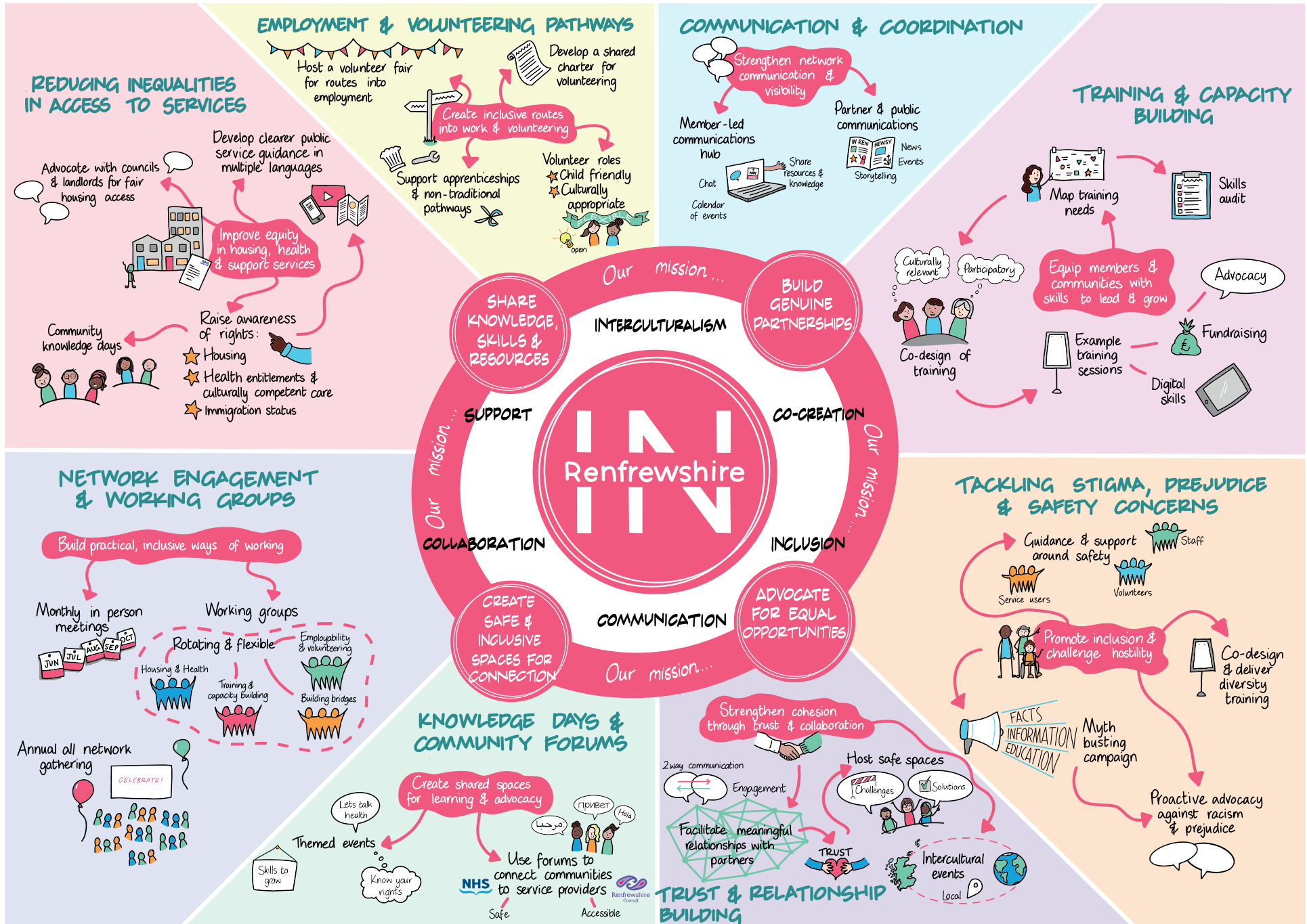


INTEGRATION NETWORK RENFREWSHIRE (IN-REN) STRATEGIC ACTION PLAN



A strong, connected network that empowers communities, builds trust, and creates lasting change through collaboration, learning & advocacy.

