

# EQUALITY ANNUAL REPORT 2023

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## FOREWORD

As the Cabinet Member for Communities and Culture, my remit includes introducing the annual progress report on the Council's Equality Strategy 2020-2024.

Our objectives are now informed by priorities in the Mayor's Business Plan 2022-2026, adopted in December 2022. The first is our key priority:

- 1) The Council balances its books, listens to residents and delivers good, sustainable services.

Fulfilment of this main outcome is essential to enable us to achieve the subsequent four outcomes of the Business Plan:

- 2) Croydon is a place of opportunity for business, earning and learning.
- 3) Children and Young People in Croydon have the chance to thrive, learn and fulfil their potential.
- 4) Croydon is a cleaner, safer and healthier place, a borough we're proud to call home.
- 5) People can lead healthier and independent lives for longer.

The Equality Strategy 2020–2024 was developed during the coronavirus pandemic. It was also a time of significant financial and organisational challenge for the council, its employees and residents. The following years have also been difficult for many, with the cost-of-living crisis having a negative impact on many people in Croydon and throughout the UK, including those with protected characteristics.

This year we have been updating the Equality Strategy to extend its term to 2027 and will submit it to Council in October 2023. However, the narrative of the Equality Annual Report 2023 is solely focused on our progress in implementing the Equality Strategy 2020-2024.

Our focus is on improving the lived experience of our employees and residents and those who work and visit the borough. During 2020 we committed to co create two equality pledges to support our equality aims. We held two public consultations in 2021 and developed Croydon's Equality Pledge and the George Floyd Race Matters Pledge, launched in March and May 2022. We have chosen three priorities in each pledge to work towards in each year. We will provide an update on our progress along with the numbers of community pledge partners that have adopted the pledges and the work that they are carrying out to make the borough both fairer and safer for everyone.

The report reflects external partnerships which have positively impacted on our plans. The Chief Executives of London Councils (CELC) have created an anti-racist standard with an anti-racist statement that all participating London councils are requested to adopt. This standard is designed to create systemic change across London through the Tackling Racial Inequalities (TRI) Programme. In February 2023, we joined the pilot programme as one of 12 London councils. During 2023 we have undertaken both self-assessment and peer assessment with two other London boroughs to improve our practice and create systemic change. One of the key reasons that we embarked on the programme was to improve our engagement with the community. We had identified this as a development area and will use the standard to improve our performance. These plans will help to create a better working environment for all people with protected characteristics and make Croydon a fairer and safer borough for our residents and visitors and bring focus to our work to embed equality, inclusion and anti-racism into both the organisation and the borough itself.

One of our objectives in our equality strategy is to increase the use of data in our decision making. This is a core objective which puts our community at the heart of what we do. This objective will be supported in our future plans by the

data from Census 2021 which demonstrates our demographic growth and the diversity of our borough which makes it a great place to live, visit and work for many people. We have made huge efforts in this area and will update on our progress. We have developed a new Equality Impact Assessment template (EQIA) which we will launch during 2023. We have made improvements within the template that place listening to residents as a key results area. Our aim in this is to improve the quality of our decision making ensuring that residents are at the heart of this.

We appreciate the work undertaken by our staff and Staff Network groups under the most challenging circumstances to deliver services that are responsive to the needs of our residents. This report also contains details of work that we are doing to enable talent to flourish for all staff and includes positive action initiatives that we are developing for racialised and minoritized staff, giving people the opportunity to learn whilst working. We are taking active steps to demonstrate to staff that they are valued, and we are seeking to provide an environment that is conducive to their health and wellbeing. We believe that this in turn will improve the service delivered to our residents. We will support staff to manage their wellbeing through our Employee Assistance Programme which apart from counselling support has a wide range of useful tools and publications. We also have regular mindfulness sessions, delivered voluntarily by a member of our OD and Learning team and a Health and Wellbeing Group, chaired by our Chief People Officer. We are taking steps to show recognition for our staff and have developed a system of “shout outs” for outstanding performance which are published in the Chief Executive’s weekly newsletter.

