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Communities Delivery Plan 2023

Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
Embed community-led prevention and early help – Health and Care	Enhance and expand Community Help Points (CHP)	Continue awareness raising activity to signpost people to support available Increase the number and quality of Community Help Points	Targeted promotion Number and source of referrals Reported user satisfaction levels	Automation of referrals - April 2024 Increased number of Community Help Points based on need - September 2023	Cllr Paul Northcott	Claire McIver
	Refresh Staffordshire Connects online directory	Consultation with key stakeholders to secure buy in Agree principles for refresh of existing pages and identify owners, including an approach to make them 'easy to read' Refresh of web pages, to include new navigation Development and implementation of new branding aligned with DoingOurBit	Staffordshire Connects unique hits to H&C landing page Staffordshire Connects unique hits to H&C prevention pages Increase the number of organisations supported to get their details on Staffs Connects	Refresh completed - April 2023	Cllr Paul Northcott	Claire McIver Natasha Moody
	Further develop and expand Community Champions programme	Further develop Community Champions initiative by expanding in Newcastle and Tamworth Deliver Citizen Inquiries in the identified districts and utilise findings to align Community Champions support for local projects Deliver agreed projects, informed by Citizen Inquiry findings	Number of Community Champions Number, level of funding and outcomes of initiatives undertaken	Community Champion projects identified and delivery commenced - March 2023	Cllr Paul Northcott	Claire McIver
	Undertake a Community Inquiry in an initial 5 districts to understand aspirations for and barriers to long term health and wellbeing	Collate insights and learning to understand the needs and wants of communities Through Support Staffordshire co-produce with Community Champions support for local projects to reduce health inequalities	Projects aligned to priorities identified in Citizen Inquiry	Community Champion projects identified - March 2023	Cllr Paul Northcott	Claire McIver
	Promote Supportive Communities internally in order to influence culture change with staff	Scope and agree future Supportive Communities training sessions with Support Staffordshire, as part of the new VCSE capacity building framework contract Develop and deliver relevant internal messages, aligned to the implementation of the Supportive Communities Communications Plan	Campaigns completed Number of website visits to Staffordshire Connected and webpages (bespoke dependent on campaign) Number completed Supportive Communities training User satisfaction from staff attending the training	Ongoing, with dates aligned to the Communications Plan Monitored and measured monthly to identify usage and impact from communication activities	Cllr Paul Northcott	Claire McIver

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
	Embed community offer into the Adult Social Care pathway and strengths based working (including pilot work in Staffordshire Moorlands)	Research voluntary sector provision of non-regulated tasks Develop and deliver the Staffordshire Moorlands pilot, ensuring staff continue to record how they utilise Community and Voluntary Sector assets Continue to facilitate wider networking of VCSE and Social Care staff	Number of ASC clients provided with IAG on voluntary sector assets Number of ASC clients utilising voluntary sector assets Number of Networking events Number and type of participation	Completed - July 2023	Cllr Paul Northcott	Claire McIver Jo Cowcher
	Better Health Staffordshire working with partners to reduce obesity	Develop well-informed and structured partnerships, including the third sector, in each district or borough focusing on reducing obesity	Reduce the % of residents that are overweight or obese (including children & young people (reception year & Year 6) Established and effective partnerships in each district or borough Development of an action plan, based on best practice, reflecting local need in each area Each partnership will subsequently develop their own outcome based measures	Leadership of 3 pathfinder areas transition to local leadership - April 2023 Remaining 5 partnerships established with action plans - December 2023	Cllr Paul Northcott Cllr Mark Sutton	Claire McIver Natasha Moody
Embed community-led prevention and early help - Children and Families	Work in partnership to improve our 'Local Offer'	Review of Staffordshire Connects web pages and continue to develop platform, utilising it to increase resilience and independence.	10% increase in the number of people accessing the Local Offer Improved search functionality Improved feedback on the local offer	Review - March 2023 Further milestones to be established following review work.	Cllr Mark Sutton	Natasha Moody
	Improve children and families health and wellbeing, working with partners to tackle key priorities including mental health, infant mortality, and obesity	Infant Mortality steering group established to develop and deliver a partnership plan to reduce infant mortality Develop new CYP Mental Health Local Transformation Strategy and Plan Working with adult's Public Health on obesity through Better Health Staffordshire (see above deliverable for further information)	Reduce the infant mortality rate (rate per 1,000 live births) A Strategy and Plan for improving CYP mental health across Staffordshire and Stoke-on-Trent is developed and agreed with partners	Infant mortality partnership steering group established - April 2023 Infant mortality action plan developed - September 2023 CYP Mental Health Partnership Development Day - February 2023 Strategy and Plan developed and agreed to meet NHS England timescales - - Autumn 2023	Cllr Mark Sutton	Natasha Moody
	Improve access to early help by developing the Family Hub model	Consultation with partners to take place January 2023 Commence work on referral pathway with internal and external partners Co-work streamlining Corporate Website	% of people who participate in the consultation on the Family Hub Model % of population attending the centres and key services	Consultation with partners - February 2023	Cllr Mark Sutton	Natasha Moody

