

Appendix 4: Examples of how the Oxford Community Impact Fund criteria were met and delivered 2023-24

Criteria	Examples of Big Ideas funded activity/impact
Equalities, Diversity and Inclusion	<ul style="list-style-type: none"> • African Families in the UK supports families of African and other ethnic minority origin, resident in the UK, seeking advice or information on matters relating to parenting, children’s education and family-friendly activities. They provided translation services and training and support for many families including 13 Tetum and Fataluku speaking families of East Timore heritage. • Agnus Smith Advice Centre is based in Blackbird Leys and provides inclusive advice and support to enable people to claim benefits they are entitled to, thereby increasing disposable incomes and reducing housing insecurity in areas of multiple deprivation. They also provide targeted support for ethnically diverse communities. • Ark-T provides a welcoming haven for all members of East Oxford’s diverse communities including fostering a sense of togetherness through communal meals, providing essential advice about claiming benefits and hosting enriching arts and cultural workshops which support mental health and wellbeing. • Arts at the Old Fire Station supports a wide range of diverse community groups and charities in the city including Crisis, Damascus Rose Kitchen, Refugee Resource and LGBTQIA+ community groups; they work with people with experience of homelessness, 31 of whom have taken an active role in the running of the centre. They also offer paid employment in the café for Syrian and Arabic-speaking women. • Aspire support thousands of people with mental health, drug & alcohol recovery, debt, homelessness, leaving prison and those seeking asylum to reduce debt, find a home and employment and enhance their digital, language and commercial enterprise skills. • Asylum Welcome support those seeking asylum. They have hired more staff, volunteers, managers and board members with lived experience to move towards becoming a refugee-led charity. Currently, 15 out of 35 members of staff (including a Co-Director of Services and Office Manager), 2 trustees and over 50 of their 250 volunteers are people with lived experience of forced migration. The organisation provides leadership and self-advocacy training as well as a wide range of cultural and sporting activities most of which are led by refugees and asylum seekers. • Barton Advice Centre gave advice and support to 1,112 clients from protected characteristics and in low socio-economic households. 456 were new cases and 656 were provided with ongoing support. • Barton Community Association provide resources including the Community Larder, rooms to hire and events for people in Barton. • Blackbird Leys Adventure Playground provide after school

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	<p>and holiday activities for young people in Blackbird Leys. They received funding to provide free meals for 76% of children on the register at the After School Club.</p> <ul style="list-style-type: none"> • Citizen’s Advice Oxford provide an inclusive advice service tailored to suit the needs of each individual client. They increased engagement via outreach services located in and supported by volunteers from the local community. They assisted people to claim benefits they are entitled to and signposted them to a wide range of support. • Cowley Road Works diversified its board of trustees and ran community engagement workshops held at MIND to encourage participants of different cultures, genders and abilities to be involved in shaping plans for 2024 Cowley Road Carnival. • Donnington Doorstep has fostered an inclusive environment that supports families, children & young people from diverse backgrounds. They ensure that resources such as educational materials, are distributed equitably, prioritizing those in greatest need. Their programme of participatory activities celebrates cultural festivals, Pride month and neurodiversity. • EMBS Community College provide a range courses helping people to increase their employability. They also run a weekly Youth Club in East Oxford which increases the confidence and wellbeing of young people through mentoring and participation in group sport and cultural activities. Participants also receive hot meals, so they have a healthy meal, while not at school. • Film Oxford enabled autistic and learning-disabled participants to learn new skills and express their creativity through their Shadowlight artist programme. They ran 10 intergenerational workshops in partnership with the Museum of Oxford to document the lived experience of Oxford’s diverse communities – e.g. Spaces We Made Our Own which focussed on the social history of the Afro-Caribbean community in Oxford in the ‘50s and ‘60s and Going Out Coming Out LGBTQ+ Life in the 70’s and 80’s. They also ran the Rose Hill TV project with young people from the Rose Hill estate. • Fusion Arts supported children in deprived areas of Oxford with speech, language and communication needs via their Story Makers project. They supported the African and Caribbean Heritage community as well as other marginalised groups – including by hosting the Caribbean Living Room Exhibition, supporting the Windrush Festival, managing the Oxford Cultural Anti Racism Alliance as well as showcasing art by people experiencing homelessness. • Good Food Oxfordshire worked with the OX4 Food Group’s food enterprises to tackle food poverty and insecurity in Oxford, redistributing surplus food which would otherwise go to waste to people including those out of work, refugees, people with disabilities and/or language barriers. • Homestart deliver non-judgemental, free support to families
