

Summary of Strategy and Objectives

Why do we need this Strategy?

Our Equality, Diversity and Inclusion Strategy describes what we plan to do over the next four years to deliver better outcomes for those living and working in Redbridge through levelling up life chances across the diverse communities of Redbridge. It will help the Council meet its legal duties under the Equality Act 2010 and help us ensure that what we do is always for the benefit of Redbridge's residents.

Our commitment to equality, diversity and inclusion

Redbridge Council sets out its mission in the [Redbridge Plan 2022-26](#). This is our corporate plan and describes the priorities of the council following local elections in May 2022. The document describes tackling poverty and building a cleaner, greener, fairer, and healthier borough, as the council's key ambitions. It also aims to address the borough's unique challenges whilst unleashing its untapped potential following a period of uncertainty caused by the COVID-19 pandemic.

The document is structured into four themes, namely:

- Safe and Healthy
- Homes and Neighbourhood
- Jobs and Skills
- Clean and Green

Under each theme is a set of ambitions we will work to achieve in this four-year period.

The External EDI Strategy aims to support these priorities by also recognising that factors such as race, sex, age, sexual orientation and disability will affect whether you are more likely to face direct and indirect barriers in society. Some people will face more than one of these barriers.

Our Objectives

There are 16 objectives in the strategy that will help us achieve our aims.

Vision

Our vision for Redbridge is to be a great place to live for everyone, as the most inclusive and welcoming borough in London, where communities value each other, celebrate diversity and embrace their collective contribution to a fairer society.

Knowing our communities	Leadership, partnership and organisational commitment	Responsive services and customer care	Diverse and engaged workforce
OBJECTIVE 1: Support a fairer Redbridge by making equality and diversity issues a key priority at all levels of the Council as a key part of all decision-making processes	OBJECTIVE 1: Promote equality through leadership across the Council	OBJECTIVE 1: Services and facilities meet the needs of all our local residents.	OBJECTIVE 1: The council celebrates the benefits that a diverse workforce brings and actively works to be as diverse as can be by creating a workplace with an inclusive culture where staff feel well supported.
OBJECTIVE 2: Relationships with communities will be strengthened, so that they are partnerships based on trust and respect and where both parties come to the table as equals.	OBJECTIVE 2: Engage and work with local statutory and voluntary, community and faith partners to further equality in Redbridge	OBJECTIVE 2: We will deliver services equitably and ensure that our diverse population has equitable outcomes and residents with protected characteristics can also flourish to achieve their full potential.	OBJECTIVE 2: Develop and sustain a diverse, skilled and committed workforce able to meet the needs of local people.
OBJECTIVE 3: Foster greater community cohesion by creating a borough where difference and diversity is understood celebrated and valued	OBJECTIVE 3: The council will continue its role of unity and progress by sharing good stories, achievements and uniting our borough.	OBJECTIVE 3: We will also act on residents' views and analysis to influence how our partners, such as the NHS and Police, deliver services to meet the needs of residents in Redbridge.	OBJECTIVE 3: All staff in the Council will be trained and developed to have knowledge and skill required to understand and meet the needs of our diverse residents.
OBJECTIVE 4: Promote a strong sense of community pride by encouraging and empowering people from all backgrounds to work together for the benefit each other and the borough.	OBJECTIVE 4: Equality, diversity and inclusion will be built into everyday culture and practice, where the council will develop strategies and policies that reflect the shape of the borough in terms of equalities.	OBJECTIVE 4: Our residents will be at the heart of everything we do.	OBJECTIVE 4: We will support our Councillors and staff to know more about equality matters.

1. Knowing our communities

Understanding our community plays an important role in helping us match our services to resident's priorities and needs. It is about knowing who does and doesn't use our services, identifying and addressing areas of inequality, disadvantage and under-representation. Knowing our population and working with other organisations is vital to ensure that any decisions made are based on high quality intelligence.