We have made a huge cultural change in the language that we use to describe staff previously known as BAME. We listened to the Race Equality Network (REN) who changed their name from the BAME network to the REN in 2021, they no longer affiliated with the term BAME. We

chose the terms Global Majority and racialised groups to replace BAME. We also used the term minoritized groups to describe people affected by structural and systemic inequality such as: disabled people, LGBT+, women and groups affected socio economically. We have socialised these terms in the organisation and are also socialising the terms with residents.

We are committed to making Croydon a place where people feel valued and can have a voice, and a place that is free from racism, xenophobia, Islamophobia and all other forms of discrimination.

Our key challenge as a council continues to be balancing the books. This has meant that our service directorates have been heavily focused on delivering services with reduced resource, along with continuing to identify savings. This means that our equality achievements are largely focused on outcome 1. We will aim, with the support of our equalities team, to support our service directorates in making further progress during the course of the strategy in its refreshed form.

#### **Next steps:**

We continue to ensure that we pay due regard to the Public Sector Equality Duties, advancing equality of opportunity, fostering good community relations and eliminating unlawful discrimination, harassment and victimisation. We will ensure that these are embedded in all council functions and are part of the decision-making process through consideration in reports and equality impact assessments. Whilst paying due regard we will strive to demonstrate best practice. Our aspirations are high; however, we recognise that this transition may take time in some areas.

**Councillor Andy Stranack, Cabinet Member for Communities and Culture**

## OUTCOME ONE:

### The Council addresses social inequities as a community leader and an employer

Significant progress has been made against Outcome one over the past twelve months with the council undertaking a number of high-profile initiatives to change culture embed a more holistic approach to equalities across the organisation. From the launch of the George Floyd Race Matters Pledge and the Croydon Equality Pledge to the piloting of the Chief Executives of London Councils (CELC) Tackling Racial Injustice programme and development of a refreshed Equality Strategy, there has been visible leadership from CMT and the new EDI Board to ensure equalities stays high on the agenda.

The new People and Cultural Transformation Strategy has also provided staff with a transparent framework for improvements in our offer to our employees and the cultural improvements the Council intends to make across the organisation.

### Key achievements

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| <b>Community Safety:</b><br>Set up a new panel reflecting the diversity of the borough, and chaired by the community, to have oversight of all police encounters – stop and search, use of TAZER, police dogs, strip searches etc. as part of a police pilot programme. | <b>Equality Pledges</b><br>Launched Equalities Pledge and George Floyd Race Matters Pledge; 37 organisations have signed up in total so far.  | <b>Staff Network Groups</b><br>Established two new staff network groups: the Christian Network and the Young Professionals Network.   |
| <b>Reputational Positivity</b><br>Council designated a Spotlight Organisation for Race Equality Week 2022 and 2023 and awarded a Bronze Trailbreaker Award by Race Equality Matters for our Tea Talks programme and other race equality initiatives.                    | <b>Reciprocal Mentoring</b><br>Developing a new reciprocal mentoring programme pairing Global Majority staff with senior leaders in a two-way mentoring relationship.   | <b>People and Culture Strategy</b><br>Developed a new People and Culture strategy to embed a positive culture to deliver our transformation, explicitly committing to building an equality driven, diverse and inclusive workplace. |
| <b>Contracts and procurement:</b><br>The Council's tender documents require contractors to demonstrate compliance through sharing their equalities policy in line with the Public Sector Equality Duty and KPIs being reworded to reflect the requirement.              | <b>Equality leadership and Governance</b><br>The Equality, Diversity and Inclusion (EDI) Board has been established with senior representation to lead and drive the Council's equality activities and monitor the Equality strategy. | <b>The Big Promise</b><br>The Corporate Management Team made personal commitments to support the career development of Global Majority staff and that of other minoritized groups during Race Equality Week 2023.                   |