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
	Deliver Supporting Families (aka BRFC) programme to maintain earned autonomy status	Roll out the new phase 3 criteria and outcome measures Build programme standards into core documents, such as the Early Help Assessment Increase the number of partners directly contributing to the performance outcomes Create updated information sharing agreement with Health partners to better understand a families needs and whether outcomes have been achieved Commence information sharing arrangements with Housing partners to better understand a families needs and whether outcomes have been achieved	Number of Families achieving successful outcomes having accessed Early Help % of families achieving outcomes as a proportion of the annual target set by DLUCH	Ongoing	Cllr Mark Sutton	Natasha Moody
	Review Early Years Offer to enable a comprehensive Best Start pathway to be put in place	Draft Best Start Pathway for Staffordshire's families. Interactive Best Start Pathway developed, published and evaluated.	Best Start pathway mapped Proposed delivery model and plan endorsed by Cabinet	Further milestones to be established following review work.	Cllr Mark Sutton	Natasha Moody
	Deliver community and early help elements of SEND Strategy Delivery Plan, included Accelerated Progress Plan	Continue to deliver, develop, and promote the SEND local offer through local SEND and Inclusion hubs and Staffordshire Connects digital resources, providing advice and signposting to local support Work with families, schools and VCSE sector to develop a Co-Production Charter and Toolkit to support professionals in line with the SEND Accelerated Progress Plan	Parents, carers, families and professionals have input into shaping Staffordshire's co-production approach Co-production charter and toolkit produced. Monitor the impact of the introduction of the charter on families experience of support services to develop and improve professional practice	Continue to review and develop work of SEND and Inclusion Hubs - Ongoing Final draft content of Charter agreed by all co-producers including children and young people - March 2023 One page Charter professionally designed ensuring full accessibility via Easy Read and use of Picture Exchange Communication – April 2023 Launch and signing event – April 2023 Monitor the impact of charter on families experience of support services to develop and improve professional practice.	Cllr Jonathan Price	Tim Moss
Embed community-led prevention and early help - Economy, Infrastructure & Skills	Offer funding through the Climate Action Fund	Establish, manage and operate a successful Community Climate Action Fund in order to assist local communities to build resilience and reduce Staffordshire's contributions to climate change	Number and value of applications received Amount of funding awarded (23/24 scheme) Number of examples of successfully delivered projects	Award 22/23 funding - end of February 2023 Launch of new Climate Action Fund - June/July 2023	Cllr Simon Tagg	Clive Thomson

