

MEETING

POLICY AND RESOURCES COMMITTEE

DATE AND TIME

WEDNESDAY 16TH JUNE, 2021

AT 7.00 PM

VENUE

HENDON TOWN HALL, THE BURROUGHS, LONDON NW4 4BQ

Dear Councillors,

Please find enclosed additional papers relating to the following items for the above mentioned meeting which were not available at the time of collation of the agenda.

Item No	Title of Report	Pages
11.	EQUALITIES, DIVERSITY, AND INCLUSION POLICY 2021-25	3 - 110

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Policy and Resources Committee

16 June 2021

Title	Equalities, Diversity, and Inclusion Policy 2021-25
Report of	Chairman of Policy and Resources Committee
Wards	All
Status	Public
Urgent	No
Key	No
Enclosures	<p>Appendix 1: Equalities, Diversity, and Inclusion Policy 2021-25</p> <p>Appendix 2: Equalities, Diversity, and Inclusion Action Plan</p> <p>Appendix 3: Equalities, Diversity, and Inclusion Policy Consultation Report</p>
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Summary

This report seeks approval on the council's Equalities, Diversity, and Inclusion (EDI) Policy 2021-25 which demonstrates how the council will comply with the Public Sector Equality Duty in the Equality Act 2010, as well as going beyond our legal duty to implement the best practice, create a culture where diversity is celebrated and ensure that Barnet is an inclusive borough. The publication of our EDI Policy forms part of that process.

Promoting equality, diversity and inclusion both internally and externally is a top priority for the council and we are committed to building on the momentum for change that we have seen in Barnet recently. Over the last year, more Barnet Equalities Allies (BEA) staff diversity networks have been established, Members have received training about equalities, and unconscious bias training for senior managers has taken place. The EDI Action Plan sets out more ways in which we are committed to improving our approach to equalities and diversity.

The EDI Policy looks at ways in which the council will approach its statutory responsibilities under The Equality Act and the Public Sector Equality Duty. It describes our approach to implementing our equalities policy and our new Strategic Equalities Objective.

The policy incorporates our legal duties as well as areas for improvement and best practice across the council. The policy will be incorporated into all work across the council and the action plan will be overseen by the council's cross-cutting steering group on Equalities, Diversity, and Inclusion, chaired by the Council Management Team (CMT) Sponsors for this agenda.

The policy supports the council's Barnet Plan 2021-2025 and existing documents such as the Statement of Community Involvement, Joint Health and Wellbeing Strategy, Growth Strategy, and Transport Strategy.

The draft EDI Policy was developed in consultation with external stakeholders through the Communities Together Network and we also engaged staff through the EDI steering group.

Full public consultation on the draft EDI Policy was undertaken following approval from Community Leadership and Libraries Committee on 16 September 2020.

The consultation took place from 20 October to 15 December 2020 and received an overall positive response (the consultation report can be found in Appendix 3). 90 responses were received via the questionnaire (82 online and eight easy read paper questionnaires) and a further 32 participants took part in virtual qualitative workshops and meetings.

The policy has been reviewed and updated taking into consideration the consultation responses and Members and Officers across the Policy and Resources Committee are asked to approve this final amended version of the EDI Policy and note the consultation report findings that have informed the changes.

Officers Recommendations

- 1. That the Committee agrees to adopt the Equalities, Diversity, and Inclusion Policy (at Appendix A to this report)**
- 2. That the Committee authorises officers to implement the Equalities, Diversity, and Inclusion Policy Action Plan (as set out in Appendix B)**
- 3. That the Committee delegates authority to the CMT Equalities, Diversity, and Inclusion Policy sponsors, Director of Finance and Resources & Director of Public Health and Prevention, to make any subsequent non-material changes to the policy and its supporting documents.**

1. WHY THIS REPORT IS NEEDED

- 1.1 The Public Sector Equality Duty requires public bodies and others carrying out public functions to have due regard to the need to eliminate discrimination, to advance equality of opportunities and foster good relations.
- 1.2 The council has a Strategic Equalities Objective (SEO) that states how it will meet the duty. The new EDI Policy has updated this SEO which states: *All our communities will be treated equally, with understanding and respect. Both our council and our borough will be places where diversity is celebrated, and inequality is actively tackled, where people have equal opportunities and equal access to quality services.*
- 1.3 The council produces an Equalities, Diversity and Inclusion Annual Report which provides a detailed view of how the objectives have been met through the EDI Action Plan. This report provides an update on the principles of how we will meet these actions.

2. REASONS FOR RECOMMENDATIONS

- 2.1 The council is strengthening its equalities, diversity, and inclusion agenda to demonstrate compliance with its legal duty, implement best practice and ensure our workforce reflects the communities we serve.

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

- 3.1 There are no alternative reporting options considered.

4. POST DECISION IMPLEMENTATION

- 4.1 If the committee approves the recommendations in this report the Equalities, Diversity and Inclusion Policy will be formally published.
- 4.2 The action plan will be a live document, with lead officers updating their areas and adding actions over the year. Progress against the 20/21 action plan will be reported in the Annual Equalities Report 20/21, brought to committee, and published on the council website.

5. IMPLICATIONS OF DECISION

5.1 Corporate Priorities and Performance

- 5.1.1 The council's Barnet Plan 2021-2025 makes a commitment to consider equalities in all that we do. It commits to the borough being a strong cohesive community, where diversity is celebrated, and everyone has equal opportunity regardless of their background. A place with fantastic facilities for all ages, enabling people to live happy and healthy lives.
- 5.1.2 The new EDI Policy Action Plan is designed to integrate equalities into all the Barnet Plan themes (Thriving, Healthy, Family Friendly, Clean Safe and Well Run).

5.2 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

- 5.2.1 There are no resource implications as a result of this report.

5.3 Social Value

- 5.3.1 The Public Services (Social Value) Act 2012 requires people who commission public services to think about how they can also secure wider social, economic, and environmental benefits. Before commencing a procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.
- 5.3.2 Social value can be used to further equalities, diversity, and inclusion. The council is in the process of developing a menu of social value outcomes that commercial suppliers can contribute to. These will include targets for ensuring equal opportunities in employment and activities that benefit disadvantaged groups.

5.4 Legal and Constitutional References

- 5.4.1 The Equality Act 2010 replaced and consolidated previous discrimination legislation and provides protection from discrimination in the workplace and in wider society. The council has statutory obligations under the Equality Act 2010 - and is subject to the General Public Sector Equality Duty (PSED) in s149 of the Act as a public body.

5.4.2 General Public Sector Equality Duty

The Public Sector Equality Duty (PSED) consists of a general duty, with three main aims. The general duty requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups; and
- foster good relations between people from different groups.

The Act sets out what due regard means for each aim.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include steps to take account of disabled persons' disabilities.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to

- (a) tackle prejudice, and
- (b) promote understanding.

5.4.3 Obligations to publish information and set objectives

By the Equality Act 2010 (Specific Duties and Public Authorities) Regulations, SI 2017/353 the council is required to publish information to demonstrate its compliance with the Public Sector Equality Duty. The information must include information relating to persons who share a protected characteristic, who are its employees, or who are affected by the council's policies or practices. Publication is required annually. This information has been set out in each Annual Equalities Report published since 2014. Under the same regulations the council is also required to set and publish equality objectives to comply with the Public Sector Equality Duty, at least every four years.

5.4.4 Protected Characteristics

The 2010 Equality Act identifies the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

5.4.5 In addition to assessing the impact of proposals on the nine protected characteristics, the council also assesses the impact on certain other groups, whenever possible, who may be considered disadvantaged and/or vulnerable.

5.4.6 Under the Council's Constitution, Article 7 - Item 7.5 (Responsibility for Functions) sets out that the Policy and Resources Committee responsible for the overall strategic direction of the Council including responsibility for Equalities

5.5 Risk Management

5.5.1 Progress will be monitored against the council's Strategic Equalities Objective, to mitigate against a range of equalities risks, and to ensure that the council meets its statutory obligations under the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

5.5.2 The Independent Government Review into PSED (September 2013) recommended that public sector bodies should take a proportionate approach to the requirement to pay due regard to equalities and not seek to 'gold plate'.

5.6 Equalities and Diversity

5.6.1 The legal requirements of the 2010 Equality Act outlined above describe the requirement for public bodies to pay due regard to equalities.

5.6.1 The EDI Policy will strengthen the council's ability to meet the Act and the PSED. The EDI action plan sets out a new programme of activities that are designed to meet the current needs of the borough and tackle issues such as the disproportionate impact of the COVID-19 pandemic.

5.7 Corporate Parenting

5.7.1 In line with the Children and Social Work Act 2017, the council has a duty to consider Corporate Parenting Principles in decision-making across the council. Age is a protected characteristic and Barnet's approach to Equalities is to ensure that the most vulnerable are protected.

5.8 Consultation and Engagement

5.8.1 As a matter of public law, the council has a duty to consult on proposals to vary, reduce or withdraw services in the following circumstances:

- where there is a statutory requirement in the relevant matter's legislative framework
- where the practice has been to consult or where a policy document states the council will consult then the council must comply with its own practice or policy
- exceptionally, where the matter is so important that there is a legitimate expectation of consultation.

5.8.2 Consultation is also recommended in other circumstances, for example to identify the impact of proposals or to assist with complying with the council's equalities duties.

5.8.3 Regardless of whether the council has a duty to consult, if it chooses to consult, such consultation must be carried out fairly. In general, a consultation can only be considered as proper consultation if:

- comments are genuinely invited at the formative stage
- the consultation documents include sufficient reasons for the proposal to allow those being consulted to be properly informed and to give an informed response
- there is adequate time given to the consultees to consider the proposals
- there is a mechanism for feeding back the comments and those comments are considered by the decision-maker / decision-making body when making a final decision
- the degree of specificity with which, in fairness, the public authority should conduct its consultation exercise may be influenced by the identity of those whom it is consulting
- where relevant and appropriate, the consultation is clear on the reasons why and extent to which alternatives and discarded options have been discarded. The more intrusive the decision, the more likely it is to attract a higher level of procedural fairness.

Consultation on the Equalities, Diversity, and Inclusion (EDI) Policy

Overview

5.8.4 The Equalities, Diversity, and Inclusion (EDI) Policy consultation began after Council Leadership Committee on the 16 September 2020 where the committee agreed to consult on the policy for 2021-2025.

5.8.5 The following paragraphs set out the approach to the consultation and the headline findings from the full public consultation which are presented to this Committee. The detailed findings can be found in Appendix 3 of this report.

Summary of pre-engagement

5.8.6 Prior to the formal consultation, the draft policy was subject to pre-engagement to ensure it was developed in collaboration and consultation with other key stakeholders, including LBB staff and the voluntary sector:

- a workshop was held with LBB staff, through the Equalities, Diversity and Inclusion Steering Group and representatives from the staff Barnet Equalities Allies (BEA) groups

- an online questionnaire was sent to the Communities Together Network (CTN)¹ asking for their views on the draft principles and approach to be included in the draft policy.

5.8.7 The findings and recommendations from this pre-engagement was used to adapt the draft policy further.

Full public consultation

The full public consultation on the draft EDI Policy began on 20 October 2020 and concluded on 15 December 2020.

Summary of the consultation method

5.8.8 The consultation consisted of three elements:

- quantitative: an online questionnaire published on [the](#) council's Engage Barnet platform together with the draft EDI Policy and EDI Action Plan
 - paper copies and an easy-read version of the questionnaire were also made available on request
 - the easy-read questionnaire was also taken to Barnet MENCAP's user forum for adults with learning difficulties.
- qualitative: a virtual workshop was held with residents
- qualitative: a virtual meeting was held with the Barnet Multi-Faith Forum.

5.8.9 A comprehensive communications plan ensured the consultation reached our different communities. The plan consisted of the following elements and was extensively promoted via these mechanisms throughout the consultation period:

- news article in the council's residents' e-newsletter, Barnet First
- consultation placed as a 'featured consultation' on the homepage of the barnet.gov.uk website
- news release issued on the Communications Hub of barnet.gov.uk website
- social media posts via Twitter and targeted Facebook ads
- e mail sent to partners inviting them to take part in the consultation
- news items placed in the School Circular and other service user mailing lists
- widely promoted via staff communications mechanisms: First Team, the Chief Executive's weekly message, and BEA staff networks
- news item included in the Communities Together Network newsletter
- leaflets placed in library books of the click and collect service
- posters placed in public places.

5.8.10 The consultation asked for views on the new policy's:

- vision
- proposed Strategic Equalities Objective
- principles and approach

¹ Communities Together Network (CTN) is a network of community and voluntary groups in the borough.

- proposals for how we plan to measure success
- corresponding EDI action plan.

5.8.11 Response to the consultation

The table below gives an overview of the number of responses received for each of the different elements of the consultation.

Consultation method	Element	Number of responses/ participants
Quantitative	Main questionnaire	82
	Easy Read questionnaire	8
Qualitative	Resident's workshop	28
	Consultation meeting with Barnet Multi-Faith Forum (BMFF)	4
TOTAL		122

5.8.12 The full response to the consultation by each protected characteristic can be found in the Consultation Report, Section 5, paragraph 5.5, Appendix 3.

Key findings from the consultation.

5.8.13 Overall, the feedback from the consultation was very positive with high levels of agreement for the vision, the new SEO, the principles, and how we will measure the success of the new policy.

5.8.14 There were some suggestions for change and actions taken as a result of these consultation responses are set out in the following paragraphs.

Actions taken as a result of the consultation

5.8.15 **EDI Policy Vision:** Some of the consultation responses asked for clearer clarification on the role of the council and its partners to be added into the policy's vision and throughout the policy.

Updates on the EDI Policy Vision as a result of this consultation feedback:

- the vision has been updated to further clarify the council's role and to make it clearer that the policy will be achieved in partnership with community groups and residents. The whole policy has also been reviewed to ensure there is enough emphasis on the council's role and how the council will deliver the policy

- the council's strategic partners have also been referenced more and the policy has been updated to make it clearer that this is a policy that will be delivered in partnership with other agencies who we expect to share our values
- another section has been added on partnership working in particular with further reference on the Voluntary, Community and Faith Sectors (VCFS)
- to help address some concerns around a lack of clarity on how we will achieve these aims, and how success of the approach will be measured, more detail has been included on the EDI Policy's approach and what we are doing to achieve the aims set out within the policy
- there were also a few comments within the different consultation strands that the vision should state how the council will deal with structural inequalities; however, after careful consideration it was felt there is sufficient emphasis on this.

5.8.16 **Strategic Equalities Objective (SEO):** There were some comments that the SEO was too vague with a call to reinstate the wording 'Access to quality services' which was included in the previous SEO

Update on the SEO on as a result of this consultation feedback:

- 'Access to quality services' has now been reinstated into the new SEO.

5.8.17 **Faith:** Some of the consultation responses asked for more emphasis on faith to be added throughout the policy.

Update on policy as a result of this consultation feedback:

- as part of this consultation feedback, the Barnet Multi-Faith Forum (BMFF) suggestion of including 'play and pray' into the council's EDI vision has been incorporated and further references to this have been added to the rest of the policy.

5.8.18 **Disability:** There were some comments to include more references to disability in the policy, and further references to the needs and rights of disabled people.

After careful consideration of these comments it was felt that references are balanced and equally addressed across each protected characteristic. Also, Section 3: Our Legal Duties outlines all the protected characteristics that are encompassed within the policy. However, the EDI Action Plan will be regularly reviewed and further actions for each protected characteristic will be addressed through this monitoring process.

5.8.19 **Action plan:** some respondents wanted to see more actions around: anti-racism campaigns; reaching out to all communities; supporting, and encouraging partners, and actions around making information accessible.

Update on policy as a result of this consultation feedback:

- the action plan has been reviewed to address these comments and will be updated over the life of the policy to ensure it includes more actions covering these areas.

The full consultation report can be found under Appendix 3.

Equalities, Diversity and Inclusion Policy 2021-2025



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Foreword

We recently published our [Barnet Plan for 2021-25](#) which sets out our ambition for the next four years and aims to create an inclusive borough where nobody is left behind. We want Barnet to be a place in which everyone's hopes and aspirations can be made real.

Our diverse community is one of our greatest strengths with people of many different ethnic backgrounds, faiths and life experiences living side by side. Supporting all our communities to thrive in an environment that is free of harassment and discrimination is a core strand running through all the priorities in our Barnet Plan and fundamental to how we work as a council. We want to ensure people are not held back by poverty and that our success is shared. This Equalities, Diversity and Inclusion Policy supports that journey.

We recognise that we can only deliver this policy by working together with all our communities. That is why we have developed this policy in consultation with our partners, staff, residents, and other key stakeholders.

We are committed to building Barnet into a strong, cohesive organisation and community where diversity is celebrated, people have equal opportunities and where inequality is actively tackled.

This policy sets out our vision for actively tackling inequalities, fostering good relationships across our communities and recognising the contributions that people from different backgrounds make to life in our borough. We are firmly committed to the Public Sector Equality Duty, and the protected characteristics of people enshrined within it. But our aspirations go further: to ensure equality of opportunity for people in care, refugees and migrants, people with caring responsibilities and those experiencing socio-economic disadvantage.

We know that the measures we take to make the borough easier to get around, or that tackle discrimination or harassment head on, make life better for everyone.

We want the borough to be a fair, inclusive and a safe place for all our communities. Where discrimination is tackled, hate crime is reported and dealt with promptly, and everyone feels safe to live their life.

Our action plan sets out how we will deliver these ambitions. It states the high standards we expect of ourselves. It demonstrates efforts we will undertake to build an inclusive culture within our workforce and has a positive impact on the residents we serve. It shows how we will shape our services which actively address inequality and exclusion, and proactively promotes the building of good relations between different communities. It also connects to our [Barnet Plan](#) to ensure that we work with our partners to enhance equality and fairness.

This updated Equalities, Diversity and Inclusion Policy and action plan is the next step on our journey to creating an inclusive borough, which works for all.



**Councillor
Dan Thomas**
Leader of the Council



John Hooton
Chief Executive
of the Council



Section 1:

Our vision and commitment

Our vision: “Every person has unique differences. With the support of our partners, community groups and residents the council will build Barnet into a strong cohesive community, where diversity is celebrated, and everyone has equal opportunity regardless of their background. A borough where every person can live, work, play, pray and study in an inclusive and safe environment, free from harassment, discrimination and any structural inequalities that could hold them back. We want to create a community where people support each other to take control of their own lives, optimise their independence, and make a difference in their areas and local services.”

Barnet has long been a diverse borough and is becoming ever more diverse, with people of many different ethnic backgrounds, faiths, and life experiences living side by side. It is the richness of this diversity, and the positive impact that it has on the borough and our community, that we believe helps make Barnet such a great place to live, work, play, pray and visit.

We know that the borough’s diversity is something to value and celebrate, and this policy highlights our commitment to maintaining and building on our strengths by ensuring equalities, diversity and inclusion is integral to everything we do. The council continues to be committed to helping make Barnet a strong, cohesive community. We aim to reflect this in our own organisation, so that both our council and our borough are places where diversity is celebrated, people have equal opportunities and inequality is actively tackled.

Striving to be a more inclusive organisation will help the council to:

- make decisions that are informed by diverse points of view
- know our communities better and listen to them more closely
- design, commission and deliver the most effective possible services
- make the best use of our resources.

A wealth of evidence from the public, private and voluntary sectors supports our view that greater equality and inclusion will benefit our residents, our communities, our colleagues and our partners.



Section 2: Purpose of this policy

Our Equalities, Diversity and Inclusion Policy will ensure that in all our work we are helping to make Barnet a fair borough to live, work, play, pray and study in. We will deliver this policy together in partnership with other agencies who share our values and our vision.

This commitment extends to our own workforce and is part of our responsibility as an employer. We will ensure employees at all levels can see a pathway to progression, are empowered to pursue it and are supported on that journey.

Being truly inclusive is not just about welcoming different contributions. Inclusion also means actively tackling inequalities and advancing greater equality, as well as fostering good relations between different people. Inclusion means removing the barriers – physical, economic or social – that hold people back, so we build a borough in which everyone feels a part:

- by considering equalities and inclusion in the way we operate, we ensure that decision making, and policy development is better informed and more tailored to individual needs. This will lead to better outcomes for our communities
- by celebrating and promoting diversity and inclusion, we will create a more cohesive borough, building a community in which people support each other and help tackle discrimination
- we will use insight to investigate inequality and discrimination, and to understand where people may not have equal access to services. Wherever we find that people have experienced inequality or disproportionate impact due to their characteristics we will work to tackle this and eradicate it.

Within this policy we have set out:

- our legal obligations to protect people from discrimination and to promote equality of our residents and staff
- the underlying principles that will guide our approach to equalities, diversity and inclusion in the borough
- what we are doing to implement this approach, what we plan to do, and how we are going to make sure we are achieving it.



Section 3: Legal duties

As a local authority Barnet Council has a number of legal obligations related to equalities, inclusion, diversity, and human rights. While it is our statutory responsibility to meet these duties, we believe that as an organisation that has such a tangible impact on people’s lives, it is important that we strive to go beyond them and challenge ourselves to constantly improve.

Equality Act 2010

The Equality Act 2010 is designed to ensure that people are protected from discrimination in the workplace and wider society. [Section 149](#) of the act contains a specific duty for local authorities: The Public Sector Equality duty ensures that we consider the needs of all individuals in shaping policy, delivering services, and managing our workforce.

The Equality Act lists nine protected characteristics that we must consider when assessing the impact of our services:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion and belief
- sex
- sexual orientation.

The Public Sector Equality Duty has three aims, and requires Barnet Council to have due regard to the need to:

- eliminate unlawful discrimination, harassment, and victimisation and other conduct prohibited by the act
- advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- foster good relations between people who share a relevant protected characteristic and those who do not share it.

We must also:

- publish information at least annually to show how we are meeting the Equality Duty
- set and publish equality objectives at least every four years.

Having due regard to advancing equality means that we:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

This policy re-states our long-held commitment to tackling inequality on these grounds, not just because it’s our legal duty but also because doing so helps create a more successful borough.

We are committed to the social model of disability which says that people are disabled by barriers in society not by their impairment or difference, whether that impairment or difference is physical, mental or cognitive. Barriers can be physical, for example buildings not having accessible toilets, or they can be caused by people’s attitudes, like assuming disabled people are unable to do certain things.



Going beyond legislation

This policy sets out our approach to meeting our legal obligations. However, we want to go further in order to fulfil our vision of a diverse and inclusive organisation and borough. We will seek to identify and eliminate structural inequality wherever it exists, including where possible, looking beyond the nine protected characteristics of the Public Sector Equality Duty.

Creating a successfully inclusive borough also means recognising that there are many causes of inequality or exclusion, often interconnected and mutually reinforcing. People can be excluded because they have been uprooted from their home or country, are economically disadvantaged, face daily barriers to access have poor social networks, live in inadequate housing conditions, do not speak English, or are experiencing poor mental health and wellbeing. Refugees and migrants, those with caring responsibilities or who have been in care are also often more at risk of facing inequality or exclusion.

Issues relating to other forms of inequality or exclusion are already considered through topics, programmes and projects such as food insecurity, health and wellbeing for all, educational outcomes, access to good quality jobs, support for refugees and fostering resilient communities.



These take account of the different causes and consequences of inequality and consider the differing needs and diversity of people throughout our communities.

We will continue this approach and through our actions ensure our activities are linked to our equality and inclusion principles and objectives

Our Commitments

We commit to fulfilling both the letter and the spirit of our legal obligations under the Equality Act 2010 and any other subsequent legislation relating to equality. We require our contractors and the organisations that we fund to abide by all the equality legislation that applies to them and to assist the council in upholding its obligations under the Public Sector Equality Duty.

We commit to being a learning organisation, always ready to improve our practice and to address new issues as they arise. We will seek to understand and address the root causes of inequality and exclusion in Barnet and to focus our efforts on tackling them. If we make mistakes, we will put things right and learn from our experience.



Section 4:

The council's Strategic Equalities Objective

The council is required to set an Strategic Equalities Objective (SEO) and publish a report on our progress in meeting it. The SEO provides our central organisational objective towards advancing equalities.

The council's former Strategic Equalities Objective (SEO) was:

Citizens will be treated equally, with understanding and respect, and will have equal access to quality services.

The SEO was last updated in 2018. It has been revised and updated to be in line with our Barnet Plan for 2021-25 and also in consultation with our partners and residents.