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| <p><b>LGBT+ Language Guide</b></p> <p>Published a LGBT+ language guide in conjunction with the staff network, so staff can be clear on appropriate language and terms.</p>  | <p><b>Leadership Development</b></p> <p>Launched a suite of positive action leadership programmes for the Global Majority and other minoritised employees, especially colleagues in entry / front line roles.</p> | <p><b>Improvement in closing gender, disability and ethnicity pay gaps</b></p> <p>The 2021 and 2022 gender pay gap figures were calculated as 0% with the disability pay gap at -1.2%(mean) and 0% (median). Whilst the ethnicity pay gap is higher and needs further targeted work to address, it remains below the London average.</p> |
|   | <p><b>Borough of Culture</b></p> <p>Our Borough of Culture celebrations have shone a spotlight on Croydon as a diverse and inclusive place to live, work and visit.</p>   |  |
| <p><b>Challenges for the future:</b></p> <ul style="list-style-type: none"> <li>- The scale of budget and service transformation facing Croydon will drive significant change in the coming years. Equalities considerations should be key during these changes to ensure services continue to deliver for all our residents.</li> <li>- Capacity will continue to be a challenge in the equalities team and across the organisation, this should be monitored to ensure ability to deliver.</li> <li>- Improvements have been made across the Council in terms of our collection and use of data, however this remains an area in need of development and standardisation.</li> <li>- Whilst the Council remains strong at assessing the impact of decisions against protected characteristic groups more work needs to be done to consider issues of intersectionality across different protected characteristic groups and to address the emergent EDI themes.</li> <li>- The refreshed Equalities Strategy, which is under development, will need to reflect the priorities of the Mayor’s Business Plan and be embedded more effectively across the organisation, being integrated into service planning and personal objectives to increase ownership.</li> <li>- Continued progress should be made to ensure the Council’s workforce reflects the community it serves, addressing the remaining ethnicity pay gaps, maintaining the zero pay gaps for race and gender and addressing underrepresentation at Grade 15 and over. <ul style="list-style-type: none"> <li>o The Census showed Croydon’s population as 48% White ethnic groups and 52% Global Majority ethnic groups. Currently 52% of staff are from White ethnic groups and 48% are from Global Majority ethnic groups. Within tiers 1-3, 73% of staff are from White ethnic groups with 27% from Global Majority ethnicities.</li> <li>o The percentage of Croydon residents with a disclosed disability is 14%, currently within the council 10% of the workforce have disclosed disabilities, with 12% of staff within tiers 1-3.</li> </ul> </li> </ul> |   |  |

- The Census also shows the Croydon population to be 52% female and 48% male. Within the council workforce as of March 2023, 68% of staff are female and 32% of staff are male. At tiers 1-3 of the workforce 58% of staff are female with 42% being male. Local government is generally more represented by female staff. Croydon's figures are slightly higher than the London councils average.
- The council has a challenge relating to disability discrimination claims. This is being addressed through the creation of a central budget for reasonable adjustment as well as training and guidance for managers and should be closely monitored.

## OUTCOME TWO:

### We work with residents to better understand our communities.

Improving the collection of equality data is a key priority within the council, this ensures that the decisions that we make are based on good quality demographic and service user data along with sound local/national evidence. We are aiming to address the inconsistencies in data collection from directorates and ensure that all departments are using the latest Census data available. This means updating our IT systems in some areas along with a cultural change regarding custom and practice.

The Council already has strong examples of drawing on equality data insights to target services accordingly. The Housing Directorate has worked with those experiencing homelessness as part of the review of our homelessness front door and specifically engaged with Gypsy and Roma communities as part of a process to improve the Latham's Way traveller site.

The Community Safety team have also provided a lot of support to residents from minoritised groups including those with sensory needs, communication difficulties and Global Majority residents, some of whom do not have English as a first language.