Integration Network Renfrewshire (IN-Ren) Strategic Action Plan



The Integration Network Renfrewshire (IN-Ren) is a collaborative and evolving network that brings together organisations, groups, and individuals to strengthen cohesion, inclusion, and opportunities for ethnically and culturally diverse communities across Renfrewshire.

IN-Ren is designed to be flexible, adaptable, and co-created by its members. Priorities are shaped through ongoing dialogue, shared learning, and collective decision-making. Actions will be reviewed and adjusted over time to ensure the network remains responsive to community needs and ambitions.

This plan brings together the discussions and contributions from our initial network days (July–August 2025), where members highlighted community challenges and the network’s potential role in addressing them. It consolidates everything shared into one accessible document, supported by a visual illustration of the action plan.

Together, these form an initial, adaptable roadmap that will continue to evolve as the network grows — the starting point of a shared journey.

Since the relaunch of IN-Ren in June 2025, organisations working with ethnically and culturally diverse communities — alongside individuals from across Renfrewshire — have engaged with the network. At the time of writing (September 2025), IN-Ren has 31 active member organisations and grassroots groups, with interest continuing to grow as momentum builds.



Vision

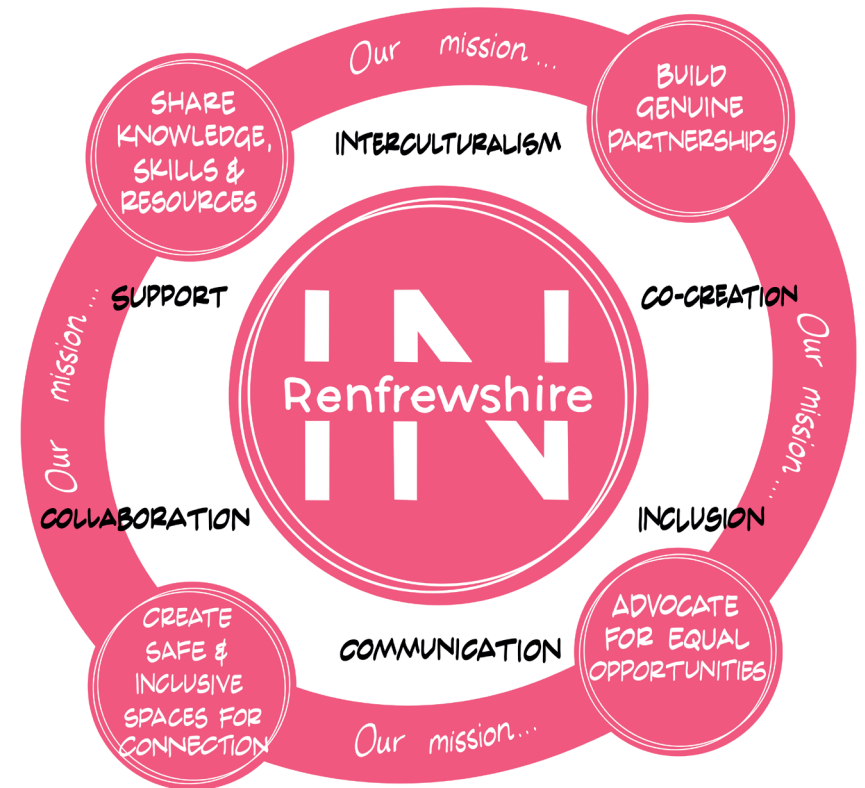
A strong, connected network that empowers communities, builds trust, and influences change through collaboration, learning, and advocacy.