Our new Strategic Equalities Objective (SEO) is outlined below:

All our communities will be treated equally, with understanding and respect. Both our council and our borough will be places where diversity is celebrated, and inequality is actively tackled; where people have equal opportunities and equal access to quality services.



Section 5:

Responsibilities and governance

Everyone has a part to play in advancing equalities, diversity and inclusion in Barnet. We work with our staff, unions, partners, residents, and service users to ensure we meet our duties and ambitions for meeting the diverse needs of Barnet’s population.

Specific responsibilities within the council:

Elected Members: Members play a vital part in setting the council’s strategic direction. They will approve the EDI Policy and ensure the council adheres to it when making decisions. Members champion equalities among the communities they serve and celebrate the diversity in their local areas.

Council Management Team (CMT): This is the highest strategic body of officers in the council and comprises the Chief Executive and his most senior directors. Among these are the nominated leads for equalities, who are responsible for informing the council’s strategic direction in relation to equalities, and ensuring the whole organisation is working together to deliver the EDI Action Plan. The CMT equalities leads also chair the EDI Steering Group.

EDI Steering Group: The steering group is made up of officers from around the council and is responsible for monitoring progress in delivering the Equalities Diversity and Inclusion (EDI) Action Plan. The group meets monthly and reports to CMT every quarter.

Barnet Equality Allies (BEA) and staff diversity networks: Barnet Equalities Allies are a network of council staff who provide advice and challenge to the organisation on equalities issues. They also facilitate staff networks, such as the Women’s Network, Disability Network and Black Staff Resources and Action Group and an Anti-Racism Resource Group and a Community Informed Resource Group. These networks provide a safe space for staff to discuss concerns and plan awareness-raising events. They report into the EDI Steering Group and contribute to the EDI Action Plan.

All council officers are responsible for ensuring that we think about equalities in all that we do and how we deliver our services, and report discrimination and harassment whenever we encounter it.

Two teams play a key role in advancing the EDI agenda:

- the **Strategy Team** lead on producing the EDI policy, action plan and annual report. They also lead on engaging residents and our voluntary and community sector (VCS) organisations
- the **Human Resources Team** are responsible for promoting and embedding organisational aspects of EDI in the workforce and workplace.

Partnership working:

The council is also committed to working in partnership with other organisations in the borough. Barnet maintains close links with other statutory services such as health, police and education; as well as commercial businesses and other private sector partners.

In line with our updated [Barnet Plan 2021-25](#) we are proud of our tradition of partnership working and maintaining this approach is central to how we expect to achieve the best outcomes we can for our residents and businesses.

While much of our partnership work is done through formal partnerships such as the Health & Wellbeing Board and the Safeguarding Partnership, we also do a great deal through more informal relationships. This is particularly true of our work with the Voluntary, Community & Faith sectors (VCFS).

There is a thriving VCFS in Barnet with over 1,075 registered charities operating across the borough and we work closely with them across a range of services. The VCFS has been essential to our response to COVID-19. We could not have provided the level of support we did to our most vulnerable residents without them. It has been an incredible effort and we are keen to maintain this level of partnership working.

We will continue to work with all our partners to ensure a shared approach to advancing equality, diversity, and inclusion in Barnet.

Section 6:

Our principles and approach

The principles set out below are the core of our Equalities, Diversity and Inclusion Policy. They are the areas we will focus on in delivering services that meet the needs of all our communities and to ensure we are an inclusive employer.



We will take a borough-wide approach to equalities. We recognise that one organisation alone cannot reduce inequality, grow the economy or encourage community action. We will therefore work with all our partners in the private, public and community sector and the rich diversity of Barnet's communities.

Our principles have been developed in collaboration and consultation with the Equalities, Diversity and Inclusion (EDI) Steering Group, the staff Barnet Equalities Networks and The Communities Together Network.

The principles are outlined below:

Equalities and inclusion in everything we do

We meet our responsibilities to treat people fairly, promote equalities, address inequality, challenge discrimination, and make reasonable adjustments where needed. We embed equalities into the decisions the council and partners make, and into business and financial planning processes.

A diverse workforce

We are an inclusive employer and will work to ensure our workforce is diverse and reflective of our community at all levels of the organisation. We will create a workplace where people feel valued, and everyone works together harmoniously and with respect for each other.

Insight led

We work with local partners across sectors to gather data to better understand our community and measure the impact of our work. We strive to ensure service delivery is needs-led, appropriate and accessible, and that council decisions are properly informed by evidence.

Open and transparent

We publish our equalities reports and impact assessments in an easily accessible manner and ensure partners can be held to account for mutually agreed outcomes.

Meaningful engagement

We listen to our communities and aim to ensure everyone has the opportunity to be heard, so that we can better understand the barriers they face. We will promote active engagement between service providers and their users and explore innovative ways to foster dialogue.

An inclusive and cohesive borough

We work to enable everyone to participate in the life of the community and to celebrate its diversity. We keep Barnet as a good place to live, work and study in a safe environment, free from harassment and discrimination. We address where this is not met.

A community-led approach

We support communities to get on well together and develop a shared understanding of each other's needs. We continue to strengthen the voluntary and community and faith sector, encouraging organisations to work together and residents to become more involved in their local communities.

Encouraging equal growth

We work to create the right environment for equal economic growth across the borough which supports the development of diverse markets. We put equalities and inclusion at the heart of our work with strategic partners. We strive to ensure everyone benefits from growth and has equal access to the opportunities that growth provides.



How we will approach our principles

Below, we have expanded upon each principle, and have set out our approach, describing the processes and policies we will adhere to so that we meet our vision to promote equality, diversity and inclusion in Barnet. We have developed a further detailed action plan that sits under this approach and can be found under Section 7 of our policy.

Equalities and inclusion in everything we do

Equalities Impact Assessments (EqIAs)

- all council programmes will include an assessment of the potential equalities impact for employees, service users, and residents. It is the responsibility of the service area to conduct EqIAs on their programmes or projects. Through this, officers will consider the impact of changes on individuals, particularly those who belong to vulnerable groups, and where possible mitigate the impact if it is negative
- the analysis should be brought to the attention of decision makers and considered at each relevant stage of decision making.

Annual Business Planning Process

- equalities will be embedded into the council decision making processes and the annual business planning process
- EqIAs will be produced for individual budget proposals to assess their impact on protected characteristics, and other groups who may be disproportionately impacted by the changes. A Cumulative Equalities Impact Analysis (CEIA) will explore the cumulative impact of Barnet's budget proposals on individuals within the borough in relation to their characteristics. Members will give due regard to the CEIA in their decision making.

Procurement and commissioning

- our commissioning and procurement processes and practices will recognise the diverse needs of our residents and we shall ensure that providers understand requirements of the Public Sector Equality Duty
- all new standard contracts are to include equality standards and will give consideration to the equalities, diversity and inclusion agenda.



A diverse workforce

Workforce Diversity

- recruitment processes, succession planning and learning and development will be used to address underrepresentation of specific groups, including working to remove barriers to protected groups. We will work to eradicate conscious and unconscious bias within our processes and ensure that all our staff have the opportunity to develop and thrive in an environment that is safe, supportive and stimulating
- we will create a model for staff development that will benefit all and champion underrepresented groups to ensure a diverse workforce at all levels of the organisation.

Promoting an inclusive working environment

- the council will continue to provide flexible working arrangements, and implement our reasonable adjustment policies so that everyone within our organisation has the same opportunities within their work and career. Flexible working will help support employees who have caring responsibilities, and the use of technology and facilities will support access to staff with physical needs
- we are committed to providing a safe and supportive working environment that is free from discrimination, harassment, bullying and other inappropriate behaviour. Mandatory EDI and bullying and harassment training is provided for all staff, with specific training provided to managers, so that it is made clear to the whole workforce that the organisation does not tolerate discrimination or harassment
- the council's pay structure ensures that it meets its obligations with regard to equal pay, and rigorous processes are in place to ensure that salary increases are applied fairly. We will continually increase its understanding of its gender and ethnicity pay gap and ensure that this is not caused by discriminatory factors within the workforce
- we will encourage staff to contribute their ideas, suggestions and feedback to ensure that we understand their concerns. We will work closely with trades unions and other staff representatives to ensure that the 'employee voice' is properly heard. We will also explore 'mutual mentoring' so that senior managers and junior staff can better understand each other's experiences.



Insight-led

Equalities Monitoring Questions

- directorates will monitor the take up of their services so that we can measure the extent to which we are providing equal access to our services and reaching all sections of our community
- investigate where communities might be more disadvantaged in accessing our services and develop action plans
- the Joint Strategic Needs Assessment is a comprehensive set of information about the demographics of our local communities, which is updated on a regular basis and published to identify priorities for the local area
- the Health and Wellbeing Board and the Community Partnership Board regularly review the needs assessment of the local population to ensure that policy decisions are influenced and shaped by intelligence and insight.

Workforce data

- the council will introduce indicators for diversity in all recruitment, including management. We will monitor the demographic makeup of our workforce at all levels of the workforce so that we can ascertain whether it reflects Barnet's diverse community
- we conduct a staff survey across all protected characteristics to identify shortfalls in our equalities work.

Open and transparent

Reporting

- the council will produce an Annual Equalities Report describing its progress in achieving its Equalities aims and objectives over the course of the year. This will be published and taken to Community Leadership and Libraries committee, for approval by Members
- all EqIAs and the Cumulative EqIA will be published online.

Data sharing and publication

- the council is committed to publishing data relating to equalities, diversity and inclusion where possible. We will share data with our partners and the VCS where we are able. The sharing of data will help partners in the community to identify areas of need – facilitating action to address these issues.

Procurement and commissioning

- all new contracts have performance measures built in to ensure equality issues are addressed.



Meaningful engagement

Developing community engagement structures throughout the organisation

- we will engage with our communities when making decisions. We will work to involve and include local people who belong to underrepresented groups and will encourage them to partake in public life. The organisation will therefore make effective use of consultation and engagement tools to inform our service planning
- guidance on equalities has been incorporated into our consultation and engagement toolkit to ensure that consultations are accessible and inclusive to different groups.

Shared engagement structures developed with partners

- we will continue to develop our engagement mechanisms and structures with our partners. The council will work to involve equality stakeholders in the engagement process, to scrutinise service delivery, decision making, and progress.

An inclusive and cohesive borough

Fostering good relations

- the organisation takes a sophisticated approach to fostering good relations to improve relationships between diverse communities
- the council will not tolerate harassment, discrimination, and hate crime, and we will monitor and take appropriate action to address any such issues that have been identified
- the council will work closely with community groups to promote understanding between groups, and to challenge harassment and discrimination. We will also work with our partners to promote and celebrate the borough's diversity.

EqlAs and Business Planning Process

- by integrating equalities into everything we do, we can design services that meet the needs of our diverse residents, enabling everyone to have the opportunity to take part in the community.

A community led approach

Develop an 'inclusive communities' approach

- the council and our partners will work together and with place based communities to build more welcoming and inclusive places to live.

Expanding the Communities Together Network (CTN)

- the council shall continue to facilitate the growth of the CTN to help foster community cohesion and enable organisations to take on more responsibility for their local areas to deliver better outcomes for residents and service users.

Encouraging equal growth

Equal growth

- the council will continue to embrace opportunities for growth and development in areas of the borough that require investment. We will ensure that the growth of the borough benefits all, and that we provide the necessary growth in infrastructure required to support this.

Consultation and Engagement

- our residents and local businesses will be key partners in any regeneration scheme. Any developments will have a strong engagement plan that consults and takes into account the needs of residents. Engagement activities will be inclusive and allow all voices to be heard, especially from groups who tend to be underrepresented.



Section 7: Our Equalities, Diversity, and Inclusion Action Plan - our priorities and approach for 2021-25

The [Action Plan for 2021 - 2025](#) sets out in detail how we plan to deliver this policy. To ensure that EDI is embedded in the work we do across the whole organisation, the action plan has been arranged into our four themes which are included in our [Barnet Plan 2021-25](#).

By embedding actions across our Barnet Plan will help ensure we achieve the principle of Equalities and inclusion are in everything we do.

Our four Barnet Plan priorities are:

- **Clean, Safe and Well Run**

A place where our streets are clean and antisocial behaviour is dealt with so residents feel safe. Providing good quality, customer friendly services in all that we do

- **Family Friendly**

Creating a Family Friendly Barnet, enabling opportunities for our children and young people to achieve their best.

- **Healthy**

A place with fantastic facilities for all ages, enabling people to live happy and healthy lives

- **Thriving**

A place fit for the future, where all residents, businesses and visitors benefit from improved sustainable infrastructure & opportunity.

Our approach to achieving the Barnet Plan priorities

We will deliver our Barnet Plan using a preventative approach and considering equalities in all that we do:

- **Prevention**

Adopting preventative measures to help people remain healthy, happy and independent in all aspects of life.

- **Equality**

A strong cohesive community, where diversity is celebrated, and everyone has equal opportunity regardless of their background place with fantastic facilities for all ages, enabling people to live happy & healthy lives.

The actions for each of the Barnet Plan priorities and our approach are set out in full in the [EDI Action Plan](#) – a wide-ranging internal planning document that will be kept under monthly review by the EDI Steering Group. To further encourage organisational ownership

of the policy and action plan, each member of the council's management team of senior directors (CMT) has adopted a protected characteristic to champion and nominated a lead from their directorate to take responsibility for the corresponding actions in the action plan.

Section 8: Monitoring – how we measure our success

It is important that we monitor, analyse, and report our progress in achieving the aims set out in this policy. This allows us to adapt our approach to ensure we're achieving the outcomes we've agreed on.

Annual Equalities Report

We publish an Annual Equalities Report for our Community Leadership and Libraries Committee. This provides a publicly available update on the work we have been doing to achieve our objectives, and our progress towards meeting them. Delivering it to the committee means our elected councillors can scrutinise our work and hold the organisation to account.

Our quarterly Council Performance Report contains key performance indicators (KPIs) relating to our success in delivering the EDI action plan. This will hold us to account as an organisation and ensure that we achieve the outcomes we commit to. The action plan will be a live document showing the current progress of each piece of work.

The EDI Steering Group also reports to CMT every quarter, giving directors a full account of progress on delivering the action plan.

Equalities Diversity and Inclusion (EDI) Action Plan

This action plan is a detailed and thorough planning document that the council uses to manage its work in delivering the EDI policy.

The action plan has been completely revised for 2021 and is divided into the six themes that reflect the priorities and approach in the Barnet Plan. Progress against the actions in the plan is tracked and scrutinised by the EDI Steering Group and their monthly meetings and reported to our senior Council Management Team.

Equalities Impact Assessments (EqIAs)

We carry out EqIAs whenever we develop a new policy, change or create a service, or make any other decision that has an impact on the community or our staff. Our EqIA tool guides officers through a process of research and analysis to understand the likely impact of a decision on people with protected characteristics. Wherever possible this is informed by consultation and engagement with communities and staff. We have a network of trained staff in every directorate to help officers complete EqIAs, which are published along with committee papers.

Procurement and commissioning

All new contracts will have performance measures built in to ensure equality issues are addressed.

LAST MODIFIED:

06/06/2021

The action plan is divided into corporate themes:

- [The way we work](#)
- [Healthy](#)
- [Clean, safe and well run](#)
- [Thriving](#)
- [Family friendly](#)
- [Prevention](#)

The principles set out below are the core of our Equalities, Diversity and Inclusion Policy.

They are the areas we will focus on in delivering services that meet the needs of all our communities and to ensure we are an inclusive employer.

<p>Equalities and inclusion in everything we do We meet our responsibilities to treat people fairly, promote equalities, address inequality, challenge discrimination, and make reasonable adjustments where needed. We embed equalities into the decisions the council and partners make, and into business and financial planning processes.</p>	<p>Encouraging equal growth We work to create the right environment for equal economic growth across the borough which supports the development of diverse markets. We put equalities and inclusion at the heart of our work with strategic partners. We strive to ensure everyone benefits from growth and has equal access to the opportunities that growth provides.</p>
<p>A diverse workforce We are an inclusive employer and will work to ensure our workforce is diverse and reflective of our community at all levels of the organisation. We will create a workplace where people feel valued, and everyone works together harmoniously and with respect for each other.</p>	<p>Meaningful engagement We listen to our communities and aim to ensure everyone has the opportunity to be heard, so that we can better understand the barriers they face. We will promote active engagement between service providers and their users and explore innovative ways to foster dialogue.</p>
<p>Insight led We work with local partners across sectors to gather data to better understand our community and measure the impact of our work. We strive to ensure service delivery is needs-led, appropriate and accessible, and that council decisions are properly informed by evidence</p>	<p>An inclusive and cohesive borough We work to enable everyone to participate in the life of the community and to celebrate its diversity. We keep Barnet as a good place to live work and study in a safe environment, free from harassment and discrimination. We address where this is not met.</p>
<p>Open and transparent We publish our equalities reports and impact assessments in an easily accessible manner and ensure partners can be held to account for mutually agreed outcomes.</p>	<p>A community led approach We support communities to get on well together and develop a shared understanding of each other's needs. We continue to strengthen the voluntary and community sector, encouraging organisations to work together and residents to become more involved in their local communities.</p>

Equality, Diversity and Inclusion (EDI) Action Plan

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
THE WAY WE WORK	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity	Training on interview preparation – promote to under-represented groups	Dec-20	HR, Internal Comms	Complete
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity	Implement mandatory equalities training for recruiters	Dec-20	HR	Complete
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity	Increase use of values-based recruitment	Throughout year	HR	Ongoing
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity	Aim to attract and recruit a more diverse cohort for National Graduate Development Programme trainees	Annually, October	HR	Ongoing
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity	Review recruitment process for apprenticeships to increase diversity of intake	Dec-20	HR	Complete
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity	Review composition of interview panels. Consider (depending on role): - Compulsory BAME staff member on all panels - Stakeholder panel including diverse group of staff	Mar-21	HR	In progress

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
THE WAY WE WORK	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase equality	Consider whether to include mandatory EDI objectives in annual appraisal process.	Jun-21	HR	In progress
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Reduce racial inequality	Identify then publish Barnet Council's ethnicity pay gap	Jun-21	HR, Insight	In progress
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Reduce racial inequality	Provide training to managers in avoiding unconscious bias	Throughout year	HR	Throughout year
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity, increase inclusion	Make the current half-day Diversity and Inclusion training mandatory for all staff	Sep-20	HR	Complete
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase inclusion	Make the current Bullying and Harassment training mandatory for all staff	Sep-20	HR	Complete
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity	Promote mandatory Diversity e-learning course	Ongoing	HR, Internal Comms	In place and ongoing

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
THE WAY WE WORK		Increase inclusion	Develop and launch a coaching and mentoring programme for BAME staff and other under-represented groups. This will have a particular focus on career development and interview skills	Mar-21	HR, BEA	In place and ongoing
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Reduce racial inequality	Commission an external review of policies to identify any gaps or unintended discriminatory elements	Jun-21	HR	In progress
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Reduce racial inequality	Devise and launch a programme of reverse mentoring	Mar-21	HR, BEA	In place and ongoing
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase inclusion	Council to decide on a calendar of dates, events, and memorials that it officially recognises. Civic, Comms and BEA to work together on the vents and actions taken to mark these.	Jul-21	BEA, Civic Services, Communications,	In progress
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase inclusion	Staff engagement programme developed and delivered	Mar-21	HR, BEA, Strategy	In place and ongoing
	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase equality	Establish a Knowledge Hub for EDI HR resources	Oct-20	BEA, Internal Comms	In place and ongoing

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
THE WAY WE WORK	A diverse workforce Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase equality	Update Consultation and Engagement Toolkit to ensure it's in line with EDI best practice and the revised EqIAs process	Aug-21	Strategy	In progress
	A diverse workforce Insight-led An inclusive and cohesive borough	Increase diversity	Continue to monitor the demographic makeup of our workforce at all levels and encourage more staff to update their personal data on Core HR	Ongoing	HR, Internal Comms	Ongoing
	A diverse workforce Insight-led An inclusive and cohesive borough	Increase inclusion	Directorates to monitor take up of their services so that we can measure the extent to which we are providing equal access to our services, and reaching all sections of our community.	Jul-21	Council Management Team	In progress
	A diverse workforce Insight-led An inclusive and cohesive borough	Reduce racial inequality	Fully investigate the council's BAME workforce, analysing issues such as precarity, risk, progression etc.	Jul-21	Insight & Strategy	In progress
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity, increase inclusion, increase equality	Refresh Strategic Equalities Objective (SEO) to reflect new Equalities and Inclusion Policy and Barnet Plan	Jun-21	Strategy	Complete
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity, increase inclusion, increase equality	Publish Annual Equalities Report 2019-20	Sep-20	Strategy	Completed
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity, increase inclusion, increase equality	Publish Annual Equalities Report 2020-21	Sep-21	Strategy	In progress
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity, increase inclusion, increase equality	Ensure all Finance and Business Planning EqIAs and the Annual Cumulative EqIA 2020/21 are published on the Barnet website	Mar-21	Strategy, Comms	Completed

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
THE WAY WE WORK	<p>Equalities and inclusion in everything we do</p> <p>An inclusive and cohesive borough</p>	<p>Increase diversity, increase inclusion, increase equality</p>	<p>Review of Barnet Internet Equalities web pages and update to be in line with the new EDI Policy</p>	<p>Aug-21</p>	<p>Strategy</p>	<p>In progress</p>

Equality, Diversity and Inclusion (EDI) Action Plan

Barnet Plan theme	Area / principle	Actions	Timescales	Lead	Status
HEALTHY	Insight-led	Ensure regular updating of demographic data on the JSNA and regular publication of data relating to local EDI.	Ongoing	Insight and Intelligence	Ongoing
	Insight-led	Conduct new wave of the Resident Perception Survey Autumn 2020, including cohesion questions and diversity data. Reporting to be completed by Feb 2021	Feb-21	Strategy	Completed
	Insight-led	Conduct new wave of the Resident Perception Survey Autumn 2021, including cohesion questions and diversity data. Reporting to be completed by Feb 2022	Feb-22	Strategy	Not started
	Meaningful engagement	Ensure residents' engagement within adult social care is racially and culturally inclusive, and accessible to people with disabilities	Feb-21	Adult Social Care	In place and ongoing
	Insight-led	Conduct Health Impact Assessments on Children and Young People and Adults impact of COVID Pandemic to inform Health and Wellbeing Strategy	Oct-20	Public Health	In place and ongoing with further actions
	Meaningful engagement	Health and Wellbeing Strategy 21-25 to include extensive community engagement with a particular focus on addressing health inequalities and BAME views on how to improve access to interventions and services locally	Mar-21	Public Health, Strategy	In place and ongoing with further actions
	Meaningful engagement A community led approach	Establish COVID-19 community champions from across Barnet's diverse communities in order to support residents through the next phase of the pandemic	Oct-20	Public Health, Strategy	In place and ongoing
	Meaningful engagement	Equality considerations in service delivery and challenges to be a regular item on the agenda for discussion at monthly peer group meetings	Oct-20	Adult Social Care	In place and ongoing
	Insight-led	Strengths Based Practice ensures service user's race, culture and identity are considered, understood and reflected in all assessments and care and support plans	Oct-20	Adult Social Care	In place and ongoing

Barnet Plan theme	Area / principle	Actions	Timescales	Lead	Status
HEALTHY	Meaningful engagement Insight led	Quality assurance and risk panels check whether practitioners have considered person's unique characteristics to prepare care and support plans that best meet the person's unique needs and requirements.	Sep-20	Adult Social Care	In place and ongoing
	Meaningful engagement	Practice audits focus on the voices of vulnerable Adults and are used to ensure whether systems, processes and practice are meeting their race, culture and identify needs	Monthly	Adult Social Care	In place and ongoing
		Risk panel is an additional check which ensures risks pertaining to individual's protected characteristics have been addressed	Monthly	Adult Social Care	In place and ongoing
	Meaningful engagement Insight led	Dedicated Task Group is set up in Adults to focus on embedding EDI objectives into business and service delivery processes	Oct-21	Adult Social Care	In progress
	Equalities and inclusion in everything we do	LD Psychology team will be reviewing their Talking Therapies service to ensure there is equality of access to the service for people with learning disabilities from BAME communities	Oct-21	Adult Social Care	In progress
	Equalities and inclusion in everything we do	Set up Task Group to identify opportunities to improve how the directorate delivers on and promotes EDI objectives	Oct-21	Adult Social Care	In progress
	Equalities and inclusion in everything we do	Commissioning specifications are anti-discriminatory and require providers to develop and deliver services, regardless of ethnicity, gender, religion, disability, sexual orientation, economic status or other differences	Ongoing	Adult Social Care	In place and ongoing
	Equalities and inclusion in everything we do	Contract performance measures ensure equality issues are addressed and effectively monitored - both at commissioning and throughout delivery	Ongoing	Adult Social Care	In place and ongoing
	Equalities and inclusion in everything we do	Providers routinely submit equality information regarding service users and submit this as part of the quarterly returns for contract monitoring	Ongoing	Adult Social Care	In place and ongoing