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
	Work with businesses, other Councils and communities in Staffordshire to produce a joined-up approach to tackling climate change that reaches beyond just the actions of the Authority	Sustainability Board to continue to work with partners and the local community to encourage the climate change agenda, and support any local improvements Deliver a range of Making Staffordshire Sustainable campaigns to raise awareness Give people the skills they need to drive the climate change agenda forward Encourage and support the transition of the Green Economy within Staffordshire	Level of engagement in the Plan Number and reach of campaigns delivered Attendance at events and pledges made Number of unique website visits and social media metrics	Ongoing, aligned with specific milestones in the joint climate change communications plan	Cllr Simon Tagg	Clive Thomson
	Ensure sufficient resources are available to support local businesses in identifying opportunities and understanding carbon impacts.	Identify the resources required to progress the climate change agenda across the council Liaise with Staffordshire businesses to identify opportunities to share expertise between organisations, including the Staffordshire Business Environment Network Economic Development team to develop business support offer that provides expertise and support to local businesses to develop ideas and deliver innovation	Number of businesses who have engaged with SCCs Carbon Tracker SBEN to roll out carbon calculator for businesses	Ongoing	Cllr Philip White	Anthony Hodge
	Establish, scope and understand new Community Highways Offer (dependant on additional funding) working with Members / three-tier partners to identify and deliver local community priorities	Establish scope of the Community Highways offer in terms of available resources and the resolution of liabilities, legal and procurement issues. Establish delivery mechanisms for Member identified priorities, community funded works and self-help initiatives. Work with Members, communities, local councils and the SPCA to refine and promote the offer.	Established initiatives in place Proactive engagement taking place Local community priorities being delivered	Pilot with three tier partners completed - end of March 2023 Engagement with Cabinet Members - February 2023 Further milestones to be established following scoping work	Cllr David Williams	James Bailey
	Renegotiate 5 further Community Managed Library (CML) contracts and leases (Great Wryley, Knutton, Loggerheads, Wilnecote and Brereton) and secure suitable location at Great Wyrley	Continued engagement with potential partner to manage and deliver Loggerheads Library Re-contract with existing partner to manage and deliver Great Wyrley Library for another 5 years Engage with partners for Knutton, Wilnecote and Brereton Libraries	5 contracts and leases renegotiated to promote a thriving and sustainable library offer within Loggerheads, Great Wyrley, Knutton, Loggerheads, Wilnecote and Brereton communities. Suitable location for Great Wyrley Library agreed with partners should the opportunity arise.	Remaining contracts renegotiated by: Brereton Library – April 2023 Knutton and Wilnecote Libraries - contracts signed March 2023	Cllr Victoria Wilson	Catherine Mann

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
Embed community-led prevention and early help - Corporate	Work with residents, communities, businesses and partners to develop a long-term, aspirational Communities Strategy.	Work with partners to seek support for the development of a Staffordshire Communities Strategy, including engagement with the Staffordshire Leaders Board and ICB Design and deliver a range of engagement activities to inform the development of a Communities Strategy, in collaboration with local communities and partners Begin development of a Communities Strategy that sets out the longer term vision and priorities for Communities	Partners agree to the development of a Staffordshire Communities Strategy and have the opportunity to input on the process Range of engagement sessions with residents, partners, and VCSE organisations take place in each district The number and reach of residents and partners engaged on the strategy A Communities Strategy and associated delivery plans are produced and agreed with Cabinet	Agreement with partners – April 2023 Engagement completed – Summer 2023 Draft Strategy developed and shared with key stakeholders for input – Autumn 2023 Strategy agreed by Cabinet – Winter 2023. Strategy goes live - Early 2024	Cllr Alan White	Catherine Mann
	Encourage and inspire Parish and Town Councils to take an even greater leadership role in addressing strategic issues locally.	Ensure Parish Council receive tailored messaging in all relevant communications and DoingOurBit campaigns during 2022 and 2023 Work with interested Parish Councils across Staffordshire to develop local Parish plans and tools to support community led prevention and early intervention at a hyperlocal level Establish additional capacity building support for Parish and Town Councils Work with District and Borough Councils to co-ordinate activity with Parishes at a local level	Regular survey of Parish Councils through SPCA member bulletin and activity to understand the impact of key materials and messaging Local Parish plans developed and toolkit produced, with materials for Members to take this forward Additional capacity building support for Parishes in place and performance measures agreed Opportunities for aligning working locally identified with an agreed approach for next 12 months	Quarterly surveys - starting Spring 2023 Local plans developed - December 2023 Toolkit and Member materials produced for briefings - February 2023 Additional capacity building support in place Spring 2023 District and Borough Plan developed, including identifying engagement opportunities - February 2023	Cllr Victoria Wilson	Tilly Flanagan Pete Barker