Values

- Interculturalism
- Co-Creation
- Inclusion
- Communication
- Collaboration
- Support

Mission

- Sharing knowledge, skills, and resources
- Building genuine partnerships
- Advocating for equal opportunities
- Creating safe and inclusive spaces for connection



Guiding Principles



Trust First

Build safe spaces internally before engaging external stakeholders.

Inclusivity

Ensure no member or community is excluded from opportunities or resources.

Cultural Sensitivity

Adapt approaches to diverse cultural expectations and practices.

Resilience

Strengthen capacity within the network, not reliance on external experts.

Advocacy

Act collectively to influence housing, health, support services, and equality policy.

Sustainability

Build on existing efforts for consistency, legacy, and long-term impact.

Strategic Priorities & Actions

1. Reducing Inequalities in Access to Services

Objective: Improve equity in housing, health, and support services.

- Advocate with councils and landlords to ensure fair housing access.
- Develop clearer public service guidance in multiple languages and formats.
- Raise awareness of housing rights, health entitlements, and issues linked to immigration status (e.g. NRPF, asylum process).
- Host Community Knowledge Days focused on housing, health, rights, and navigating services.
- Improve access to information by creating a resource guide for communities.
- Provide culturally competent care and wellbeing programmes, including trauma support.

REDUCING INEQUALITIES IN ACCESS TO SERVICES

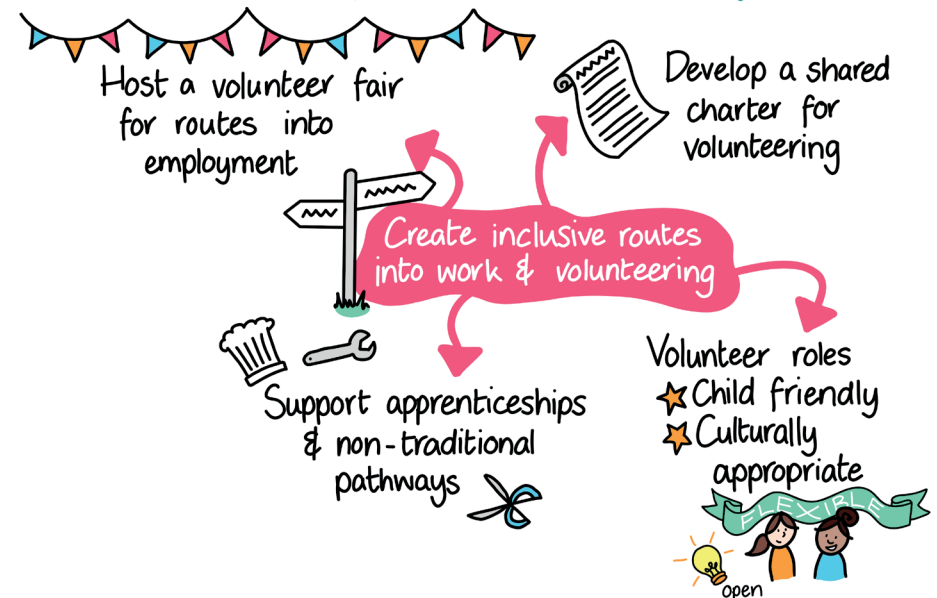


2. Employment & Volunteering Pathways

Objective: Create inclusive routes into work and volunteering.

- Host a Volunteer Fair showcasing routes into employment and leadership.
- Develop a shared Charter for Volunteering to ensure fair treatment.
- Promote child-friendly and culturally appropriate volunteering roles
- Support apprenticeships and non-traditional pathways beyond mainstream education.

