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Merton Council

Joint Consultative Committee with Ethnic Minority Organisations

13 June 2023

Supplementary agenda

2 Draft EDI Strategy

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Joint Consultative Committee

20 June 2023

Pre-consultation draft: Equality,
Diversity and Inclusion Strategy

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Status of document

- This is a pre-consultation draft of the strategy and is not for wider circulation at this time please. It is being shared with the JCC given the purpose of the strategy and the role of the JCC.

Timeline

- Corporate Equalities Steering Group 14.06.23
- Corporate Management Team 20.06.23
- Leaders Strategy Group 03.07.23
- Cabinet (approval to consult) 17.07.23
- Consultation from 24.07.23
- Consultation to (tbc) 30.09.23
- Cabinet 16.10.23
- Council (approval) 15.11.23

Consultation

- JCC
- Merton Partnership
- Voluntary and Community sector partners
- Any relevant forums or public meetings
- Overview and Scrutiny Commission
- Website

Purpose of strategy

- To set out our approach to and plans for reducing inequality, promoting community cohesion and celebrating diversity in the borough.
- Fulfils statutory requirements arising from the Public Sector Equalities Duty (PSED)

Four key objectives

- Tackling poverty, the structural differences in social circumstances and the resulting differences in access and outcomes
- Promoting Community engagement to empower our residents, improve understanding of the issues faced by local people and develop services to meet the differing needs.
- Promoting a safe, healthy and cohesive borough where communities get on well together
- Improving our evidence base to inform our decision making

Scope of strategy

- Nine Protected Characteristics:

Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation

Scope of strategy

- In addition to the nine Protected Characteristics we are proposing the scope includes:
 - Care experienced young people
 - Single parent households
 - Armed forces veterans
 - Socio-economic Status