



Review/Renew the Faith Builds Community Policy Themes and Actions						
OSC Action Stream	To do	Lead	By when	Status (RAG)	Commentary	Phases
Further consolidate and strengthen the principles	Review current principles, in light of new data on make up of faith communities in B&D	BC	Oct-23		Principles reviewed in line with data from Census, forming part of overall OSC workstream and to be reviewed again after borough survey completed.	1+2
Further consolidate and strengthen the principles	Design a survey, to be completed by faith leaders (either online or in 1-2-1 engagements) that draws out current issues and helps to design new actions/commitments.	BC	Nov-23		Survey questions to be designed Faith leaders network to be sounding board.	1,2
Extend the reach of FBC policy through more pledges to follow it	Renew the council's commitment to supporting faith organisations, through a clear outline linking to outcomes in the new corporate plan.	TBC	TBC			2
Extend the reach of FBC policy through more pledges to follow it	Renew our commitment to the Charter for Faith & Belief Inclusion – signed in 2019.	BC	Oct-24			3 + 4
Continue to demonstrate its influence and impact	Regularly update the B&D Faith Forum, Faith Leaders Network and other stakeholders, through the creation of better communication mechanisms between the council and faith leaders.	BC	Oct-23		Faith leaders database still widely in use to communicate info Utilise faith leaders network for centralised info and access to mapping	All phases
Update shared actions and commitments to faith leaders in B&D	Ensure that updates and commitments are widely communicated via the Faith Leaders Network and Faith Forum, and using the faith mailing list.	BC	Cyclical Basis			All phases

Refocus and reprioritise how we work with Faith Communities						
OSC Action Stream	To do	Lead	By when	Status (RAG)	Commentary	Phases
Cost of living crisis –providing help and support together	Continue to support the Closed Collective (Faith Leaders Network) through monitoring and steering of the contract with FaithAction.	BC (P&E)	Ongoing – until Oct 2023.		Closed collective are supported through the contract until Oct 2023. Alternative funding currently being sought.	1+2
Community safeguarding – keeping people safe and promoting their wellbeing and welfare in our communities	Coordinate any training or development opportunities and communicate them widely to the faith network.  Starting point is discussion with the Adults and Children’s Safeguarding Leads and Gary	BC/Mike Cullen	TBC		DSL Refresher training has been offered to all faith groups 05 July 23 > Managing allegations > Training to be offered as and when it becomes available, but being actively progressed through Multi Agency Training Coordinator (Safeguarding Children Partnership) > Will explore if SAB also have suitable training to offer to faith groups	2
Health inequalities – enable and empower faith communities to further contribute to improving health and tackling health inequalities	Enable further engagement/representation in the Health & Wellbeing Board and ensure that faith outcomes are represented in the shaping of the Joint Health & Wellbeing Strategy (2024 on).		TBC		Aug 2023 - Bid for Health Inequalities funding successful, £100k to work with Faith Leaders Network.	3
Place-shaping – strengthen faith engagement in respect of place-shaping and development of inclusive growth aims	Meet with strategic leads to help shape future actions within Inclusive Growth and Place Shaping strands of work.	Rebecca Ellsmore	Oct-23		05/07/2023 - Met with IG leads, to discuss developing and shaping actions in to the action plan. To be finalised in phase 3.	2+3
Planning - strengthen faith engagement in respect of place-shaping and development of inclusive growth aims	Update planning advisory note to reflect changes in demand for new faith spaces	Marilyn Smith	Jul-24		20/07/2023 - Met with head of planning to discuss timeline, agreed to extend into phase 3	3