### Key achievements

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| <b>PREVENT:</b><br>Provided 1-2-1 support to reduce vulnerability and signposting to specialist services for support. The Prevent Education Officer delivers projects and workshops with students from schools within Croydon. | <b>Availability of data</b><br>Published detailed analysis of the 2021 Census on the Croydon Observatory website for use by our community, voluntary and faith sectors.  | <b>Cultural change - Language</b><br>We adopted the terms: Global Majority, racialised groups and minoritized groups to replace BAME.  |
| <b>Accessibility</b><br>Ran an Access Training Weekend for London Borough of Culture providing community event organisers with accessibility training worth over £300 per person.  | <b>Supporting rough sleepers</b><br>Worked with partners to assist people experiencing homelessness, people with disabilities and people with communication impairments.<br><br>There have been joint visits to sites with multiple agencies to support the rough sleepers into accommodation and to improve the safety of residents around the Borough. | <b>Violence Reduction Network</b><br>The Safer Croydon Partnership (SCP) has launched a new Community Safety Engagement Board (CSEB) to listen to and collaborate with residents and community groups on community safety initiatives. |

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| <p><b>Violence Reduction Network</b></p> <p>Developed new terms of reference for the Borough's Safer Neighbourhood Board including mandated reserved board seats for Global Majority (Black and South Asian communities respectively), LGBTQ+, people with disabilities, and people of faith.</p> | <p><b>Data Collection:</b></p> <p>Council tax and benefits now have a new form provider since autumn of 2022 and going forwards an optional equalities form is incorporated in every new form we put on our website.</p> | <p><b>Accessibility</b></p> <p>Reduced rehab service waiting lists and exploring apprenticeship opportunities for young people to train as rehab workers.</p> |
|   | <p><b>Data Collection</b></p> <p>Housing is implementing a new NEC Housing Management system which will replace a number of different systems and improve data collection and data quality.</p>                          |   |

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| <p><b>Challenges for the future:</b></p> <ul style="list-style-type: none"> <li>- The Council will need to continue to analyse and share the outputs of the 2021 Census to ensure decision making both inside and outside the council is based on the fullest and most up to date analysis of the borough's demographic data.</li> <li>- Improving our collection of equality data will continue to be a key challenge over the next few years. This includes consistency of data collection across directorates given the multiple access points into the council.</li> <li>- To ensure that we are delivering services that meet the needs of all residents we will explore new opportunities to ask residents to share their data regarding their equality characteristics when they contact the council. This is so we can measure both who uses our services and how they perceive the effectiveness of the service. We appreciate that not all residents will be comfortable with this and we will need to build trust to ensure cooperation from our residents.</li> <li>- We will also continue to improve our engagement with minoritized groups including: Gypsy, Roma and Traveller communities, disabled people including those with communication difficulties, homeless people, asylum seekers, refugees and the LGBTQ+ community.</li> </ul> |
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## OUTCOME THREE:

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

Building closer partnerships with our community organisations, businesses and other public sector bodies is vital to delivering services which meet our communities' needs, particularly in a period of significant change for the Council.

We continue to build on our work supporting young people and adults gain employment and educational attainment through our partnerships with schools, colleges and others. We continue to promote the Good Works standard and support young people who are not in education, employment or training and those that have been excluded from school.

### Key achievements

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| <p><b>Access to Education</b></p> <p>The NEET team in education has supported 68 young people into education or employment or training in this financial year so far, significantly higher than at the same point last year. In 2022/23, 104 were supported; and in 2021/22, 141.</p> <p>Depending on a young person's chosen pathway (education, employment or training), the caseworker supports them to achieve their objective, including through referral to a provider, support service or voluntary organisations, support with an application, interview preparation, information and advice.</p> | <p><b>Access to Education</b></p> <p>Introduced a new participation team in to ensure the voices of children and family are heard throughout the work of the Children, Young People and Education directorate.</p> | <p><b>Employment &amp; Skills</b></p> <p>Enrolled 4,296 learners on 6,849 courses through CALAT with:</p> <ul style="list-style-type: none"> <li>• 78% of CALAT learners from Global Majority.</li> <li>• 51% of CALAT learners live in areas that fall within the 30% most disadvantaged areas in the country.</li> <li>• 14% of learners declare a learning difficulty or disability.</li> <li>• 91% of learners are in receipt of a means tested benefit.</li> <li>• 55% of learners progressing onto further courses.</li> </ul> |
| <p><b>Exclusions</b></p> <p>Permanent exclusions are reducing (though still with disproportionality among specific groups) with targeted interventions, in partnership with schools, to address overrepresentation of some groups in exclusions.</p>  | <p><b>Employment &amp; Skills</b></p> <p>324 employers in Croydon have adopted the Good Work Standard.</p>   | <p><b>Access to Employment</b></p> <p>A corporate parenting strategy and a participant strategy are in development for completion in 2023.</p> <p>Working groups have been set up to capture child parent voices within our child parent voices within our practice system.</p>  |