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	<p>who have at least one child under the age of 5 through both 1:1 home-visiting (75 families), and a raft of inclusive, nurturing groups, including the Rose Hill stay and play baby and toddler group which was attended by 58 families throughout the year.</p> <ul style="list-style-type: none"> • IF Oxford makes science accessible to everyone through year round activity and an annual science festival which helps to break down barriers to access for people across all protected characteristics. Over 90% of programming addresses inequalities; 25% of audiences are young people age 8-14 years old and many events are 'pay what you decide'. • Justice in Motion recruited 3 new trustees in 2023/24; two of whom are from the global majority. They completed the first education programme and tour of their new production, CODE. This show raises awareness of country lines and child criminal exploitation. It was developed with and includes young people and was performed in Oxford in the Summer of 2023, both in Broad Street and at the Barton Neighbourhood Centre before going on tour around the country. • Leys Community Development Initiative delivered its Youth and over 50s Clockhouse projects to improve the mental and physical health of over 500 people, reducing isolation for young people and older people in the Leys. • Makespace Oxford created an event space which is safe, welcoming and accessible for families with young children including sensory kits for those with neurodiverse needs. The space regularly hosts racial justice, youth advocacy, Queer Action groups, support for Ukrainian families, Solidarity events, and diverse grassroots activities. Additionally, it supports a permanent resident running Oxford's first female Black-owned restaurant. • Mandala Theatre Company enables young people to create theatre raising awareness of inequalities and contemporary issues e.g. MAD(E) about male suicide. They generate pathways into employment and are one of only two Global majority-led cultural organisations in Oxford. Their Young Company has 9 members from Global majority and White working class backgrounds who participated in an international exchange to Grenoble. Their professional company ran workshops and performed rehearsed readings of 'Seed Guardians' which focuses on Food Poverty in the UK and Sustainability, in Oxford Schools and colleges, as well as in the local community. • My Life My Choice provided social activities, training and skills development, volunteering, paid work and leadership roles for people with learning disabilities. They have reserved 2 positions on the board of trustees for people from an ethnic minority, 6 for women and 2 for young people. They also run a women-only self-advocacy group for people with learning disabilities. • My Vision Oxfordshire focused on ensuring visually impaired
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	<p>people are supported, listened to, included and able to play an active part in the community.</p> <ul style="list-style-type: none"> • OVADA focussed on delivering projects which address an under-provision for South Asian communities in Oxford including Diwali Glow and free workshops introducing people of all ages to South Asian culture. They also programmed RED CLAY during International Women’s Month, an exhibition with talks and workshops relating to womxn’s health. • Oxford Contemporary Music organised a series of events for over 1500 young people/parents/carers across the city to address inequality of access to high quality music creation and performances, focussing on areas of greatest deprivation - • Oxford Hub opened the new Windale Hub to provide community support in The Leys including Parent Power, family fitness sessions and a talking café for people from the Global Majority. • Oxford Playhouse developed their engagement with inner city schools to improve literacy helping 450 children in 10 state primary schools to write their own original play including over 25% with English as an additional language. They also worked with partners to deliver programmes for people in later life. They increased the accessibility of their programmes by distributing 4,500 free tickets for communities, school groups, carers and those who would otherwise not be able to attend. They also provided BSL interpreted, audio described, captioned, dementia and autism friendly performances. • Oxford Pride Group – support LGBTQIA+ communities with events and signposting to advice throughout the year as well as delivering an annual Pride event celebrating LGBTQIA+ people and cultures in Oxford. • Oxfordshire Youth Enterprise developed engagement with young people through various new platforms including podcasts that were more inclusive of language, and ability. They undertook detached work in areas that are less active to meet young people that are not actively engaged in services or education/ training and expanded volunteer opportunities. • Parasol ran inclusive play sessions to redress the balance for disabled and disadvantaged children and young people experiencing or at risk of social exclusion. • Pegasus Theatre works with artists and companies that are developing new work or working practices that address issues of inclusion and diversity. In 2023-4 this included Sign Together sessions, working with Yellow Submarine, KEEN and Parasol as part of their Reach project, supporting the development of a tour of <i>Boxes</i> – a sensory show for Early Years – as well as hosting Queer voices open mic nights. They also programmed inclusive shows including Super Hot-Hot Dog and Akademi Dance -Plastic Drastic Fantastic • Refugee Resource support refugees, asylum seekers and