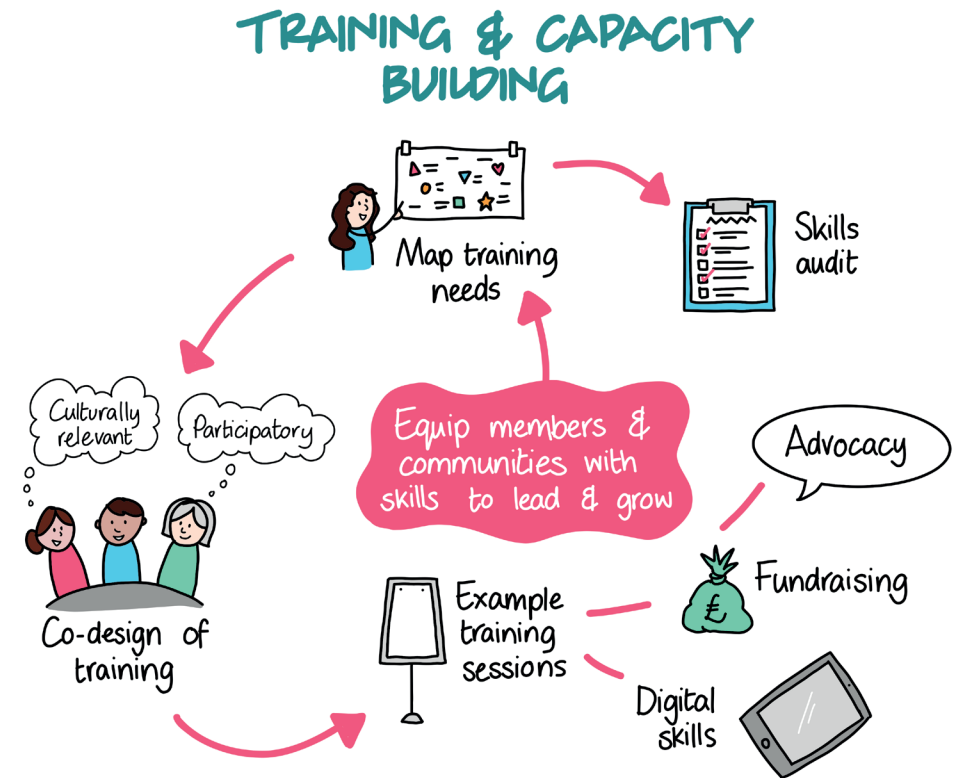
EMPLOYMENT & VOLUNTEERING PATHWAYS



3. Training & Capacity Building

Objective: Equip members and communities with the skills to lead and grow.

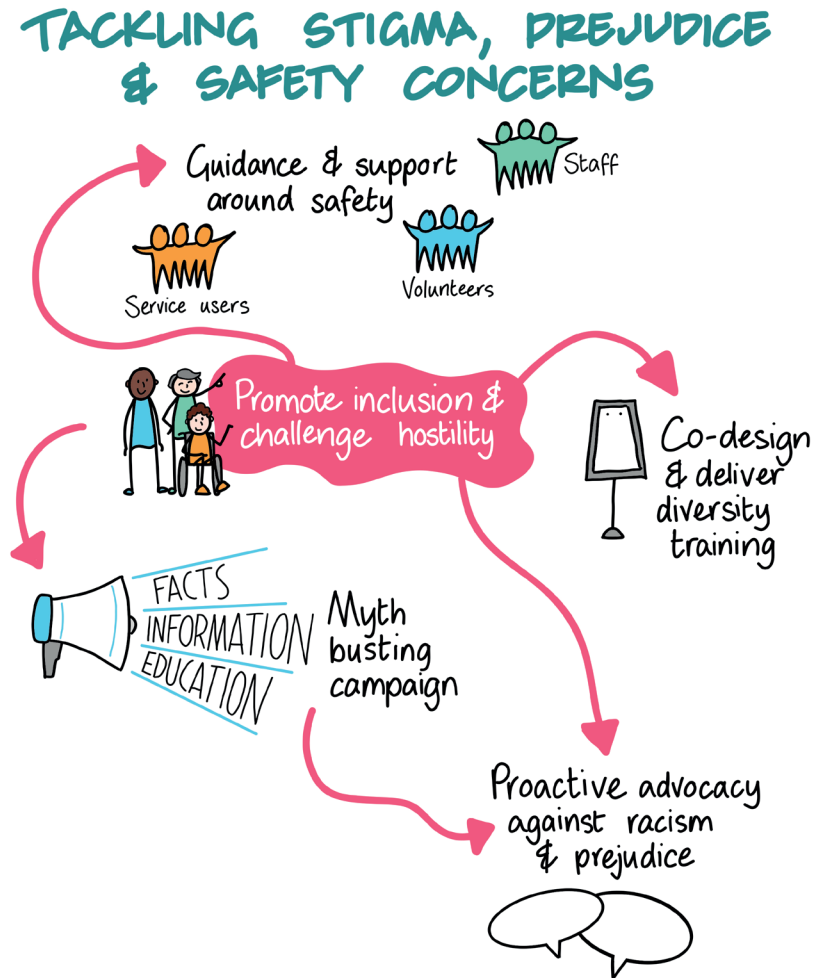
- Map training needs through skills audits.
- Deliver priority training on: grant writing & fundraising, leadership & communication, immigration rights & entitlements, digital literacy & IT skills, safeguarding & policy compliance, mental health awareness, advocacy & influencing, and conflict resolution in diverse groups.
- Co-design training using culturally relevant, participatory approaches
- Apply train-the-trainer models to cascade knowledge



