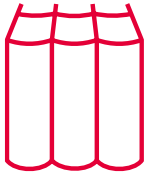




## Inclusive Stakeholder Alliance

**Inclusive by Design....Enabling community & economic participation**

# Core membership is linked to cross-cutting accountabilities and ability to influence



## Education and Training

Greater Essex Careers Hub, FEDEC, ESSET. **Consideration how to engage with other networks including:** ACL, EPN, ASHE, ARU.



## Children, Young People, Families and Carers

Essex Family Forum, Essex Carers Network. **Consideration of engagement and participation:** YP forums (Youth) and Multi School Council, and those with lived experience.



## Health & Work

DWP, Mid & South Essex Trust. **Invitation to be extended:** EPUT, Health & Social Care Academy.



## Essex County Council and Commissioned Services

Education SEND Strategy (PFA), Employability and Skills, Social Care Commissions, Essex Anchors, Supported Employment Services (ECL & Get Set UK).



## Businesses

Local Skills Improvement Plan.

# Creating an ecosystem of transformation and change:

- ✓ Joined up vision & mission that recognises ALL stakeholders cross-cutting strategies
- ✓ Joint accountability through the Alliance purpose
- ✓ Belonging of stakeholders & their shared values
- ✓ Network of Inclusive Champions

## Vision:

To create an Inclusive Charter across Essex County Council

Recognition and reward for models and practices that are Inclusive by Design



# Purpose

## Original

## Consensus

1

Inclusive by Design and create joint communications with simplified language

Inclusive by Design and create joint communications with simplified language

2

Making inclusion fully inclusive – everyone needs to be a part of it as it is something we talk about but don't necessarily act upon

Making inclusion fully inclusive – everyone needs to be a part of it as it is something we talk about but don't necessarily act upon

3

Ensuring that exposure = preference

Provide and maintain an overview of existing services and support for people that have additional barriers when achieving employment, retention, and progression

4

Look at synergies and overlaps

Create a roadmap to streamline the pathways leading towards our ambition

5

Ensure there is equity, and no one is disadvantaged by circumstance or location

Recognise and reward models and practices that demonstrate a commitment to inclusivity, encouraging widespread adoption of Inclusive by Design principles across Essex.

# Meeting notes: Purpose detail

Old Purposes	New Purposes
Inclusive by Design and create joint communications with simplified language	<b>1)</b> Inclusive by Design and create joint communications with simplified language
Making inclusion fully inclusive – everyone needs to be a part of it as it is something we talk about but don't necessarily act upon	<b>2)</b> Making inclusion fully inclusive – everyone needs to be a part of it as it is something we talk about but don't necessarily act upon
<b>Added new (taken from a previous purpose)</b>	<b>3)</b> Provide and maintain an overview of existing services and support for people with special educational needs and/or disabilities in relation to inclusive employment, retention, and progression.
Look at synergies and overlaps	<b>4)</b> Create a roadmap to streamline the pathway leading towards our ambition.
Ensure there is equity, and no one is disadvantaged by circumstance or location	<b>5)</b> Recognise and reward models and practices that demonstrate a commitment to inclusivity, encouraging widespread adoption of Inclusive by Design principles across Essex.
Ensuring that exposure = preference	<b>The discussions were around unconscious bias / conscious bias: is this now reflected in point 2?</b>
Empowerment for all stakeholders	Applied above
Sharing resources openly and honestly	Applied above
Streamlining of pathways leading to flexibility	Applied above
When talking to employers don't lose sight of the fact they are parents/grandparents which enables education to go back into families	Applied above
Getting alongside people to go on a journey with them and experience their ups and downs not just in one area	Applied above