Barnet Plan theme	Area / principle	Actions	Timescales	Lead	Status
HEALTHY	Equalities and inclusion in everything we do	Contract performance measures ensure equality issues are addressed and effectively monitored - both at commissioning and throughout delivery	Ongoing	Adult Social Care	In place and ongoing
	Equalities and inclusion in everything we do	Providers routinely submit equality information regarding SUs and submit this as part of the quarterly returns for contract monitoring	Quarterly	Adult Social Care	In place and ongoing
	Equalities and inclusion in everything we do	Commissioned preventative services through Age UK Barnet enables delivery of targeted support for residents from minority communities	Ongoing	Adult Social Care	In place and ongoing
	Meaningful engagement A community led approach	Community cohesion is encouraged through residents' engagement and Prevention & Wellbeing team link with VCS organisations	Ongoing	Adult Social Care	In place and ongoing
	Insight led	Data on service take up will be used to ensure services are accessible to residents from all backgrounds	Ongoing	Adult Social Care	In place and ongoing

Equality, Diversity and Inclusion (EDI) Action Plan

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
CLEAN, SAFE AND WELL RUN	Equalities and inclusion in everything we do	Increase equality	All new contracts will have performance measures built in to ensure equality issues are addressed - both at commission and throughout delivery	Sep-21	Finance	In progress
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase equality	As part of the council's review of social value, a framework of local beneficiaries will be established. Addressing inequalities in our community will be a key criteria in deciding these.	Sep-21	Finance, Strategy	In place and ongoing
	A community led approach An inclusive and cohesive borough	Increase equality	Refresh the Communities Together Network and re-establish it as a tool for driving forward community cohesion.	Aug-20	Strategy	In place and ongoing
	Equalities and inclusion in everything we do	Increase equality	Refresh Service Equality Advisor Leads (SEALS) cohort -SEALS provide support and advice to officers in their service area for completing EqIAs. Cohort to be reviewed to ensure there are adequate numbers in each directorate with up to date EqIA training and awareness.	Jul-21	Strategy, Service Equality Advisor Leads (SEALS)	In progress
	Equalities and inclusion in everything we do	Increase equality	Create a peer -support network of Service Equality Advisor Leads (SEALS), to better facilitate information sharing and Quality Assuring of EqIAs	Aug-21	Strategy, SEALS	In progress
	Equalities and inclusion in everything we do	Increase equality	Ensure that all 2020-21 savings decisions in the annual business planning cycle are subject to an effective EqIA	Mar-21	Strategy, SEALS	Completed
	Equalities and inclusion in everything we do	Increase equality	Ensure that all 2021-22 savings decisions in the annual business planning cycle are subject to an effective EqIA	Mar-22	Strategy, SEALS	In progress
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase diversity, increase inclusion, increase equality	Ensure all Finance and Business Planning EqIAs and the Annual Cumulative EqIA 2020/21 are published on the Barnet website	Mar-21	Strategy, Comms	Completed
	A diverse workforce	Increase equality	Consider compulsory equalities training for members	Dec-20	Governance, HR	Completed
	Equalities and inclusion in everything we do A diverse workforce	Increase equality	Include maternity and paternity leave in the six month's rule dispensation for members attendance at committees Consider reasonable adjustments or assistive technology for Members with disabilities	Dec-20 Aug-21	Governance Governance	Under review In progress

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
CLEAN, SAFE AND WELL RUN	An inclusive and cohesive borough	Increase equality	Start gathering equalities data from complainants at first point of contact. We should then be able to do further analysis to identify any patterns of complaints from specific groups (for example, we may be able to identify a specific issue which is particularly affecting a particular group. This has been done in Adults but it is not in place for Corporate Complaints or LGO.	2021-2022	Assurance	In progress
		Increase diversity	Collate and analyse diversity data for elections staff to ensure representation.	Mar-21	Assurance	Completed
	Equalities and inclusion in everything we do	Increase equality, diversity and inclusion	Internal Audit to undertake a risk-based audit of progress against the EDI Action Plan each year, supporting the delivery of the EDI Policy 2021-25.	Jul-21	Assurance	In progress
	An inclusive and cohesive borough	Increase equality	The Barnet Zero Tolerance to Hate Crime Project is part of the Barnet Safer Communities Partnership's commitment to working together to improve access to justice for victims of hate crime and making it easier for people to report Hate Crime and get the support they need. The project has been supported with funding secured from MOPAC by the Barnet Safer Communities Partnership and brings together Barnet Council, the Police, Barnet Mencap and other community and voluntary sector partners in order to i) promote the message that Hate Crime will not be accepted in Barnet and that Barnet Council and the Barnet Safer Communities Partnership stand together with all communities against Hate Crime, and ii) encourages and can provide support to victims to report Hate Crime to the police so that action can be taken and victims supported	Ongoing	Community Safety	Ongoing
	An inclusive and cohesive borough	Increase equality	Supporting Hate Crime reporting centres. The project works to increase the profile and reach of Barnet's Hate Crime Reporting Centres. The Hate Crime reporting centres support people who have been victims of hate crime to report it.	Ongoing	Community safety	Ongoing
	An inclusive and cohesive borough	Increase equality	Barnet Safer Communities Partnership's -delivering training across the partnership	Ongoing	Community safety	Ongoing
	Meaningful engagement	Increase equality	The Barnet Zero Tolerance project is also involved in community engagement, including the delivery of Hate Crime Awareness raising workshops with residents and service users and delivering an annual community engagement week of action coinciding with Hate Crime Awareness week.	Ongoing	Community safety	Ongoing
	An inclusive and cohesive borough	Increase equality	Work to expand the relationships that the Barnet Zero Tolerance to Project has with a wider range of communities and groups across Barnet. This would include expanding the number of organisations the project supports as Hate Crime reporting centres. This work could be informed by a review of the projects existing coverage, taking into account the protected characteristic, to identify communities which may be underrepresented.	Ongoing	Community safety	Ongoing
	Meaningful engagement	Increase equality				

Equality, Diversity and Inclusion (EDI) Action Plan

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
THRIVING	A community led approach An inclusive and cohesive borough	Increase equality	Produce a Social Value Policy and toolkit	Sep-21	Finance, Strategy	In Progress
	A community led approach An inclusive and cohesive borough	Increase equality	Develop measurable outcomes for social value in Barnet that advance equalities and inclusion, and celebrate diversity.	Sep-21	Finance , Strategy	In Progress
	An inclusive and cohesive borough Equalities and inclusion in everything we do	Increase inclusion	Review the council's policy on translation of materials into languages other than English.	Jul-21	Strategy and Communications	In Progress
	Insight Led An inclusive and cohesive borough	Increase inclusion	Devise and deliver research in how our external communications are received by minority ethnic communities in the borough. This will also explore how we might better design our comms materials and messages in future, This could include culturally specific channels, languages or methods.	Sep-21	Strategy and Communications	In progress
	An inclusive and cohesive borough	Increase inclusion	Review physical access to and around all buildings to ensure they are sufficient for all protected characteristics	Dec-21	Estates	In place and under review
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase equality	Ensure comprehensive EQIAs are carried out for each scheme and that actions arising are carried out	Apr-22	Capital Delivery	In progress
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase inclusion	Ensure compliance to web content accessibility guidelines and implement recommended actions. Review 3rd party sites to ensure compliance is achieved across subsidiary public facing websites	Feb-21	Web team	In place and under review

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
THRIVING	Equalities and inclusion in everything we do An inclusive and cohesive borough A community led approach	Increase equality	Development of workforce response to the unprecedented impacts of COVID 19 on all groups in the community	Jun-21	Dev and Econ	Ongoing
	Equalities and inclusion in everything we do An inclusive and cohesive borough	Increase inclusion	Barnet Homes housing delivery programme continues across a range of sites. Focus on meeting housing need for all groups.	Ongoing	Dev and Econ	Ongoing
	An inclusive and cohesive borough A community led approach	Increase equality and inclusion	Widescale Town Centres Programme underway focussed on 1) responding to the short term impacts of COVID and 2) to developing a longer term vision that is inclusive of all groups.	Apr-21	Dev and Econ	In place and ongoing
	An inclusive and cohesive borough	Increase inclusion	Developing programme to wider digital connectivity and access across the borough through the Digital Infrastructure programme. Focus on digital inclusion, ubiquitous access, and affordable internet provision	Jan-21	Dev and Econ	In place and ongoing

Equality, Diversity and Inclusion (EDI) Action Plan

Barnet Plan theme	Principle	Aim	Actions	Timescales	Lead	Status
FAMILY FRIENDLY	Insight-led An inclusive and cohesive borough	Reduce racial inequality	Investigate whether children from BAME backgrounds are more likely to have reduced access to parks and tech for home schooling. Assess the potential adverse effect on their life chances.	Mar-21	Insight, Strategy	Completed
	An inclusive and cohesive borough		Implement School Improvement Strategy, ensuring that any inequalities is tackled	Nov-20	Family Services	Completed
	An inclusive and cohesive borough		Implement Special Education Needs (SEND) strategy , ensuring that any inequalities is tackled	Nov-20	Family Services	Completed
	An inclusive and cohesive borough		Continue to implement the Resilience based practice model. Our vision is focused on making Barnet an even better place to live for all families. Our strategy to achieve this is to focus on developing a family's resilience, which evidence tells us is pivotal to achieving the best outcomes for children and young people. Resilience is about bouncebackability – being able to bounce back stronger and thrive in the face of adversity and challenge. We look for strengths and opportunities that we can build on, rather than for issues or problems to treat and to achieve this we help children, young people and their families build effective relationships and encourage positive behaviour and social connectedness.	Ongoing	Family Services	Ongoing
	Meaningful Engagement An inclusive and cohesive borough	Increase inclusion	Practice audits continue to focus on the voices of children and whether systems, processes and practice are meeting children's race, culture and identity needs	Ongoing	Family Services	Ongoing
	Meaningful Engagement An inclusive and cohesive borough	Reduce racial inequality	Ensure young people are given a voice and able to speak up about in relation to institutional inequality and racism they have experienced first hand.	Ongoing	Family Services	Ongoing
	Meaningful Engagement An inclusive and cohesive borough	Increase inclusion	Ensure children from BAME backgrounds are included and involved in user feedback and co-production activities to develop services	Ongoing	Family Services	Ongoing
	Meaningful Engagement An inclusive and cohesive borough	Increase diversity	Ensure diversity of mentors to match our diverse community to support and encourage young people's aspirations	Ongoing	Family Services	Ongoing

Barnet Plan theme	Principle	Aim	Actions	Timescales	Lead	Status
FAMILY FRIENDLY	A diverse workforce	Increase diversity	Recruit more positive senior black male role models for young black males	Ongoing	Family Services	Ongoing
		Increase inclusion	Ensure opportunities for learning, emotional well-being and support and positive activities are reaching and accessible to children from BAME backgrounds	Ongoing	Family Services	Ongoing
	A diverse workforce An inclusive and cohesive borough	Reduce racial inequality	Ensure all staff, including volunteers, working with children and young people understand disproportionality as part of their induction	Ongoing	Family Services	Ongoing
	An inclusive and cohesive borough	Reduce racial inequality	Ensure Life Chances strategy is updated with clear, focussed activity to tackle disproportionality	Dec-20	Family Services	Completed
	An inclusive and cohesive borough	Reduce racial inequality	Participate in North London programme to tackle disproportionality in services including: WHAT IS THE NORTH LONDON PORGRAMMES ? School Special Education Needs (SEND) Youth Offending Children and Adolescent Mental Health Service (CAMHS) Children in Social Care	Ongoing	Family Services	Ongoing
	An inclusive and cohesive borough A community led approach	Reduce racial inequality	Link into work the Police are doing in relation to disproportionality in the borough and the ability to engage in society	Ongoing	Family Services	Ongoing
	Meaningful engagement An inclusive and cohesive borough	Increase inclusion	Voice of the child team work to hear the voice of BAME communities	Ongoing	Family Services	Ongoing
	Meaningful engagement An inclusive and cohesive borough	Increase diversity	Increase diversity of parents on Parent/Carer forum	Ongoing	Family Services	Ongoing
	An inclusive and cohesive borough	Reduce racial inequality	Review access to and effectiveness of preventative services for BAME families	Ongoing	Family Services	Ongoing
	Meaningful engagement An inclusive and cohesive borough	Increase inclusion	Review communications approach to ensure it is culturally approach and sensitive	Ongoing	Family Services	Ongoing

Barnet Plan theme	Principle	Aim	Actions	Timescales	Lead	Status
FAMILY FRIENDLY	An inclusive and cohesive borough	Increase equality	Consider practice issues in relation to black parents and develop resources to support practitioners	Ongoing	Family Services	Ongoing
	An inclusive and cohesive borough	Reduce racial inequality	Re-emphasise zero-tolerance of racism and discrimination in the service	Ongoing	Family Services	Ongoing
	Meaningful engagement	Reduce racial inequality	Establish a BAME forum in Family Services.	Mar-21	Family Services	Completed
	An inclusive and cohesive borough	Increase equality	Ensure forum reports to Senior Leadership Teams and Senior Management Team every quarter.	Ongoing	Family Services	Ongoing
	An inclusive and cohesive borough	Increase inclusion	Ensure posters and information displayed is sensitive to the diverse population served	Ongoing	Family Services	Ongoing
	A diverse workforce Equalities and inclusion in	Increase inclusion	Ensure BAME managers have visibility in the organisation and are involved in the development of key organisational changes	Ongoing	Family Services	Ongoing
	A diverse workforce Equalities and inclusion in	Increase equality	Set up a confidential email for staff to report incidents where they want to ensure effective training is undertaken.	Dec-20	Family Services	Completed
	A diverse workforce Equalities and inclusion in	Increase equality	Ensure staff are aware of the whistleblowing procedures.	Dec-20	Family Services	Completed
	A diverse workforce Equalities and inclusion in	Increase inclusion	Ensure self assessments are completed for all staff to ensure effective management of COVID-19 risk	Mar-21	Family Services	Completed
	A diverse workforce Equalities and inclusion in	Increase inclusion	All advertising and imagery reflects the diversity of Barnet's workforce	Ongoing	Family Services	Completed
	A diverse workforce Equalities and inclusion in	Reduce racial inequality	All recruiting managers complete "unconscious bias" training.	Mar-21	Family Services	Completed
	A diverse workforce Equalities and inclusion in	Reduce racial inequality	Establish a BAME stakeholder panel for all senior appointment (AHoS) and above	Mar-21	Family Services	Completed
	A diverse workforce Equalities and inclusion in	Reduce racial inequality	Develop bespoke learning for teams on equality and BLM	Mar-21	Family Services	Completed
	A diverse workforce Equalities and inclusion in	Reduce racial inequality	Ensure BAME staff are encouraged to pursue progression in their career path and know they are fully supported, breaking down historic barriers	Ongoing	Family Services	Ongoing

Barnet Plan theme	Principle	Aim	Actions	Timescales	Lead	Status
FAMILY FRIENDLY	<p>A diverse workforce</p> <p>Equalities and inclusion in</p>	Reduce racial inequality	Ensure Barnet BAME staff have access to the Staff College leadership development programme for BAME staff (BALI)	Ongoing	Family Services	Ongoing

Equality, Diversity and Inclusion (EDI) Action Plan

Barnet Plan theme	Area / principle	Aim	Actions	Timescales	Lead	Status
PREVENTION	Meaningful engagement An inclusive and cohesive borough	Increase equality, diversity and inclusion; reduce racial inequality	Health and Wellbeing Strategy 21-25 to include extensive community engagement with a particular focus on addressing health inequalities and BAME views on how to improve access to interventions and services locally	Jul-21	Public Health, Strategy	In progress
	Meaningful engagement An inclusive and cohesive borough	Increase inclusion	Establish COVID-19 community champions from across Barnet's diverse communities in order to support residents through the next phase of the pandemic	Oct-20	Public Health, Strategy	In place and ongoing
	Insight led	Increase equality, diversity and inclusion; reduce racial inequality	Conduct Health Impact Assessments on Children and Young People and Adults impact of COVID Pandemic to inform Health and Wellbeing Strategy	Oct-20	Public Health	In place and ongoing



Appendix 3

Draft Equalities, Diversity, and Inclusion Policy 2021 - 2025

Consultation report

20 October 2020 – 15 December 2020

Consultation Team, Strategy

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1. EXECUTIVE SUMMARY

This report sets out the consultation findings from the Draft Equalities, Diversity, and Inclusion Policy Consultation 2021-2025 that was carried out between 20 October 2020 and 15 December 2020.

1.1 Response to the consultation

The consultation consisted of four different elements. The table below gives an overview to the number of responses received for each of the different elements of the consultation.

Consultation method	Element	Number of responses/ participants
Quantitative	Main questionnaire	82
	Easy Read questionnaire	8
Qualitative	Resident’s workshop	28
	Consultation meeting with Barnet Multi-Faith Forum	4
TOTAL		122

1.2 Summary of key findings from questionnaire

1.2.1 Views on our vision

- Four fifths of respondents (79%) agree with the council’s overarching vision included in the draft EDI Policy (50% strongly agree and 29% tend to agree)
- A minority of respondents disagree (11%) with the vision (8% strongly disagree and 3% tend to disagree)
- The remainder were neutral and neither agree nor disagree (9%).

Further comments:

1.2.2 Reasons why respondents disagree with the EDI vision

Respondents who disagree with the EDI vision were asked why. 12 respondents gave a response to this question. The most common themes are summarised below:

- British values should be taken into consideration (two comments)
- Barnet is not a safe environment (two comments)
- Systemic issues are not being addressed (two comments)
- Pointless and insufficient policies (two comments).

1.2.3 Comments on what respondents feel is missing from the vision

Respondents were also asked whether they felt that the council had missed anything within their vision. This question received 23 responses. Again, the most common themes are summarised over the page:

- How the vision will be implemented; achieved; tackle solutions; vision is vague (seven comments)
- Barnet is divided and full of discrimination and racism (three comments)
- Comments about faith (three comments)
- Disabilities and vulnerable groups missing (two comments)
- Structural inequality comments (two comments)
- Ignores white people / British identity groups (two comments)
- Does not recognise different experiences /problems experienced by different ethnic groups (one comment referenced European groups and the other BAME groups) (two comments)
- Does not mention the council's role (two comments).

1.2.4 Views on our Strategic Equalities Objective

- Just under three quarters of respondents (73%) agree with the council's updated SEO (49% strongly agree and 24% tend to agree)
- Again, a minority of respondents (12%) disagree
- The remainder (14%) neither agree nor disagree on the updated SEO, and only 1% indicated they did not know/was not sure.

Further comments:

1.2.5 Reasons why respondents disagree with the updated SEO

Respondents who disagree with the updated SEO were asked to give reasons why. 13 respondents gave a response to this question. The most common themes are summarised below:

- SEO list of ideals / Too vague / Generic / How will you achieve change / What are you going to do about the problem? / Ignores the problem with and rosy language (four comments)
- Access to quality services shouldn't have been omitted from the new SEO (four comments)
- Comments on equal opportunities for all and how we will achieve this (three comments).

1.2.6 Views on our principles

- The majority of respondents agree with each of our principles (between 76% and 88%)
- *Open and transparent* received the highest level of agreement (88%) followed by *A community led approach* (86%) and *An inclusive and cohesive borough* (85%)
- Similar levels of agreement were received for *Meaningful engagement*, *A diverse workforce* and *Encouraging equal growth* (all 83%)
- The principles that received the least level of agreement, but still very high were *Equalities and inclusion in everything we do* (80%) and *Insight led* (76%)
- A minority indicated that they neither agree nor disagree with the principles (between 4% and 15%)
- A minority of respondents (between 4% and 10%) disagree with the principles. *Encouraging equal growth* had the highest disagreement (10%) followed by *A community led approach* and *Equalities and inclusion in everything we do* (both 9%).

Further comments:

1.2.7 Reasons why respondents disagree with the principles

Respondents who disagree with the principles were asked to give reasons why. 13 respondents gave a response to this question. Respondents who disagree commented most on these principles:

- A diverse workforce (four comments)
- Equalities and inclusion in everything we do (three comments)
- A community led approach (two comments).

Further details of the type of comments received under each of these principles can be found in Section five of this report.

1.2.8 Comments on what the council has missed within these principles

Respondents were also asked whether they felt that the council had missed anything within the principles. This question received 16 responses and the most common themes are summarised below:

- Principles are artificial/ Window dressing /Most important t thing is how are going to deliver them (three comments)
- Sustainability / Continuous Improvement and Sustainability (two comments).

1.2.9 Views on our approach to principles

- Again, the vast majority of respondents agree (between 72% and 86%) with how the council plans to approach the principles.

- The approach under *A diverse workforce* had the highest agreement by respondents (85%) followed by the approaches outlined under principles *Open and transparent* and *Meaningful Engagement* (both 83%)
- Very few respondents disagree with our approach (between 5% and 16%). Respondents disagreed most with the approach under *Encouraging equal growth* (16%) and *A community led approach* (12%)
- A similar number of respondents neither agree nor disagree (between 2% and 9%) with the council's approach for our principles.

Further comments:

1.2.10 Reasons why respondents disagree with the approach

Respondents who disagree with the approach were asked to give reasons why. Seven respondents gave a response to this question. Respondents who disagree commented most on the approach. The type of comments received were varied with no common theme, further details can be found in section five of this report:

1.2.11 Comments on what we have missed from the approach

Respondents were also asked whether there was anything the council had missed from the approach under each principle. This question received 16 responses and the most common themes are summarised below:

- Comments on workforce diversity and training (four comments)
- Data and stats are missing (two comments).

1.2.12 Actions missing from our Action Plan

Respondents were asked if there were any further actions, they would like to see included in our EDI Action Plan. This question received 16 responses and the most common themes are summarised below

- Anti-racism campaigns and reaching out to all communities (four comments)
- Supporting and encouraging our partners (four comments)
- More feedback (two comments)
- More easy-read and interactive materials needed (two comments)
- Hiring on merit (two comments).

1.2.13 Views on how we plan to measure success

- Just over half of respondents (56%) agree with our plans to measure success (27% strongly agree and 29% tend to agree)
- A small proportion of respondents (16%) neither agree nor disagree

- A similar percentage disagree (22%) with our plans to measure success (13% strongly disagreeing and a further 9% tending to disagree). A minority of respondents (6%) did not know/weren't sure.

Further comments:

1.2.14 Reasons why respondents disagree with how we plan to measure success

Respondents who disagree with the approach were asked to give reasons why. Twelve respondents gave a response to this question. Respondents who disagree commented that:

- *Hard to measure success of such a policy (three comments).*

1.2.15 Findings broken down by key stakeholders' groups

Further segmentation analysis was carried out the findings to ascertain if there were any groups who were significantly more likely to agree or disagree with the policy. However, due to the small sample sizes it is difficult to draw out any statistical conclusions on these differences. Further detail of this analysis can be found in Section five of this report.

2.1 Summary of key findings from Resident's Workshop

2.1.2 Our vision

- There was agreement with our participants that it was a good vision. Some stated that the vision didn't clarify on how it would be achieved especially regarding structural inequalities.
- A few participants also felt that disabilities were neglected from the vision.

2.1.3 Our principles

- Participants presented mixed views. The principles that received the most attention was: *Open and transparent, An inclusive and cohesive borough, and A diverse workforce.*

Comments were made around:

- Lack of communication from the council on events
- Needs of physically disabled not considered
- Barnet isn't free from discrimination
- Transparency is needed around council breakdown and salaries of senior officers
- Lack of diversity in senior positions within council
- How is diversity incorporated into out-sourcing.