Guidance/principles for faith group access to spaces						
OSC Action Stream	To do	Lead	By when	Status (RAG)	Commentary	Phases
Collaborate with faith organisations to introduce better guidance	Meet strategic leads for planning, to agree actions that lead to co-production of guidance principles with faith leaders.	Marilyn Smith	Jun-23	Green	1. Have met with MS, agreed to review plannign advisory note, process to be determined. - Link to action 6 in "Work with Fiath Communities" - met to agree update to planning advisory note.	1
Collaborate with faith organisations to introduce better guidance	Design survey questions that engage faith leaders on their places and spaces needs and that discover access issues they have had.	BC/ZC/DJ	Nov-23	Purple	Survey questions in design phase.	2+3
Collaborate with faith organisations to introduce better guidance (Inclusive Growth)	Enabling faith leaders to take advantage of commercial opportunities to maximise opportunities to utilise their spaces and link in to initiatives to recruit locally.	Rebecca Ellsmore	TBC	Purple		3
Collaborate with faith organisations to introduce better guidance	Engage with faith leadership around the change of usage guidance, and seek to clarify ambiguity over terminology or process.	Marilyn Smith	Nov-23	Purple		2+3
Update shared actions and commitments	Update shared actions and updates, including updated action plan to OSC	BC	Oct-23	Green	To be shared in October OSC meeting	2
Collaborate with faith organisations to introduce better guidance on events in parks and open spaces	Update guidance around use of parks and open spaces, with events team and other stakeholders in the council, to ensure there is a fair and equitable process to apply for space.	BC, Events team (Sarah Belchambers)	Dec-23	Yellow	July 23 - Have held initial meeting to discuss, will progress further in due course.	2,3
Collaborate with faith organisations to introduce better guidance	Develop policy on commercial assets, including Community/potential Faith spaces.	Leona Menville/Alan Caddick	TBC	Purple		3

Embed working with faith groups using corporate plan aims/objectives						
OSC Action Stream	To do	Lead	By when	Status (RAG)	Commentary	Phases
Make sure that all services are aware of, and able to, connect and engage with faith groups.	Utilise opportunities to connect faith leaders network into council services, through clear lines into community hubs, locality leads and the VCSE work e.g. Localities project.	Faith Leaders Network, BC	Ongoing			All phases
Make sure that all services are aware of, and able to, connect and engage with faith groups.	Public Health - Health Inequalities - bid for work to support faith-based coproduction and delivery in meeting objectives in health and wellbeing strategy.	P&E - CB/BC	Mar-24		Aug 2023 - COMF funding successful - £100k to support coproduction project with faith leaders.	2+3
Increase understanding and awareness of contributions to achieving service priorities.	Ensure that the contributions of faith communities are reflected in council communications	SK/BC (Comms)	Jun-24			2
Increase understanding and awareness of contributions to achieving service priorities.	Ensure that a clear reporting pathway exists to demonstrate impact to governance groups.	?	Jul-24		Need to explore which groups (SAB possibly, but not governance..)	3
Increase understanding and awareness of contributions to achieving service priorities.	Continue to support service providers to utilise opportunities to work with faith communities, especially where co-production/co-delivery is necessary e.g. Public Health, Community Safety, Commissioning.	BC/DJ	Ongoing		Aug 2023 - Clear links to Public Health through COMF funding.	All phases
Increase understanding and awareness of contributions to achieving service priorities.	Ensure there is faith representation on the Safeguarding Adults Board.	Joanne Kitching	Apr-24		05/09/2023 - Met with SAB officers to discuss links into specific faith cohorts.	2
Increase understanding and awareness of contributions to achieving service priorities.	Safeguarding Adults Board chair to meet with faith leaders network to engage around SAB functions and explore faith element of safeguarding	Joanne Kitching	Oct-23		05/09/2023 - Date and time for meet tbc - Met with SAB officers to discuss.	2, 3

Improved Inclusion/Awareness of Faith Organisations						
OSC Action Stream	To do	Lead	By when	Status (RAG)	Commentary	Phases
Raise awareness of faith communities and working with and alongside and promoting inclusion in all we do	Explore ways to increase faith awareness and inclusion among staff, through improved access and connections to faith organisations, faith leaders and by improving consultation and engagement practice.	P&E Team	Jul-24		BC to explore how to incorporate more faith elements into Engagement Champions Programme.	3
Raise awareness of faith communities and working with and alongside and promoting inclusion in all we do	Explore whether the "Should I take my shoes off" staff guidance aims/objectives are fit for purpose and whether a refresh is necessary.	BC	Jan-24		Possibility of taking through the Faith Leaders Network - is the guidance still relevant - or is faith inclusion training enough?	2 + 3
Raise awareness of faith communities and working with and alongside and promoting inclusion in all we do	Ensure that departments are aware of the opportunities to visit faith venues and build relationships with faith leaders and their wider communities.	BC/ZC/DJ	May-24		07/2023 - Although specific work on this has not started, the department constantly receives requests from other departments to be linked in to faith leaders/faitn organisations. The upcoming CQC inspection is an example of where we have recently attempted to aide officers to do this.	3
Raise awareness of faith communities and working with and alongside and promoting inclusion in all we do	Utilise opportunities to engage staff using existing mechanisms e.g. Coffee with Engagement and Engagement Champions network	BC/ZC/DJ	Jan-24			2+3
Raise awareness of faith communities and working with and alongside and promoting inclusion in all we do	Continue to support Interfaith Week activities, through existing partnership with Faith Forum, but also drawing in additional buy-in from Faith Leader Network and staff groups.	BC/DJ	Annual		08/2023 - Planning for 2023 flag raising has started and initial conversations will be help to ascertain what faith leaders actually want from this.	1,2,3,4,5

