

Developing Merton's Equalities Objectives for 2022 - 2026

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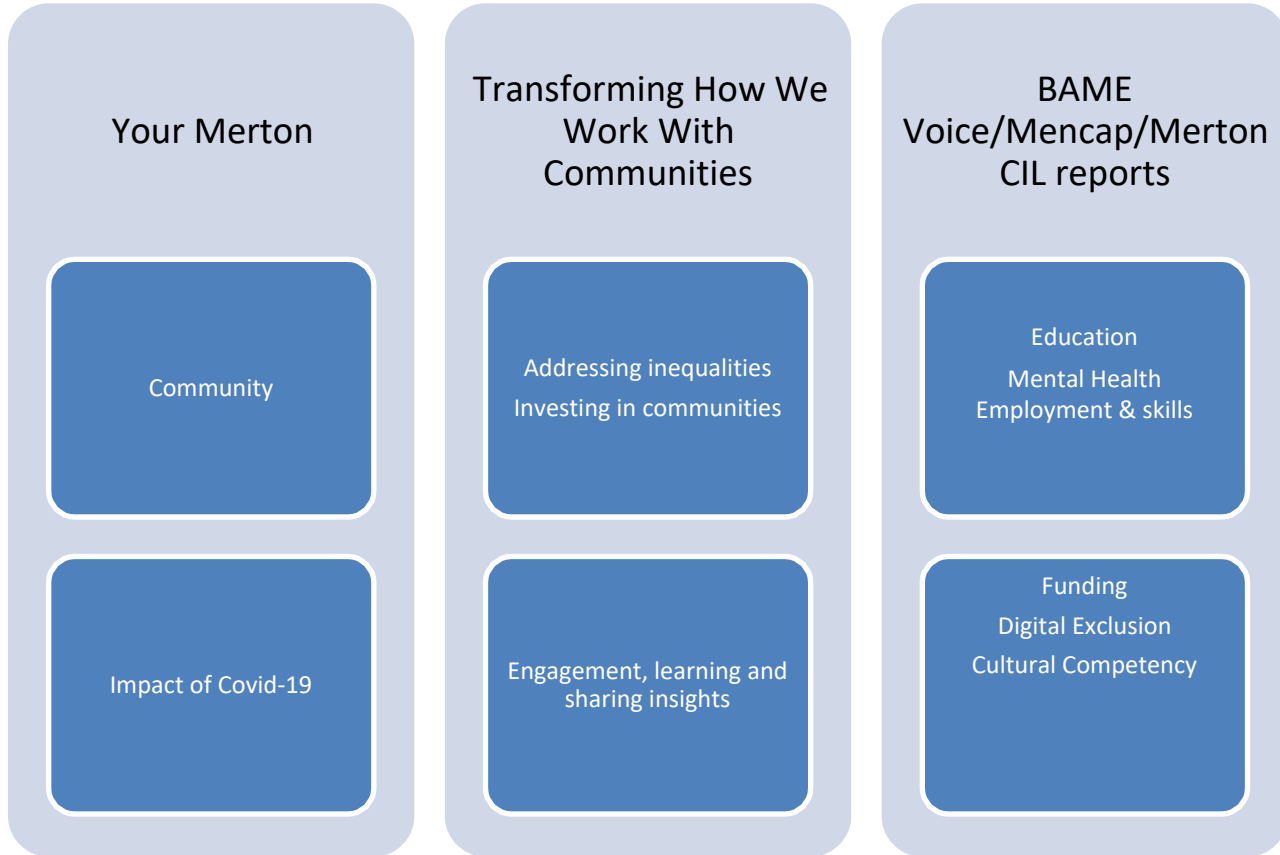
Current Equality Objectives

1. To ensure key plans and strategies narrow the gap between different communities in the borough
2. Improve equality of access to services for disadvantaged groups
3. Ensure regeneration plans increase the opportunity for all Merton's residents to fulfil their educational, health and economic potential, participate in the renewal of the borough and create a health promoting environment.

Current Equality Objectives

4. Encourage recruitment from all sections of the community, actively promote staff development and career progression opportunities and embed equalities across the organisation
5. Promoting a safe, healthy and cohesive borough where communities get on well together
6. Fulfil our statutory duties and ensure protected groups are effectively engaged when we change our services.

Community Insight



Emerging and cross-cutting issues

Health
Inequality

Access

Safety/hate
crime

Mental
Health/Isolation

Community

Employment
and Skills/Staff

Young people/
Education

Engagement

Data

Poverty/
Financial
Inclusion
/Digital
Inclusion

Funding

Cultural
Competency

Suggested draft Objectives

1. Improving Access
2. Encourage recruitment from all sections of the community, actively promote staff development and career progression opportunities
3. Promoting a safe, healthy and cohesive borough where communities get on well together

Suggested draft Objectives

4. Improving our evidence base to inform our decision making
5. Community engagement

Moving forward

1. Infrastructure – Departmental Equality leads to support DMTs to develop departmental priorities for draft objectives
2. Engagement with DMTs/Senior Leadership Team
3. Consultation – internal and external

Timeline

- Agree draft objectives by 31 December 2021
- Public consultation January - March 2022
- Final draft strategy to Cabinet as a key decision - June 2022
- Strategy to be presented to Council for adoption - TBC

Developing Equality Objectives

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1. Do we have the right themes? Is there anything missing?
 2. What do you think about the suggested draft objectives?