

# Equality Strategy for Croydon 2023-2027

## Summary version

This is a condensed version of Croydon Council's Equality Strategy 2023-2027. This refreshed strategy provides a clear, measurable strategic framework for equality in Croydon.

### **Outcome 1: The Council addresses social inequities as a community leader and employer.**

#### **1 - The Council acts as a role model and champions a fair society**

All staff should promote equality and strive to eliminate discrimination from their work.

The Council should encourage partner organisations and suppliers to do the same.

#### **2 - Continue to increase our network across undeserved groups**

Undeserved groups include the Lesbian, Gay, Bi and Trans+ community, refugees, asylum seekers, homeless people, Gypsy, Roma and Travellers and people with disabilities. A resident's survey will give everyone a chance to feedback to the Council.

#### **3 - Data about local communities is more effectively collected, analysed and used**

The data the Council currently uses to understand our communities is not always detailed enough. The Council will adopt an improved, consistent, approach to data collection going forward.

#### **4 - The Council's workforce reflects our diverse communities at all levels**

Croydon's diversity should be reflected at all management levels. We will work to ensure equal opportunity in the recruitment process.

#### **5 - We ensure equality training is central to the way we work, is regularly undertaken, and is reviewed to meet changing needs**

Equality training will ensure that Council staff deliver for Croydon in a way that is respectful to the diversity of our communities. Training will be regularly reviewed so that our knowledge remains up to date and services are delivered in a culturally sensitive way.

#### **6 - Council staff proactively hold challenging, targeted conversations, holding ourselves to account, taking action on systemic issues concerning inequality**

We will reinforce our zero-tolerance approach to discrimination, harassment and bullying. Managers will be supported to manage diverse teams and resolve equity issues with inclusive management skills.

#### **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**

Croydon will become a Council that promotes the values and behaviours of a diverse, inclusive and anti-racist organisation. Good practice learned during the pilot of the Chief Executive London Committee Tackling Racial Inequality Standard will be applied to all equalities work.

## **Outcome 2: Use partnerships to improve access and meet individual needs as they arise**

### **1 - Information about the Council's work towards tackling inequality is easy to access and understand**

Our work on tackling inequality will be open and transparent. Equality data will be published on the Croydon Observatory.

### **2 - Enable better education outcomes by offering support to groups who need it most**

Training is offered to school leaders on topics such as the adultification of African and African Caribbean young people. This will help to safeguard these groups and improve the educational experience for all students in the borough.

### **3- Systemic inequalities that lead to school exclusions and young people entering the criminal justice system are addressed**

There will be a focus on improving attendance of the students who are most impacted by systemic inequalities.

### **4- Support the creation of jobs that enhance quality of life**

We aim to build a job market, in Croydon, that is inclusive of the diversity of our communities and gives everyone the opportunity to fulfil their potential.

### **5 - Services are proactive in targeting groups that have accessibility issues**

Barriers to accessing Council services can arise as a result of; age, disability, mental health, language, digital/physical barriers and seeking asylum. Croydon Council will ask the government to fund the cost of the added support needed for these groups.

## **Outcome 3: People in Croydon are supported to lead healthier and independent lives for longer.**

### **1 - Work with partners to tackle social isolation**

Social isolation is more likely to impact people with mental health needs, people with dementia, refugees and asylum seekers. Working with the voluntary, community and faith sector will be key to decreasing social isolation for these groups.

### **2 - Work with our partners to understand and reduce health inequalities**

Health inequalities are particularly stark when comparing the health outcomes of the most and least

deprived wards in the borough.

Through working collaboratively, the Council and partners will aim to reduce these 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**

We will define, map, and develop community hubs to bring support services closer to residents.

[View the full length version of the Croydon Council Equality Strategy 2023 - 2027](#)