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| <p><b>Council Tax</b></p> <p>Supported 676 residents to access the governments Energy Rebate scheme through targeted phone calls to those who would otherwise not have been able to complete the online process.</p>  | <p><b>Employment &amp; Skills</b></p> <p>Supported 1,423 residents into employment, education and training through Croydon Works in 2022.</p>  | <p><b>Improving accessibility</b></p> <p>Provided tailored large print, braille or translated documents and council tax bills to support residents' accessibility. For example, using translation services 230 times to support Family Justice Service cases.</p> |
| <p><b>Community Safety</b></p> <p>Introduced regular Cabinet and Senior Officer representation at both the Re-New Addington and MyEnds Community Groups.</p>  | <p><b>Community Safety</b></p> <p>Developed a specific fund to enable Voluntary and Faith Sector Groups to mentor young people in hot spot areas impacted by high levels of violent youth crime.</p> |   |
| <p><b>Challenges for the future:</b></p> <ul style="list-style-type: none"> <li>- As we move towards more digital access to services the Council also needs to ensure it continues to provide a service for those residents who are digitally excluded. This could be through the call centre open from 9am to 4pm Monday to Friday, alternative access options or in some cases home visits to assist with access to Croydon services.</li> <li>- Despite progress, exclusion rates are significantly higher this year than last year nationally. There has been an increase in exclusions at primary age - 8 from Croydon schools (6 Croydon resident children) this year, compared to 0 in the previous 2 years. This follows statistical, local and national trends and is still lower than average. Secondary exclusions have also increased. This should be monitored and addressed as we continue to address the challenge of disproportionality in education attainment, exclusions and attendance in some groups.</li> <li>- Managing safeguarding issues such as sexual harm against young women and girls and the adultification of African and African Caribbean pupils in schools remains a challenge for focus including through partnership working with the police, building on the anti-racist practice and commitments adopted by the Council.</li> </ul> |  |   |

## OUTCOME FOUR:

### People in Croydon are supported to be in good health

Over the past year the Council has continued to work closely with the local NHS and partners to support and improve the health of all parts of our diverse community. The establishment of a new joint Council/NHS Health and Care Board has helped to ensure that there is closer working between the two bodies which will help to increase service coordination and initiatives to improve health and reduce health inequalities.

