

Strategy

Hints and tips to help the partnership promote equality and diversity in its strategy work.

Data gathering

- The Data Observatory is a good place to visit as it provides a range of information about Oxfordshire's population - visit its website
- If your strategy is covering a particular service, try to pull together data which tells you how people from different groups in the community experience/use the service

Stakeholder engagement

- Before drafting your strategy, seek feedback from a range of community stakeholders to help identify a comprehensive list of issues and needs
- Oxfordshire Community and Voluntary Action has a database of community groups in Oxfordshire, which can be searched according to age, disability, ethnicity etc. See www.oxnet.org.uk.
- It's good practice to carry out a public consultation on any draft strategy you produce which is likely to have an impact on Oxfordshire residents (for tips on how to carry out an inclusive consultation, please see 'Hints and tips to help the partnership promote equality and diversity in its communications and engagement work')

Equality impact assessment

- When developing your strategy, you will need to run through the community impact checklist included in this guidance and document your answers (for audit purposes) - this will be your 'equality impact assessment'
- This document will need to be subject to public scrutiny to check your partnership has picked up on all the important issues facing local residents
- Be prepared to amend your draft strategy in light of any feedback you receive about your equality impact assessment

Developing priorities

- Use your community evidence (data and feedback from community stakeholders) to spot potential issues/ inequalities/ barriers which relate to specific groups in the community
- Consider setting a high level strategic priority around tackling any identified inequalities/ community barriers. If this isn't appropriate, think about having 'tackling inequalities' as a golden thread which runs through all the strategy's priorities. Alternatively, you may find that tackling inequalities/ community barriers is something that just needs to be covered within one of the strategic priorities.
- Don't forget that any unlawful discrimination identified via strategy development must be pro-actively tackled and eliminated by the partnership

Reviewing strategies

- When you are reviewing your strategy, don't forget to involve the community stakeholders you talked to when you were drafting it.
- Review how the strategy has benefited local people, particularly those more likely to face barriers (due to disability, age, gender, ethnicity, religion/belief, sexual orientation, income etc) - does more need to be done in the future?
- Look again at population data and other community mapping information to see if the communities the strategy is designed to serve have changed. If there have been any significant changes, does your strategy need to reflect these?