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	<p>vulnerable migrants to build new lives and integrate successfully into their new communities. Their clients include people who have been victims of trafficking and domestic violence. They face multiple disadvantages and most live in deprived parts of Oxford. Refugee Resource provides a trusted channel of support to combat the impacts of poverty, housing insecurity, homelessness and unemployment. They provide interpreters and pay for travel expenses if needed.</p> <ul style="list-style-type: none">• Rose Hill and Donnington Advice Centre is based in Rose Hill and provides inclusive advice and support to enable people to claim benefits they are entitled to and get the support they need for a wide range of issues.• Sanctuary Hosting provided temporary accommodation in volunteer host homes for refugees, asylum seekers or other vulnerable migrants at risk of homelessness.• Tandem focussed on developing the Starling Sessions Project running free participatory weekly music sharing for 60+ people from over 20+ different cultures in Oxford – including refugees through Asylum Welcome. They also supporting the development of a new festival (No. 80) with the Young Women’s Music Project celebrating diversity.• The Story Museum delivered year-long partnerships with 7 primary schools supporting 16,000 pupils and 532 teachers including in-depth, sustained provision for those with particular needs to help reduce the inequality of educational attainment in the city. They also reached 13,417 children and families and worked with 4 family centres in priority areas boosting oracy, literacy, confidence, and wellbeing amongst 2,130 very young children helping them prepare for starting school. They distributed over 600 free tickets and bursary places including to 103 adults and children who have experienced forced displacement.• The Young Women's Music Project provided free regular music skills courses alongside mentoring opportunities, for over 250 young women, non-binary and trans people. Many of these young people come from under-privileged or vulnerable backgrounds, including being survivors of sexual assault, domestic violence, homelessness, NEET and more. The sessions provide a creative outlet to work through problems and a supportive safe-space to form social links, grow in confidence and gain skills to find work.• Wood Farm Youth Centre has provides a weekly support group for over 50 young people, many of whom are from low income households and with additional needs. The staff team also work with parents on the estate and this has resulted in the setting up of a support group, called 'Reach', for women who are experiencing mental health issues. The support group meets weekly at the youth centre and is attended by 10 - 12 local women.
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<p>Environmental sustainability and zero carbon Oxford</p>	<ul style="list-style-type: none"> • All grantees have all taken steps to reduce their carbon footprint in a range of ways including encouraging people to use public transport or active travel, undertaking carbon literacy training, sourcing locally, not using single use plastic, reducing printing and digital storage, using environmentally sustainable materials e.g. FSC paper and B corp suppliers, using Green energy tariffs, reusing and recycling and offering the cycle to work scheme. • Ark-T offers free meeting spaces for environmental charitable organisations. They have also collaborated with XR Youth Oxfordshire, to help advocate for positive change in our community. All meals provided at the centre use surplus food donations and are crafted by low carbon kitchens e.g. Waste2Taste and Oxford Community Action. • Arts at the Old Fire Station keep the first Sunday of every month free for activity around the climate emergency, working with the Cherwell Collective, Greenpeace, Oxfordshire Climate Cafes and Oxford Climate Hub. They work with BioBean, who turn cafe coffee into biofuel and plastic. They started using Ecoway, which shows audiences the carbon cost of their travels and calculated the carbon costs for each dish in our cafe and shared this on menus. They upgraded theatre lighting to LEDs, installed a radiator management system, used local suppliers, embedded environmental performance in all activities, staff meetings and reports to the Board, hosted climate literacy training and shared learning, held a number of events during our Marmalade festival on climate and environmental concerns and actions and met standards set out in UK environmental legislation and through environmental auditing (ESOS). • Asylum Welcome run a project that promotes active travel among hundreds of refugees and asylum seekers, as well as upcycling old bikes. Their digital Inclusion project is preventing massive amounts of e-waste through reconditioning old devices to give to those in need. • Barton Community Association have introduced a Recycling and Exchange section within our Community Larder that also includes a school uniform section. They use a minibus to take groups of residents shopping rather than five or six cars. • Blackbird Leys Adventure Playground are teaching children how to sow seeds, bulbs and plants and harvest the vegetables and fruit. They also have a new double-glazed entrance door and are actively energy managing. • Fusion Arts supported the creation of Green Arts Oxfordshire Network and hosted this project since inception in 2022. They supported the creation of certified locally focused carbon literacy training. Fusion hosts green workshops and exhibitions for the Green Arts Oxfordshire Network, Big Green Week and Oxford Land Justice. They also lend out equipment and share materials with other projects.