Develop new and creative faith-led forms of engagement						
OSC Action Stream	To do	Lead	By when	Status (RAG)	Commentary	Phases
<b>Place Shaping -</b> Encourage and facilitate wider reach and connection across faith communities	Engage with Inclusive Growth and planning teams to set actions that lead to positive practical changes	BC	Jul-23		07/2023 - Met with colleagues, BC to share project plan and IG to feed in actions	2,3
<b>Health Inequalities -</b> Encourage and facilitate wider reach and connection across faith communities	<b>Continue to take a faith-led approach to solving local issues, by;</b> - Including faith communities in funding bids - Delivering using faith organisations as commissioned providers - Extending the reach of projects into faith communities by utilising strategic relationships with faith leaders.	Public Health, Health and Wellbeing Board	Jul-24		07/2023 - COMF (covid funding) programme funding bid successful, £100k for coproduction programme with Faith Leaders Network.  08/2023 - Faith Action have supported the Faith Leaders Network to apply for funding to continue to support existing cost-of-living work. Outcomes expected Oct 2023.	3,4
<b>Community Safeguarding -</b> Encourage and facilitate wider reach and connection across faith communities	Continue to encourage faith involvement in CSP through membership of the Tension Monitoring Group.	Community Safety Manager	Jan-24		08/2023 - Currently no Community Safety Manager in post, will revisit later in the year. Officers confirmed faith leaders are still periodically invited to TMG meetings.	2, 3
<b>Community Safeguarding -</b> Encourage and facilitate wider reach and connection across faith communities	Ensure that the LADO is supported to deliver responsive and well-timed in-person/online engagement sessions with faith communities, focused on community safeguarding.	Mike Cullern/BC	Jan-24		BC and LADO to discuss new training opportunities and opportunities to put on more safeguarding policy workshops.	2+3
<b>Cost of Living Crisis –</b> Encourage and facilitate wider reach and connection across faith communities	Continue to support the Closed Collective (Faith Leaders Network) and consider further support to encourage more involvement across a wider range of groups.	BC	Nov-23		08/2024 - COMF Funding of £100k has been allocated to support coproduction project.	2

Use of a commissioned vehicle to coordinate engagement across faith groups						
OSC Action Stream	To do	Lead	By when	Status (RAG)	Commentary	Phases
Continue to support residents within their communities, maintain regular and strong links with statutory partners	Ensure that all partner locality leads are aware of faith organisations in their area, and what support they can offer to residents.	BC	Aug-23		Two of the currnet locality leads are engaged through faith leaders network - others still to be engaged, but most are aware (anecdotally) of groups in their areas offering support	2,3
Strengthen coordination of activity, through a concerted effort to engage a wider cohort of faith leadership.	Continue to support the Faith Leaders Network, formed by the Closed Collective concept, and identify ways that this can be resourced and supported from across the council.	P&E	Ongoing			All phases
Strengthen coordination of activity, through a concerted effort to engage a wider cohort of faith leadership.	Support the Faith Leaders Network to identify and work with the most appropriate support organisations.	BC	Oct-23			2
Strengthen coordination of activity, through a concerted effort to engage a wider cohort of faith leadership.	Support any funding bids that the Faith Leaders Network may wish to make with expertise and positive scrutiny.	BC/P&E	Oct-23		08/2023 - Faith Action have supported the FLN with a number of funding bids, outcomes tbc.	2+3
Strengthen coordination of activity, through a concerted effort to engage a wider cohort of faith leadership.	Development of new actions as and when required to support delivery of the vehicle.	TBC	TBC			4,5,6
Strengthen coordination of activity, through a concerted effort to engage a wider cohort of faith leadership.	Continue to provide representation on BDSACRE and maintain links to local faith leadership.	P&E/Prevent/Safeguarding	Ongoing		Ongoign work to support SACRE reported via Safeguarding Boards.	All phases