2.2.4 Our Action Plan

Some participants felt that the Action Plan wasn't measurable and again concern over lack of mention of disability.

3.1 Summary of key findings from Barnet Multi Faith Forum (BMFF) consultation

- BMFF felt that there was a lack of recognition given to BMFF as a partner or as a voice of the faith sector
- They felt there was no real mention of faith throughout the policy.
- They suggested that the terms 'play and pray' should be added into the vision
- They did not agree with our SEO as there is no mention of how the council will achieve this objective.

2. Recommendations

Although the overall findings are very positive, the consultation has highlighted some key areas, we need to review in terms of updating the policy before final approval.

A summary of the key recommendations is outlined below:

- **Vision:** Review the vision and consider if there are any further updates needed to clarify the council's role and how the vision will be achieved. Consider the whole policy to ensure there is enough emphasis on the council's role and how the council will deliver the policy.
- Review policy to see if further references to structural inequalities needs to be added the vision and throughout the policy.
- **Strategic Equalities Objective (SEO):** Review the SEO, considering if it is too vague and whether the wording 'Access to quality services' should be reinstated. Consider if the SEO should emphasise the council's role more.
- **Faith:** Review policy and consider if further references to faith need to be incorporated into the policy, both when mentioning protected characteristics but also in its own right as an important aspect of Barnet's community.
- **Disability:** Review policy and consider if more references to disability and the needs and rights of disabled people in the borough should be added to the policy.
- **Action plan:** Review the action plan and ensure it includes actions around: anti-racism campaigns; reaching out to all communities; supporting, and encouraging partners, and actions around making information accessible.
- **Partners:** Ensure the council's strategic partners are referenced. Make it clearer that this is a policy that we deliver together in partnership with other agencies who we expect to share our values.

Detailed findings

3. Introduction

The draft Equalities, Diversity, and Inclusion Policy has been subject to a formal public consultation.

This report sets out the full findings from the formal consultation. The findings and recommendations will be considered by Policy and Resources Committee on 16 June 2021 before the final policy is approved.

3.1 Background

The Equalities, Diversity and Inclusion Policy was last updated in 2013. The new policy and action plan have been updated to reflect the progress that has been made since 2013. It reaffirms our commitment to advance equality, promote community cohesion and tackle discrimination, that still exists locally, nationally, and world-wide, as highlighted further by COVID-19 pandemic and brutal killing of George Floyd.

3.2 Pre-engagement on the draft Equalities, Diversity, and Inclusion Policy

Prior to the formal consultation the draft policy was subject to pre-engagement to ensure it was developed in collaboration and consultation with other key stakeholders, including LBB staff and the voluntary sector:

- a workshop was held with LBB staff, though the Equalities, Diversity and Inclusion Steering Group and representatives from the staff Barnet Equalities Allies (BEA)
- an online questionnaire was sent to the Communities Together Network (CTN)¹ asking for their views on the draft principles and approach included in the draft policy.

The findings and recommendations from this pre engagement was used to adapt the draft policy further.

3.3 Approval to consult

The draft policy was presented to Community Leadership and Libraries Committee on the 16 September 2020 where approval was given to formally consult on the draft policy.

4. Consultation approach

The 2020 EDI Policy consultation began on 20 October 2020 and concluded on 15 December 2020.

4.1 Summary of the consultation methods

In summary, the consultation consisted of three elements:

- Quantitative: an online questionnaire published on <http://engage.barnet.gov.uk> together with the draft EDI policy and EDI Action Plan
 - paper copies and an easy-read version of the questionnaire were also made available on request.

¹ Communities Together Network (CTN) is a network of community and voluntary groups in the borough. EDI Policy consultation findings, 20 October 2020 – 15 December 2020, London Borough of Barnet

- the easy-read questionnaire was also taken to Barnet MENCAP's user forum for adults with learning difficulties.
- Qualitative: a virtual workshop was held with residents on 9 December 2020
- Qualitative: a virtual meeting held with the Multifaith Forum.

Another virtual workshop was also planned with the Communities Together Network however this was cancelled due to lack of take up to the workshop.

4.2 Promotion of the consultation

A comprehensive communications plan was rolled to ensure the consultation reached our different communities. The plan consisted of the following elements and was extensively promoted via these mechanisms throughout the consultation period:

- news item included in the council's residents' e newsletter magazine, Barnet First
- consultation placed as a 'featured consultation' on the homepage of the barnet.gov.uk
- news release issued on the Communications Hub of the council's website
- social media posts via Twitter and targeted Facebook ads
- e mail sent to partners inviting them to take part in the consultation
- news items placed in the School Circular and other service user mailing lists
- widely promoted via staff communications mechanisms: First Team, the Chief Executives weekly message, and BEA staff networks
- news item in the Communities Together Network newsletter
- leaflets placed in Library books of the click and collect service
- posters placed in public places.

4.3 Reporting of the different elements of the consultation

The following sections of this report considers the feedback received through each of the different consultation elements and provides a comprehensive evidence base to help inform the final policy. We recognise that considering the feedback from each element of the consultation in turn can at times be repetitive given that similar issues often emerged across the different strands – but it is important that this full report provides an accurate reflection of all of the feedback received.

5. Quantitative: Detailed findings from the questionnaire

5.1 Overview

This section outlines the detailed findings from the questionnaire responses.

As outlined under section three this element of the consultation consisted of:

- an online questionnaire published on <http://engage.barnet.gov.uk> together with a draft EDI Policy consultation document and the EDI Action Plan
- paper copies and an easy-read version of the consultation were also made available on request
- the easy-read questionnaire was also taken to Barnet MENCAP's user forum for adults with learning difficulties.

The easy read questionnaires have been included in this element of the findings²

5.2 Questionnaire design

The questionnaire was developed to ascertain respondents' views on the updated Equalities, Diversity, and Inclusion Policy. In particular, the consultation invited views on the:

- overall vision
- proposed new Strategic Equalities Objective (SEO)
- principles, and the approach outlined under each principle
- further actions to be included in the action plan
- how we plan to measure success.

Throughout the questionnaire and where applicable, hyperlinks were provided to the relevant sections of the policy.

In order to enable in-depth analysis of the results the following types of question were also included:

- questions that asked whether respondents agreed or disagreed with key areas of the policy
- free text questions that asked respondents who disagreed with aspects to policy to write in why and if they felt the policy had missed anything.

5.3 Response to the questionnaire

A total of 90 questionnaires have been completed – 82 online and eight easy read paper questionnaires.

² Easy read responses were data entered into the analysis tool
 EDI Policy consultation findings, 20 October 2020 – 15 December 2020, London Borough of Barnet

5.4 Response profile

Table 1 shows that:

- the majority of those who responded to the questionnaire element of the consultation were residents, some of whom were also an employee of LBB, and a Barnet business: 45% in total: 32% a Barnet resident, 7% a Banet resident and an employee of Barnet Council, and 6% a Barnet resident and a Barnet business
- this was followed by an employee of Barnet council (7% -13% in total when including the residents who indicated they were also employees of LBB)
- very few responses were received from voluntary and community groups (1%) and other public sector organisations, (2%)
- 6% identified themselves as ‘other’ and specified the following under this option:
 - Barnet resident and representing a community organisation
 - Barnet Multi Faith Forum - The strategic voice of the faith sector in Barnet
 - Barnet resident, someone working in the borough in the third sector
 - Resident and self-employed
 - Barnet resident and a maths teacher in a school

However, it should also be noted that two fifths of respondents (39%) did not answer this question.

Table 1: Profile of those who responded to the General Budget Consultation

Stakeholder	%	Base
A Barnet resident	32%	29
A Barnet business	1%	1
A Barnet resident and a Barnet business	6%	5
A Barnet resident and an employee of Barnet Council and its partner organisations	7%	6
An employee of Barnet Council (but not a Barnet resident)	7%	6
Representing a voluntary/community organisation	1%	1
Representing a public sector organisation	2%	2
Other	6%	5
Total who answered this question	61%	55
Not answered this question	39%	35
Total response to the consultation	100%	90

5.5 Profile of protected characteristics

The council is required by law (the Equality Act 2010) to pay due regard to equalities in eliminating unlawful discrimination, advancing equality of opportunity, and fostering good relations between people from different groups.

The protected characteristics identified in the Equality Act 2010 are age, disability, ethnicity, gender, gender reassignment, marriage and civil partnership, pregnancy, maternity, religion or belief and sexual orientation.

To assist us in complying with the duty under the Equality Act 2010 we asked respondents to provide equalities monitoring data and explained that collecting this information will help us understand the needs of our different communities and that all the information provided will be treated in the strictest confidence and will be stored securely in accordance with our responsibilities under data protection legislation (such as the General Data Protection Regulation or the Data Protection Act 2018).

Table 2 shows the profile of those who answered these questions. Due to the low completion of these questions, it has not been possible to do any demographic analysis on the consultation findings.

Table 2: Protected Characteristics, profile of those that completed the questionnaire

Protected Characteristic		
	Number	%
Gender		
Female	26	29%
Male	15	17%
Prefer not to say	0	3%
Not answered	46	51%
Answered	44	49%
Total	90	100%
Age		
16-17	0	0%
18-24	1	2%
25-34	4	9%
35-44	16	35%
45-54	11	24%
55-64	10	22%
65-74	1	2%
75+	1	2%
Prefer not to say	2	4%
Not answered	44	49%
Answered	46	51%
Total	90	100%
Is the gender you identify with the same as your sex registered at birth?		
Yes, it's the same	42	47%
No, it's different	0	0%
Prefer not to say	1	1%
Not answered	47	52%
Answered	43	48%
Total	90	100%

Protected Characteristic		
	Number	%
Disability		
Yes	10	11%
No	32	36%
Prefer not to say	2	2%
Not answered	46	51%
Answered	44	49%
Total	90	100%
Ethnicity		
Black	7	8%
Asian	5	6%
Mixed	4	4%
White	22	24%
Other	4	4%
Prefer not to say	2	2%
Not answered	46	51%
Answered	44	49%
Total	90	100%
Faith		
Baha'i	0	0%
Buddhist	2	2%
Christian	12	13%
Hindu	4	4%
Humanist	0	0%
Jain	0	0%
Jewish	6	7%
Muslim	3	3%
Sikh	0	0%
No religion	10	11%
Prefer not to say/not stated	5	6%
Other Faith	2	2%
Not answered	46	51%
Answered	44	49%
Total	90	100%
Pregnancy		
Pregnant	1	1%
On maternity leave	0	0%
Prefer not to say	1	1%
Neither	26	29%
Not answered	62	69%
Answered	28	31%
Total	90	100%
Sexuality		
Bisexual	2	2%

Protected Characteristic		
	Number	%
Gay or Lesbian	1	1%
Straight or heterosexual	37	41%
Prefer not to say	4	4%
Other sexual orientation	0	0%
Not answered	46	51%
Answered	44	49%
Total	90	100%
Marital Status		
Single	11	12%
Co-habiting	4	4%
Married	23	26%
Divorced	2	2%
Widowed	0	0%
In a same sex civil partnership	0	0%
Prefer not to say	4	4%
Not answered	46	51%
Answered	44	49%
Total	90	100%

5.6 Calculating and reporting on results

- The results for each question are based on “valid responses”, i.e. all those providing an answer (this may or may not be the same as the total sample) unless otherwise specified. The base size may therefore vary from question to question.
- Where percentages do not add up to 100, this may be due to rounding, or the question is multi-coded - i.e. respondents could give more than one answer.
- The open-ended questions are multi-coded, as respondents could write in more than one comment and therefore the tables on verbatim comments the number of comments may be different the number who answered the question.
- All open-ended responses have been classified based on the main themes arising from the comments, so that they can be summarised. It should also be noted that the responses were very varied, however there were some common themes that were evident, and the most common themes have been summarised in this report.

Findings in detail:

5.7 Views on the new EDI vision

Respondents were asked to what extent they agree or disagree with the new vision included in the updated policy. Table 3 below shows that:

- Four fifths of respondents (79%) agree with the council’s overarching vision included in the draft EDI Policy (50% strongly agree and 29% tend to agree)

- A minority of respondents disagree (11%) with the vision (8% strongly disagree and 3% tend to disagree)
- The remainder were neutral and neither agree nor disagree (9%).

Table 3: Respondents’ level of support for our vision

To what extent do you agree or disagree with our vision?	%	Base
Strongly agree	50%	43
Tend to agree	29%	25
Neither agree nor disagree	9%	8
Tend to disagree	3%	3
Strongly disagree	8%	7
Don’t know / not sure	0%	0
Total	100%	86

5.7.1 Views on the vision broken down by key stakeholders

This section looks at respondents’ views on the vision broken down by key stakeholder groups.

It should be noted that due to the small sample size, and the number of the respondents who did not answer the key stakeholder question, it is difficult to draw out any statistically significant differences between the overall response and the key stakeholders.

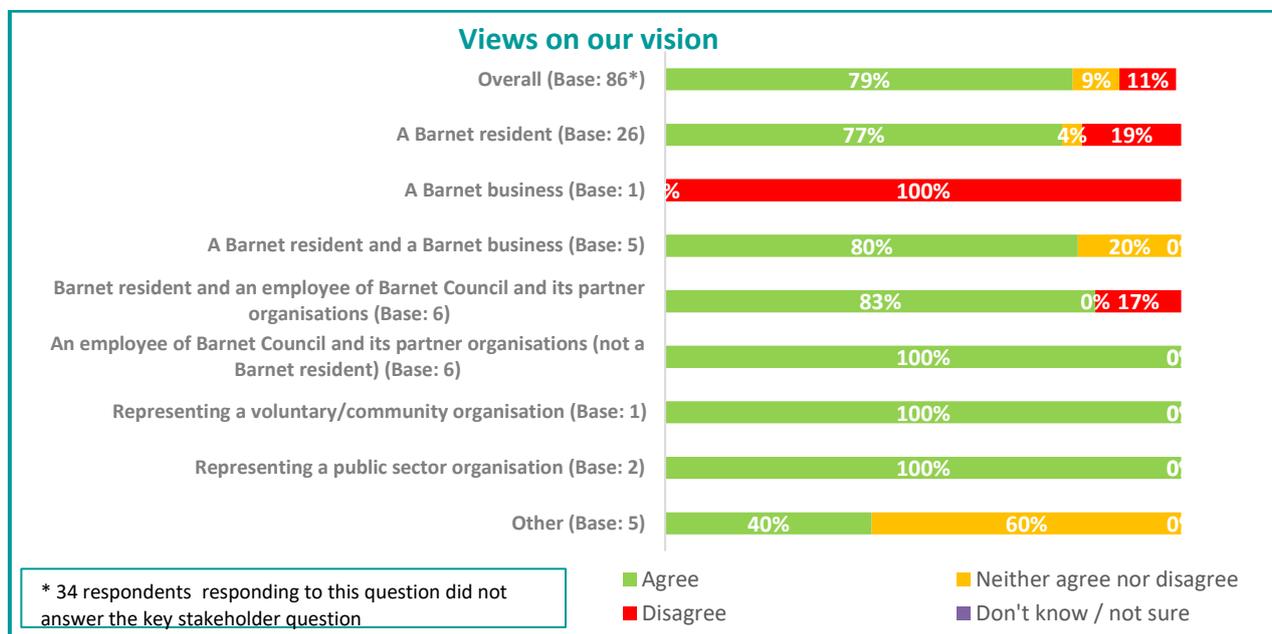
However, as part of the reporting we have made some attempt to compare the overall response with the different key stakeholders responses, but as outlined above when looking at these differences, the findings should be treated with caution due to the small sample size³.

- Chart 1 shows that the percentage of residents who **agree** (77%, 20 out of 26 respondents) with the vision is in line with the overall response (79%).
- Respondents who are ‘an employee of Barnet Council and a resident’ (83%) or ‘a Barnet business and a resident’ (80%) levels of agreement with the vision are also **in line** with the overall response (79%).
- Respondents who are ‘an employee of the council only’, ‘representing a voluntary/community organisation’ or ‘representing a public sector organisation’ are all **more likely to agree** (100%) with the vision compared to the overall response (79%).
- Respondents who indicated they are ‘other’ are **less likely to agree** (40%) with the vision compared to the overall response (79%). However, rather than disagree with the vision they are more likely to indicate they neither agree nor disagree (60%).

³ Any stakeholder differences of 5% or less have been referred to as in line with the overall response. Differences of 6% or more have been referred to as above or below the overall response however these differences should be treated with caution due to the small sample size and the number of respondents not completing the stakeholder question.

- The one Barnet business responding to the consultation indicated they disagree with the vision.

Chart 1: Respondents’ level of support for our vision broken down by key stakeholders



5.7.2 Reasons why respondents disagree with the EDI vision

Respondents who disagree with the EDI vision were asked why. 12 respondents gave a response to this question and the responses were varied.

The most common themes (with two comments) are summarised below, and further details are provided in the table 4.

- *British values should be taken into consideration (two comments)*
- *Barnet is not a safe environment (two comments)*
- *Systemic issues are not being addressed (two comments)*
- *Pointless and insufficient policies/ Policy does not go far enough (two comments).*

Table 4: Reasons why respondents disagree with the council’s EDI vision

Why do you disagree with the vision?	
Number of respondents who completed this question	12
Description / Type of verbatim comments	Number of comments
British values should be taken in to consideration: Just do not forget that being British/English is what binds us all and our culture should never be overlooked / Mass migration has been forced on the UK despite repeated rejections of this policy at all elections and referendums in every election for decades, despite this it continues and the government at national and local level insist we must change ourselves - our culture, our	2

Why do you disagree with the vision?	
Number of respondents who completed this question	12
Description / Type of verbatim comments	Number of comments
norms, our identity, to accommodate all these incoming cultures, who are NEVER encouraged to change themselves to assimilate with the British. It's grossly unfair, it's racist, it's bigoted against the four foundation cultures of the UK.	
Barnet is not a safe environment: After 2016 the harassment and discrimination against the E.U. citizens is more and more often in Barnet and probably around all London. Many employees of different sort of companies, banks and even GP-s discriminate or even harass people who are not from British origin. Is very sad and should be stopped! / GP in Barnet is Not a safe environment and Has been overlooked for years.	2
Systemic issues causing inequality: It is known one of the key areas is there is a systemic issue in society that create inequality. This needs fundamental acknowledgement before a systemic solution can be found / I believe that Barnet Council is structurally biased and the people in the highest positions do not understand what this means as they have not experienced biases based on their background and race.	2
Insufficient and pointless policies / Policy does not go far enough: Pointless having or making policies when no one follows them or is held accountable for not following them. Your policy does not go far enough to level up the diverse people that live in Barnet. / Your policy does not go far enough to level up the diverse people that live in Barnet.	2
I am a resident and I am not living a happy and independent life.	1
Perhaps it should read 'Every person is unique'. The word differences could mean anything between a man or woman and of course a disagreement or quarrel and has negative connotations.	1
I think you should focus on equality of outcomes rather than accedes. This recognises that there isn't. Level playing field.	1
So, give the community sector more control of finances, policies, assets	1
Barnet is a borough with diverse faith. The right to believe in whatever faith or belief, and the freedom to be able to speak freely without fear of offending.	1
Total number of different types of comments	13

5.7.3 Comments on what respondents feel is missing from the vision.

Respondents were also asked whether they felt that the council had missed anything within their vision. This question received 23 responses and again these were varied. Full details are provided in table 5.

The most common themes (two or more comments) on what the council had missed in the EDI vision were:

- *How the vision will be implemented; achieved; tackle solutions; vision is vague (seven comments)*
- *Barnet is divided and full of discrimination and racism (three comments)*
- *Comments about faith (three comments)*
- *Disabilities and vulnerable groups missing (two comments)*
- *Structural inequality comments (two comments)*
- *Ignores white people/ British identity groups (two comments)*

- *Does not recognise different experiences or problems experienced by different ethnic groups (two comments)*
- *Does not mention the council's role (two comments).*

Table 5: Comments on what has been missed from the vision

Do you think we have missed anything?	
Number of respondents who completed this question	23
Description / Type of verbatim comments	Number of comments
How will it be: implemented; achieved; tackle solutions / vague: I just wonder how and if it will be implemented / It is a noble statement. I am curious how it will be achieved / Sounds generic. I would like to see this saying that we will proactively look to understand the issues faced by different communities to identify appropriate and meaningful solutions / A vision is far more powerful when acknowledges the problem. These types of rosy statements in no ways acknowledges the current damage people are feeling. We have a duty to start thinking about 21st century solutions / The statement seems a bit empty and vague and it doesn't really centre the role of Barnet council in supporting the community / This is a plan to make Barnet a better place, but it does not mention the support needed while we are in the process of becoming that better place / I would love a borough "free from harassment, discrimination and any structural inequalities", but it will not happen in a year or in 5 years. I think this should be mentioned in the vision statement / Building a community as described above is great, but what about Barnet council's role in supporting that community? This is not mentioned. / The scope of the policy should explicitly cover. Barnet as a service provider, commissioner, employer, and the council's community leadership role.	7
Faith: I would like the words play and pray inserted into this sentence - A borough where every person can live, work, and study / It is not clear what you mean by equality. We are all equal and made in God's image. That doesn't mean we have the freedom to do every we want freedom is doing what is right in the sight of the true God	3
Does not mention the council's role: Building a community as described above is great, but what about Barnet council's role in supporting that community? This is not mentioned. / The scope of the policy should explicitly cover. Barnet as a service provider, commissioner, employer, and the council's community leadership role	3
Faith: I would like the words play and pray inserted into this sentence - A borough where every person can live, work, and study / It is not clear what you mean by equality. We are all equal and made in God's image. That doesn't mean we have the freedom to do every we want freedom is doing what is right in the sight of the true God	3
Does not recognise different experiences /problems experienced by different ethnic groups (referenced European groups and BAME groups): Yes, you do not mention in your vision the thousands of European background citizens who work and live in Barnet for many years, some of them moved here 30-40 years ago and now they're harassed./ Your policy does not understand the problem that BAME people experience in their daily lives	2
Disabilities: yes disabled and vulnerable people support	2
Structural inequality comments: any structural inequalities that may or could adversely affect them in any way / I would love a borough "free from harassment, discrimination and any structural inequalities", but it will not happen in a year or in 5 years. I think this should be mentioned in the	2

Do you think we have missed anything?	
Number of respondents who completed this question	23
Description / Type of verbatim comments	Number of comments
Ignores white people/ British identity groups: You name a raft of special identity groups, but you ignore white people, if you want diversity and fairness then you should also allow white/Ethnic British identity groups to protect and preserve the host cultures of the UK. On a global scale, non-white people are the vast majority, and growing, yet it's white people who are always treated like the global majority. This myth, especially now it is heavily politicized and taken as fact with the emergence of Far-Left Marxist NGO's such as BLM, is causing strife and tensions and increasing racism on all sides.	2
The area I live in it seems is forgotten by the council./ I also feel like council tenants expect everything handed to them for free	2
Your policy is just paying lip service and will not make the change that is required.	1
Proactively eliminate discriminatory staff and practises.	1
Happenings around the ward I live suggest to me that this claim isn't 100%.	1
Perhaps this should also start with schools been included to educate young people about diversity, equal opportunities for all, racism, and harassment etc...	1
Not taking action and listening to the tenants	1
I guess equal opportunities doesn't necessarily need to mean exact same opportunities... I think equality is about everyone being able to reach their potential and make their own decisions, which means having multiple options to choose from.	1
Professionals being held accountable for not following policies because that is the main problem in Barnet	1
In my opinion Barnet is very divided borough, full of discrimination, racism, and prejudice. I have been living in the borough for 6 years now. There is a lot of racism and prejudice among people living here. As a white immigrant and homeowner, I do not feel welcome here. I experienced prejudice from British as well as racism from black and brown	1
Total number of different types of comments	24

5.8 Views on the new Strategic Equalities Objective (SEO)

Respondents were asked to what extent they agree or disagree with the updated Strategic Equalities Objective (SEO). Table 6 shows that:

- Just under three quarters of respondents (73%) agree with the council's updated SEO (49% strongly agree and 24% tend to agree)
- Again, a minority of respondents disagree with the council's updated SEO (12%, 6% strongly disagree and 6% tend to disagree)
- The remainder (14%) neither agree nor disagree on the updated SEO, and only 1% indicated they did not know/was not sure.