4. Tackling Stigma, Prejudice & Safety Concerns

Objective: Promote inclusion and challenge hostility

- Launch creative myth-busting campaigns, supported by experienced partners and existing resources.
- Provide guidance and support for staff, volunteers, and service users on safety and tackling hostility.
- Advocate proactively against racism, prejudice, and far-right narratives.
- Deliver diversity training designed and led from within the network.

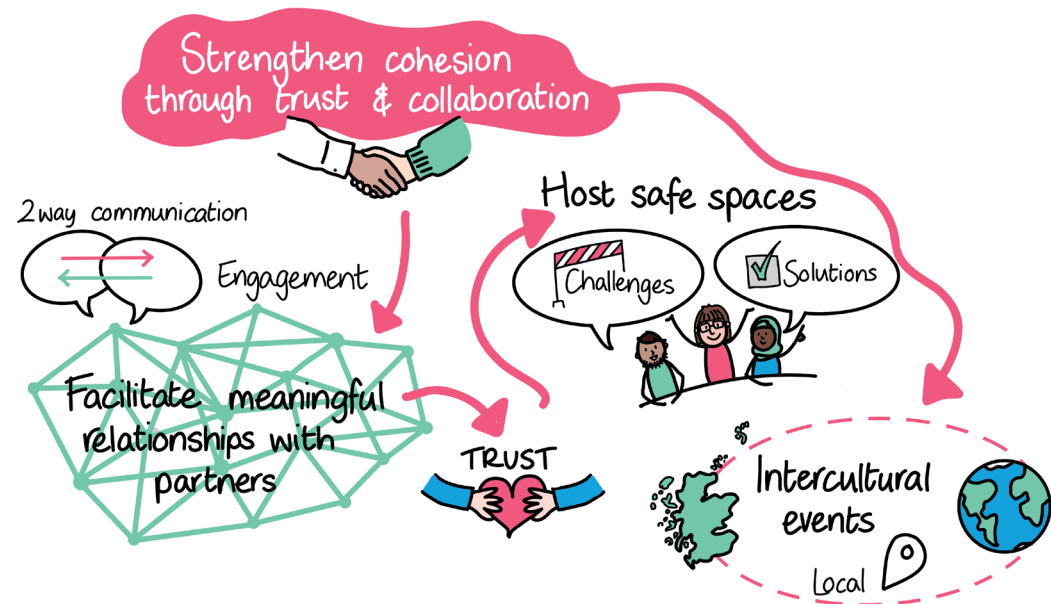


5. Trust & Relationship-Building

Objective: Strengthen cohesion through trust and collaboration.

