



Equality and Diversity Strategy



Ambitious for all



Ambitious for Redbridge

Purpose



This strategy sets out in 1 place our [Equality Objectives](#) (or goals). They show how equality is in everything we do. It is important for us to stick to these goals. And to make sure we are always fair.

Our Vision – what we believe



To be one of the most welcoming boroughs in London, where communities value each other and work together to create a fairer society.

Mission - what we do



To respond to the needs of all our communities by thinking about difference and disadvantage. This will encourage more cooperation, partnership and empowerment. We will show that we take responsibility for what we do. This will encourage trust and make relationships stronger to create a fair and safe borough that sticks together - where everyone can succeed in their lives, work and businesses.



Words [underlined in blue](#) are on the wordlist on page 11-14.



The law

The Council must follow the Equality Act 2010. This protects people from [discrimination](#) due to these reasons ([protected characteristics](#)):



- Age



- [Disability](#)



- [Gender reassignment](#)



- Marriage and civil partnership



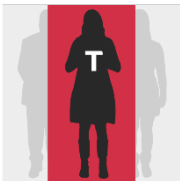
- Pregnancy and maternity



- Race



- Religion or belief (including having no religion)



- Gender (male, female or [transgender](#))



- [Sexual orientation](#)



- The Council also understands that people can be treated differently because of their money and education. The Equality Act says the Council must follow the Public Sector Equality Duty (PSED) and other equality duties. The PSED means public authorities, like councils, must think about how their policies or decisions affect people protected by the Equality Act.



The General Equality Duty says that in everything we do we must have [due regard](#) to the need to:



- Stop [discrimination](#) and [harassment](#) that is against the law, and other behaviour the Act does not allow.



- Make sure people with protected characteristics have the same opportunities as those who do not.



- Encourage people with protected characteristics to get on well with those without.



Some Equality Duties are just for the public sector (health, education, social care). With them we must show how we meet the general duties above. We will publish equality information every year about staff, residents and [service users](#). We will also agree Equality Objectives every 4 years at least.





All the duties apply to any organisation that has a contract with, or funding from, the Council.



Looking at the whole of Redbridge



Redbridge has many different kinds of people. Here are some facts and figures:



- Nearly 7 residents in every 10 are from [black and ethnic minority \(BME\)](#) communities. Just over 4 in every 10 are Asian.



- The 2014 residents' survey showed that most felt Redbridge is a place where people from different backgrounds get on well together.



- Redbridge is 1 of the places in England and Wales with the lowest number of Christians. It is 1 of the places with the highest number of Muslims.



- Most disabled people registered with Adult Social Services have a physical disability.



- More than 4 in 10 of the children known to the Children with Disabilities service have autism.



- Redbridge has 1 of the youngest populations in London with more babies than other places.



- We think that over the next 20 years there will be more and more people aged over 65.



- In Redbridge just over 15 in every 100 children live in families where nobody works.



- Nearly 1 in 10 people get work related benefits. This is a bit lower than in other parts of London.



- Clementswood and Loxford are the poorest areas.



How the changes in the money we get from Government affect equality



Local councils now get much less money from Government than before. This will carry on for the next few years, affecting Redbridge Council services. So we have set up a local Transformation Programme to look at how we can deliver our services better and more cheaply. We will work out how the cuts and changes to funding and services will affect those most in need.





Looking at the effect of decisions by using an [Equality Impact Assessment](#) (EqIA)



The Council has to make difficult decisions about money. Some decisions may affect people with protected characteristics badly.



The Equality Act does not stop us making these decisions. But it does need us to show we have looked at our choices and how they affect different groups of people. We use EqIAs to help us do this. We consult with people and look at information we have about protected characteristics.



Equality and the Redbridge Fairness Commission



The Fairness Commission was set up in 2015 to look at poverty and inequality in Redbridge, and what the Council and its partners are doing about it.



The Equality and Diversity Strategy Action Plan will pick up on any actions we should take about equality that the Fairness Commission recommends.



Equality Objectives

The Council has these [Equality Objectives](#):

As a service provider it will:



1. Support a fairer Redbridge by making equality and diversity issues 1 of the most important things when making any decision.



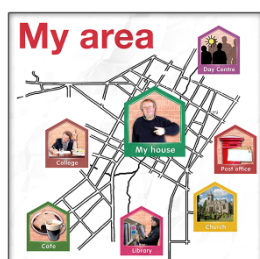
2. Make sure that people can get to services which welcome all communities.



3. Encourage better [community cohesion](#) by creating a borough where we understand, celebrate and value difference and diversity.



4. Encourage strong community pride by encouraging and empowering people from all backgrounds to work together for each other and the borough.



5. Work with local partners to increase equality in Redbridge.



6. Aim to protect services for those most in need and increase equality by buying in the right services.

As an employer Redbridge Council will:



7. Develop and keep a skilled and hardworking team with different kinds of people that can meet local needs.



8. Make sure we value all staff.



9. Encourage equality through leadership.

Responsibilities of our leaders and staff



Councillors, senior managers and staff must all encourage equality in the Council's work as an employer and service provider.

This includes actions such as:



- Completing and thinking about EqlAs in decision making and [service planning](#).



- Acting on equality information and consultations.



- Challenging behaviour that discriminates against people.



- Following the ideas behind this strategy.



Monitoring (or checking)

We monitor different information about residents and service users. Some of this is about equality. It is useful to us because it can tell us more about our communities and how they use our services. It helps us to meet our duties under the Equality Act. And to work out where we can use what we have to get the best results for residents.



We use most of our equalities information to get an idea of who our service users are. It includes no names. This is only different if we give you a service where it is important that people working with you have particular information about you, for example about a disability.



Working out how successful we are

This Strategy has an action plan for how we will meet our equality objectives. We will review it once a year at least.

Wordlist

Black and Minority Ethnic



Often means people in Britain who are not White British, for example: people with African, Caribbean or Asian family backgrounds including people from other white ethnic backgrounds, for example Romanian, Polish.



Community Cohesion



A community where:

- Everyone feels they belong.
- The diversity of people's backgrounds and lives is appreciated and valued.
- People from different backgrounds have the same sort of life chances.





- Strong and positive relationships develop between people from different backgrounds and lives in the workplace, schools and neighbourhoods.

Disability



A physical or mental problem which has a big, long-term (12 months or more) effect on the ability to carry out normal day-to-day activities, like getting dressed and using public transport.

Discrimination



Treating someone differently due to their [protected characteristics](#). It is also when a rule is made for all groups, but some cannot follow it due to their protected characteristics.

Due Regard



Paying due regard under the Equality Act means we must take into account how our decisions affect people with different protected characteristics.



Equality Impact Assessment (EqIA)

This helps us work out if a decision, service or policy has a bad effect on any group, and what action to take.



Equality Objectives (goals)

These give details of the important equality results we want to achieve. They help us set **Equality Actions** - the practical steps we will take to help us achieve our goals.



Gender reassignment

Changing sex from being a man to a woman, or from being a woman to a man.



Harassment

Acting in a way that can harm or upset another person.



Protected Characteristic

Groups covered under the Equality Act (see page 3).



Service Planning

Working out service goals and actions.



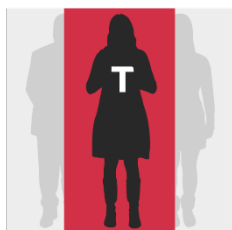
Service Users

People who use Council services.



Sexual Orientation

Whether a person is attracted to people of the same sex as them or the opposite sex.



Transgender

A word used to include people who have changed sex, cross-dressers and all those who call themselves trans.

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