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	<ul style="list-style-type: none">• Good Food Oxfordshire combats food waste and promotes environmental sustainability. They have developed their tracking of food surplus used across their work to ensure that their reporting captures the amount of food surplus saved and carbon emissions saved as a result. They also created a Social Return on Investment metric to quantify the value of surplus food redistributed, thereby reducing carbon emissions.• Homestart worked with Better Housing Better Health to devise a cost-of-living toolkit for families that included energy saving advice. As well as being shared with volunteers to cascade and implement with families, it was shared county-wide with social care and other practitioners in a poverty webinar and is available on their website.• Film Oxford's Christmas lights project at Rose Hill enabled families to create giant & small lanterns using sustainable materials & LED lights. It had an environmental theme called Wondrous Whale Walk to highlight the importance of the oceans and human activity's impact on ocean life. All the free activities were within easy walking distance. Film Oxford also regularly run film courses and create films to raise awareness of environmental sustainability themes, including one for The Broken Spoke, a not-for-profit social enterprise passionate about cycling.• Mandala Theatre raised awareness of environmental issues through their 'Seed Guardians' project which focused on sustainability and food and how to combat Food insecurity. All artists travelled by train. They also developed a Youth Theatre Festival 'Uncaging our World' focused on Climate Change and Sustainability.• Makespace bring empty buildings and their materials back into use. They have retrofitted to improve energy efficiency (insulation, double glazing, LED lighting, new boilers, electric heaters etc.), upgrading buildings from an E to a C rating, managing tight budgets creatively, and adopting smarter building management. Appliances are demountable to ensure they can be relocated when leases end. Their buildings run on 100% renewable electricity and green gas. Designs prioritise reused materials to support the circular economy. The Oxford Climate Collective held its first public event in their event space which has also hosted Community Action Groups of Oxfordshire for art and climate workshops and supported Land Justice Oxfordshire, allowing them to meet and organise free of charge. Other environmentally focused groups benefiting from this space include Oxford Livable Streets, The Soil Association, Just Stop Oil, Transition by Design, One Planet Abingdon, and Low Carbon West Oxford.• My Life My Choice ran their Travel Buddy project supporting members to travel independently on public transport, by walking, and by bicycle. One staff member travels to different localities to save many people travelling to a central location.
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	<ul style="list-style-type: none"> • Oxford Playhouse installed air curtains across all the foyer doors in September 2023, to minimise heat loss. A number of other changes including lagging pipework, double glazing and changing to LED bulbs have delivered 20% savings on heating costs and 16% on electricity usage. • Oxfordshire Youth Enterprise delivered workshops on how to become more aware of your carbon footprint, how to keep warm in an environmentally friendly way and how to create natural dyes through foraging for artwork projects rather than buying chemical based items in plastic wrappers. • Pegasus Theatre involved young participants in our environmental sustainability and zero carbon action plan, building and sharing knowledge to help them play a role in shaping and contributing to a greener future. Their building is A+ rated for energy efficiency. • The Story Musuem joined the Too Good To Go scheme to reduce food waste and saved an equivalent of 950kg CO2 between April 2023-March 2024. They also get their used coffee grounds collected via Bio-Bean. A total of 512kgs of wet waste coffee was converted into logs and other bio-products and offsets 416kgs of CO2e from entering the atmosphere. This is the equivalent of planting 0.48 acres of trees per year.
Partnership working and cross-sector support	<ul style="list-style-type: none"> • All grantees work positively with multiple partners – many cross sector and wide ranging. Some examples are listed below. • African Families in the UK work with a wide range of partners including Oxfordshire County Council, Oxfordshire Youth and Blackbird Leys library who provide a range of support including funding, a homework support club and English classes. • Ark-T work with a wide range of organisations including OX4 Food Crew, Dementia Oxfordshire, Christians Against Poverty who offer debt relief advice, TORCH informal education bite-sized talks (Oxford University’s Research Centre in the Humanities) and with Oxfordshire Talking Therapies. • Arts at the Old Fire Station share a building with Crisis and partner with them to support people experiencing homelessness to find community, train, be creative, and help run the arts centre. Other partners include the Marmalade Planning Group (including national organisations and senior managers from Integrated Care Board, Oxford City Council and Oxfordshire County Council) and Damascus Rose Kitchen who operate the café. They worked with over 90 partners through their storytelling evaluation methodology including a No Recourse to Public Funds collaboration (Connection Support, Asylum Welcome, Oxfordshire Homeless Movement and Aspire), Lived Experience Advisory Forum, Refugee Resource, Oxford Hub, Home-Start Oxford, Active Oxfordshire, Age UK, African Families in the UK. They collaborate with cultural partners including Oxford Playhouse and New Theatre Oxford to deliver the Offbeat festival.