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
	Link with Digital Inclusion Working Group, Digital Programme Board and Digital Infrastructure Steering Group to support community elements of Digital Inclusion Action Plan	Key elements of action plan include: -Accelerate delivery of gigabit capable technologies that maximise the benefits for local businesses and residents -Promote digital access, including signposting to digital resources and support, the Good Neighbour Schemes, sharing relevant information and guidance and delivery of the Donate It scheme to those most in need -Increase digital adoption, such as the Volunteer IT buddy scheme to support residents to get online, promotion of community digital skills courses and assistive technology campaigns -Enable rural and digitally isolated communities where market intervention has failed -Raise awareness and understanding of connectivity to tackle the digital skills gap	Increase take up and awareness of Donate IT scheme to meet local need (detailed within Digital Inclusion Action Plan) Take-up of Superfast services at contract closure exceeds 75% 61% premises with Gigabit capability (Current baseline is 55.15%) Work with 40 communities to develop community-based fibre projects accessing the Project Gigabit voucher and Staffordshire "top-up" funding	Ongoing, timescales for delivery can be found in the action plan, with progress reviewed on a quarterly basis Ongoing, in line with Government targets for Project Gigabit	Cllr Ian Parry	Laura Ballinger
	Improve support for Staffordshire's Armed Forces community against a set of priority areas, by working with partners through a reconvened Armed Forces Partnership Group	Gain a better understanding of the Armed Forces community and their needs through a range of data and information, to help match providers of services to areas of need Identify key national and local organisations supporting the Armed Forces community to help inform our IAG approach Review and improve information and signposting for our Armed Forces community, through measures such as improved webpage content and greater links with Staffordshire Connects and Staffordshire Help points	Increase in the number of veteran friendly GP practices Increased visits to information pages on SCC website and Staffordshire Connects SCC to achieve MOD Employee Recognition Scheme gold status	Review of existing national and local support for AF completed – March 2023 Initial analysis of AF data and information completed – April 2023 Improved IAG offer for AF in place – April 2023	Cllr Alan White	Cristian Marcucci

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
Promote community action and build community capacity	Deliver priorities for year 1 for Lot A (VCSE Capacity Building and Supportive Communities)	Work with Public Health to ensure delivery of key activities in the VCSE Lot A delivery plan: - Capacity Building and Sustainability, including VCSE sector development and funding support - Volunteering, including volunteer brokerage, promotion and support - Engagement, including hosting VCSE networking forums and supporting the Community Champions programme - Information, Advice & Guidance (IAG), including connecting the VCSE to training and supporting SCC IAG work - Representing VCSE at key strategic forums - Communications, including working with SCC on DoingOurBit and Supportive Communities campaigns	Deliverables and metrics set out in Lot A delivery plan are delivered successfully Specific details on deliverables and metrics can be found within the Lot A delivery plan	Contract Review - 16th January 2023, 17th April 2023 and 7th July 2023 Year 1 end - 31st July 2023 Timescales for delivery of individual activities can be found in the Lot A delivery plan.	Cllr Victoria Wilson	Wendy Tompson Claire McIver
	Deliver priorities for year 1 of Lot B (Supporting Young People - including children, young people & families voice and representation)	Ensure delivery of key activities in the VCSE Lot B delivery plan: - Staffordshire Young People's Offer, ensuring sufficient positive activities and targeted earliest help support - Youth Participation, facilitating Staffordshire's membership of UK Youth Parliament, Make your Mark and Bremen Friendship programme - Specialist CYPF Capacity Building and provision of specialist support for VCSE organisations working with young people - Earliest Help and Place Based Approach, working with the Council and partners to raise awareness of earliest help and support the VCSE sector	Deliverables and metrics set out in Lot B delivery plan are delivered successfully Specific details on deliverables and metrics can be found within the Lot B delivery plan	Contract Review - 24th January 2023, 25th April 2023 and 25th July 2023 Year 1 end - 31st July 2023	Cllr Victoria Wilson	Wendy Tompson Natasha Moody

