

Tackling Social Inequalities in Warwickshire

Draft Action Plan 2021 - 2024

Priority	Leads	WCC Membership (to include, but not limited to)	Partner Membership (to include, but not limited to)
Priority 1: Develop the workforce and culture to enhance awareness of social inequalities	Tanya Khera-Butler Duncan Vernon (Public Health/SWFT)	Jo Rolls (FIS), Hannah Cramp (Communities), Sarah Cox (Education), Emma Neale/Fay Winterburn (Skills)	Health settings, education settings, Districts & Boroughs, Voluntary & Community Sector
Priority 2: Improving access to goods, resources, services and communities (physically and virtually)	Kate Sahota Sally Roberts (NBBC)	Susie Harrison (CSW Broadband), Sophie Thomson (Education), Keira Rounsley (Equality & diversity), Jo Rolls (FIS), Jackie Kerby (Commissioning), Hayley Sparks (Public Health), Isher Kehal (Public Health), Gemma McKinnon (Public Health)	Districts & Boroughs, Voluntary & Community Sector
Priority 3: Maximising and managing income	Amanda Wilson-Patterson (WCC) Bill Basra (BRANCAB)	Debbie Hibberd (Education), Emma Neale/Fay Winterburn (Skills), Jan Lennon (ACL)	Education settings, Districts & Boroughs, Voluntary & Community Sector, Citizens Advice,

Please note: the action plan currently includes a high-level indication of proposed projects aligned to the priorities. They will be worked up in more detail once we have embedded co-production within our working groups to ensure the activities are guided by people with lived experiences of poverty and practitioners working with residents.

Cross-cutting Activities

Project	Purpose	Partners
Governance set-up	To ensure appropriate governance mechanisms are in place to support the delivery of the strategy	Place-based health and wellbeing partnerships Health & Wellbeing Board
Easy-read version of strategy	To create a version of the strategy that we will be able to share with those with lived experience of social inequalities	Communications
Embedding co-production within workstreams	To provide training to members of the working group to develop co-production skills	Co-production Wales (TBC), Corporate Consultation Team
Social Inequalities data and insight	To provide up to date data and insight on social inequalities related intelligence. To include improvements in data relating to protected characteristics	Business Intelligence
Monitoring and evaluation	To provide evidence and impact of the initiatives delivered as part of the workstreams	Universities
Equality Impact Assessments / Environmental Impact	To ensure Equality Impact Assessments are updated regularly as part of the workstreams. To consider Environmental Impact as part of programme delivery	All

Priority 1: Developing the workforce and culture to enhance awareness of social inequalities

Sub priority	Project	Purpose	Partners
1.1. Upskilling practitioners to increase their skills and confidence in identifying and supporting residents facing financial hardship	MECC module	Making social inequalities everyone's business, making everybody poverty aware and knowledge of services available	Learning & Development team, NE Children
	Half-day workshop	More intensive training to frontline practitioners, to equip them to have conversations about poverty, identify poverty and be able to signpost and provide advice as appropriate.	NE Children
	Train the Trainer	In depth training provided to a select group of practitioners, enabling them to delivery training to their teams and wider.	NE Children
1.2. Develop effective, accessible communications and signposting to services	FIS support	Enabling FIS to enhance their current service, specifically looking at poverty outcomes	FIS
1.3. Poverty-Proofing	Poverty Proofing Schools	To audit schools through a "poverty sensitive" lens, look at the day through pupil perspective, identify barriers/unintentional stigma, develop action plan	NE Children, Schools, School Improvement Team?
	Poverty Proofing Employers	To audit, provide report and action plan of addressing the barriers that poverty creates. Poverty Toolkit - Development of toolkit to support organisations (piloting within WCC)	NE Children
	Poverty Proofing Health Services	To audit, provide report and action plan of addressing the barriers that poverty creates	NE Children
	Poverty Proofing Communities	To audit, provide report and action plan of addressing the barriers that poverty creates. To include links with Child Friendly Warwickshire	NE Children

1.4. Corporate Social Responsibility and social value	Poverty Toolkit	We will deliver a countywide anti-stigma poverty campaign to challenge prejudice and discrimination at an institutional, social and personal level. This will include best practice guide and poverty pledges for local businesses.	Comms and Localities team Hannah Cramp, Child Friendly Warwickshire
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Priority 2: Improving access to goods, resources, services and communities, both physically and virtually

Sub priority	Project	Purpose	Partners
2.1 Accessible and affordable transport to access good, resources, services and communities	Local Transport Plan	To support the implementation of the Local Transport Plan	Traffic/Road Safety Group Public Health
	Stour Health & Wellbeing Partnership Transport Workstream	To work with the Transport Workstream as part of the Stour Health & Wellbeing Partnership	Stour Health & Wellbeing Partnership
	Aiding new settlements	To support new communities being developed with their established and access to key services	Districts and boroughs
2.2 Improving access to digital technology and the skills to use these technologies	Digital skills	Delivery of training programmes to improve digital skills, including sharing national resources (e.g. https://elearning.cpag.org.uk/)	CSW Broadband team Adult Community Learning
	Affordable broadband	To provide access to local communities with affordable high-speed broadband	
	Equipment	To provide access to equipment for local communities to get online	
2.3 Improving advocacy and support for groups more at risk of experiencing social inequalities	Scoping exercise	To undertake a scoping exercise on how we can provide additional support to those residents with additional risks for poverty, such	Equality & Diversity, Children with Disabilities, SENDAR,

		as those from BAME groups, those with learning disabilities or mental health conditions, to reduce their risk of entering or remaining in poverty. This will lead to a prioritised set of projects for this element of the work programme	
2.4 Maximising take-up of Pupil Premium for schools	Information sharing on eligible families	To improve the information shared between departments (in line with GDPR) to increase the number of eligible families claiming Free School Meals	Education and schools, FIS, DWP
	Communications campaign	To increase the number of eligible families claiming Free School Meals	Education and schools, FIS

Priority 3: Maximising and managing income

Sub priority	Project	Purpose	Partners
3.1 Supporting Warwickshire residents to access employment that pays the Real Living Wage	Work with our partners to understand barriers to accessing good jobs and work to tackle this.	We will work with residents to identify, promote and secure opportunities for employment that will pay them at least the Real Living Wage	Job Centres, Citizens Advice, Warwickshire Employment Service - Rethink, Warwickshire Employment Support Team,
	Engagement roadshows/conferences/webinars with local employers around staff wellbeing in the workplace.	We will work with employers to encourage them to implement the Real Living Wage as a minimum.	Local large employers https://www.warwickshire.gov.uk/r2elle
3.2 Supporting the development of the local economy and jobs market	Grant funding opportunities for young people at risk	We will work with our partners and residents to develop the local economy and jobs market to increase the opportunities available for residents to access employment.	Community safety, economy & skills

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<p>3.3 Developing financial skills training through schools, colleges and developing independence programmes</p>	<p>Financial skills training across different settings: - primary - secondary -16+ - specialist provision</p>	<p>Provide age appropriate financial education programmes to equip all with confidence and skills for effective money management. To tackle intergenerational poverty, where evidence shows starting financial education early is effective.</p>	<p>schools, colleges, organisations such as The Money and Pension Service</p>
<p>3.4 Providing emergency, flexible funds to support those most in need</p>	<p>Establish pathway and reserve to support emergency and flexible funds for residents experiencing poverty</p>	<p>Ensure that frontline services have access to discretionary emergency funds that would overcome immediate issues.</p>	<p>FIS, social workers, family support workers,</p>