

<b>REPORT TO:</b>	<b>CABINET 21 March 2022</b>
<b>SUBJECT:</b>	<b>Equality Annual Report 2022</b>
<b>LEAD OFFICER:</b>	<b>Katherine Kerswell, Chief Executive Gavin Handford, Director of Policy, Programmes &amp; Performance</b>
<b>CABINET MEMBER:</b>	<b>Councillor Manju Shahul-Hameed, Cabinet Member for Communities, Safety &amp; Business Recovery</b>
<b>WARDS:</b>	<b>All</b>

**SUMMARY OF REPORT:**

This is the annual report against our equality objectives, as set out in our Equality Strategy for 2020-24.

The Equality Strategy provides a framework for our equality objectives, what we want to achieve, actions we will take to tackle and address inequality and how we will measure our progress. It sets out how the Council intends to meet its requirements under the Equality Act 2010 and associated Public Sector Equality Duty. The aim is to tackle all forms of inequalities in the community and in the way we carry out our work, providing examples for organisations working in our local area.

The report outlines the progress regarding Equality Strategy 2020 -2024. It also highlights achievements that we have made towards equality along with our new governance arrangements and future plans.

**COUNCIL PRIORITIES 2020-2024**

The Council has adopted an Equality Strategy for 2020-2024. This strategy sets out our vision that Croydon is a place of opportunity where everyone can belong, addressing the needs and aspirations of all those who live and work in the borough.

A range of objectives and actions are set out in the strategy under four priorities:

- The Council addresses social inequities as a community leader and employer
- We work with residents to better understand our communities
- Use partnerships to improve access and meet individual needs as they arise
- People in Croydon are supported to be in good health

**FINANCIAL IMPACT:**

There are no direct financial impacts arising from this report.

The Leader of the Council has delegated to the Cabinet the power to make the decisions set out below:

**RECOMMENDATIONS:**

- i. That the Annual Equality report be noted.

## **1. INTRODUCTION**

- 1.1 The Equality Annual Report 2021 has been produced at a turbulent time for Croydon Council. Like many local authorities, Croydon Council is still operating in the wake of the pandemic. In addition to experiencing turbulence with regard to continued financial challenges and the formation of a new permanent Corporate Management Team.
- 1.2 We are proud that despite several organisational challenges we have maintained our focus on viewing equality as an organisational priority. We have escalated our equality plans and increased our focus on our desire to improve the lived experience for both our community and our employees.
- 1.3 We have worked with our community partners to develop the Croydon George Floyd Race Matters Pledge and the Croydon Equalities Pledge. We have developed the pledges as a standard that we will role model and also encourage Croydon businesses, community and voluntary organisations and Croydon businesses to adopt. We will also encourage our suppliers to adopt this standard. We look forward to the launch of the Equalities Pledge on 8 March 2022 – International Women’s Day and the launch of the George Floyd Race Matters Pledge on 25 May 2022, the second anniversary of George Floyd’s Murder.
- 1.4 We are also promoting equality within the organisation through our Equality, Diversity and Inclusion (EDI) Internal Board. The EDI Board is responsible for both the equality strategy and the cultural change strategy. It is co-chaired by the Chief Executive and the Head of Learning and Organisational Development. Its membership spans all directorates of the Council along with the Chairs of Staff Networks, Cultural Ambassadors and Guardians.
- 1.5 We will also establish a Cabinet Advisory Group for Equality, Diversity and Inclusion (EDI). This group will monitor progress regarding equality from a Leadership perspective.
- 1.6 We have also undertaken an Equality project in the Children, Families and Education directorate. We plan to cascade the recommendations identified throughout the organisation.

## Cabinet & Executive Template

1.7 The Equality Annual Report highlights the achievements that we have made in our Equality Strategy 2020-2024. It also identifies the actions that we will incorporate into our plans in the future.

1.8 The Equality Annual Report is attached as an appendix to this cover report.

### **2. CONSULTATION**

2.1 We have continued to listen to our Croydon community and our employees and have heard the message that those affected by inequalities require actions not words.

2.2 We have made this statement our strapline for our equality pledge. It will also be the tool by which we will measure our progress.

### **3. REASONS FOR RECOMMENDATIONS/PROPOSED DECISION**

3.1 The Cabinet is recommended to note the Annual Equality Report. This demonstrates

### **4. FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS**

4.1 There are no direct financial implications arising from this report.

4.2 In accordance with the Council's policies and procedures all key decisions, including financial decisions, must be informed by an Equality Impact Assessment. This ensures that the Council gives full consideration to any equality implications prior to any decisions being taken, uses this to inform the decision and identifies any mitigating action necessary.