- Facilitate meaningful, two-way stakeholder engagement.
- Foster intercultural dialogue through events connecting ethnically diverse communities and the host society.
- Strengthen multi-agency links with public sector bodies (councils, schools, NHS, statutory services) and third sector partners.
- Host safe spaces for dialogue on shared challenges and solutions.

TRUST & RELATIONSHIP BUILDING

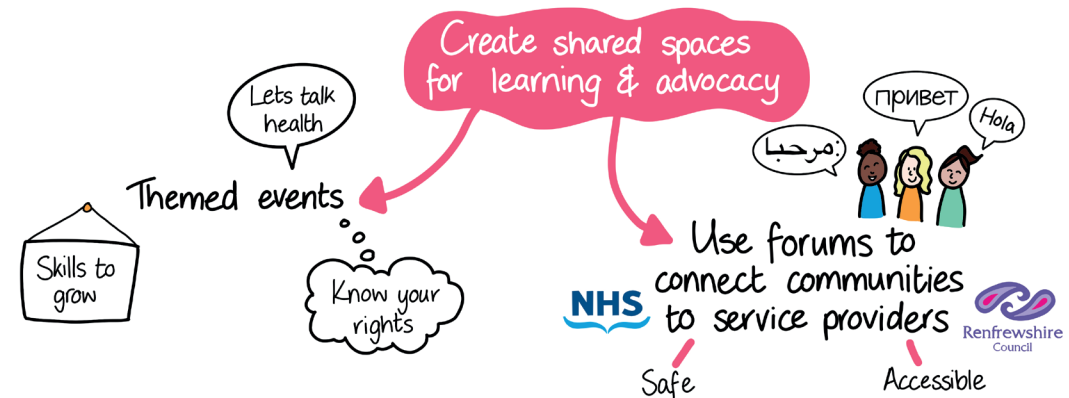


6. Knowledge Days & Community Forums

Objective: Create shared spaces for learning and advocacy.

- Host themed events such as Know Your Rights, Let's Talk Health, Skills to Grow, and Culture Fest.
- Use forums to connect communities with service providers in safe, accessible ways.
- Host Community Knowledge Days focused on housing, health, rights, and navigating services.