Table 6: Respondents’ level of agreement for the new SEO

To what extent do you agree or disagree with our new Strategic Equalities Objective?	%	Base
Strongly agree	49%	35
Tend to agree	24%	17
Neither agree nor disagree	14%	10
Tend to disagree	6%	4
Strongly disagree	6%	4
Don't know / not sure	1%	1
Total	100%	71

5.8.1 Views on the new SEO broken down by key stakeholders

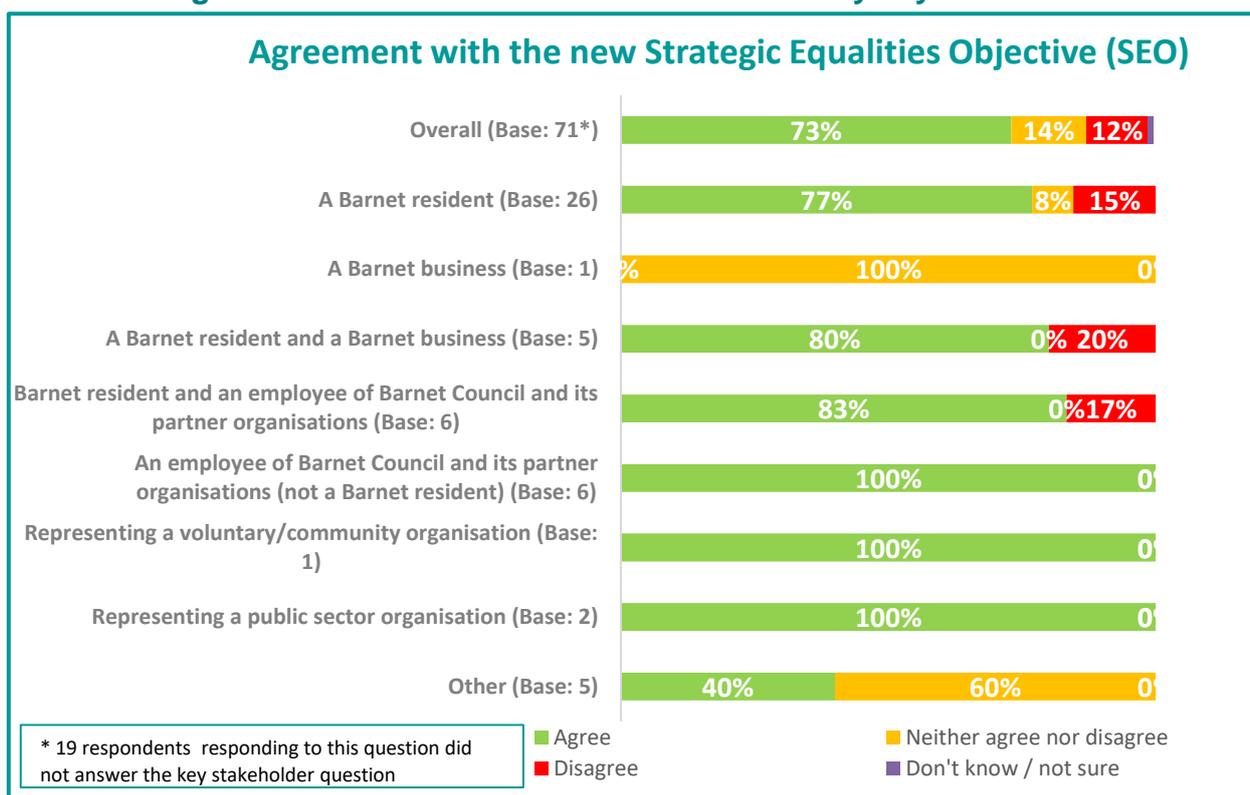
This section looks at respondents’ views on the new SEO broken down by key stakeholder groups. Again, it should be noted that due to the small sample size, and the number of the respondents who did not answer the key stakeholder question, it is difficult to draw out any statistically significant differences between the overall response and the key stakeholders.

However, as part of the reporting we have made some attempt to compare the overall response with the key stakeholders, but as outlined above when looking at these differences, the findings should be treated with caution due to the small sample size⁴.

- Chart 2 shows the percentage of residents who agree (77%, 20 out of 26 respondents) with the vision is **in line** with the overall response (73%)
- Respondents who are ‘an employee of Barnet Council and a resident’ (80%) or ‘a Barnet business and a resident’ (83%) levels of agreement with the new SEO are also **in line** with the overall response (73%).
- Respondents who are ‘a resident and a Barnet business’ (80%) ,‘a resident and an employee of Barnet Council’ (83%), ‘an employee of the council only’ (100%), ‘representing a voluntary/community organisation’ (100%) or ‘representing a public sector organisation’ (100%) are all **more likely to agree** with the new SEO compared to the overall response (73%).
- Respondents who indicated they are ‘other’ are **less likely to agree** (40%) with the new SEO compared to the overall response (73%). However, rather than disagree with the SEO they are more likely to indicate they neither agree nor disagree (60%).
- The one Barnet business responding to the consultation indicated they neither agree nor disagree with the new SEO.

⁴ Any stakeholder differences of 5% or less have been referred to as in line with the overall response. Differences of 6% or more have been referred to as above or below the overall response however these differences should be treated with caution due to the small sample size and the number of respondents not completing the stakeholder question.

Chart 2: Agreement with the new SEO broken down by key stakeholders



5.8.2 Suggestions on how the new SEO could be updated

Respondents who disagree with the council’s new SEO were asked to give further suggestions on how you would like it to be updated. 13 respondents gave a response and again these responses were varied.

The most common themes (with four comments) are highlighted here, and further details are provided in the table seven.

- *SEO list of ideals / Too vague / Generic / How will you achieve change / What are you going to do about the problem? / Ignore the problem with and rosy language (four comments)*
- *Access to quality services shouldn't have been omitted from the new SEO (four comments)*
- *Comments on equal opportunities for all and how we will achieve this (three comments).*

Table 7: Verbatim comments from respondents who disagree with SEO

If you disagree, please give further suggestions on how you would like it to be updated:	
Number of respondents who completed this question	13
Description / Type of verbatim comments	
SEO list of ideals / Too vague / Generic / How will you achieve change / What are you going to do about the problem?/ Ignore the problem with and rosy language: Appears to be a list of ideals, or lip service / Your terms are vague. Do you mean you will allow men who consider themselves women to go to women toilet and vice versa/ These are very generic statements. How are you going to achieve this change? Will there be a change? Does Barnet Council understand the problem? What are you going to do? /Again, you are ignoring the problem with rosy language. Why are you so scared of acknowledging the problem?	4
Access to quality services should not be omitted from the new SEO I am not sure why "access to quality services" was cut out from the new statement. I would have liked to see it updated addressing the need for quality services that tackle/ I think the focus on services should remain since this is a national issue! / There is no equal access to quality services / But this again will not happen as we have services in our borough that refuse to let people effected by failures from the council to access them specific issues and recognise different needs./	4
Comments on equal opportunities for all and how we will achieve this: The fact of having equal opportunities alone is not enough for those who have to face a disadvantage of any kind. / You can't treat all communities equally and expect equal opportunity. This is a very native comment. As a white male I easily recognise my privilege and advantage. / Barnet aims to actively tackle how we work to create more equality of opportunities etc	3
Adding a statement on how identifying and tackling structural inequalities and discrimination: I would like to see a statement added that the council is committed to identifying and tackling structural inequalities and discrimination. / Something like as a society and community we recognise different levels of privileges and systemic inequality.	2
Every community will receive equal treatment, with understanding and respect. Our borough and its council will be places where: diversity is celebrated; people have equal opportunities; and inequality is actively tackled.	1
This is all well and good however there have been many events that organisations including labour local have been put on in the borough over the past years in places which have predominantly politically been anti-Israel and for me if this isn't part of the IHRA definition that the borough of Barnett has excepted and that they continue to hold events which are anti-Israel/antisemitic Then the policy is worthless	1
I agree with the idea of equality, but in practice it seems to mean that white people are treated as an oppressive and majority group, but that this is unnatural, so that all other groups need an unnatural leg up to "equalize." I don't agree with any policy that promotes equality of outcome over merit.	1
The grammar isn't great. It would be better to have a full stop after 'respect'	1
Total number of different types of comments	17

5.9 Views on our principles

Respondents were asked to what extent they agree or disagree with each of the principles outlined as part of the council’s EDI Policy. These include:

- equalities and inclusion in everything we do
- a diverse workforce
- insight led
- open and transparent
- meaningful engagement
- an inclusive and cohesive borough
- a community led approach

- The table 8 shows that the vast majority of respondents agree with all the principles identified in the updated EDI policy (between 76% and 88%).
- **Open and transparent** received the highest level of agreement (88%) followed by **A community led approach** (86%) and **An inclusive and cohesive borough** (85%).
- Similar levels of agreement were received for **Meaningful engagement, A diverse workforce** and **Encouraging equal growth** (all 83%).
- The principles that received the least level of agreement, but still very high were **Equalities and inclusion in everything we do** (80%) and **Insight led** (76%)
- A minority indicated that they neither agree nor disagree with the principles (between 4% and 15%)
- Even fewer respondents (between 4% and 10%) disagree with the principles. **Encouraging equal growth** had the highest disagreement (10%) followed by **A community led approach** and **Equalities and inclusion in everything we do** (both 9%).
- Around 2% of respondents did not know/were not sure on the principles the council outlined.

Table 8: Views on the principles identified to help deliver our policy

Principle	Agree		Neither agree nor disagree		Disagree		Don't know / not sure		Total
	%	Base	%	Base	%	Base	%	Base	Base
Open and transparent	88%	61	4%	3	6%	4	1%	1	69
A community led approach	86%	59	4%	3	9%	6	1%	1	69
An inclusive and cohesive borough	85%	57	9%	6	4%	3	1%	1	67
Encouraging equal growth	83%	57	7%	5	10%	7	0%	0	69
Meaningful engagement	83%	57	7%	5	6%	4	4%	3	69
A diverse workforce	83%	57	10%	7	6%	4	1%	1	69
Equalities and inclusion in everything we do	80%	56	10%	7	9%	6	1%	1	70
Insight led	76%	52	15%	10	6%	4	3%	2	68

5.9.1 Views on the EDI Policy principles broken down by key stakeholders

This section looks at respondents' views on the principles broken down by key stakeholder groups.

Again, it should be noted that due to the small sample size, and the number of the respondents who did not answer the key stakeholder question, it is difficult to draw out any statistically significant differences between the overall response and the key stakeholders.

However, as part of the reporting we have made some attempt to compare the overall response with the key stakeholders, but as outlined above when looking at these differences, the findings should be treated with caution due to the small sample sizes.

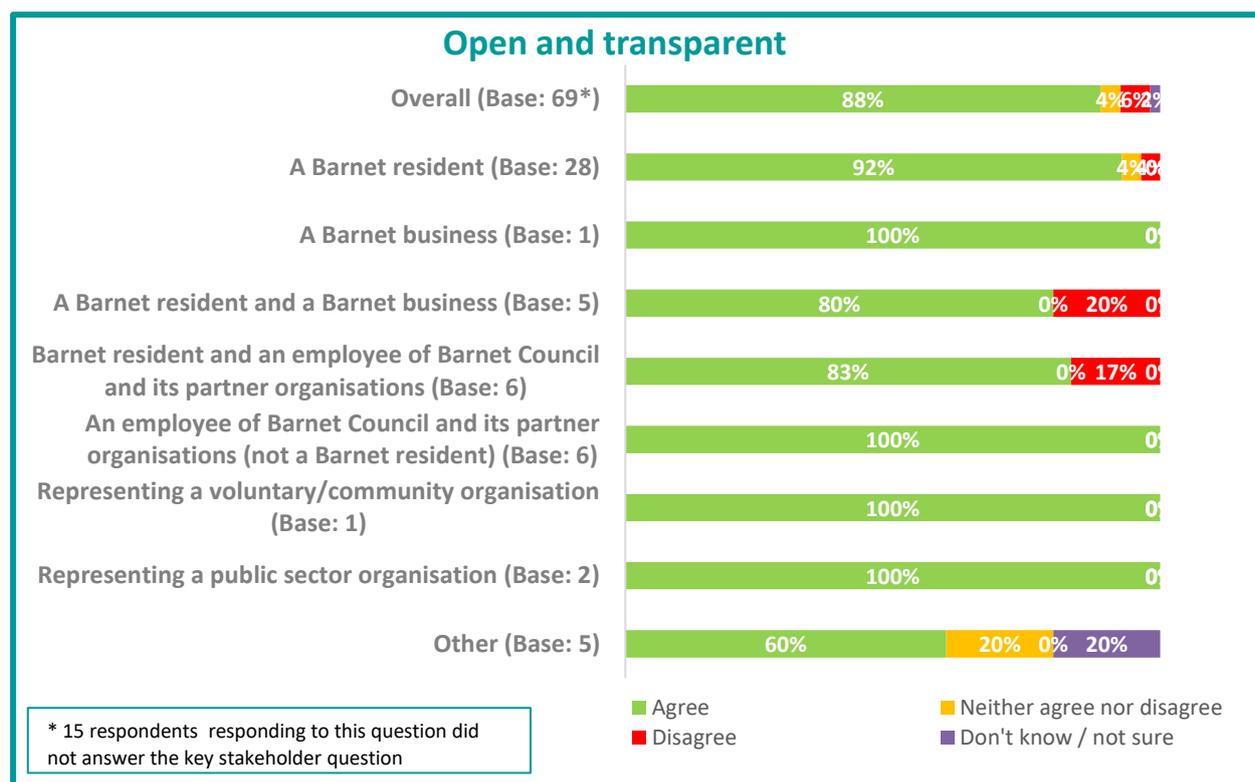
The following pages summarise the key differences.

⁵ Any stakeholder differences of 5% or less have been referred to as in line with the overall response. Differences of 6% or more have been referred to as above or below the overall response however these differences should be treated with caution due to the small sample size and the number of respondents not completing the stakeholder question.

Open and transparent

- Chart 3 shows that the percentage of residents who **agree** (92% with the principle *Open and transparent* compared is in line with the overall response (88%)
- Respondents who are ‘a Barnet business, ‘an employee of Barnet Council’, ‘representing a voluntary/community organisation’ or representing a public sector organisation’ are also all **more likely to agree** (100%), with the principle *Open and transparent*, compared to the overall response (88%).
- Those respondents who indicated they are ‘other’ **are less likely to agree** (60%) with the principle ‘*Open and transparent*’ compared to the overall response (88%). However rather than disagree with this principle they were more likely to indicate they neither agree or disagree with this principle or they don’t know.
- This was followed by ‘residents and an employee of the council’ (83%) and ‘residents and a Barnet Business’ (80%) being **less likely to agree** with this principle compared to the overall response (88%).

Chart 3: Open and transparent

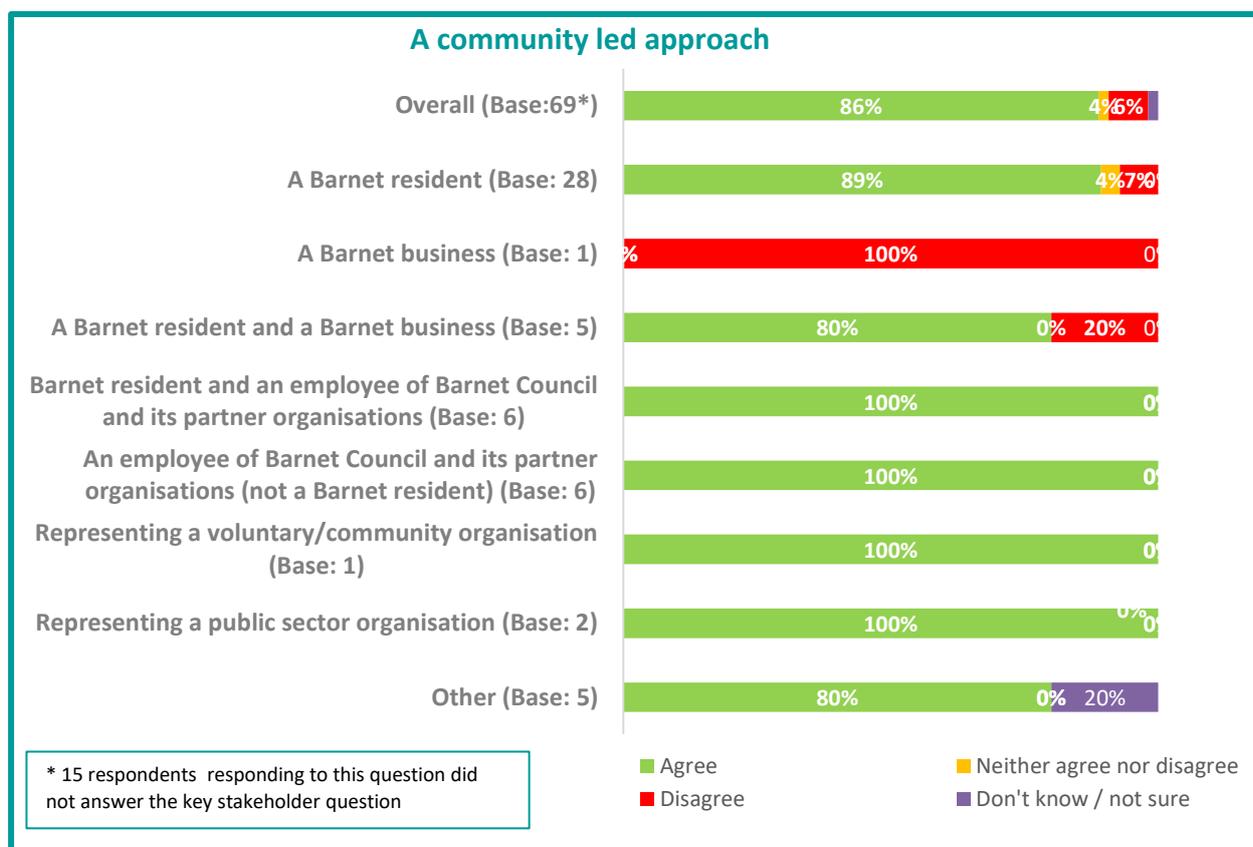


A community led approach

- Chart 4 shows that the percentage of residents who agree with the principle *A community led approach* (89%) is **in line** with the overall response (86%).
- Respondents who are ‘an employee of Barnet Council’, ‘a employee of the council and a resident’ ‘representing a voluntary/community organisation’ or ‘representing a public sector organisation’ are **all more likely to agree** (100%) with the principle *A community led approach* compared to the overall response (86%).

- However, respondents who are a ‘resident and a Barnet Business’ (80%) and respondents who indicated they are ‘other’ are **less likely to agree** (80%) with the principle *A community led approach* compared to the overall response (88%).
- It should also be noted that ‘other’ respondents, rather than disagree with this principle, they were **more likely to indicate they don’t know**.
- The one Barnet business responding to the consultation indicated they disagree with the principle *A community led approach*.

Chart 4: A community led approach

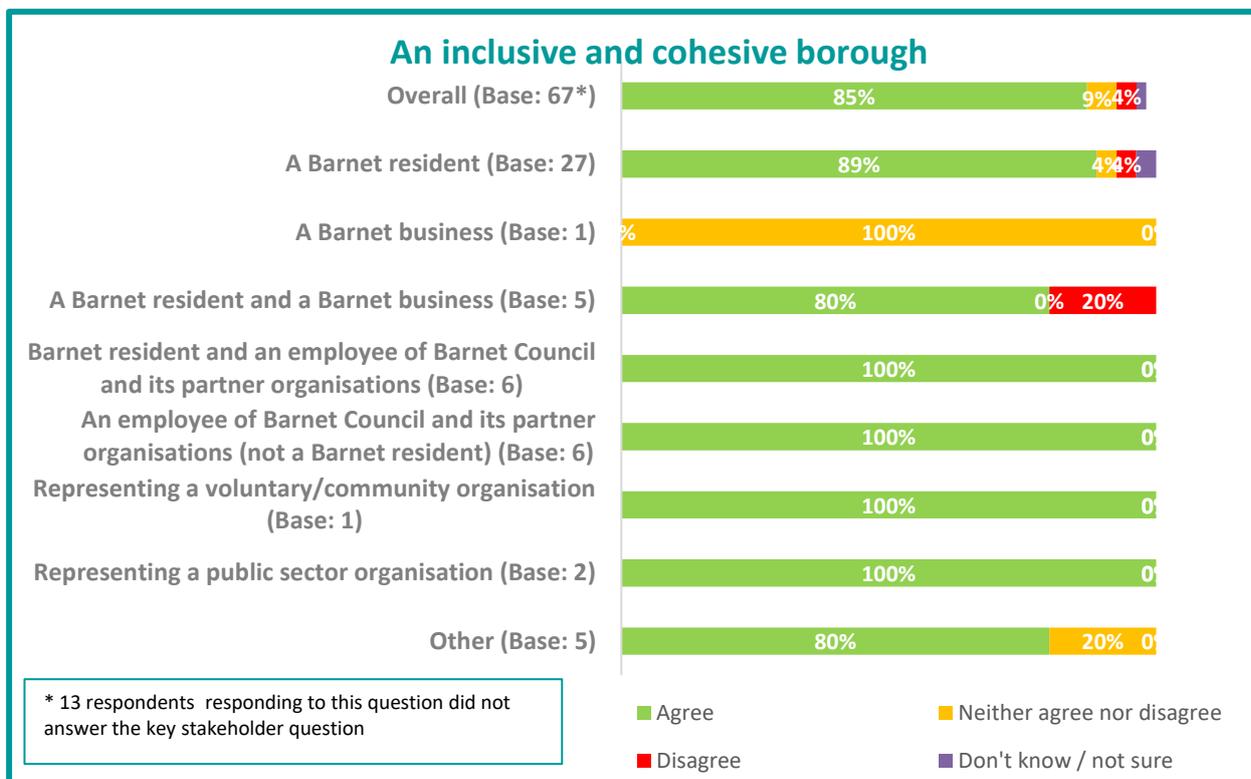


An inclusive and cohesive borough

- Chart 5 shows the percentage of residents who agree with the principle *An inclusive and cohesive borough* (89%) is in line with the overall response (85%).
- Respondents who are ‘an employee of Barnet Council, ‘an employee of Barnet Council and a resident’ ‘representing a voluntary/community organisation’ or ‘representing a public sector organisation’ are all **more likely to agree** (100%) with the principle *An inclusive and cohesive borough* compared to the overall response (85%).
- Respondents who are a ‘resident and a Barnet Business’ (80%) or respondents who indicated they are ‘other’ (80%) are **less likely to agree** with the principle *An inclusive and cohesive borough* compared to the overall response (85%).

- However, ‘other’ respondents, rather than disagree with this principle, they are more likely to indicate they **neither agree nor disagree** (20%).
- The one Barnet business responding to the consultation indicated they also **neither agree nor disagree** with the principle *An inclusive and cohesive borough*.