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
	Manage our grant programmes with Lot C partners as required	Work with Commissioners to manage grants through the Framework where appropriate: - Working with procurement to undertake mini competition process as part of the framework - Commissioners to work with the successful provider to manage each grant scheme - Align management of grant schemes with performance management of the VCSE Capacity Building Framework	Grant programmes are commissioned and successfully managed as required through VCSE Capacity Building Framework as required Amount of additional funding from Staffordshire that has been distributed to the voluntary sector through Lot C the framework Number of VCSE organisations that have received additional funding through Lot C of the Framework	Deliver any grant call offs as required - ongoing	Cllr Victoria Wilson	Wendy Tompson
	Develop and deliver a communications plan for the next phase of DoingOurBit, aligned to corporate Communications priorities	Communications plan developed and agreed Promote DoingOurBit messaging as required in relevant campaigns throughout the year Undertake 4 specific DoingOurBit campaigns to promote the new website and refresh the messaging on DoingOurBit and key themes, including health and wellbeing, climate change and 'lending a hand'	DoingOurBit communications plan agreed and associated campaigns delivered Increase in number of unique page visits to the new DoingOurBit.info campaign Increase in number of visits to campaign related IAG sources with specific campaign messaging Number of social media impressions on DoingOurBit campaigns – targets to be agreed with stakeholders during development of each campaign Specific behaviour change metrics / case studies associated with each campaign (e.g. volunteering, climate change and health and wellbeing) - to be agreed with stakeholders during development of each campaign	DoingOurBit specific campaigns: February 2023 - refresh of messaging and website re-launch April 2023 - Clean, Green and Safe June / July 2023 - Lending a Hand October 2023 - Health and Wellbeing DoingOurBit messaging in relevant campaigns throughout the year	Cllr Victoria Wilson	Cristian Marcucci
	Update the DoingOurBit website (DoingOurBit.info) to support these campaigns and provide a portal of information to support community action	Review DoingOurBit.info website Update DoingOurBit.info website based on findings of review Prepare for launch and inform stakeholders Launch website and promote with communications campaign	DoingOurBit.info website review conducted DoingOurBit.info website refreshed so that information is updated and easier to navigate Increase in number of unique page visits to the new DoingOurBit.info campaign over next 12 months	Website update - February 2023 Prepare for launch and inform stakeholders - February 2023 Launch website and promote with campaign - February 2023	Cllr Victoria Wilson	Helena Hornby

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
	Explore opportunity to align messaging with VCSE partners / campaigns	Discuss DoingOurBit with VCSE Capacity Building Framework partners to identify collaboration opportunities Build any additional DoingOurBit activity into Y1 VCSE Delivery Plans as required Work with VCSE Capacity Building Framework partners to promote ongoing DoingOurBit campaign messaging throughout the year	VCSE Capacity Building Partners and SCC identify opportunities for further collaboration on DoingOurBit DoingOurBit messages and campaigns promoted to the VCSE sector through partner channels Number of VCSE groups involved in delivery and promotion of DoingOurBit campaign messaging	DoingOurBit specific campaigns: February 2023 - refresh of messaging and website re-launch April 2023 - Clean, Green and Safe July 2023 - Lending a Hand October 2023 - Health and Wellbeing DoingOurBit messaging in relevant campaigns throughout the year	Cllr Victoria Wilson	Adam Rooney
	Deliver the 2022/23 Members Community Fund, distributing grants to local community organisations	Process all applications received ahead of funding use deadline Take annual report on fund to County Council, including examples of impact within communities	Amount of funding spent Number of unique organisations supported Match funding secured and total value Funded projects contribution to the aims of the fund Full Council receive report on Members Fund 2022/23	Deadline for full use of money - 21st March 2023 Report received / discussed by Full Council - July 2023	Cllr Victoria Wilson	Kate Loader
	Design 2023/24 Members Community Fund	Identify and agree focus for the 2023/24 fund with key stakeholders Begin promotion of 2023/24 fund and stakeholder engagement (e.g. Members) Review governance and approval systems for fund, making further improvements as required Launch and ongoing promotion of 2023/24 Members Fund	Focus of 2023/24 fund agreed and approved by key Cabinet Leads Governance and approval systems reviewed and agreed with MADS and Key Cabinet Leads Fund successfully launched and promoted	Focus for 2023/24 fund agreed - February 2023 Promotion of 2023/24 fund begins - March 2023 Governance and approval systems agreed - April 2023 Launch fund - April 2023	Cllr Victoria Wilson	Kate Loader
Support the organisation and others to have a communities mindset	Review our current social value process and make recommendations for developing the Council's approach.	Draft a proposal for taking forward our approach to social value Discuss social value and any recommendations with the Communities Leadership Group Discuss and agree way forward in relevant forums / boards (e.g. SLT) Implement delivery of agreed social value approach.	Social value proposal and recommendations developed and agreed New approach / recommendations implemented Social value measured using agreed approach (e.g. TOMS Framework)	Draft proposal completed - Spring 2023 Draft proposal discussed at CLG - Summer 2023 Recommendations agreed and implemented - Autumn 2023	Cllr Victoria Wilson Cllr Mark Deaville	Ian Turner