KNOWLEDGE DAYS & COMMUNITY FORUMS

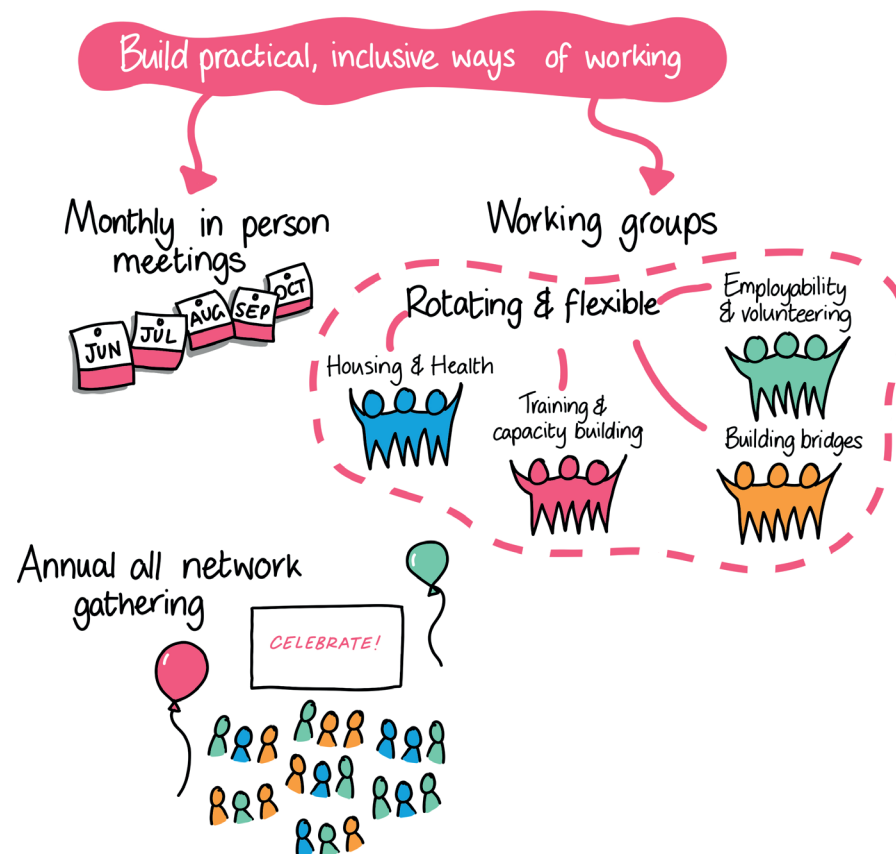


7. Network Engagement & Working Groups

Objective: Build practical, inclusive ways of working.

- Organise working groups around four main themes: housing, health & wellbeing, training & capacity building, employability & volunteering, and building bridges.
- Introduce cross-cutting themes: justice and human rights, youth voice, and education.
- Offer flexible, rotating membership in working groups to encourage participation without obligation.
- Hold monthly in-person meetings (with hybrid options considered in future).
- Host an annual all-network gathering for review and celebration.

NETWORK ENGAGEMENT & WORKING GROUPS

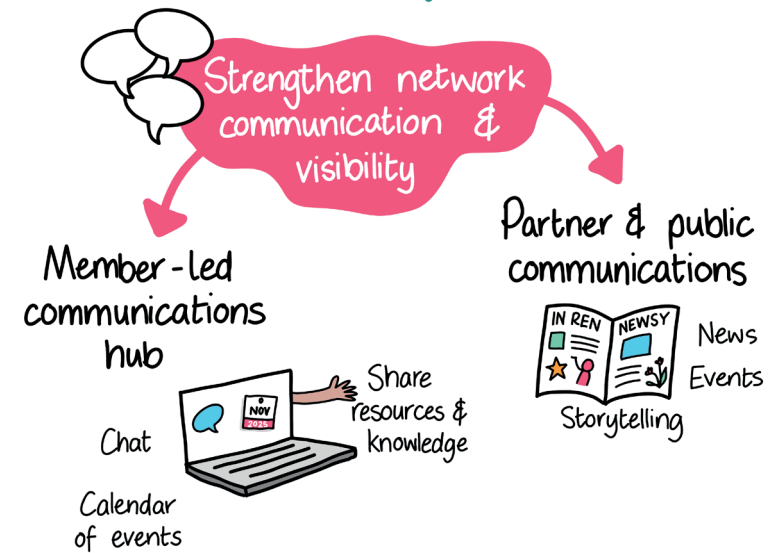


8. Communication & Coordination

Objective: Strengthen network communications and visibility.

- Build a coordinated, member-led hub for updates, sharing knowledge, and collaboration.
- Establish the Member Communications Hub with functions including: private discussion space, member directory, skills exchange, event promotion, training calendar, resource sharing, space directory, and peer mentoring.
- Develop partner communications, including an IN-Ren Newsletter highlighting member news, events, and stories.

COMMUNICATION & COORDINATION



As the network moves forward, members will shape and agree the next steps together. Regular reviews will embed reflection and co-design, helping us learn what works, track progress, and adjust priorities. This approach will keep IN-Ren flexible, member-led, and focused on delivering meaningful change for our communities.

This document reflects that commitment and will continue to evolve as we learn, adapt, and move forward together.

IN-Ren: Strategic Action Plan

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🌐 engagerenfrewshire.org

we are all...