Equality and Diversity Objectives

- ✓ Support a fairer Redbridge by making equality and diversity issues a key priority at all levels of the Council as a key part of all decision-making processes
- ✓ Relationships with communities will be strengthened, so that they are partnerships based on trust and respect and where both parties come to the table as equals.
- ✓ Foster greater community cohesion by creating a borough where difference and diversity is understood celebrated and valued.
- ✓ Promote a strong sense of community pride by encouraging and empowering people from all backgrounds to work together for the benefit each other and the borough

Equality and Diversity Outcomes

- ✓ There is robust and comprehensive collecting and sharing of equality information across the Council
- ✓ The analysis and use of equalities information is consistently informs service planning
- ✓ There is a fostering of good community relations between all communities.
- ✓ There is effective community engagement with the diverse community of Redbridge

2. Leadership, partnership and organisational commitment

It is vital that we have a robust structure with clearly identified roles and responsibilities to ensure that both Members and officers can perform their equalities roles well and champion equality issues within their wards/service areas and empower others within the local community.

Our goal is to challenge discrimination, promote equality of opportunity and understanding and foster good relations within our community. This will involve working closely with our public and private sector colleagues and those in the voluntary and community sectors who work hard to promote the rights and needs of those they represent.

Equality and Diversity Objectives

- ✓ Promote equality through leadership across the Council
- ✓ Engage and work with local statutory and voluntary, community and faith partners to further equality in Redbridge
- ✓ The council will continue its role of unity and progress by sharing good stories, achievements and uniting our borough.
- ✓ Equality, diversity and inclusion will be built into everyday culture and practice, where the council will develop strategies and policies that reflect the shape of the borough in terms of equalities.

Equality and Diversity Outcomes

- ✓ There is clear political and officer leadership of equality and diversity across the Council.
- ✓ Local vision and priorities are shaped and achieved through working in partnership.
- ✓ There is a thorough use of equality impact assessment across the council – Performance monitoring and scrutiny uses community outcomes as the measures of success.

3. Responsive services and customer care

Our residents' views are important to us and in the years ahead, we will ensure our residents feel they can influence the decisions made in their borough by increasing participation in public life.

Engaging directly with our residents will provide an excellent opportunity to foster good relations and promote understanding, ensuring Redbridge is a place where everyone can make a meaningful contribution to their community and shape the services that matter to them.

Equality and Diversity Objectives

- ✓ Services and facilities meet the needs of all our local residents.
- ✓ We will deliver services equitably and ensure that our diverse population has equitable outcomes and residents with protected characteristics can also flourish to achieve their full potential.
- ✓ We will also act on residents' views and analysis to influence how our partners, such as the NHS and Police, deliver services to meet the needs of residents in Redbridge.
- ✓ Our residents will be at the heart of everything we do.

Equality and Diversity Outcomes

- ✓ Equality is integrated into all the Council's planning, delivery and outcome.
- ✓ Service design and delivery is shaped according to customers' needs
- ✓ Services are accessible and provided through the most efficient and effective channels available
- ✓ commissioning and procurement promote good relations and drives equality outcomes

4. Diverse and engaged workforce

We need to offer services that are relevant and inclusive so that our limited resources are targeted where residents need them most. To achieve this we will talk to you, we will ask your views and listen and respond to what you tell us. We will also continue to assess our current services and new proposals to ensure that they are fit for purpose and do not exclude anyone on grounds of a protected characteristic (as defined within the Equality Act 2010).

Equality and Diversity Objectives

- ✓ The council celebrates the benefits that a diverse workforce brings and actively works to be as diverse as can be by creating a workplace with an inclusive culture where staff feel well supported.
- ✓ Develop and sustain a diverse, skilled and committed workforce able to meet the needs of local people.
- ✓ All staff in the Council will be trained and developed to have knowledge and skill required to understand and meet the needs of our diverse residents.
- ✓ We will support our Councillors and staff to know more about equality matters.

Equality and Diversity Outcomes

- ✓ There is a robust process to collect, analyse and publish workforce data.
- ✓ Inclusive strategies and policies are developed.
- ✓ An environment where employees' health and wellbeing is supported is created.
- ✓ Employees experience throughout their employment is positive and will enhance productivity.
- ✓ Learning, development and progression is developed to support a diverse workforce.
- ✓ All levels of the workforce reflect the diversity of the local population.