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
	Develop some volunteering principles and guidance to clarify offer for SCC volunteers and support staff in managing volunteers	Volunteering principles developed and tested with volunteers in Libraries, Children's Centres and young people

Volunteering guidance reviewed and developed following input from SCC volunteering leads, HR and Health and Safety (Volunteering Task and Finish Group)

Discuss draft volunteering principles and guidance with CLG

Discuss draft volunteering principles and guidance with SLT and Cabinet

Volunteering principles and guidance go live and are available for staff / volunteers to access online | Volunteering principles and guidance successfully tested and developed with key staff, VCSE partners and volunteers

Cabinet and SLT agree to a set of principles for how we work with volunteers

Guidance on volunteering and how to best support volunteers is available and accessible for all staff and volunteers

Number of visits to online sources of volunteering IAG for both staff and members of public | Draft principles and guidance document shared with SLT and Cabinet - Summer 2023

Principles and guidance document goes live - Autumn 2023 | Cllr Victoria Wilson | Catherine Mann |
| | Review and produce community engagement guidance and toolkit, using learning and working alongside the Public Health Community Champions programme | Review national and local examples of community engagement good practice and approaches, including working with Public Health to use the learning of Community Champions

Develop draft toolkit, guidance and supporting materials informed by learning and engagement of key stakeholders

Test and shape first draft with key stakeholders

Refine and secure sign off through appropriate governance channels

Launch and embed across the organisation | Principles and guidance successfully tested and developed with key staff and relevant partners

Guidance on delivering effective engagement and how to access support is available and accessible for all staff

Unique visits to web pages and positive feedback on use of guidance and toolkit in engagement activities | CLG to shape guidance - February 2023

Review of guidance goes live - April 2023

Access to guidance and toolkit promoted - May 2023

Officer feedback on usage and impact - November 2023 | Cllr Victoria Wilson | Wendy Tompson |
| | Work with representatives from key Corporate Support functions (Property, Legal, Procurement etc) to explore barriers to Community working in more detail and establish a way forward. | Engage with stakeholders (including SCC commissioners and VCSE partners) to get feedback on current processes

Establish working group with Corporate colleagues to discuss feedback and potential opportunities

Develop plan and discuss with CLG | Corporate working group established

Opportunities to reduce barriers to community working identified

Action plan developed and discussed with CLG | Working group convened - Spring 2023

Scoping paper at CLG - Summer 2023 | Cllr Victoria Wilson | Catherine Mann |

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Strategic Objective	Deliverable (We will...)	Key activities	Measures of Success	Milestones	Cabinet Lead	Officer Lead
	Develop a year-long internal communications plan to raise awareness of the communities agenda	Strategy and Communications to develop 12 month plan Draft plan to be discussed with CLG Deliver 12 month plan, including one type of communities related communications activity each months, such as: - Communities related news updates - Case studies on effective community working - Promotion of community related events (e.g. volunteers week) Ensure there is a Communities focused agenda on the Business Brief at least twice a year	Internal communications plan developed and agreed Internal communications plan delivered Increase in staff interaction with communities related content on StaffsSpace Number of visits to StaffsSpace Communities page Communities related items appear at Business Brief Awareness raised with staff of Communities related work and tools	Business Brief progress updates - February 2023 and July 2023 Plan implemented - December 2023	Cllr Victoria Wilson	Cristian Marcucci Adam Rooney