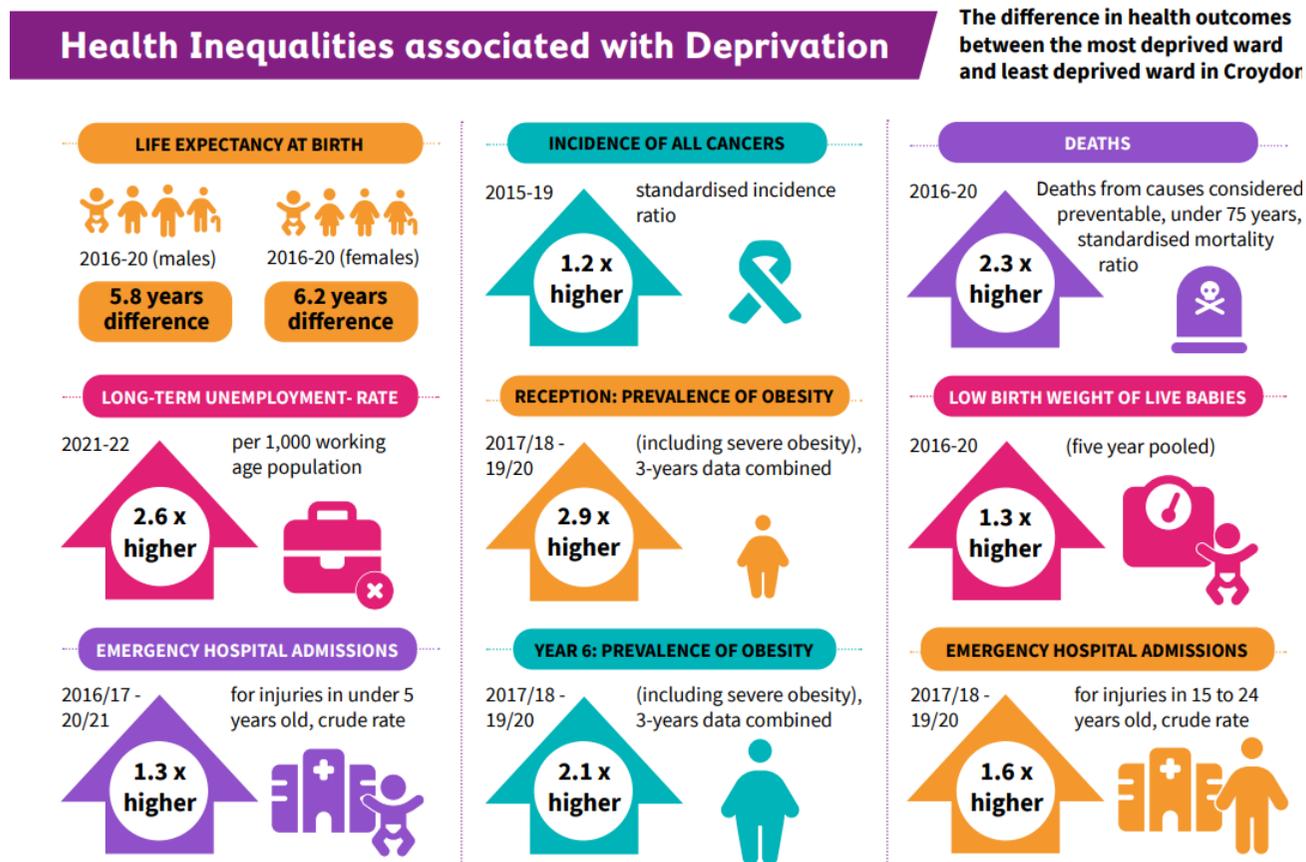
Like many London Boroughs there remain stark health inequalities in Croydon not least of all the lowest healthy life expectancy (63.2 years) in Southwest London. This was highlighted as the focus of last year's Director of Public Health report which set out recommendations to reduce inequalities within Croydon. By working closely with our partners, we will recognise and address health inequalities, including those which have been exacerbated by the Covid-19 pandemic, for example mental health and loneliness.