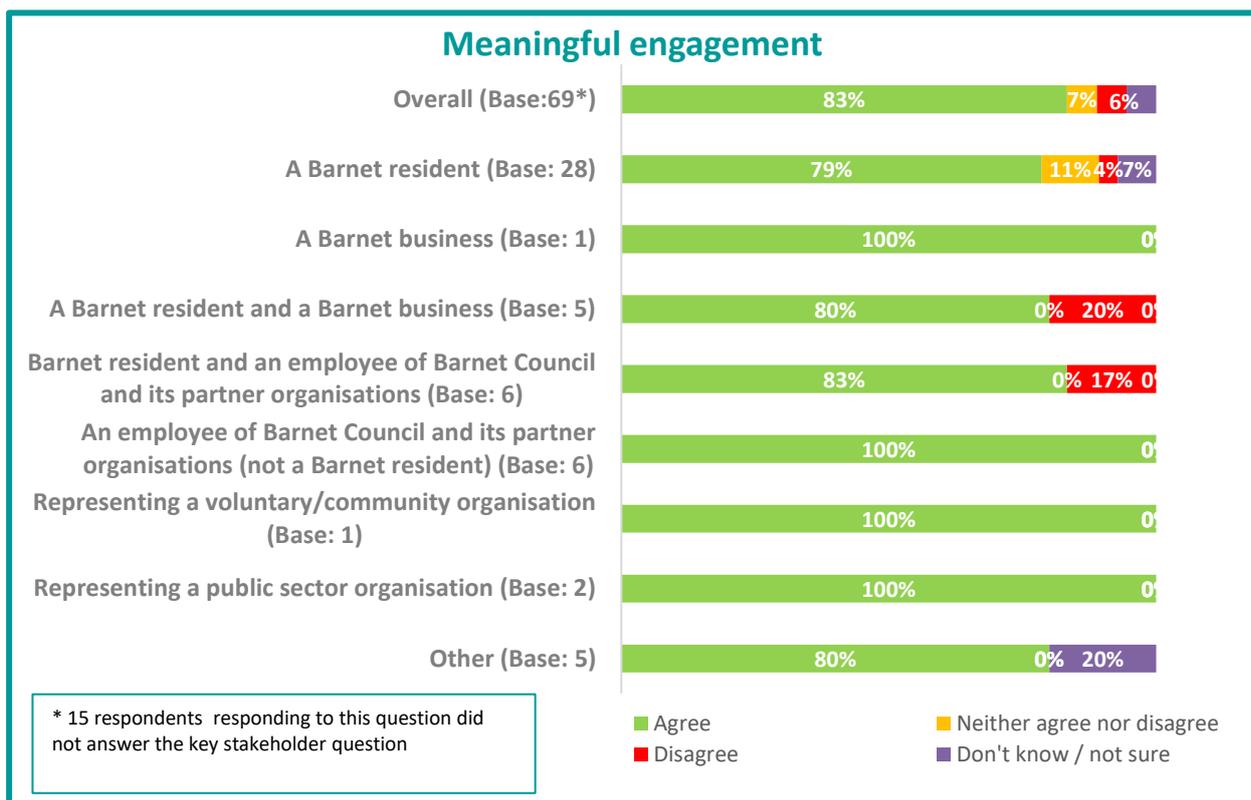
Chart 5: An inclusive and cohesive borough



Meaningful engagement

- Chart 6 shows that the percentage of residents who agree (79%) with the principle *Meaningful engagement* is in line with the overall response (83%)
- Respondents who are ‘a resident and a Barnet business’, ‘a resident and an employee of the council’ or indicated they are ‘other’ are also in line with the overall response (83%)
- Respondents who are ‘an employee of the council’ ‘a Barnet business’, ‘representing a voluntary or community organisation’ or ‘representing a public sector organisation’ are all more likely to agree (100%) with the principle *Meaningful engagement* compared to the overall response (83%)
- The one Barnet business responding to the consultation indicated they agree with the principle *Meaningful engagement*.

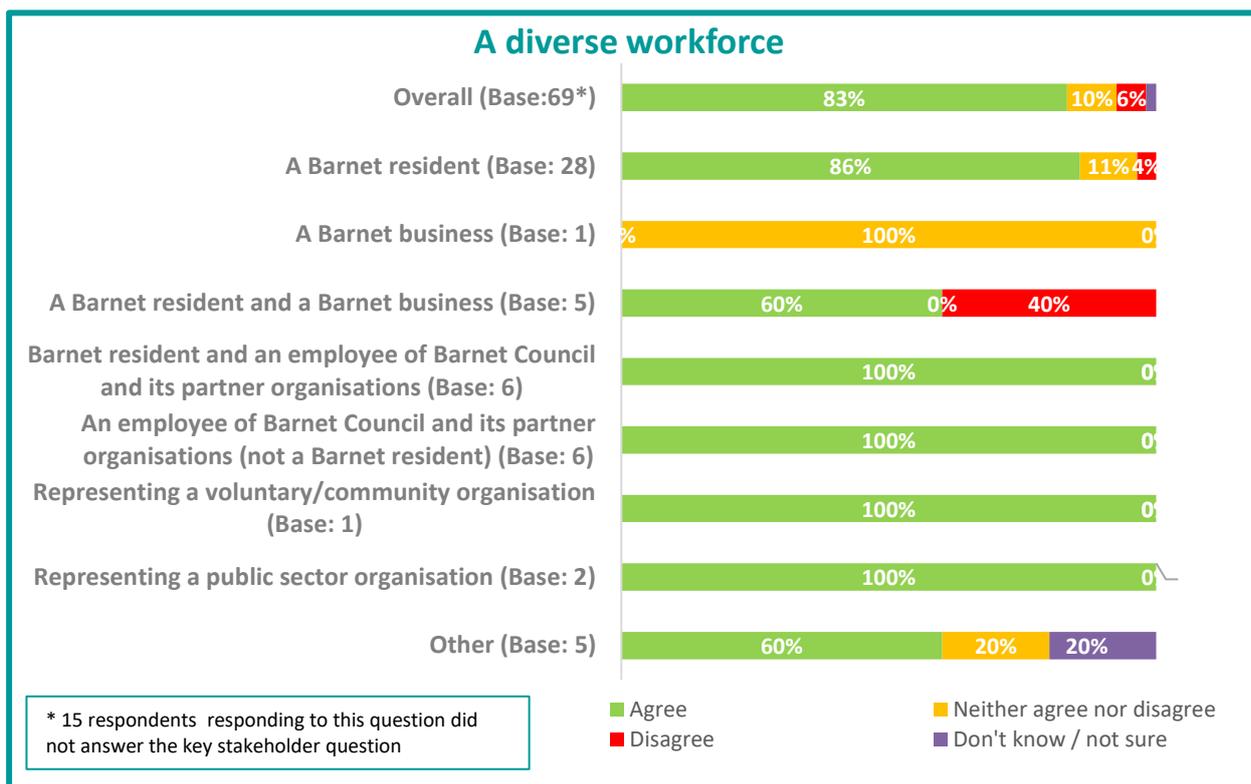
Chart 6: Meaningful engagement



A diverse workforce

- Chart 7 shows the number of residents who agree with the principle *A diverse workforce* (86%) is **in line** with the overall response (83%).
- Respondents who are ‘an employee of Barnet Council, ‘an employee of Barnet Council and a resident’ ‘representing a voluntary/community organisation’ or ‘representing a public sector organisation’ are all **more likely to agree** (100%) with the principle *A diverse workforce* compared to the overall response (83%).
- Respondents who are a ‘resident and a Barnet Business’ (60%) or respondents who indicated they are ‘other’ (60%) are **less likely to agree** with the principle *A diverse workforce* compared to the overall response (83%).
- However, ‘other’ respondents, rather than disagree with this principle, they are more likely to indicate they **neither agree nor disagree** (20%) or Don’t know/not sure (20%).
- The one Barnet business responding to the consultation indicated they also **neither agree nor disagree** with the principle *A diverse workforce*.

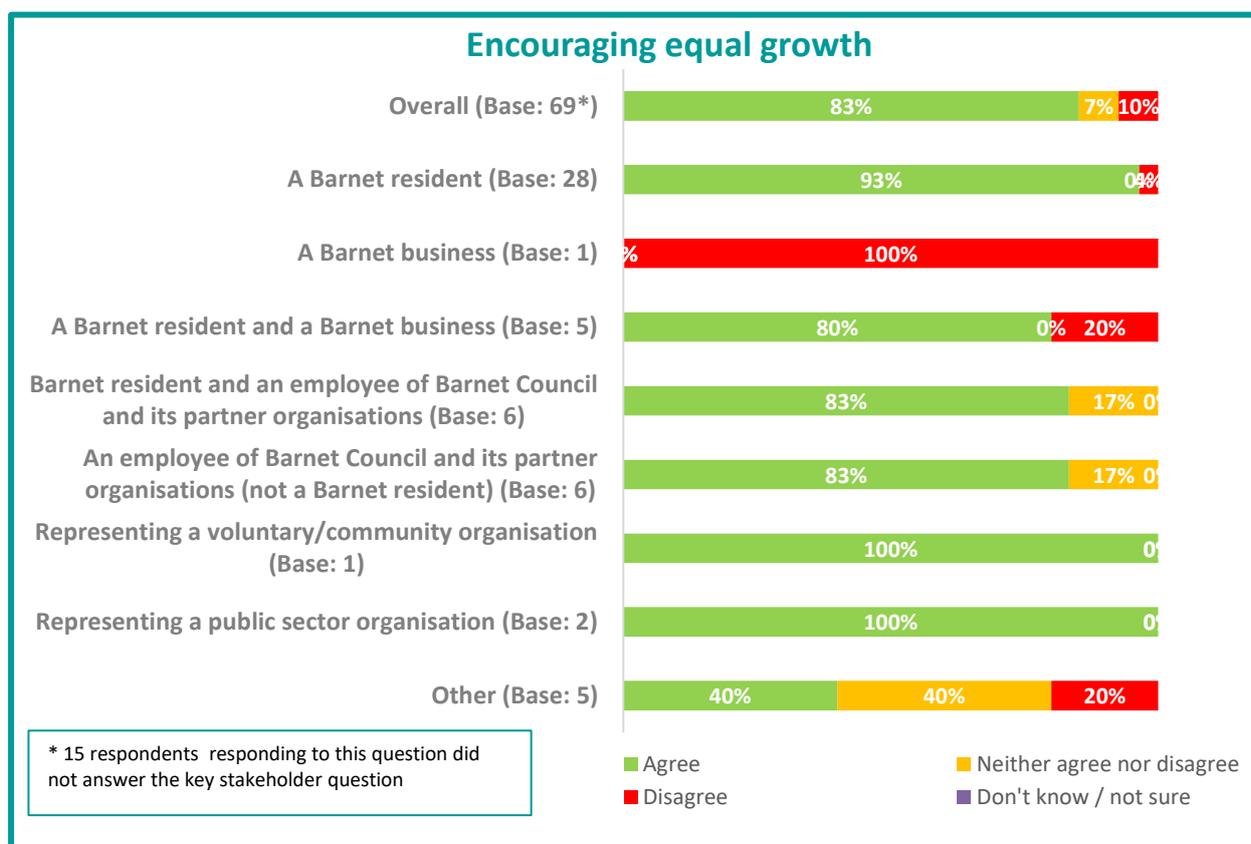
Chart 7: A diverse workforce



Encouraging equal growth

- Chart 8 shows the number of residents who agree with the principle *Encouraging equal growth* (93%) are more likely to with this principle compared to the overall response (83%).
- Respondents who are ‘a resident and a Barnet Business’ ‘an employee of Barnet Council’ and ‘an employee of Barnet Council and a resident’ are all in line with the overall response (83%).
- Respondents ‘representing a voluntary/community organisation’ or ‘representing a public sector organisation’ are all **more likely to agree** (100%) with the principle *Encouraging equal growth* compared to the overall response (83%).
- Respondents who are who indicated they are ‘other’ (40%) are **less likely to agree** with the principle *Encouraging equal growth* compared to the overall response (83%).
- However, ‘other’ respondents, rather than disagree with this principle, they are more likely to indicate they **neither agree nor disagree** (40%) rather than disagree (20%).
- The one Barnet business responding to the consultation indicated they disagree with the principle *Encouraging equal growth*.

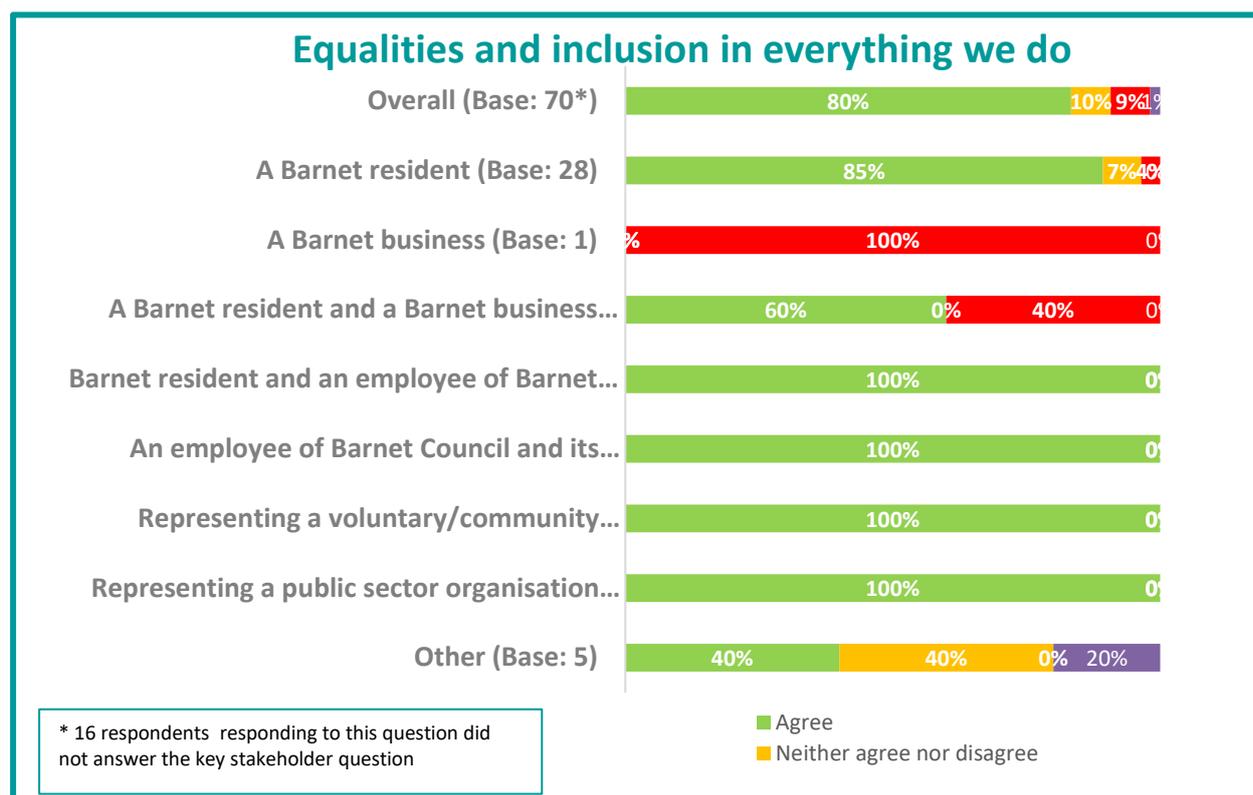
Chart 8: Encouraging equal growth



Equalities and inclusion in everything we do

- Chart 9 shows residents are **more likely to agree** with the principle *Equalities and inclusion in everything we do* (85%) is in line with the overall response (80%).
- Respondents who are ‘an employee of Barnet Council’, ‘an employee of Barnet Council and a resident’, ‘an employee of the council’ ‘representing a voluntary/community organisation’ or ‘representing a public sector organisation’ are all **more likely to agree** (100%) with the principle *Equalities and inclusion in everything we do* compared to the overall response (80%).
- Respondents who are a ‘resident and a Barnet Business’ (60%) or respondents who indicated they are ‘other’ (40%) are **less likely to agree** with the principle *An inclusive and cohesive borough* compared to the overall response (80%).
- However, ‘other’ respondents, rather than disagree with this principle, they are more likely to indicate they **neither agree nor disagree** (40%) rather than disagree (20%).
- The one Barnet business responding to the consultation indicated they disagree with the principle *An inclusive and cohesive borough*.

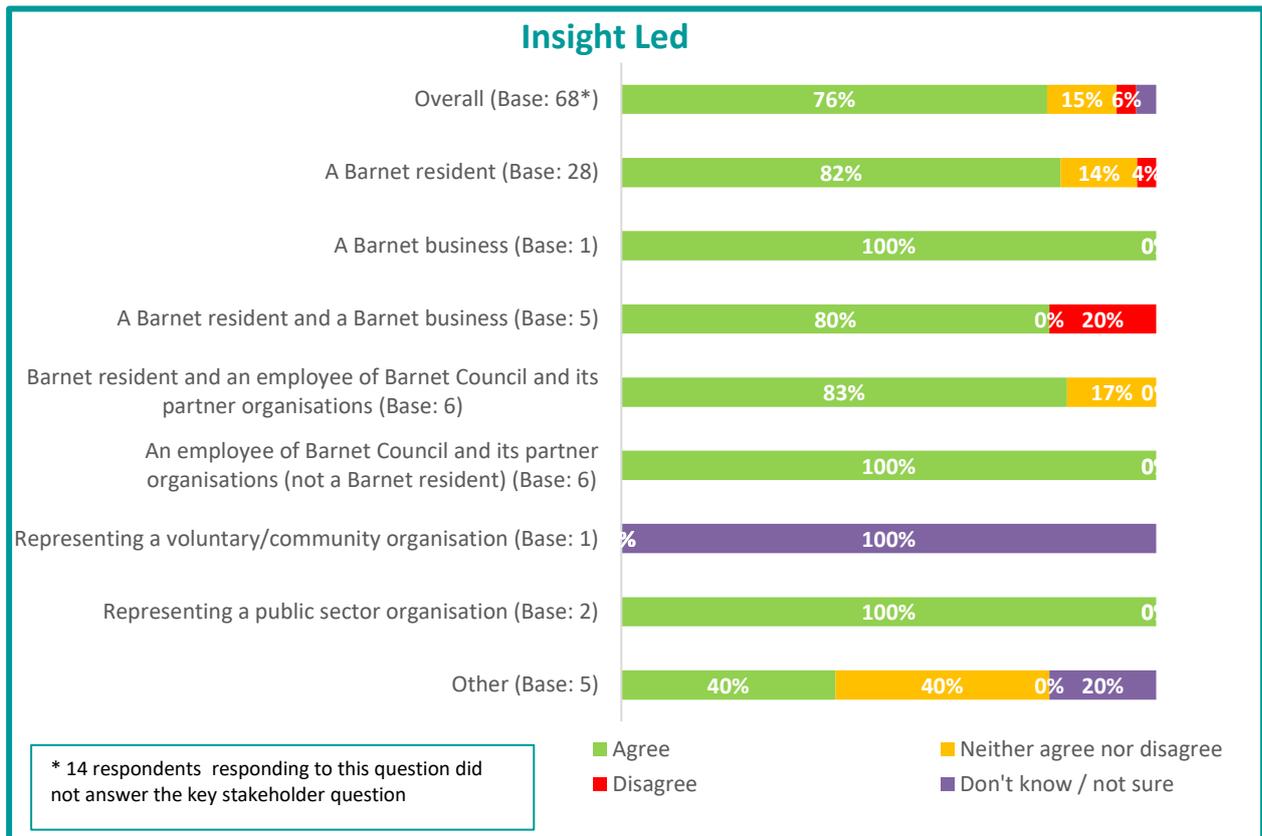
Chart 9: Equalities and inclusion in everything we do



Insight led

- Chart 10 shows the number of residents who agree with the principle *Insight led* (82%) is are more lie to agree with the principle *Insight led* compare to the overall response (76%).
- Respondents who are ‘an employee of Barnet Council and a resident’ (80%) or ‘a resident and a Barnet Business’ (80%) levels of agreement are also **in line** for the principle *Insight led* with the overall response (76%).
- Respondents who are ‘a Barnet business’ or ‘an employee of the council’ or ‘representing a public sector organisation’ are all **more likely to agree** (100%) with the principle *Insight led* compared to the overall response (76%).
- Respondents representing a voluntary/community organisation’ are **more likely to indicate they don’t know or are not sure** about the principle *Insight led* 100% compared to the overall response (76%).
- Respondents who indicated they are ‘other are **less likely to agree** (40%) with the principle *Insight led* compared to the overall response (76%). However, rather than disagree with this principle they are more likely to indicate they **neither agree nor disagree** (40%) or **don’t know or not sure** (20%).

Chart 10: Insight led



5.9.2 Comments on why respondents disagree with the principles.

Respondents who disagreed with the principle were asked to give reasons why.

13 respondents answered this question. Again, responses were varied, table 9 gives a full break down of the type of comments received.

The principle **A diverse workforce** received the most comments (four) followed by **Equalities and Inclusion in everything we do** which received three comments. Some comments did not indicate a specific principle and have been labelled as **Principle not specified** and have been grouped together.

Table 9: Comments on why respondents disagree with outlined EDI principles

If you disagree with any of these principles, please say why:		
Number of respondents who completed this question		13
Principle	Description / Type of verbatim comments	
A diverse workforce	What means diverse workforce, if there are only Asian people who can do the job, shall there be white one forcible included? If there are only white ones who are qualified, shall there be other coloured, or nations included even if they have no experiences and qualities? / it should be let by the best person not the colour of their skin or background / I'm always weary when a diverse workforce is mentioned. YES, we need a diverse workforce of people and it should be on their merit ONLY for the position they have been chosen for. Not choosing a specific person because of their sex, race, or colour just to get the diversity in when they are not the best person for the job. / A representative workforce might be a better goal than a diverse one; the latter is a bit vague /	4
Equalities and inclusion in everything we do	Barnet are selective as to what sections of Barnet they support. I live in the less affluent side and the difference is truly eye opening. We pay the same council tax however we DO NOT receive the same service / I want society to be run along merit, liberalism, capitalism, as this works best and has made the UK a world leader for centuries, so I'm not going to support anything that harms these ideas and practices, and this new globalist "equality" agenda seems Communist and even Maoist in nature. You cannot have perfect equality and inclusion in everything, unless everyone has equal aptitude, intelligence, and skill in every area. It's a fact of life that not everyone is suitable for every job. / "Equalities and inclusion in everything we do" is not enough. Barnet should amply the voices of those who struggle the most to be heard. Inclusion doesn't automatically need that everyone will have the power.	3
A community led approach	I think it's important to start with the baseline demographics of the community. By virtue, we are talking about minority groups here so how will their voices be heard if it is the 'community at large' leading the approach? / I think all charities should have a legal link to the borough in which they are run. I feel the LA should be partaking in full impartial investigations of these charities and they should be rated with some sort of legal document to say that the council have approved them and hold some sort of responsibility to what these charities are actually doing in our borough	2
Encouraging equal growth	Do you really believe in equal growth? If one part of Barnet grew rapidly, and others only at a moderate pace, would that be a problem? / "Encouraging equal growth" will not change anything. It should be instead helping the growth of those who did not have the same opportunities and/or means.	2

If you disagree with any of these principles, please say why:		
Number of respondents who completed this question		13
Principle	Description / Type of verbatim comments	
Principle not specified	<ul style="list-style-type: none"> • They are motherhood and apple pie, you couldn't disagree, but I would like to see examples of how these are e.g. embedded into the business and financial planning processes. What difference have they made? • It depends what is behind these words only your practice will tell us • The council is toxic. It needs a total overhaul removing all current personnel. 	3
Total number of different types of comments		14

5.9.3 Comments on what the council has missed within these principles

Respondents were also asked whether they felt that the council had missed anything within the principles.

This question received 16 responses. Full details of the type of verbatim comments received are provided table 10.

The most common themes are summarised below:

- *Principles are artificial/ Window dressing / Most important thing is how are we going to deliver them (three comments)*
- *Sustainability / Continuous improvement and sustainability (two comments).*

Table 10: Comments on what we have missed in our principles

Do you think we have missed anything?	
Number of respondents who completed this question	16
Description / Type of verbatim comments	
Principles are artificial/ Window dressing/ Most important thing is how are going to deliver them: For me approach is artificial and apart from having nice slogans in doesn't bring any solutions. This kind of approach could produce forced diversity without any quality behind. // It's easy to write the phrases e.g. meaningful engagement. But the important thing is how it's put in action. This document, copied from other boroughs, doesn't translate to the reality of the Council's operations. When it does then it is has value, till then its window dressing.	3
Sustainability / Continuous Improvement and Sustainability	2
It will have to be a big group of people, as Barnet is a big borough and if you want to reach everyone. Area where I live is basically neglected by council and all is done by local church and charity.	1
Something on the dignity of all individuals. And, is cohesive the objective? If everyone were tolerant, considerate, and respectful, but didn't cohere, wouldn't that be fine?	1

Do you think we have missed anything?	
Number of respondents who completed this question	16
Description / Type of verbatim comments	
We only read about principles and policies, but the reality shows that the inequalities and harassment against non-British citizens has risen enormously in the last 2 years. And since the COVID pandemic it has even worsened	1
The rights of one minority should never supersede another.	1
Who are the local partners you're working with, and will they include members of the communities that you hope to represent, and include?	1
Ahead of meaningful engagement to ensure everyone's voice is heard, there needs to be communication, so everyone is aware of what is coming up and how to take part and how to get involved in improving our communities. It appears in the 'thriving' section but is somewhat hidden	1
We stumbled on this survey. If Barnet is inclusive, open, and transparent, information should not be restricted to only their website. Leaflet should have been distributed to either direct people to the site or ask them to request for the necessary information. This is similar to the Consultation on whether residents would be happy to pay for their Green Waste to be collected.	1
It's hard to argue against any of these-however what is fundamentality different in the last 20/30 years. What is Barnet doing to engage with 21st century thinking of tackling systemic issues? I would suggest you are doing a lot of good things to put band-aids on issues but it's not good enough in 21st century.	1
To prevent direct and indirect discrimination taking place; to build an inclusive mindset; to establish a sense of belonging for all; to ensure ongoing training not one-off training	1
A lot	1
A basic commitment that services will be appropriate to individual needs.	1
Total number of different types of comments	16

5.10 Our approach to our principles

- Again, the table below shows that there was high level of agreement with the approach the council had outlined for delivering our principles.
- The vast majority of respondents agree (between 72% and 86%) with how the council plans to approach the principles.
- The approach under **A diverse workforce** had the highest agreement by respondents (85%) followed by the approaches outlined under principles **Open and transparent** and **Meaningful Engagement** (both 83%)
- Very few respondents disagree with our approach (between 5% and 16%). Respondents disagreed most with the approach under **Encouraging equal growth** (16%) and **A community led approach** (12%).

