

Our Residents

Knowing our community

- **Our community:** The Inclusion Group (IG) will meet with two community groups to celebrate and learn from our differences. The IG and Leadership Team will promote learning across the Council
- **Our communications content:** We will continue to ensure our key communications content remain inclusive eg our website, Borough Insight magazine, Committee Reports...promoting Inclusion & Diversity
- **Our data:** We will use demographic data available to us including ward profiles to help us understand and deliver our communities needs

Our Staff

Promoting inclusion

- **Our interactive skills:** We will help everyone within our capacity from all walks of life irrespective of their backgrounds
- **Our inclusive awareness event:** We will organise two inclusive events & our the IG will meet regularly to promote our commitment across the council
- **Our experiences:** We will provide opportunities for our staff to share their experiences eg what inclusion & diversity angle do they bring to their work and the Council as a whole

Our Responsibilities

Meeting mandatory requirements

- **Our decision making processes:** We will listen to our residents when planning and making decisions that will affect their lives
- **Our services:** We will ensure Community Equality, Impact Assessments (CEIAs) are submitted for all major service changes to mitigate any negative outcomes for our residents
- **Our actions:** The IG will review CEIAs and support services with meeting our obligations

The Equalities Act: It defines the protected characteristics and they are Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy & Maternity, Race, Religious Beliefs, Sex, Sexual Orientation.

The Public Sector Duty is:

- To eliminate unlawful discrimination
- To advance equality of opportunity
- To foster good relationships.

Responsibility

Overall responsibility is with the Human Resources and Organisational Development Team with support from the Inclusion Group and Leadership Team.

Inclusion Group

The Council has an Inclusion Group responsible for championing Inclusion & Diversity, reviewing CEIA's and supporting initiatives throughout the year.



Our Inclusion & Diversity Commitments 2018/19

Key Success Measures



Our Residents

The Inclusion Group (IG) will meet with the following community groups:

- Love me Love my mind
- Age Concern Epsom & Ewell
- Sunny Bank Trust
- The Old Moat House - Richmond Fellowship

The Leadership Team will promote opportunities linked to the groups to raise awareness

The IG will Investigate options to provide an easy read format for key Housing documents

(Inclusion Group)

The IG will share experiences through...

- Work done with vulnerable Syrian Families
- Epsom & Ewell Refugee Network
- Epsom Food Bank

(Inclusion Group)



Our Staff

The IG will organise two inclusive events in...

Invite Disability Alliance Network Mid Surrey (DAN)

Invite Kausar to present a talk on religious cultures and how to promote tolerance

(Inclusion Group)

Human Resources will review our workforce profile and report it to the Leadership Team

(Shona Mason)

Policy, Performance & Governance Team will compile data on our communities including ward profiles

(Gillian McTaggart)



Our Responsibilities

The IG will review our Equality Impact Assessment forms (EIAs) and will work with services to ensure EIAs forms are completed where there are proposed significant service changes.