4.3 Approved by: Nish Popat, Interim Head of Corporate Finance

### **5. LEGAL CONSIDERATIONS**

5.1 The Head of Litigation and Corporate Law comments on behalf of the interim Director of Legal Services that the Equality Act 2010 (Specific Duties) Regulations 2011 sets out that the Council must publish information to demonstrate its compliance with the duty imposed by section 149(1) of the Equality Act 2010, not later than 31st January 2012; and subsequently at intervals of not greater than one year beginning with the date of last publication. The information which the Council publishes must include, in particular, information relating to persons who share a relevant protected characteristic who are— (a) its employees; (b) other persons affected by its policies and practices.

## Cabinet & Executive Template

- 5.2 Section 149(1) (a) to (c) sets out the public sector equality duty with which the Council is required to comply. A public authority must, in the exercise of its functions, have due regard to the need to— (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 5.3 In addition, the Council is required to publish one or more objectives it thinks it should achieve to do any of the things mentioned in paragraphs (a) to (c) of subsection (1) of section 149 of the Act referenced above.
- 5.4 The objectives must be published—not later than 6th April 2012; and subsequently at intervals of not greater than four years beginning with the date of last publication.
- 5.5 An objective published by a public authority in compliance with paragraph (1) must be specific and measurable and must be published in such a manner that the information is accessible to the public.
- 5.6 The report and recommendations represent the Council's annual report against our equality objectives which seek to demonstrate compliance with the Council's equalities obligations.
- 5.7 Approved by: Sandra Herbert, Head of Litigation and Corporate Law on behalf of the interim Director of Legal Services and Deputy Monitoring Officer

## **6. HUMAN RESOURCES IMPACT**

- 6.1 The development, consideration and effective implementation of tangible workforce EDI improvements are essential to developing an inclusive workforce culture, enhancing employee engagement, and ensuring fair, good quality, accessible services for our residents and service users. The annual equality report and the Council's EDI Control Board are essential mechanisms to oversee, support and monitor these key strategic aims. The details are clearly set out in the body of the main body of the annual equalities report.
- 6.2 Approved by: Dean Shoesmith, Chief People Officer

## **7. EQUALITIES IMPACT**

- 7.1 The Council has adopted an Equality Strategy for 2020-2024. This strategy sets out our vision that Croydon is a place of opportunity where everyone can belong, addressing the needs and aspirations of all those who live and work in the borough. A range of objectives and actions are set out in the strategy under four priorities.

## Cabinet & Executive Template

- 7.2 The Equality Strategy provides a framework for our equality objectives, what we want to achieve, actions we will take to tackle and address inequality and how we will measure our progress. It sets out how the Council intends to meet its requirements under the Equality Act 2010 and associated Public Sector Equality Duty. The aim is to tackle all forms of inequalities in the community and in the way we carry out our work, providing examples for organisations working in our local area.
- 7.3 The report outlines the progress regarding Equality Strategy 2020 -2024. It also highlights achievements that we have made towards equality along with our new governance arrangements and future plans.
- 7.4 Approved by: Gavin Handford, Director of Policy, Programmes & Performance on behalf of Denise McCausland, Equality Programme Manager

## **8. CRIME AND DISORDER REDUCTION IMPACT**

- 8.1 Within the Equality Strategy there is an outcome to address social inequities as a community leader and an employer. This highlights our aspiration for Croydon to be safe, welcoming and inclusive.
- 8.2 The Council has previously developed an anti hate crime pledge and has approved equality and race pledges to enhance this.
- 8.3 The Community Safety Strategy 2022-24 includes a priority to strengthen community resilience, offer trauma informed services, focusing on Hate Crime, and build trust in the partnership.
- 8.4 Our two violence reduction priorities are violence against women and girls and violence against young people, both of which target specific groups and communities. Through the Community Safety Strategy we will work to decrease the frequency and harm caused by these forms of violence, which will reduce inequality and disproportionality in the borough
- 8.5 Approved by: Krisitian Aspinall, Director of Culture & Community Safety

## **9. DATA PROTECTION IMPLICATIONS**

- 9.1 **WILL THE SUBJECT OF THE REPORT INVOLVE THE PROCESSING OF 'PERSONAL DATA'?**

**NO**

- 9.2 **HAS A DATA PROTECTION IMPACT ASSESSMENT (DPIA) BEEN COMPLETED?**

**NO**

## Cabinet & Executive Template

9.3 The Director of Policy, Programmes & Performance comments that there are no direct data protection implications arising from this report. Where services collect personal data in support of improving equality outcomes, they will follow data protection requirements and complete a DPIA.

9.4 Approved by: Gavin Handford, Director of Policy, Programmes & Performance

-----  
**CONTACT OFFICER:** Denise McCausland, Equality Programme Manager

### **APPENDICES TO THIS REPORT:**

Annual Equality Report

### **BACKGROUND DOCUMENTS – LOCAL GOVERNMENT ACT 1972**

*None*