

Equality Annual Report 2023

summary version

This is a summary of the annual progress report on the Council's Equality Strategy 2020-2024.

The Council is committed to making Croydon a place where people feel valued and have a voice, a place free from discrimination.

Priority one of the Mayor's Business Plan 2022-2026 remains the focus of most equality achievements, as the Council continues to work to balance its books and put our finances on a sustainable footing.

Outcome one: the Council addresses social inequities as a community leader and employer

Outcome two: We work with residents to better understand our communities.

Achievements:

- Equalities has remained of high importance for the Corporate Management Team
- A new community panel oversees police encounters such as stop and search
- Croydon was a Spotlight Organisation for Race Equality Week 2022 and 2023
- Tender documents ask for a check of contractors' equality policies
- The gender and disability pay gaps have improved
- An LGBT+ language guide has been published for staff and residents
- The Council achieved a Bronze Trail blazer award from Race Equality Matters in 2023

Challenges for the future:

- How to work within a smaller budget
- How to narrow the ethnicity pay gap
- How to ensure the equalities team has enough capacity to deliver their service
- How to ensure the workforce reflects the community it serves

Achievements:

- The Council has updated the equality terms it uses
- Support has been provided to people to reduce their vulnerability
- The Community Safety team has supported minoritised groups
- An analysis of the 2021 Census has been published on the Croydon Observatory
- Rehab services have seen a reduction in waiting lists
- Partnership work has allowed more vulnerable people to be helped
- The Housing directorate has an improved system of data collection
- A Community Safety Engagement Board was set up to improve the Council's work with residents

Challenges for the future:

- How to improve the collection of equality data
- How to improve engagement with minoritised groups

Outcome three: Use partnerships to improve access and meet individual needs as they arise

Achievements:

- The NEET team supported 68 young people into education/employment this year
- Croydon Works supported over 1000 residents into employment/education in 2022
- A new participation team has joined the Children, Young People and Education directorate
- 4,296 people were enrolled on 6,849 courses through CALAT
- The number of permanent school exclusions has reduced
- 324 employers adopted the Good Work Standard
- Official Council documents have large print and braille options
- A fund has been developed to help Voluntary and Faith Sector Groups become mentors for young people

Challenges for the future:

- How to reduce digital exclusion
- How to continue improving school exclusion rates
- How to continue safeguarding young women and girls

Outcome four: People in Croydon are supported to be in good health

Achievements:

- Six Local Community Partnerships have been developed
- Funding has been received to tackle health inequalities
- The co-production of services with residents has begun, such as the Residents Voice group
- A new board to coordinate health and care services has been set up
- A new framework to measure community health has been introduced
- Progress has been made to deliver Croydon's Autism Strategy

Challenges for the future:

- How to improve the relationship between Council departments, the NHS and the voluntary sector
- How to reduce health inequalities

Thank you for reading.

[View the full length version of the Croydon Council Equality Annual Report 2023.](#)