Inclusive Communities Framework
Self-Evaluation Tool

This document provides a copy of the self-evaluation tool questions so that you can prepare your response in advance of completing the online tool.

For each Inclusive Approach, you are asked to evaluate your practice and set out your individual support and action plan.

A summary of each Inclusive Approach is shown for reference. Please read the full descriptions on the ICF website before completing the self-evaluation tool.

https://kirklees.gov.uk/inclusivecommunitiesframework.

You will be asked the same questions about each Inclusive Approach.

Summary of the Inclusive Approaches

Connecting	• We will strengthen the local social infrastructure, through sharing and combining resources; bringing people together; minimising unnecessary duplication; organising, co-ordinating and working collaboratively. • Through connecting to communities, we will establish a better and shared understanding of community strengths and the role that they play, as we guide our resources towards our shared objectives. • We will support people to come together. Focusing on shared values, interests and priorities; we will make sure these spaces are inclusive and welcoming to people from different backgrounds. • We will seek out the views of locally elected members as representatives of their communities
Communicating	• We will communicate in plain language that people understand. We will use stories, and not just statistics. • We will seek out, listen and be informed by community intelligence from the widest range of voices we can and take full account of how communities define the issues of most importance to them. • We will be open and honest, listening to what the community needs instead of holding on to preconceived ideas, and making decisions 'for' them. We will be clear about where influence and power are shared, and manage expectations based on respect and transparency. • In our work, consultation and engagement, we will make space for people's life experience to be shared. It will be evident that agencies and organisations genuinely want to know what people think. We will use 'deep listening' and demonstrate two-way communication; when things are going well and when they are not. • We will develop and use effective approaches, including going out into the community physically to build trust as well as using technology; creating space and routes for everyone to feel that their voice is heard, such as giving people time to chat one to one; and checking out and following up with action.
Equalising	• We will make sure that routes to resources such as our funding, grants and commissioning processes are accessible. • We recognise and value skills and expertise within communities and see these as essential to being able to achieve our outcomes. We show this by resourcing sustainable solutions, including through community development and appropriate training. • We will support and champion a strong, connected and diverse VCS. • We will co-produce events, activities and services in ways which are accessible, culturally relevant and take account of peoples' own identities. • We will bring the community to decision-making tables to share power and support communities to get involved. We will seek to involve people in decision making – recognising that at times there will also be decision takers.
Trusting	• We make sure our teams are supported and given time to prioritise building relationships with communities. • We are honest and open about what we 'must' do, what we can and cannot do, whilst also creating time and space for listening to what this may mean for communities. • We recognise that decisions are best made as close as possible to the communities they affect. • We do what we say we will we do.
Celebrating	• We will credit and celebrate the achievements of individuals and organisations. Contributors should be recognised / rewarded for their time and input (this does not always have to be monetary). • We will encourage active social engagement and support volunteering and seek to remove the barriers that stop people taking part. • By using the arts, sport and other fields of activity, we will promote a shared vision of our local places.

Evaluate your practice against each Inclusive Approach
You will be asked the same questions about each Inclusive Approach

Q1 What actions did or will you take to align with each approach?

Q2 How have or how will you measure this? How will you know you have made a difference?

Q3 How well have you aligned to each approach? Rate success from 0 – 5:

0	1	2	3	4	5
No alignment to the approach and the approach has not been considered	The approach has been considered with no direct actions taken to align with the approach.	The approach was considered and actions were changed to align with the approach.	The approach was considered and actions were developed to align with the approach. Evidence to measure impact/outcomes has been considered.	The approach has been largely aligned to, actions have been taken although the approach is not yet fully embedded. There is some good evidence of outcomes/impact. There is a plan for continuous development.	The approach is in place and well established. There is strong evidence that the approach is having impact where needed. There is a commitment to continuous development.

Q4 How confident do you feel aligning to this approach? Rate success from 0 – 5:

0	1	2	3	4	5
No confidence and little understanding about the approach.	Some understanding about the approach and little confidence in how to apply this.	Understanding about the approach and some confidence in how to apply this.	Deep understanding about the approach and confident to apply this.	Deep understanding about the approach, it is regularly applied across our Organisation / workstreams. We can confidently advise others about how we align to the approach.	Deep understanding about the approach, it is applied and embedded across our organisation/workstreams. We can confidently advise and support others about how they can align to the approach.

Q5 Is there any support needed to provide better alignment to this approach?

Create your 12-month Support and Action Plan
You will be asked the same questions about each Inclusive Approach

Support and action plan

1. We will take the following actions over the next 12 months to better align with the Inclusive Approach …

2. We will complete this action in the following timescale …

3. We will need the following support to help achieve this action …

4. We will measure our progress towards this action in the following way(s) …

5. We will communicate our actions and progress towards this within our organisation in the following ways …

Reflection on the Pillars of working inclusively and your learning

Pillars of Working inclusively Reflect on how each pillar (described below) currently - or will - underpin your work:

P1   Belief that communities hold solutions, with skills and knowledge that is valuable and will help us achieve our shared goals.

P2   Build belonging and trust with and between our diverse communities on shared interests and challenges, celebrating what is good in local places.

P3   Care about what matters to local communities and own our shared actions that give us a collective purpose to make a change.

Learning

L1   Please select three words which describe how you feel about applying the ICF to your work:

Positive	Disheartened	Confused	Liberated	Restricted	Negative	Optimistic	Disinterested
Reassured	Apathetic	Supported	Neutral	Frustrated	Inspired	Overwhelmed
Enlightened	Motivated	Prepared	Excited	Confident	Undecided	Challenged

L2   What benefit(s) do you hope completing the self-evaluation form will bring to your team/service/work?