="list-style-type: none"> Updated monitoring spreadsheet 	April 2023-March 2024
5		Create an annual Charter impact report	Collating outcomes of charter signees including qualitative and quantitative data where relevant	Emma Coles	<ul style="list-style-type: none"> Annual Charter impact report 	June 2024