### Key achievements

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| <p><b>Local Community Partnerships (LCPs)</b></p> <p>Supported the development of six LCPs working with and health partners and voluntary sector groups. Each LCP has an independent chair, have developed localised commissioning plans and have funding available.</p> | <p><b>Launched new Health and Care Board</b></p> <p>Launched a new joint NHS and Council Health and Care Board to better coordinate improvements to health and care services for residents across Croydon.</p>   | <p><b>Supporting Asylum seekers placed in Croydon</b></p> <p>Worked with community and NHS partners to ensure asylum seekers placed in Croydon are supported to access health and other services.</p>                          |
| <p><b>Health Inequalities</b></p> <p>Secured £150k funding from Southwest London Integrated Care System to fund projects on tackling health inequalities through Croydon Voluntary Action, Croydon Asian Resource Centre and the Croydon BME forum.</p>                  | <p><b>Occupational therapy improvements</b></p> <p>Utilising an Innovation Fund grant, analysed Occupational Therapists waiting lists and introduced improvements to reduce the backlog. Of the cases addressed in this project, 24% were able to be resolved and closed without ongoing intervention.</p> | <p><b>Resident voices model</b></p> <p>Developed a core group of residents with lived experience to support and challenge the delivery of the Adult Social Care and Health Strategy, and the Croydon Health and Care Plan.</p> |
| <p><b>Coproduction with residents</b></p> <p>Began projects to co-produce service improvements with our residents who live in Shared Lives placements or access Active Lives services.</p>   | <p><b>New Framework</b></p> <p>Croydon Health Inequalities Outcomes Framework produced to help measure community health on an ongoing basis including consideration of health inequalities for those with particular characteristics.</p>  | <p><b>Autism Strategy</b></p> <p>Progress to deliver Croydon's Autism Strategy including training all JobCentre Plus staff on Autism Understanding.</p>  |

## Challenges for the future:

- Improving health outcomes in Croydon requires a partnership approach between all council departments, the NHS and voluntary sector partners. The closer working practices established over recent years should continue to be developed to deliver positive improvements for residents.
- Whilst Croydon has the highest number of young people in London it also has a significant aging population and the largest Care Home provision within London with 128 registered care homes and 3,000 beds.
- The 2022 Director of Public Health 'Health Inequalities in Croydon' report sets out a stark reminder of the health inequalities which exist within Croydon as set out in the following infographic. The council and partners must work over coming years to tackle the root causes of these inequalities.



# Croydon's Equality Pledges

Our Pledges have been created so that organisations can reinforce the borough's commitment to treat everyone equally and fairly and giving them the freedom to be who they are.

## Croydon's Equalities Pledge

1. Positively promote the equality of opportunity for individuals of all characteristics namely: disability, gender, race, age, sexual orientation, religion and belief, marriage and civil partnership and gender identity, by recognising significant celebrations and awareness days and ensuring that workplace practices do not discriminate against any groups.
2. Ensure that there is mandatory training for all staff at all levels in equality, diversity and inclusion every two years, attendance is monitored, and 100% targets set with staff and managers held to account.
3. Ensure a zero-tolerance approach to all forms of discrimination, harassment and bullying, publicising the staff code of conduct, providing staff with information on what it is and encouraging people to safely challenge this where it occurs ensuring that people are not treated less favourably for doing so.
4. Positively encourage applications from diverse and under-represented groups when advertising for posts and taking actions to respond to under representation in this area identified by organisational data.
5. Use anonymous recruitment processes which don't reveal details of race, age, gender, disability or socio-economic status.
6. Identify and annually publish pay gaps based on ethnicity, disability and gender and putting actions in place to reduce such pay gaps.
7. Provide reasonable adjustments for disabled staff in interviews and employment.
8. Develop and agree an equality policy for the organisation which all staff sign up to and review it every 3 years.
9. Collect data on the protected characteristics of staff and aiming to have a workforce which reflects the Croydon community by using positive action recruitment practices and encourage career development for underrepresented staff.
10. Undertake annual staff surveys to identify the impact of organisational actions on employees lived experience and psychological safety at work.

## George Floyd Race Matters Pledge

1. We are working to become an anti-racist organisation by embedding this in our strategies, actions and behaviours and by making a difference to the lived experience of our communities.
2. Committing to zero tolerance of racism from employees, residents, customers and service users by challenging racist behaviour or stereotypes expressed by individuals.
3. Developing our knowledge of anti-racist practice by listening and responding to experiences of staff and the wider community.
4. Developing an understanding of the role that power, privilege, identity and disadvantage that impacts on the lived experience of all staff in particular those from African/African Caribbean, other African heritage communities.