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	<ul style="list-style-type: none"> • Citizen’s Advice Oxford work with a wide range of partners including Oxford City Council/County Council, Westgate Library; Bullingdon, Cutteslowe and West Oxford Community Centres; food larders provided by SOFEA and City Food Bank. The following are signed up to refer to and from Citizen’s Advice Oxford including: Advance Charity, Agnes Smith Advice Centre, Asylum Welcome, Barton Advice Service, Better Housing Better Health, Christians Against Poverty, CLOCK (legal outreach). Connection Support, Crisis, Elmore, Macmillan Benefits Advice, Oxford Mutual Aid, Rose Hill & Donnington Advice Centre, Turpin and Miller • Film Oxford partnered with the Old Fire, Oxfordshire Community Support Services, Oxford Mencap, Together! International Film Festival 2023 and Oxford City Council to deliver the Shadowlight project for film makers with learning disabilities. • Good Food Oxford work with Waste 2 Taste, Damascus Rose Kitchen CIC, Flo’s the Place in the Park, No Vice Ice, Oxford Community Action Kitchen CIC, Ark-T, Oxford Mutual Aid, Oxford City Farm and Donnington Doorstep to redistribute surplus food. • Homestart work with a very wide range of partners including Health Visitors, Family Support Services, Social Workers, community hubs, charities e.g. Reducing the Risk of Domestic Abuse, food banks, larders, community fridges, churches, supermarkets, organisations like Play2Give, and hardship grant providers, the Infant-Parent-Perinatal Service, Mind Men’s Health Group, Care4Calais, Autism Champions, My Vision Oxfordshire, Early Lives Equal Start, Together with Migrant Children, Story Museum, Modern Art Oxford, Pegasus, North Wall, Oxford Playhouse, Circus Star, Active Oxfordshire, You Move, Muddy-Foot, leisure centres/playgrounds, Leverhulme Centre for Nature Recovery researchers. They lead the Early Years Network (over 50 VCS member groups). Other links include Inclusive Economy Partnership Working Group, Mental Health Concordat Group, ICB Mental Health Action Group, Men’s Health Partnership, Littlemore Health & Wellbeing Partnership, Well Together and local networks. • Justice in Motion worked with many partners including Oxford City Council, Barton Neighbourhood Centre, Oxford Youth Ambition, Dancin’ Oxford, Arts at the Old Fire Station and the University of Oxford to develop and deliver CODE (County lines) and Resisdance telling the story of Ukrainian refugees. • Leys CDI works with 38+ partners including delivery partners, funders, sponsors and supporters • Contemporary Music work with Oxfordshire Music Hub, the County Music Service, Oxfordshire Libraries, Inspire Sounds, the Pit Rivers Museum, the Young Women’s Music Project, Flo’s in the Park, Tandem and Covered Market to deliver Listen Up and other projects.
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	<ul style="list-style-type: none"> • Oxford Hub worked with Activate Learning to identify, procure and deliver courses for the local community; with Citizens UK for training staff, volunteers and local people and with providers delivering support in Windale: e.g. Oxfordshire Play Association run play sessions, Oxfordshire Breastfeeding Support provide Infant Feeding Advice and Gloji run family health and wellbeing sessions. • Oxford Playhouse work with: Age UK/GLAM and MOX to run social events and a memory project for isolated older people; Keen to run 23 free inclusive drama workshops for people regardless of ability or disability; Yellow Submarine to deliver work experience placements for young people with learning disabilities, and over 50 organisations including (to name only a very few) Oxford Hub, Aspire Oxford, Home-Start, The Archway Foundation, Children Heard and Seen, Helen and Douglas House, Oxon Deaf Children's Society. • Pegasus worked in partnership with the ROAR collective including Ark-T, Oxford Playhouse, The North Wall, Old Fire Station, Film Oxford, My Life My Choice, KEEN, Yellow Submarine and My Vision Oxfordshire to develop and host the ROAR disability arts festival in 2024. • The Story Museum worked in partnership to deliver several projects including with Berin Centre, Donnington Doorstep, Peeples & Growing Minds in Littlemore, and Home-Start from Rosehill Family Centre to deliver the Start a Story project; Headington Partnership to deliver Expert Explainers, schools and teachers across the South East to deliver the Reading Teachers project and with ACKHI and TORCH to deliver Caribbeanity Now.