- A similar number of respondents neither agree nor disagree (between 2% and 9%) with the council’s approach for our principles.
- Very few respondents indicated they did not know or were unsure (around 5%)

Table 11: Views on our approach outlined under each principle

Views on approach outlined under each principle	Agree		Neither agree nor disagree		Disagree		Don't know / not sure		Total
	%	Base	%	Base	%	Base	%	Base	Base
A diverse workforce	84%	49	5%	3	7%	4	3%	2	58
Open and transparent	83%	48	7%	4	7%	4	3%	2	58
Meaningful engagement	83%	48	5%	3	9%	5	3%	2	58
Equalities and inclusion in everything we do	82%	47	2%	1	11%	6	5%	3	57
An inclusive and cohesive borough	81%	48	7%	4	8%	5	3%	2	59
Insight led	79%	44	9%	5	5%	3	7%	4	56
A community led approach	74%	43	5%	3	12%	7	9%	5	58
Encouraging equal growth	72%	42	3%	2	16%	9	9%	5	58

5.10.1 Views on our approach to each principle broken down by key stakeholders

This section looks at respondents’ views on the approach broken down by key stakeholder groups. As before, it should be noted that due to the small sample size, and the number of the respondents who did not answer the key stakeholder question, it is difficult to draw out any statistically significant differences between the overall response and the key stakeholders.

However, as part of the reporting we have made some attempt to compare the overall response with the key stakeholders, but as outlined above when looking at these differences, the findings should be treated with caution due to the small sample size⁶.

Equalities and inclusion in everything we do

Chart 11 shows that the percentage of residents who agree (88%, 23 out of 26 respondents) with the approach under *Equalities and inclusion in everything we do* is **slightly higher** than the overall response (82%)

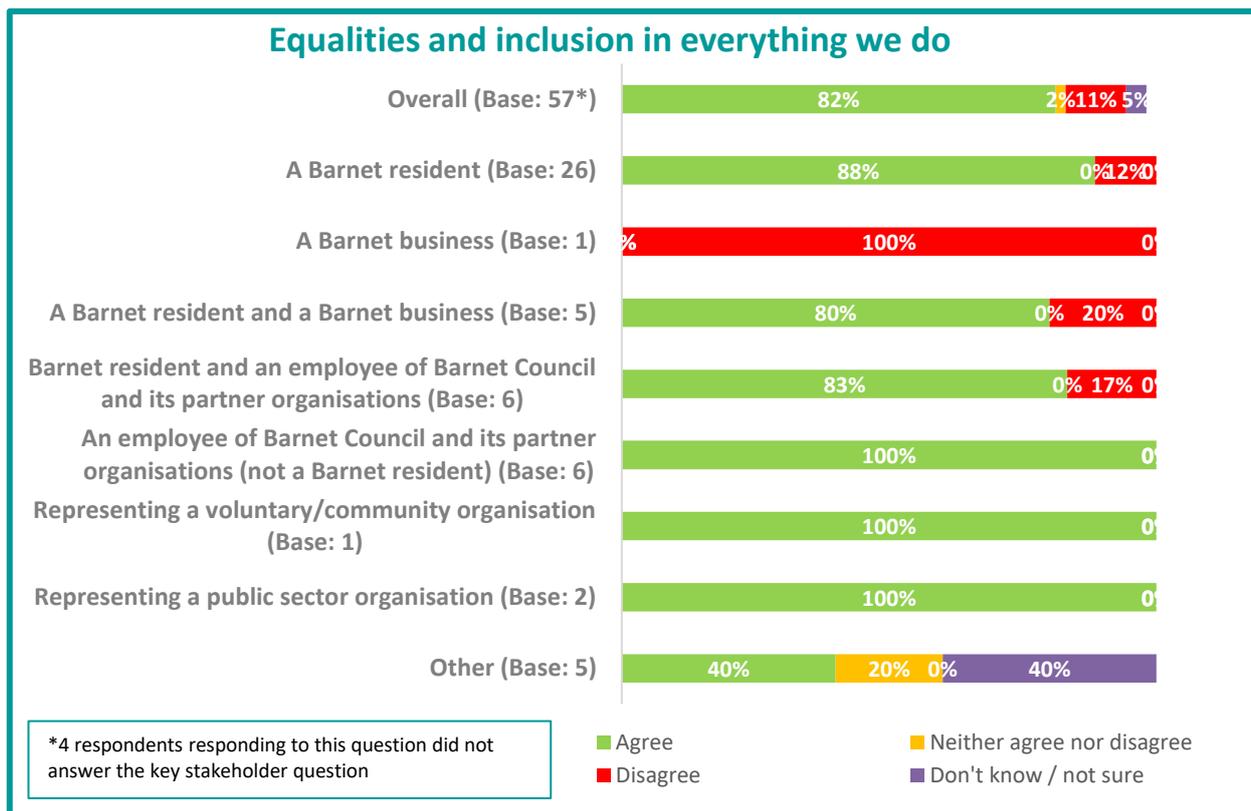
- Respondents who are ‘an employee of Barnet Council and a resident’ (83%) or ‘a Barnet business and a resident’ (80%) with levels of agreement with this approach are also **in line** with the overall response (82%).
- Respondents who are ‘an employee of the council only’ (100%) , ‘a resident and an employee of Barnet Council’ (83%), ‘a Barnet resident’ (88%), ‘representing a

⁶ Any stakeholder differences of 5% or less have been referred to as in line with the overall response. Differences of 6% or more have been referred to as above or below the overall response however these differences should be treated with caution due to the small sample size and the number of respondents not completing the stakeholder question.

voluntary/community organisation’ (100%) or ‘representing a public sector organisation’ (100%) are all **more likely to agree** with the outlined approach compared to the overall response (82%).

- Respondents who indicated they are ‘other’ are **less likely to agree** (40%) with the approach compared to the overall response (81%).
- The one Barnet business responding to the consultation indicated they disagree with this approach.

Chart 11: Equalities and inclusion in everything we do

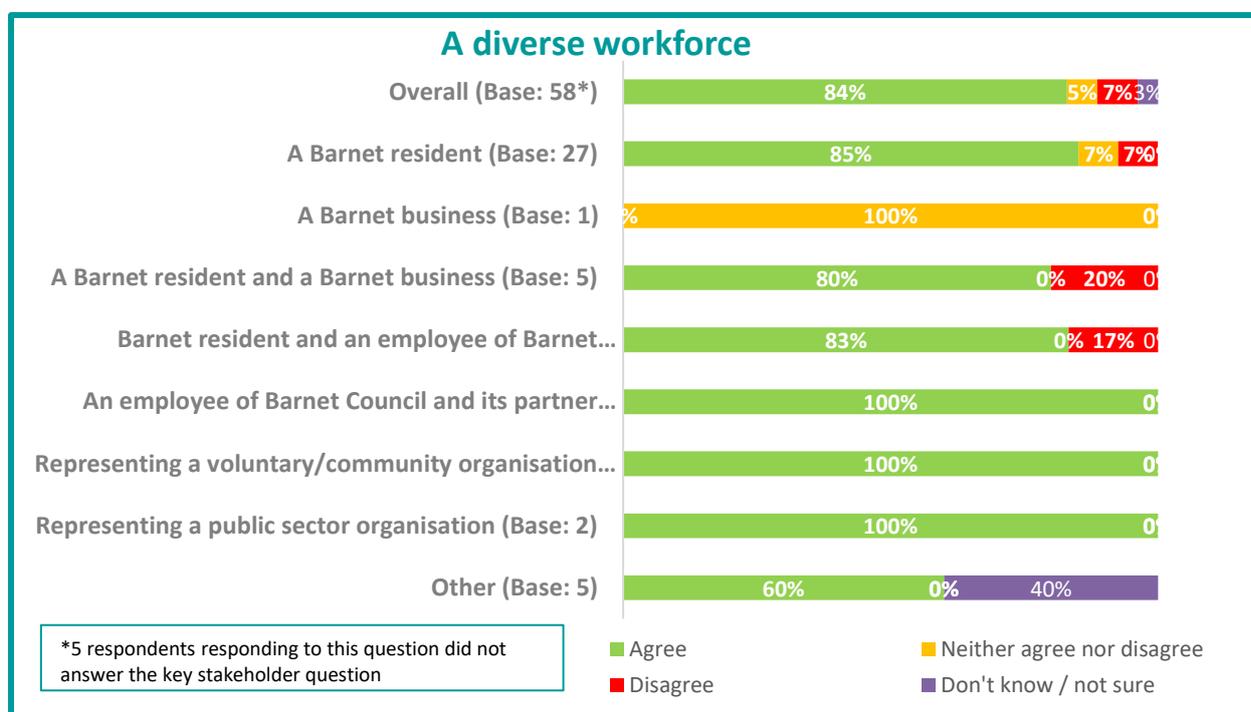


A diverse workforce

- Chart 12 show the percentage of residents who agree with the approach under *A diverse workforce* (85%) is **in line** with the overall response (84%).
- Respondents who are ‘a Barnet resident and employee’ (83%), ‘a Barnet resident’ (85%), ‘an employee of Barnet Council’ (100%), ‘representing a voluntary/community organisation’ (100%) or ‘representing a public sector organisation’ (100%) are **all more likely or equally likely to agree** with the approach compared to the overall response (84%).
- However, respondents who are a ‘resident and a Barnet Business’ (80%) and respondents who indicated they are ‘other’ are **less likely to agree** (60%) with the approach compared to the overall response (84%).
- It should be noted that only 40% of those who indicated they are ‘Other’ disagreed with the approach.

- The one Barnet business responding to the consultation indicated they neither agree nor disagree with the approach outlined under *A diverse workforce*.

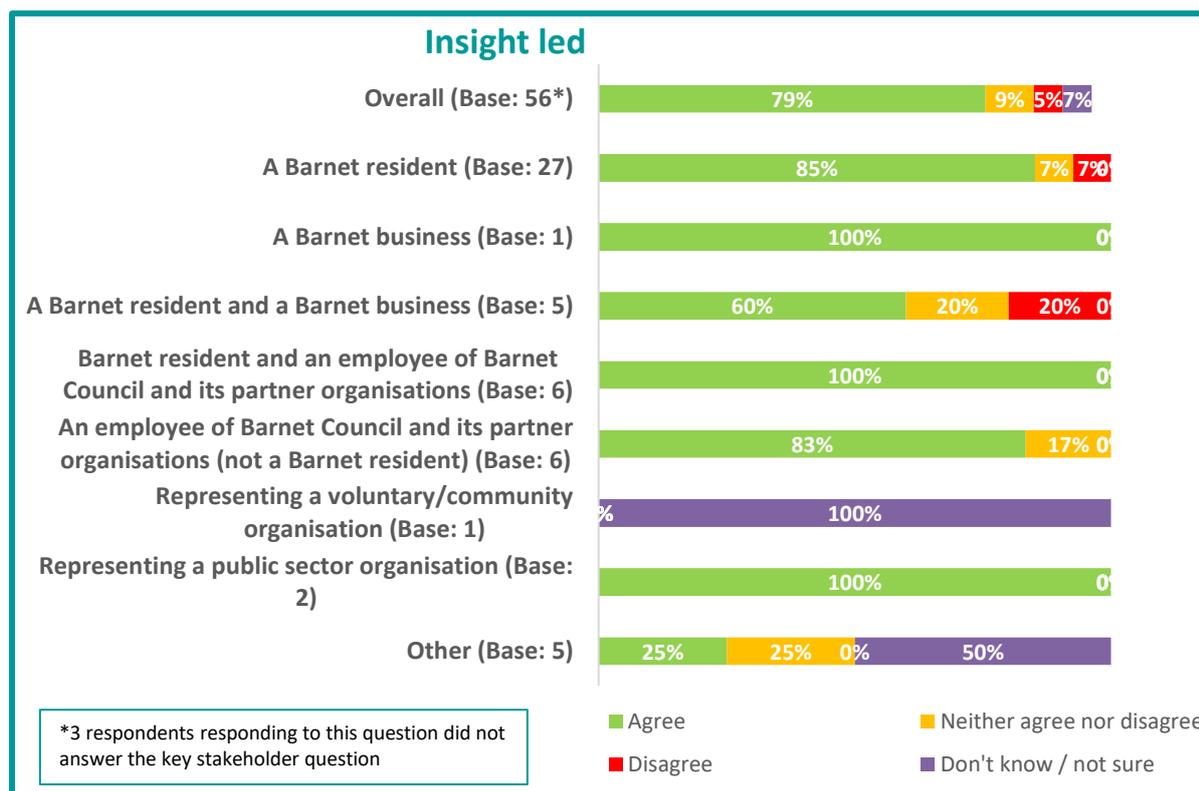
Chart 12: A diverse workforce



Insight led

- Chart 13 shows that the percentage of residents who agree with the approach under *Insight led* (85%) is **higher** than the overall response (79%).
- Respondents who are ‘a Barnet resident’ (85%), ‘an employee of Barnet Council’ (100%), ‘representing a voluntary/community organisation’ (100%) or ‘representing a public sector organisation’ (100%) are also **all more likely or equally likely to agree** with the approach compared to the overall response (79%).
- Respondents who are ‘a Barnet resident and employee’ (83%) is **inline** with the approach for *Insight Led* compared to the overall response (79%).
- However, respondents who are a ‘resident and a Barnet Business’ (80%) and respondents who indicated they are ‘other’ are **less likely to agree** (60%) with the approach compared to the overall response (79%).
- It should be noted that the respondent representing a voluntary/community organisation indicated they were not sure about the approach outlined under this principle and that 50% of those who indicated ‘Other’ were also not sure.

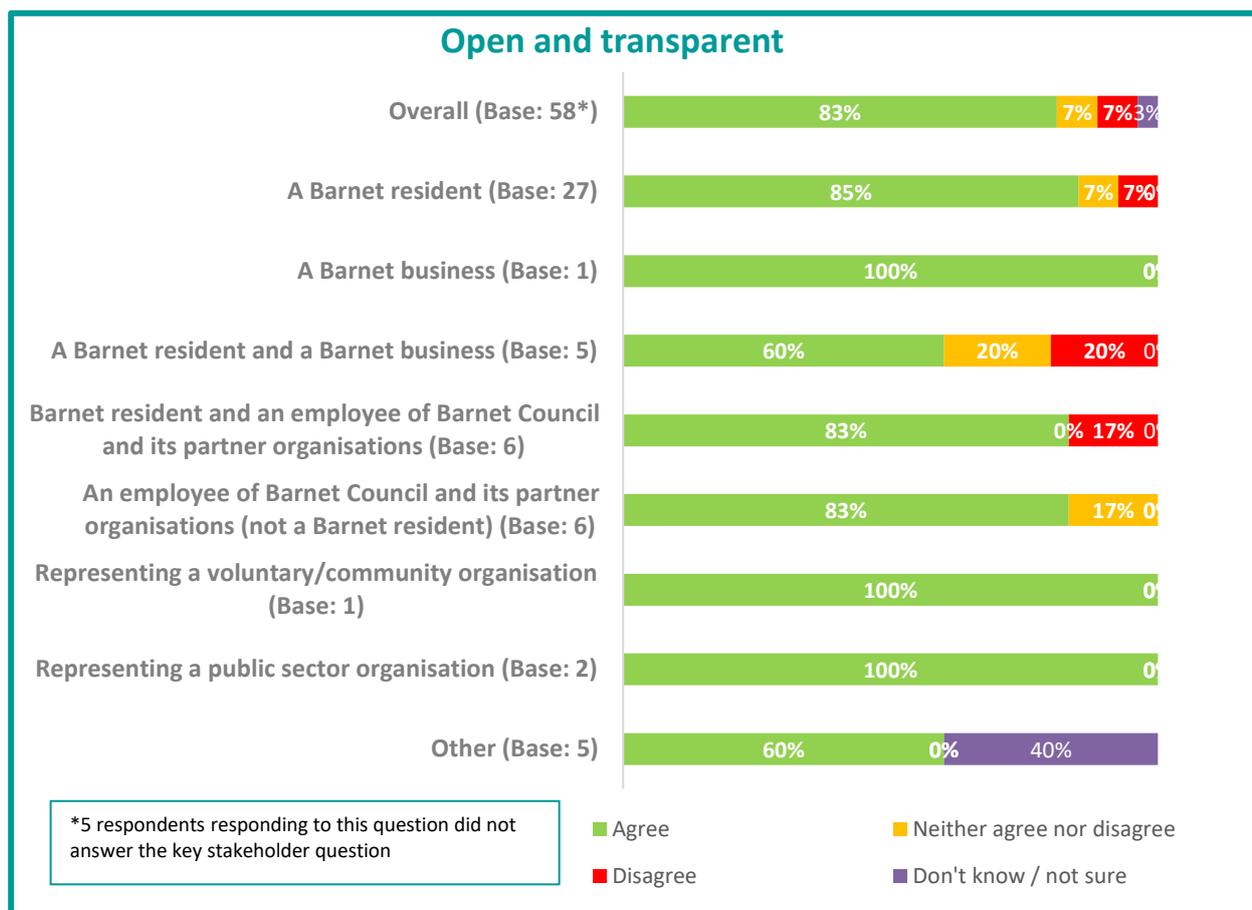
Chart 13: Insight Led



Open and transparent

- Chart 14 show the percentage of residents who agree with the approach under Open and Transparent (85%) is **in line** with the overall response (83%).
- Respondents who are ‘a Barnet business’ (100%) ‘a Barnet resident and employee’ (83%), ‘an employee of Barnet Council’ (83%) are also **in line** with the overall response (83%).
- Respondents ‘representing a voluntary/community organisation’ (100%) or ‘representing a public sector organisation’ (100%) are **all more likely** with the approach compared to the overall response (83%).
- However, respondents who are a ‘resident and a Barnet Business’ (60%) and respondents who indicated they are ‘other’ are **less likely to agree** (60%) with the approach compared to the overall response (83%).
- A proportion of respondents who are ‘a Barnet resident and a Barnet business’ disagreed (20%) and neither agreed nor disagreed (20%) with the approach under *Open and transparent*.
- It should be noted that 40% of respondents who indicated ‘Other’ were unsure/did not know about the approach under this principle.

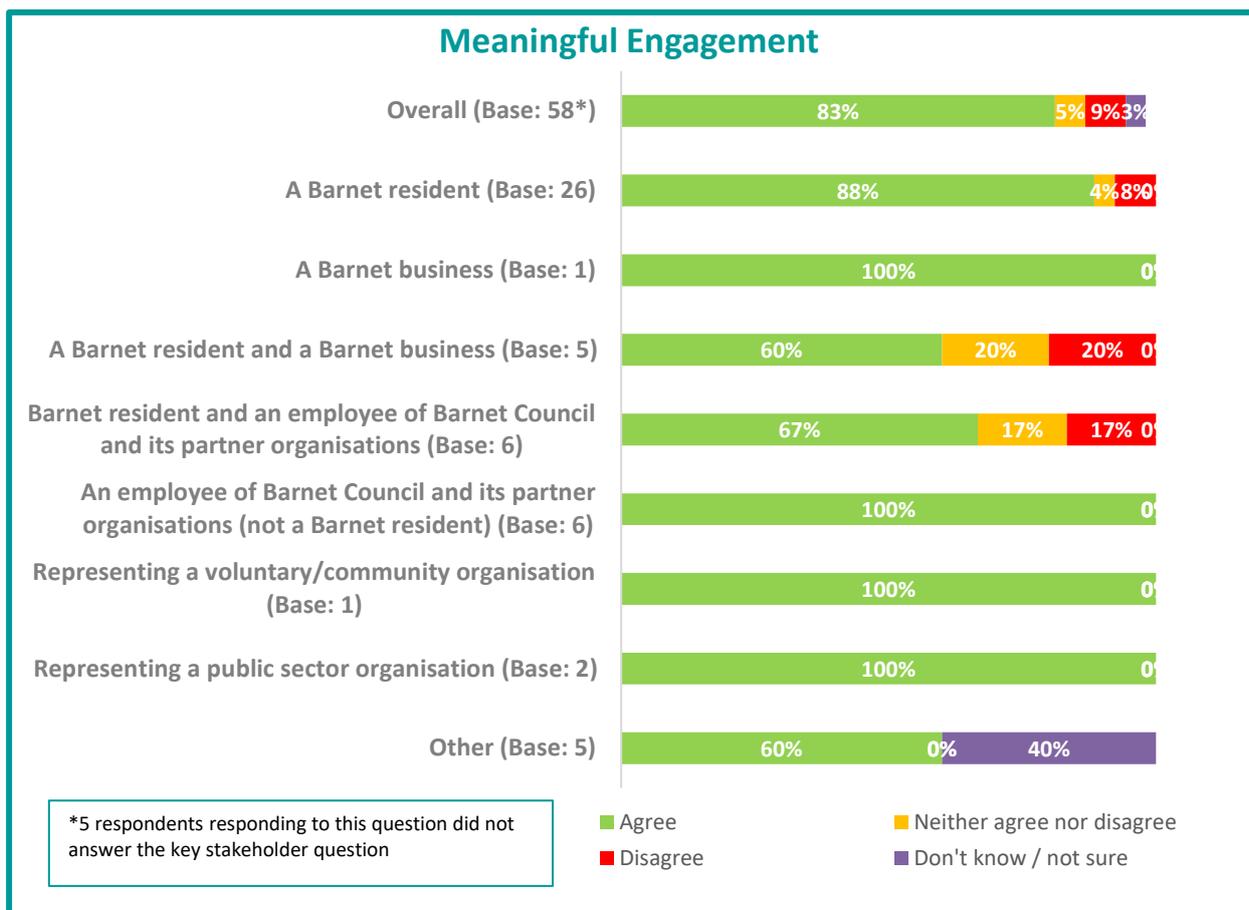
Chart 14: Open and transparent



Meaningful engagement

- Chart 15 show the percentage of residents who agree with the approach under *Meaningful Engagement* (88%) is in line with the overall response (83%).
- Respondents who are ‘a Barnet business’ (100%), ‘an employee of Barnet Council’ (100%), ‘representing a voluntary/community organisation’ (100%) or ‘representing a public sector organisation’ (100%) are **all more likely or equally likely to agree** with the approach compared to the overall response (83%).
- However, respondents who are ‘a Barnet resident and a Barnet Business’ (60%), ‘a Barnet resident and a Barnet employee’ (67%) and respondents who indicated they are ‘other’ are **less likely to agree** (60%) with the approach compared to the overall response (81%).
- Respondents who are ‘a Barnet resident and a Barnet business’ **disagreed** (20%) and ‘a Barnet resident and a Barnet employee’ **disagreed** (17%) with the approach.
- It should be noted that only 40% of those who indicated they are ‘Other’ **disagreed** with the approach under *Meaningful engagement*.