5. Undertaking whole workforce training on unconscious bias and encouraging staff to safely challenge such bias during day to day conversations.
6. Developing cultural awareness by learning more about African/African Caribbean and African other history and cultural practices to develop understanding of staff and customers through podcasts, videos, documentaries and by attending events.
7. Promoting good relationships between groups which share cultural similarities and those that don't by encouraging communities to celebrate together as one.
8. Identifying and addressing any ethnicity pay gaps.
9. Ensuring that recruitment processes from application, shortlisting, interview and appointment conducted in a manner that facilitates positive action in recruitment such as media campaigns, advertising imagery and interview panels that represent the diversity of the borough's population where possible.
10. Developing plans to address challenges where race may not be the only factor and the needs of people may also be in relation to: disability, age, sexual orientation, sex or other protected characteristics.

# Croydon's Leadership Commitment: The Big Promise

## **Mayor Jason Perry, Executive Mayor of Croydon**

My promise is to continue working with our diverse communities here in Croydon, celebrating our differences, recognising that the things that make us different also make us great.

## **Katherine Kerswell, Chief Executive**

My big promise is to mould the culture of the council so that Global Majority staff feel safe to come forward for personal development and opportunities and be able to trust in the process, to proactively encourage them to do so and play my full part in a mentoring and reverse mentoring programme.

To lead CMT to constantly being open and listening to the voice of staff and residents, building a richer understanding of the lived experience of staff and residents and to help build that beacon of light of anti-racism and be fully committed to Croydon Council becoming an anti-racist organisation.

## **Elaine Jackson, Assistant Chief Executive**

I want to continue pushing myself and my team to have the uncomfortable conversations.

In addition, I want to seek support from my CMT colleagues for a breakthrough programme for minoritized colleagues.

NHS/Council as the two largest employers in the Borough are about to embark on some work to see how we can address workforce opportunities and challenges and I have already spoken to health today about the work we have been doing this week and how we must ensure that within the scope of this work EDI will be a key driver.

## **Jane West, Corporate Director of Resources**

My individual promise will be to keep the Race Equality agenda under discussion all year round, promoting continuous learning.

## **Debbie Jones, Corporate Director of Children, Young People and Education**

To confront racism in both my personal and professional life using my ears to listen; my eyes to see and my voice to protest, learn, influence and support in my role as a Director of Children's Services here in Croydon.

Within my DMT we have resolved to revive our Race Equality Board that spearheaded many of the changes and focus we now see within the Local Authority. However, it is now time to refresh and refocus our energies using the wisdom and lived experiences of our staff to deliver on our promises to create more 'safe space' and to provide opportunities and to understand and confront the blockers that still remain.

## **Annette McPartland, Corporate Director of Adult Health and Social Care**

Rather than just talk about race inequality, I want to ensure I live by guiding principles including:

- Being anti-racist. I pledge that I will be vocal about racism/micro-aggressions and challenge those that demonstrate that behaviour/beliefs.
- I will be brave and respectful. I will listen and learn.
- I will, in my role as corporate director of adult social care and health, actively support and promote talent across the council.
- My DMT has committed to supporting our talent with career progression and I will actively be a fully committed to mentoring and our reverse mentoring programme.

### **Susmita Sen, Corporate Director of Housing**

My individual promise is to actively support and promote the talent of our global majority staff in the workplace, but especially in Housing where we do need to see our talented staff encouraged to rise through the ranks and become our future leaders whether that it's non-executive or executive positions.'

DMT have committed to create a safe space for an honest conversation about race equality and how we can best support our talent at all levels. We will challenge inequality and behaviours that reinforce inequality at all levels whether conscious or unconscious throughout Housing.

### **Nick Hibberd, Corporate Director of Sustainable Communities, Regeneration and Economic Recovery**

My individual promise is to actively nurture and support global majority talent within SCRER and across the council with career progression and development. Both each member of the SCRER DMT and I are committed to supporting our talent with career progression and rising through the organisation and we have each committed to taking part in mentoring and reverse mentoring.

I am also committing to establishing an Equalities Board for SCRER which will identify and lead action across the directorate to improve equalities and diversity.