

## Equalities improvement work proforma

This form is designed to give an overview of projects being undertaken by services that will improve equalities, diversity and inclusion (EDI).

It can be a distinct project or business as usual.

It does not have to be solely focused on improvements relating to EDI, it could be a wider development of provision that also benefits EDI outcomes.

We want to capture any positive work happening that relates to EDI.

The information you provide will be used to compile an overview of activity across the council, showing how all areas are contributing to EDI improvements. We will ask you for quarterly updates on activity which will be used to report to G&A&S.

Please complete the below table for each piece of work:

Project:	Independence & Wellbeing Team: Community Connector Service Community Development Team
Brief description:	The aim of the service is to reduce dependence and demand on health and social care statutory services by developing early intervention support and activities to help individuals, from a wide demographic, to learn and/or retain their skills and confidence, thus preventing and reducing need or delaying deterioration wherever possible.
Expected EDI outcomes:	<ul style="list-style-type: none"><li>• 25% Increase in the number of residents with a protected characteristic, accessing projects and activities delivered by IWT as evidenced in participant EDI data.</li><li>• Improved community cohesion as evidenced in IWT evaluation data.</li><li>• Increase in community outreach to engage with marginalised communities as evidenced in Outreach Contact data.</li><li>• All activities have been equality impact assessed with IIAs attached to project proposals.</li><li>• Activities are accessible and do not discriminate or disadvantage (either directly or indirectly) any protected group.</li><li>• Better community cohesion with increased contact between marginalised and non-marginalised communities.</li></ul>
Planned activity by end of Q4 23/24	<ul style="list-style-type: none"><li>• Quarterly review of service user EDI data to identify low engagement of individuals from marginalised communities.</li></ul>

	<ul style="list-style-type: none"><li>• Review existing activities to ensure they meet the needs of all residents, which are welcoming and accessible.</li><li>• Targeted outreach work in marginalised communities and/or with professional partners working with marginalised communities, to promote and encourage participation in existing activities:<ul style="list-style-type: none"><li>○ Weekly attendance at the Refugee Hub to engage with individuals and offer community connector support either through direct referral or community signposting.</li><li>○ Set up of Community Connector Information Stations at<ul style="list-style-type: none"><li>Refugee Hub/Royal Beach Support for all protected characteristics, with a focus on refugees and asylum seekers.</li><li>▪ Portsmouth Job Centre Support for all protected characteristics.</li><li>▪ Southsea Library Support for all protected characteristics.</li><li>▪ Room 1 Support for all protected characteristic, with a focus on people with autism or who are neurodivergent.</li></ul></li></ul></li></ul> <p><b>IWT Promotion &amp; Awareness Raising</b></p> <ul style="list-style-type: none"><li>○ Attendance at the Health and Wellbeing Fayre organised by Kirklands GP surgery - target audience - older people, people with disabilities (mental/physical), people who are unemployed.</li><li>○ Attendance at the Students Union Volunteering Fair. Target audience is students who could participate in community volunteering.</li><li>○ Attendance at the Mental Wealth Festival showcasing work in Portsmouth to build resilience, tackle social isolation and contribute to reducing health inequalities.</li><li>○ Regular attendance at the Veterans Outreach drop-in.</li><li>○ Professional partner outreach with The Orchards and Kestrel Centre to engage with people with learning disabilities and/or</li></ul>
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	<p>mental health issues to increase participation in community gardening projects.</p> <p><b>Partnership Meetings</b></p> <ul style="list-style-type: none"> <li>○ Attendance at the Learning Disability Partnership meetings</li> <li>○ Attendance at the Portsmouth Autism Forum meetings.</li> <li>○ Community Mental Health</li> </ul> <p>• <b>Ongoing delivery of activity sessions:</b></p> <ul style="list-style-type: none"> <li>○ Learning Disability Gardening Group</li> <li>○ Autism &amp; Neurodivergence Gardening Group</li> <li>○ Mental Wellbeing Gardening Group</li> <li>○ Healthy Walks / Yoga</li> <li>○ Reading Friends</li> <li>○ Chop Cook Chat - older men's cookery</li> <li>○ Carers' Breaks</li> <li>○ Cross Cultural Women's Group (same sex only)</li> <li>○ Diversity Lounge</li> <li>○ Ethnic Grow Project</li> <li>○ Paulsgrove Men's Group</li> <li>○ Extra Care - seated exercise, arts &amp; craft and social groups.</li> </ul> <p><b>Training &amp; Awareness Raising</b></p> <ul style="list-style-type: none"> <li>• Delivery of MECC</li> <li>• Delivery and review of Cultural Competency Course.</li> </ul>
<p>Actions for Q4 2023/4</p>	<ul style="list-style-type: none"> <li>• Improve outreach and engagement with LGBTQI+ communities.</li> <li>• Ethnicity mapping in Extra Care to check if there are gaps in ethnic minority resident engagement.</li> <li>• Consider need for promoting activities translated into different languages and/or pictorial communication.</li> </ul>
<p>Planned activity by end of Q1 24/25</p>	<ul style="list-style-type: none"> <li>• Plan EDI work for 2024/25</li> <li>• Targeted outreach and/or co-production work with LGBTQI+ communities including:             <ul style="list-style-type: none"> <li>○ Portsmouth Pride Trust.</li> <li>○ 4Me</li> <li>○ Kooth</li> </ul> </li> <li>• Attendance at the HIVE volunteer fair in Jan 2024. Target audience, older people, unemployed, ethnic minority groups, all genders/sex and</li> </ul>

	<p>people with disabilities to participate in community volunteering.</p> <ul style="list-style-type: none"> <li>• Community development of existing and potential projects - using the principles of co-production with Portsmouth residents (especially those with protected characteristics) and partner professionals to understand unmet health and wellbeing needs in the city.</li> <li>• Review of the IWT Ethnic Minority Networking Directory).</li> <li>• IIAs will be completed for new projects to ensure there is: <ul style="list-style-type: none"> <li>○ no direct or indirect discrimination</li> <li>○ to identify and remove barriers to participation.</li> <li>○ to not directly or indirectly disadvantage any protected groups from participation.</li> </ul> </li> </ul> <p>Training &amp; Awareness Raising</p> <ul style="list-style-type: none"> <li>• Delivery of MECC</li> <li>• Delivery of Cultural Competency Course</li> </ul>
Actions for Q1 2024/254	TBA
Planned activity by end of Q2 24/25	TBA
Planned activity by end of Q3 24/25	TBA
Planned activity by end of Q4 24/25	TBA
Planned activity during 25/26	TBA