Health and wellbeing	<ul style="list-style-type: none"> • Advice Centres supported people to reduce debt, maximise income and reduce the risk of homelessness. They helped residents into a better position to be able to manage their finances and overall health and wellbeing, particularly those with mental health issues. They also helped to resolve issues that have impacts on people's health, such as mould and disrepair in rented properties, food poverty and fuel poverty. • Arts at the Old Fire Station provide personal, multi-layered support for people experiencing homelessness. They also offer space for creative activities for all, which increase people's sense of belonging, creativity and enjoyment. • Ark-T ran monthly community Hub Days fostering an inclusive environment where individuals are not only welcomed but empowered to explore and express themselves freely. People, often overlooked by traditional services, connected with others who share similar experiences, in a non-clinical setting. The team includes Mental Health advisors from the NHS and skilled Wellbeing practitioners who lead engaging Arts and Crafts activities to improve mental health and overall wellbeing. • Asylum Welcome supports health and wellbeing for people

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	<p>who may be struggling with significant health and mental health issues. The arts and sport which our refugee-led initiatives are facilitating have been well documented to support health and wellbeing. Healthcare in general is a major issue for many clients. The Health Access Group, facilitated by refugee doctors, addresses inequalities in healthcare access and supports clients in accessing the NHS and dental treatment. They provide materials in multiple languages.</p> <ul style="list-style-type: none"> • Barton Community Centre's weekly Umbrella Club supports older single men who generally struggle to socialise. They now socialise regularly outside of their weekly meetings, sharing meals in each others homes, watching TV programmes, films and sporting events together and regularly enjoying the various coach trips that are on offer. They also offer a free Café on Tuesdays during the larder hours for people to socialise. • Blackbird Leys Adventure Playground provided fruit and freshly prepared meals for the children at the after school club as well as many outdoor physical activities • Donnington Doorstep's community kitchen has been a cornerstone in promoting health and wellbeing for families in our community. By providing access to nutritious meals and fostering a supportive environment, we have made a significant impact in nutritional support, promoting healthy lifestyles, mental health and social connection. The community kitchen serves as a social hub, where families can connect, share experiences, and support each other. • Film Oxford's work with people with learning disabilities provides creative social activities in a safe, supportive space, which is beneficial for mental health and combats loneliness and isolation. In addition to group activities, they also work one-on-one with individuals, liaising with caregivers to provide individual and tailored support. • Good Food Oxford demonstrated their impact on food support and community wealth building, directly linked to improved health outcomes for local communities. • Homestart enables parents, many experiencing mental health difficulties, to increase their self-esteem, become more resilient, and increase support networks, therefore reducing isolation. They enable parents to become emotionally available to their children and help to address needs ranging from poor housing to safeguarding concerns. Families are supported to find an NHS dentist, attend health appointments, and to seek specialist mental health support. • Makespace runs initiatives like the Playkit, and daytime events for parents with young children such as the Hip Crowd. They offer regular meeting space for the Lighthouse group, a parent support group, and have run an event with Care Collective on creative responses to pain and gendered pain. • My Life My Choice started a new health project in partnership with the Integrated Care Board and runs a walking club,
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	<p>training workshops, Gig Buddies project to reduce loneliness as well as successfully campaigning to prioritise people with a learning disability on NHS waiting lists.</p> <ul style="list-style-type: none"> • My Vision Oxford's engagement work decreases loneliness and isolation, increases independence and confidence, and therefore improving overall mental wellbeing. People are transformed in the way they deal with their disability and advocate for themselves, as well as broadening their horizons and attending more events locally. City of Oxford College also put on a wellness day for our clients. • Oxford Contemporary Music Listen Up! and Music Matters projects enabled people to have a stronger sense of self-awareness through music-making, particularly by writing lyrics, get a sense of achievement through developing new skills and feel a sense of belonging and shared identity with new friends. • Oxford Hub run many sessions in the Windale Hub that focus on mental or physical wellbeing. For example, Puzzles and Games for peer support for lonely and isolated residents, Parent Power to increase parenting confidence and connections, Family Fitness and Gloji energy sessions. They also participate in local health and wellbeing partnership sessions at the Leisure Centre. • OVADA the effects of creativity on health and wellbeing are well known and documented – the organisation also enables people to be part of a community and to have a voice. • Oxford Playhouse The health benefits of going out, meeting people, expressing yourself through drama and attending performances are well-documented – <i>‘One of our support staff reported seeing children laugh in a way we don't get to see in the school day’.</i> (Feedback from headteacher). For the later-in-life, Social Thursdays helps to address issues of isolation, providing social and intellectual stimulation. • Oxfordshire Youth Enterprise delivered workshops in relation to issues around health and wellbeing in weekly drop in sessions including sexual health awareness. • Pegasus supports the social and emotional wellbeing and development of young people through consistent involvement in creative activity and cultural events which build confidence, raise self-esteem and place young voices at the centre of the process. • Young Women's Music Project provides a safe space and stable source of community and support. Young people learn skills that can open up career opportunities, and express themselves through music, giving them confidence to actively participate in community. They build up peer-to-peer support networks and receive trusted support from staff who have been participants themselves.
