

Croydon Council – EHRC/LGA PSED monitoring project

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Background- Equality Strategy refresh 2023-2027

- Last Equality Strategy was adopted in 2020 and due to run until 2024.
- Since then, significant change in both the Council and global equality environment:
 - Covid 19-Pandemic and its long-term impacts
 - Black Lives Matter movement
 - Significant changes in working practices post-pandemic
 - Croydon Council RIPIs and S114 notices
 - New Corporate Management Team and EDI Board established
 - Mayor's Business Plan developed and published
- These have driven changes in Croydon's approach which the Equality Strategy refresh sought to address.

New EDI policies, plans and pledges:

1. ***People and Cultural Transformation Strategy 2022-26:*** 7 pillars for organisational change, one of which is focused on EDI.
2. ***Equality Pledge (2022):*** 10 commitments
3. ***George Floyd Race Matters Pledge (2022),*** 10 commitments
4. ***CELC Tackling Racial Inequality Standard:*** 7 sections; 55 actions – LBC a pilot authority
5. ***2023 Race Equality Week - Big Promise:*** 6 commitments.
6. ***Council adopted definitions of Anti-Semitism and Islamophobia***

Equality Strategy 2020-2026: outcomes & priorities (1)

OUTCOME 1 The Council addresses social inequities as a community leader and employer

1. The Council's workforce reflects our diverse communities at all levels.
2. Continue to increase our network across groups that are underserved
3. Data about local communities is more effectively collected, analysed and used to inform decisions and improve services.
4. The Council acts as a role model and champions a fair society.
5. We ensure equality training is central to the way we work, is regularly undertaken, and is reviewed to meet changing needs.
6. Council staff proactively hold challenging, targeted conversations, holding themselves to account, listening, learning, believing and taking action on systemic issues concerning equality.
7. The Council demonstrates that it is becoming an inclusive, diverse and anti-racist organisation by embedding this principle in its strategies, decision-making, actions and behaviours and promotes anti-racist practices

OUTCOME 2 We work with residents to better understand our communities

1. Continue to increase our network across seldom heard groups.
2. Information about the Council's work towards tackling inequality is easy to access and understand.
3. Data about local communities is more effectively collected, analysed and used to inform decisions and improve services.

Equality Strategy 2020-2026: outcomes & priorities (2)

OUTCOME 3 Use partnerships to improve access and meet individual needs as they arise

1. Enable better education outcomes by offering support to groups who need it most.
2. Support the creation of jobs that enhance quality of life.
3. Services are proactive in targeting groups that have accessibility issues as a result of age, mental health, disability, language, digital and/or physical barriers.
4. **Systemic** inequalities that lead to school exclusions and young people entering the criminal justice system are addressed, specifically for Black boys, White working-class boys, Gypsy Roma and Travellers, and those accessing free school meals.

OUTCOME 4 People in Croydon are supported to **lead healthier and independent lives for longer**

1. Work with partners to tackle social isolation.
2. **Work** with our partners to **understand and reduce health inequalities**.
3. Work with our partners to **ensure equitable access** to health **and care** services, and **enable** residents **to** know where and how to access services.

A Snapshot of Objectives – Outcome 1

- Ensure that every new strategy, service plan and staff appraisal has an equality objective linked to it and reflects our commitment to anti-racism [ref GFRM Pledges 1 and 10].
- Adopt the London Councils anti-racist statement at Cabinet in September 2023 and develop anti-racist framework for Croydon which embeds anti-racism in our strategies, actions, behaviours, EQIAs and decision making.

A Snapshot of Objectives – Outcome 1

- Develop a three-year partnership plan to tackle violence against women and girls.
- Develop a youth safety plan with partners and young people to reduce serious youth violence and exploitation.

A Snapshot of Objectives – Outcome 1

- Establish reciprocal mentoring partnerships between Corporate Management Team / Senior Leadership and Global Majority staff and other racialised staff.

A Snapshot of Objectives – Outcome 2

- Review our corporate approach to community engagement to ensure that it is effective in reaching all communities including minoritised groups and promotes a culture of sustained and equitable engagement and participation within all areas of the organisation [CELC 7.7].
- Actively listen to and take account of resident feedback, give guidance to services on their consultations and engagements, and introduce a resident survey

A Snapshot of Objectives – Outcome 3

- Work as part of a Croydon system to reduce barriers to access mental health services and support shifts to more culturally appropriate provision, for example by maximising the impact of and amplifying the learning from the Ethnic Minority Health Improvement Project ([EMHIP](#)) work and South London Listens Target health checks to eligible residents identified as high risk and/or living in areas of high deprivation

Any Questions?

Thank you

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