



Croydon Equalities Pledge Guidance document

Produced by Croydon Council, March 2022



Background

We've developed two distinct [race and equality pledges](#) for local organisations and businesses to unite in their commitment towards a fairer and more inclusive borough.

The pledges are designed to create community ownership of Croydon's path to a more equal society. All organisations and employers operating in Croydon are urged to read and sign up to the pledges. Details on how to sign up are available on our [website](#).

The pledges contain 10 workplace activities, which range from a stated commitment to anti-racism and zero tolerance of discrimination, through to greater scrutiny of internal processes and increased training on bias and cultural awareness. These were carefully developed following consultation with residents and community groups.

Organisations are encouraged to commit to a minimum of three activities per year to create steady change within their work and the wider borough. Participating organisations and their employees or members can add the pledges to their branding, signalling their contributions towards a fairer Croydon.

The Equalities Pledge covers all protected characteristics including; disabilities, faith, gender, age and sexual orientation and will contribute to ensuring that all residents are treated equally and fairly by others.

In recognition of the unique lived experiences of residents and employees of African, Caribbean, and African Latin heritage, the George Floyd Race Matters Pledge has been designed to tackle persistent structural and institutional racism. This follows vocal calls for real change in the wake of the brutal murder of George Floyd in 2020.

Participating organisations can make a difference in their community, working together so that everyone in Croydon is treated with the respect they deserve. The council will report on progress as part of its wider annual equalities reports and organisations can also produce their own reports, reflecting on concrete activities such as training and fairer recruitment processes.

What you need to do

By signing up to the pledges, you are committing your organisation to delivering upon at least one action every year. Participants are able to submit their pledges through a simple form on the council's website. The [online form](#) asks for the name of the individual making the pledge, the organisation that they represent (if applicable) and their pledge. The form will also seek consent to publish the pledge, which will be an important aspect of monitoring the pledges made.



Croydon Equalities Pledge

In Croydon we believe that all agencies statutory, voluntary, community and private sector have a role to play in tackling inequalities. By making this pledge as an organisation, we commit to:

- Positively promote the equality of opportunity for individuals of all characteristics namely: disability, gender, race, age, sexual orientation, religion and belief, marriage and civil partnership and gender identity by recognising significant celebrations and awareness days and ensuring that workplace practices do not discriminate against any groups
- Ensuring that there is mandatory training for all staff at all levels in equality, diversity and inclusion every two years, attendance is monitored, and 100% targets set with staff and managers held to account
- Ensuring a zero tolerance zero-tolerance approach to all forms of discrimination, harassment, and bullying, publicising the staff code of conduct, providing staff with information on what it is and encouraging people to safely challenge this where it occurs ensuring that people are not treated less favourably for doing so
- Positively encouraging applications from diverse and under-represented groups when advertising for posts and taking actions to respond to under representation in this area identified by organisational data
- Using anonymous recruitment processes which don't reveal details of race, age, gender, disability, or socio-economic status
- Identifying and annually publishing pay gaps based on ethnicity, disability and gender and putting actions in place to reduce such pay gaps
- Providing reasonable adjustments for disabled staff in interviews and employment
- Developing and agreeing an equality policy for the organisation which all staff sign up to, and reviewing it every 3 years
- Collecting data on the protected characteristics of staff and aiming to have a workforce which reflects the Croydon community by using positive action recruitment practices and encourage career development for underrepresented staff.
- Undertaking annual staff surveys to identify the impact of organisational actions on employees lived experience and psychological safety at work



Monitoring the pledges

Each pledge received through the online form and post will be collated together, bringing every pledge into a central place and random sampling will be done four times a year when participants will be contacted for an update on their pledge.

Details of the actions organisations take to develop their pledge(s) will be published on the council's website to allow for residents and other businesses to see the progressive steps being taken in the borough.

Examples of equality pledges

Here are some examples of the types of pledges that an organisation could choose:

Protected Characteristic	Example
Age	Making sure there is a non-digital option available to older residents who may not have access to internet.
Disability	Making sure your website is accessible for everyone by making small changes like adding alt tags on images and using a font size of at least 16.
Gender reassignment	Encourage staff to use their preferred personal pronouns after their names in email signatures e.g she/her, he/him or they/them, to show respect for gender identity and choice of pronouns of others.
Marriage and civil partnership	Introducing unconscious bias training to employees.
Pregnancy and maternity	Being flexible with staff members both during and after pregnancy by offering remote working and flexible hours.
Race	Develop staff networks to champion Black, Asian and minority ethnic staff issues and support the organisations equality and diversity agenda Provide a way for staff to raise any concerns in a safe, confidential and non-judgmental environment and be signposted to appropriate support.



Protected Characteristic	Example
Religion or belief	<p>Allowing members of staff time during the day for their prayers.</p> <p>Attending the annual Croydon Faith Forum Faith Walk.</p>
Sex (gender)	<p>Ensuring that there is a good balance of all genders in meetings, interview panels and other events</p> <p>Organising an event for International Women's Day</p>
Sexual orientation	<p>Establish a LGBT anti-discrimination policy in your organisation ensuring all employees know what is not tolerated in the workplace.</p> <p>In cases of homophobic bullying, promptly recognising the problem and taking action.</p>

Postal pledges

We understand that not everyone will be able to access the online form to submit a pledge. To make submitting pledges accessible, postal pledges are welcomed by at:

Policy, programmes and performance

London Borough of Croydon,

Level 7 floor, Bernard Weatherill House,

8 Mint Walk, Croydon, CR0 1EA.