Attracting additional funding	<ul style="list-style-type: none"> • See Appendix 3 – funding leverage

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<p>Innovation</p>	<ul style="list-style-type: none"> • Arts at the Old Fire Station storytelling evaluation methodology is helping to innovate the monitoring and evaluation of projects; their Marmalade planning group and festival is an innovative platform to share ideas around systems change and place making. • Film Oxford's innovative projects and films have been internationally recognised by being included in film festivals e.g. Together! International Online Disability Film Festival – UK; Oska Bright International Learning Disability Film Festival (including one winner) – UK; International Festival "Reflection of Disability in Art" – Greece; Big Syn International Sustainability Film Festival, London; Videograma International Video Art Festival – Columbia; An/other Disability Film Festival – Australia • Fusion Arts has led the way in creative activation of temporary space in the city – as the first multi-site meanwhile use provider in the city. Fusion Arts supported the 'Meanwhile in Oxfordshire' programme as part of the advisory Board and continues to innovate by activating spaces e.g. Depot. • Good Food Oxford collated stories of social enterprise among the OX4 Food Crew organisations to develop a better understanding of how the concept of Community Wealth Building can be applied in practice in food-enterprises. By applying the SROI metric to community food groups they have a new and tangible measure of the social impact the partner food enterprises can have. To date, the journey of food support organisations to become social enterprises is largely undocumented and the factors of success not clear. This work could pave the way to support more flourishing social enterprises that contribute to community wealth building in areas of deprivation. • IF Oxford science and ideas festival has a well-earned reputation for innovation. The team brings learning from UK, global and local projects and, owing to its range of contributing partners across industry, academic, statutory, third sector, neighbourhood and cultural groups, has examples of impact which include a shift in how young people can be better served by Oxfordshire Youth Justice & Exploitation Service, how home-schooling can be enhanced and how disabled youth can offer biomechanical and communications insights to world-leading choreography, embryology and animal movement research groups. • Makespace's collaboration with Oxford Poetry Library has led to the creation of Oxford's first and only Daytime Open Mic. This innovative monthly event series, inspired by the challenges of parenting small children and the lack of evening event accessibility, is called the Hip Crowd. • Oxford Hub's Our Changing the Narrative series has collected stories from local people and has co-ordinated 3 'Conversations Over Lunch' events to discuss the narrative in
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	<p>The Leys and how to draw out and amplify the positive voices and stories from the local community.</p>
<p>Inclusive economy</p>	<ul style="list-style-type: none"> • Most grantees paid the Oxford living wage, supported local businesses, employ people who live locally and offered CPD/volunteering experiences. • African Families in the UK train users of their service to become peer supporters and advocates. They employ parent advocates and support them to build their confidence as they support others. They pay 4% over the Oxford living wage. • Agnus Smith Advice Centre puts economic fairness at the heart of their work, making sure that people understand their rights and can maximise their disposable incomes, which are then likely to be spent in the local economy. They conduct “better off” assessments to show how getting a job could affect a household’s income (this helps people when making employment-related decisions). They refer people to job support including charitable applications for work clothing. • Arts at the Old Fire Station ran training opportunities for Crisis clients. They began a new ‘Give it a go’ scheme, where clients try working in different areas of the business during drop in sessions. They have had new recruits to their longer training scheme and support 60 volunteer placements. • Aspire helped to boost the participants' digital skills, employability and self employment prospects. They worked in partnership with The Mid-Counties Cooperative to develop and launch a new Work Experience Programme in their East Oxford based food retail stores. The clients therefore developed their employability and several have progressed to establish and develop their own enterprises. This in turn has boosted the local economy for Oxford City. • Asylum Welcome actively redress the extreme barriers to employment suffered asylum seekers and refugees in Oxford. When clients join our co-production or refugee-led cultural initiatives, they also gain in confidence and transferrable skills and some have found voluntary and paid employment after taking part in these initiatives. • Film Oxford supports a strong and fair local economy by providing high-quality participatory filmmaking and arts training and through community outreach work. They provide routes into the UK Creative Industries and also via transferable skills such as teamwork, communication skills, problem-solving, computer literacy, numeracy, English, and time management. Film Oxford has four employees; One is learning disabled, and two others identify as neurodiverse. • Fusion Arts employed 98 Artists – the majority for multiple days and workshops – many local from the Oxford community. Fusion Arts also supports 10 diverse artists with studio spaces

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	<p>(affordable or free). Local grassroots and unwaged have been able to use space for free.</p> <ul style="list-style-type: none"> • Good Food Oxford have worked as part of OX4 Food Crew to provide employment to a diverse range of people who would not otherwise have gained paid work. For example, Damascus Rose have employed 9 women who would not otherwise have entered the workforce due to cultural barriers. • Homestart champion the inclusion of people with lived experience in our team of staff, trustees and volunteers. Their current team brings experience of lone parenting, financial hardship, domestic abuse, autism, child loss, immigration, LGBT+ parenting, adoption and IVF. This year they recruited and trained 11 new volunteers, bringing their total volunteer team to 54. They also recruited two new trustees this year, including a young trustee recruited through Reach Volunteering. • IF Oxford has at its heart the values of an inclusive and fair economy, with the ethos of “those who can afford to pay should”, allowing wealthier and less advantaged organisations to participate culturally together on a more equal footing. Over 600 people get involved in IF Oxford every year and around two thirds of minority content is subsidised by sponsored or grant-funded activity. IF Oxford also gives a shared platform for 200 student and researcher-led groups, 100 business-led groups and 170 charitable or independent community organisations or individuals to highlight career and leisure opportunities in the region. • Makespace employs a sliding scale fee structure, responsive to the needs and social or environmental impact of the groups using the space. They secured funding to offer more subsidised access to the events space in the first half of 2023. They aim to make space as financially accessible as possible, adopting a 'solidarity economy' model. By cross-subsidizing from for-profit groups paying commercial rates, Makespace offer reduced rates to marginalised groups. Over the past year, this model has helped new community groups build audiences, gain resources, and develop sustainability, enabling them to support other organisations in solidarity as they grow. Groups that have benefited include Namvula Voice Coach, Oxford Climate Collective, My Life My Choice, and Low Carbon West Oxford. • Mandala Theatre offers pathways to young people from the Global Majority and White working-class backgrounds into the Creative industries. They do this through training programmes, including Youth Leadership courses and Mandala Young Company. They also offer work experience and placements to young people several of whom are now employed at Mandala. • My Life My Choice Provided paid work for people with a learning disability. They also added additional employment benefits e.g. Health and Life Insurance.
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Appendix 4: Examples of how the Oxford Community Impact Fund criteria were met and delivered 2023-24

	<ul style="list-style-type: none"> • My Vision Oxford delivered Visual Impairment Awareness Training to empower organisations to have the knowledge and confidence to support a visually impaired person, either as a service user, volunteer, or employee. They also ran an event for clients with Oxfordshire Employment Service. • Oxford Contemporary Music Listen Up project ran sound engineering workshops specifically for women, trans and non-binary people with the intention that they will start to be employed in the cities' music scene and help to change the male dominated infrastructure for live music in the city. Their events also increase footfall to the city and associated spend including for their events in the Covered Market. • Oxford Playhouse contributes over £13 million to the City's vibrant social economy. They increase trade within Oxford, benefitting the hospitality, retail and transport sectors. Each year they welcome 60 young people from Oxford's secondary schools to complete a structured work experience programme, and co-appoint an early career director and producer with MCS, who work as associate artists. They also offer bursaries for free or subsidised places at their youth theatre as well as over 2,500 free performance tickets working with partners such as Dementia Oxon, Yellow Submarine, Be Free Young Carers, and Oxford City Council's Youth Ambition programme. • Pegasus Theatre work experience programme continues to thrive with 3 full weeks over the year for 30 young people. Feedback from students and schools about their work experience has been very positive, with praise for the range of carefully planned activities across a week which offer young people the chance to work with staff from several departments and includes task-based challenges, introduces participants to key operational and creative areas, including programming, box office, front of house management, recruitment, facilitation, performance and marketing. • Refugee Resource supports people to access their economic rights. For some clients this means finding appropriate legal advice or providing letters to support applications and appeals for asylum seeker status. For others they provide advice on benefits and finances overall and help people, where possible, to increase their employability and to find work. • The Story Museum The Story Museum's Pathways programme offers career development opportunities for 300+ young people aged 12-25 from Oxford/shire. They work in partnership with schools and FE colleges in Oxford's most underserved communities. The majority of work experience placements went onto volunteer at the Museum; two interns went onto paid work at the Museum and others into FE/work.
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