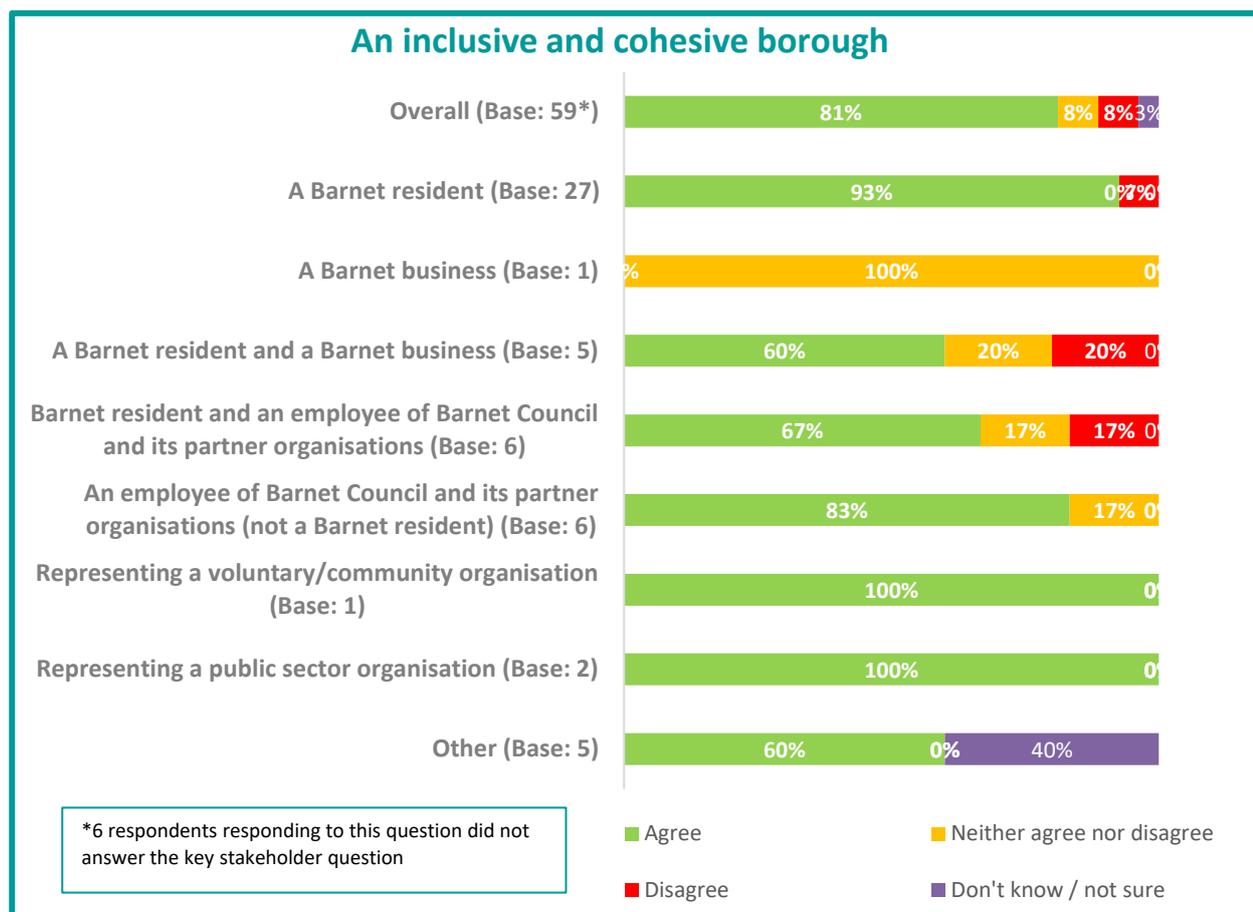
Chart 15: Meaningful engagement



An inclusive and cohesive borough

- Chart 16 shows respondents who are ‘a Barnet resident’ (93%), ‘an employee of Barnet Council’ (81%), ‘representing a voluntary/community organisation’ (100%) or ‘representing a public sector organisation’ (100%) are **all more likely or equally likely to agree** with the approach compared to the overall response (81%).
- However, respondents who are ‘a Barnet resident and a Barnet Business’ (60%), ‘a Barnet resident and a Barnet employee’ (67%) and respondents who indicated they are ‘other’ are **less likely to agree** (60%) with the approach compared to the overall response (81%).
- Respondents who are ‘a Barnet resident and a Barnet business’ **disagree** (20%) and ‘a Barnet resident and a Barnet employee’ disagreed (17%) with the approach.
- It should be noted that only 40% of those who indicated they are ‘Other’ **disagree** with the approach under *An inclusive and cohesive borough*.
- The one respondent representing ‘a Barnet business’ **neither agree nor disagree** with this approach.

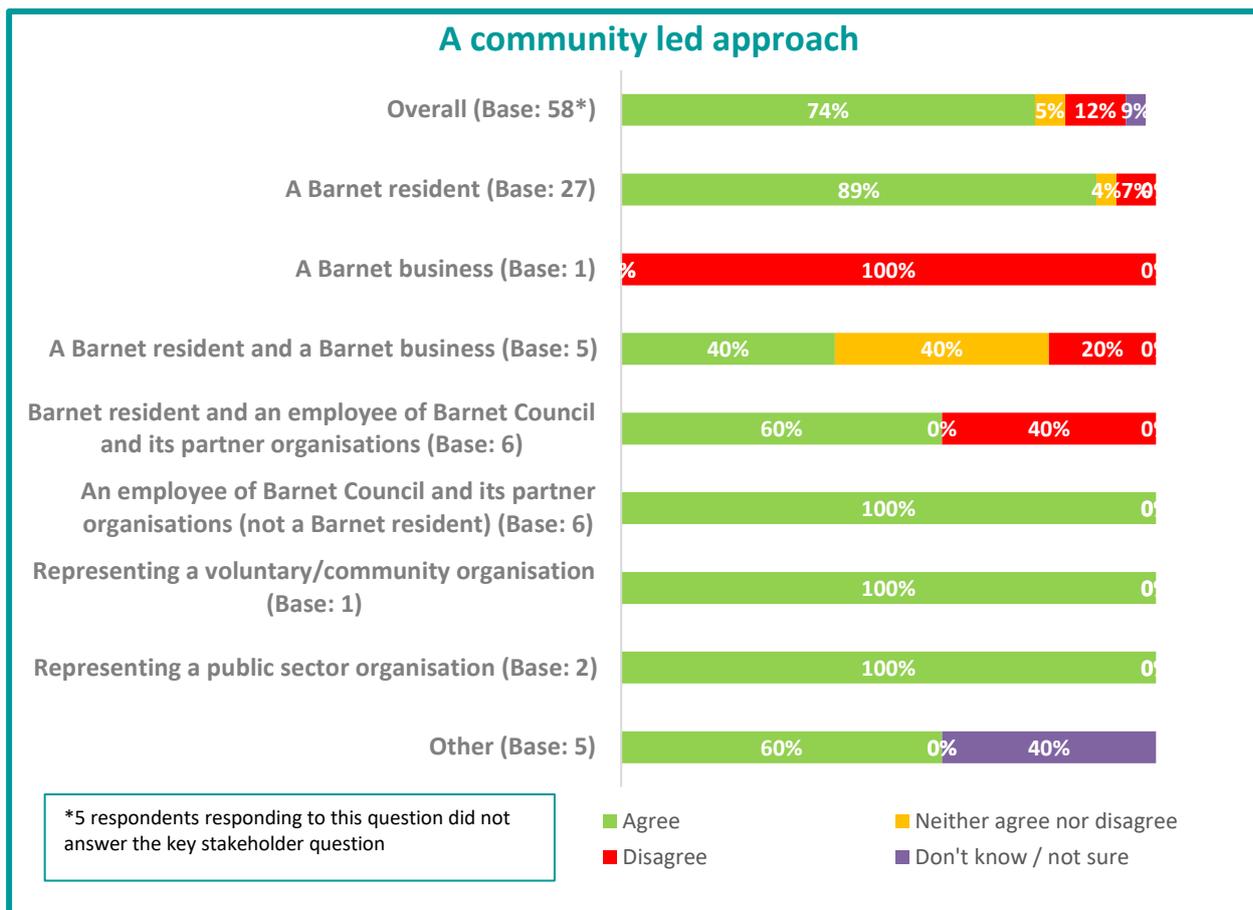
Chart 16: An inclusive and cohesive borough



A Community led approach

- Chart 17 shows that respondents who are ‘a Barnet resident’ (89%), ‘an employee of Barnet Council’ (100%), ‘representing a voluntary/community organisation’ (100%) or ‘representing a public sector organisation’ (100%) are **all more likely to agree** with the approach under the principle *A community led approach* compared to the overall response (74%).
- However, respondents who are ‘a Barnet resident and a Barnet Business’ (40%), ‘a Barnet resident and a Barnet employee’ (60%) and respondents who indicated they are ‘other’ (60%) are **less likely to agree** with the approach compared to the overall response (74%).
- It should also be noted that ‘other’ respondents, rather than disagree with this principle, they were **more likely to indicate they don’t know**.
- The one Barnet business responding to the consultation indicated they disagree with the approach and 40% of those representing ‘a Barnet resident and a Barnet employee’ disagreed too.

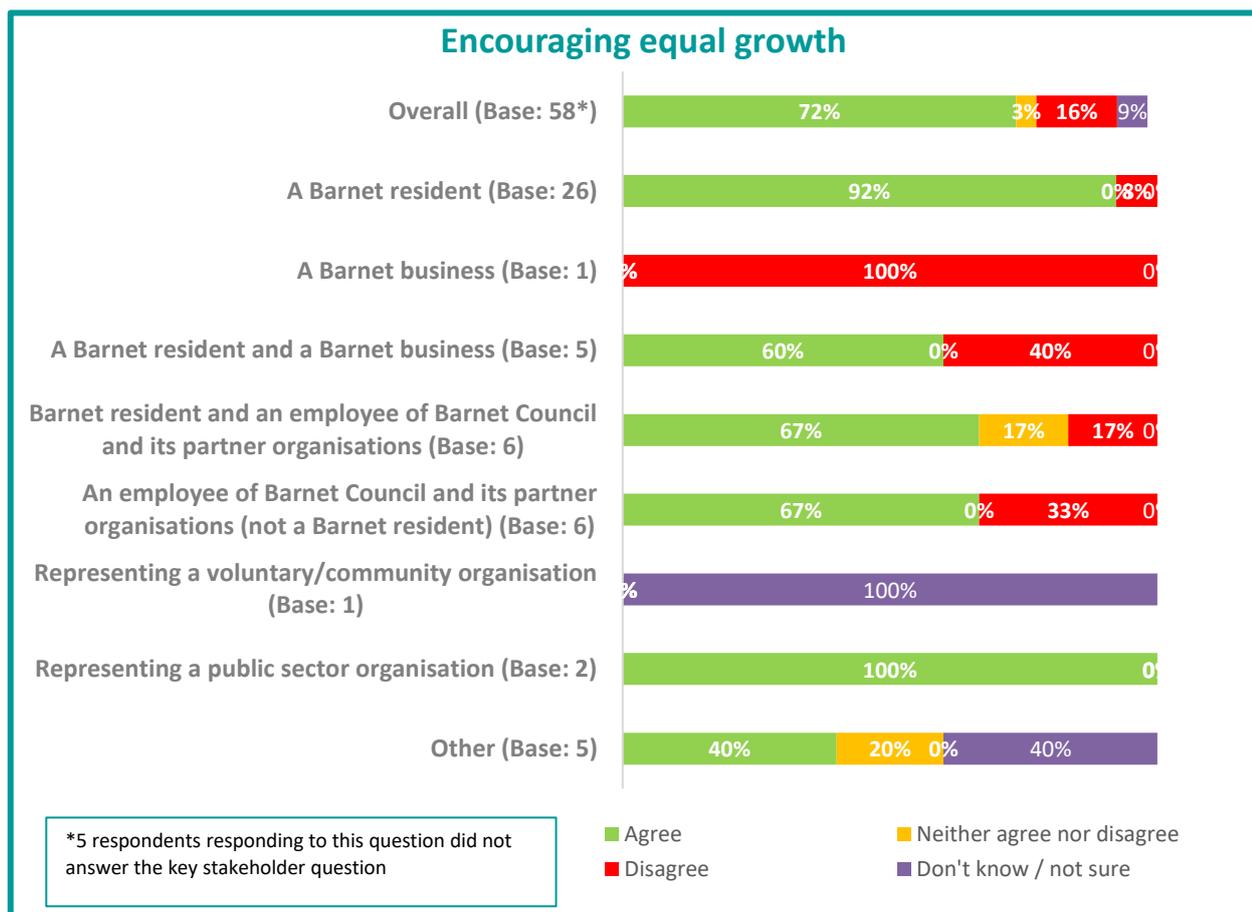
Chart 17: A community led approach



Encouraging equal growth

- Chart 18 shows that respondents who are ‘a Barnet resident’ (92%) and ‘representing a public sector organisation’ (100%) are **more likely to agree** with the approach under *Encouraging equal growth* compared to the overall response (72%).
- Those who represented ‘a Barnet resident and a Barnet business’ (60%), ‘a Barnet resident and a Barnet employee’ (67%), ‘a Barnet employee’ (67%) and ‘Other’ (40%) respondents are **less likely to agree** with the approach.
- The one respondent representing a business disagreed with the approach and those representing ‘a Barnet resident and a Barnet business’ (40%) and ‘a Barnet employee’ (33%) **disagreed** with the approach.
- The one respondent representing a voluntary/communicated indicated they **neither agree nor disagree** with the approach.

Chart 18: Encouraging equal growth



5.10.3 Comments on why respondents disagree with approach under each principle

Respondents who disagree with the approach outlined by the council were asked why.

This question received 7 responses and only the approach listed under **A community led approach** received more than one comment.

Again, where there has been no mention of what principle the respondent is referring to, this has been labelled as **Principle not stated**.

Table 12 provides full details of the types of verbatim comments submitted.

Table 12: Comments on why respondents disagree with approach

If you disagree with any of the areas identified as the approach under each principle, please say why:		
Number of respondents who completed this question		7
Principle	Description / Type of verbatim comments	
A community led approach	In a 'community led approach,' I'm worried that you will disenfranchise the English, who you've admitted are becoming less of a majority as other populations migrate to the UK. For example, if a white straight male has a great idea for the community and puts his views forward, but it clashes with the views of, for an example, a Muslim woman, will you consider both views equally and genuinely decide on the best idea, or would he automatically drop below her in your priorities because of this myth that he's part of a privileged and majority world group, because of his race? It's the practice I see going on in every Western institution now, despite it being racist and the antithesis of merit and excellence. / I understand the logic but let's take the BLM, we all know that all lives matter, but the fundamental problem is not all lives are having the awful treatment. Therefore, the energies need to be focused there. The same is true here- we need spend less time focusing all communities and more time on communities that are actually suffering.	2
Equalities and inclusion in everything we do	So, what. This is what Councils have been doing for the last 30 years. What fundamental difference did it make?	1
A diverse workforce	You need to hold senior management to account. Each senior post should have data on how it was advertised, who was assessed and who did the assessing. Again, this is old fashioned- how are you engaging with professional networks of underrepresented groups.	1
Meaningful engagement	It's the how that is missing- if these are the types of ways you engage you need a fundamental rethink	1
Encouraging equal growth	Facilitating town centres with easy access - this should include parking which includes the provision of service from private car parks. The Spires in High Barnet is a typical example of constant PCNs being issued when there are faulty machines and no parking attendant for assistance. This car park is frequented by many elderly residents and many have chosen to shop elsewhere due to the parking issues. Not only is this an inconvenience to residents, High Barnet Town Centre will ultimately suffer.	1

If you disagree with any of the areas identified as the approach under each principle, please say why:		
Number of respondents who completed this question		7
Principle	Description / Type of verbatim comments	
Principle not specified	<ul style="list-style-type: none"> The consultation document doesn't really tell me about the approach to implementing the principles. They should be framed as objectives which can then be auctioned. I would like to see evidence for example of the current diversity of the workforce at different levels within the organisation and the action taken to improve it if required. The plan would benefit from examples of how these principles have been or would be applied. Are you going to be led by strong group who have their own agenda and end up by forcing their view above others why the majority is not active in promoting their view? Will you not end up by the dictatorship of the minority who is already promoting their view in schools? Again, by putting slogans in place, one won't change the world. 	3
Total number of different types of comments		9

5.10.4 Comments on what we have missed from the approach

Respondents were also asked whether there was anything the council had missed from the approach under each principle.

This question received 16 responses and the most common themes (with three comments or more) were:

- *Comments on workforce diversity and training (four comments)*
- *Data and stats are missing (three comments).*

Table 13 provides full details of the types of verbatim comments submitted.

Table 13: Comments on what the council has missed in approach

Do you think we have missed anything?	
Number of respondents who completed this question	16
Description / Type of verbatim comments	
<p>Comments on workforce diversity and training: I would like to see the ambitions for a more representative leadership within Barnet Council. It slightly loses credibility when the first page of an EDI policy has 3 middle aged white male signatories. Need to see that Barnet understands that to move the dial there will need to be some clear diverse leadership. / I think this is fine however the hiring managers conduct the final stage interviews and make the overall decision about hiring an individual. Therefore, my suggestion would be to add what can be found under the ‘family’ section of the document: All recruiting managers complete “unconscious bias” training. / Employ staff with qualifications. Not ignorant rejects from prisons. / The Diverse Workforce section would maybe also say something about how we need to bring in our own specialities... because diversity isn't just about equality, it has also been proven to produce better quality projects. I would like there to be references maybe to research that shows why diversity can improve projects, both from the perspective of the output and from the satisfaction of the parties involved.</p>	4
<p>Data on the physical, and mental health of residents living in social housing. / When reporting e.g. open and transparent it will be useful to present in a way that allows us to compare with other councils. I.e. same reporting stats and format.</p>	3
<p>Commitment to be community led needs to start with a stronger commitment to meaningful consultation. With policies emerging from community dialogue and strategies guided by engagement. Take the new sustainability strategy for example, we’ve heard nothing about this since initial tentative noises in 2019. This is a prime example of something that could be ‘bottom up’. / I think being more specific would be helpful, so that it reads as something specific to Barnet. I think in the community led approach section you need to address how people might be doing something as a group but don't feel like they are part of the community while doing it. How do we make these groups feel like they are part of something larger? That is specifically Barnet in nature?</p>	2
<p>Yes, there is you need to bring in outside third-party agencies to monitor this. We run an agency that monitors anti-Semitism and we also are based in the borough And I believe that we can be very helpful in making sure that these objectives that you have put into place and that covers the worries that we have</p>	1
<p>The Council already knows how they plan to carry out their policies; this exercise is just one of the box-ticking exercise in the established procedures, that someone would say they have done.</p>	1
<p>A fundamental acknowledgement of the problems that need to be tackled- Not once have I seen acknowledgement, real acknowledgement of the problems. If you don't do that how do you know your approach is right, wrong, or indifferent.</p>	1
<p>I would like to see how for example these principles are applied to procurement and what benefit they have brought. I would also like to see a mechanism of equalities objectives being built into existing contracts.</p>	1

Do you think we have missed anything?	
Number of respondents who completed this question	16
Description / Type of verbatim comments	
A named person overseeing your principles so residents of Barnet Homes, don't have to keep complaining	1
To prevent direct and indirect discrimination taking place; to build an inclusive mindset; to establish a sense of belonging for all; to ensure ongoing training not one-off training	1
Parking provision	1
Some need to grow more than others	1
Total number of different types of comments	17

5.11 Further actions to include in our action plan

Respondents were also asked if there were any further actions, they would like to see included in our EDI Action Plan. Of those who responded to the consultation, a third (30 out of 90 respondents) gave a response to this question.

Again, the responses to this question were varied and the most common themes, with a response of two comments or more have been summarised over the page.

- *Anti-racism campaigns and reaching out to all communities (four comments)*
- *Supporting and encouraging our partners (four comments)*
- *More feedback (two comments)*
- *More easy-read and interactive materials (two comments)*
- *Hiring on merit (two comments).*

Table 14 provides full details of all the types of comments received.

Table 14: Actions to include in EDI Action Plan

Are there any actions you would particularly like to see included in our detailed action plan?	
Number of respondents who completed this question	30
Description / Type of verbatim comments	
Working with partners: Supporting the police to also police in Barnet in a way that supports equal rights for all peoples / Collaborative working on community engagement with Healthcare sector / Yes Greater acknowledgement and inclusion in the Plan of the Covenant (partnership with Barnet Multi Faith Forum (BMFF) / Training for Barnet Homes staff, so that they can have empathy, and understanding when it comes to liaising with residents who suffer from mental health issues, such as anxiety, or OCD etc. / Enable / encourage diverse participation at Patient participation groups supporting GP practices.	4

Are there any actions you would particularly like to see included in our detailed action plan?	
Number of respondents who completed this question	30
Description / Type of verbatim comments	
<p>Reach out to communities and educate them on above points. There is a lot of prejudice and racism in the area I live in and I feel that area is forgotten. / Given the 'no room for racism' campaign is being used in football, perhaps there could be more about calling out racism or a similar campaign for Barnet. / The biggest non-cohesion I see among the community I live in redeveloped estates - between people who recently arrived and who have been there for a while. The equalities and inclusion strategy needs to address that community who feel excluded from the Council's priorities in its core policy areas, and the fact that exclusion leads them to seek to repel new arrivals to the borough, who have much to offer. / I want all races are treated fairly and not just one race that represent all other ethnic group. I realised in our borough - due to recent events, all other races have been pushed behind and not heard - only one particular race represents every other race which make me feel totally excluded and unwelcome. There ought to be a fair balance.</p>	4
<p>Need to show what the feedback resulted in / No come back with feedback and more information</p>	2
<p>Easy read and more interactive materials: Need to provide more easy read materials to see results / I guess as an artist I've found Barnet to be unsupportive compared to other boroughs and I would like to see a more detailed plan about how we can self-generate opportunities in Barnet. But also, I am mostly happy with this section as it answers my earlier criticisms. So I guess basically, my overall criticism is that I would like to see the document lead with very specific things and then frame them with larger concepts, but this is from my perspective as a mere resident and not someone in a leadership position. Maybe there could be a more activity-driven version of the document for the average reader?</p>	2
<p>Hiring on merit: What action will be taken to achieve your plan? Would there be a paper of boxes ticked: we got one white, one Asian, two people from Africa, one straight, one gay - job done? / I would like to see you scrap the idea for discriminatory hiring practices where you would automatically favour those from "hard to reach communities," as just because someone isn't part of the founding ethnic group of the UK or isn't a Christian/atheist, or is of a minority sexuality, doesn't mean they are in need of patronising or any better qualified and suitable for a job. Please hire on merit alone.</p>	2
<p>Equal attention within Council: Some areas of Barnet Council seem to enjoy more attention than others for whatever reason that the Council Leaders have done this over the years. Roads in those areas receive maintenance attention from Barnet throughout the year while other roads in other areas 'enjoy' bumps, potholes, etc. The Council needs to give equal attention to all irrespective of race, ethnicity, etc. It is great to have action plan, but effective, open and transparent implementation is what gives residents, visitors and users of the Council's services assurance that it's credible./ You need to give real example of what you are going to do to address the problems.</p>	2
<p>Action for mental health and homeless issues / Mental health actions for people having mental illness</p>	2

Are there any actions you would particularly like to see included in our detailed action plan?	
Number of respondents who completed this question	30
Description / Type of verbatim comments	
<p>Senior management accountability and bias: What is fundamentality going to tackle the systemic issues is the key question that may or may not have been answered. Fundamentality what is missing is senior management accountability throughout it for example if you publicly had your leaders explaining the stats for their areas especially the recruitment methods of their direct line reports I'm pretty sure you would see a fundamental shift in workforce. / There is a structural bias built into the Barnet which is exclusive and only supports people who are like the people in the highest positions in the council.</p>	2
<p>More visible EDI campaigns within the borough: Making the high streets something one is proud to walk down. More flowerbeds, more bins, more community decorations. More information of the celebrations of different religions would be nice too for those not in the know. Yes, we know all about Christmas, but I'd like to see decorations for Chanukah for Jews, or Diwali for Hindus etc. Maybe adverts about it. I would love to know about our neighbours and more events for people to get together. Or maybe more info for different groups of people. I'm thinking support groups for people who have lost a loved one (especially recently) or a group for coeliac or those with back pain etc. I don't know. All these things mentioned are pretty, but it would be nice to see these things mentioned in magazines from Barnet or the Barnet weekly. I would be so happy to know more about volunteering. / Equalities, Diversity, and Inclusion is everyone's responsibility – I mean the responsibility of both privileged and non-privileged groups alike. What I mean by "privileged" here, is the privilege due to social status, financial status, religion, region, region, ethnicity, physical abilities – literally anything. Many a times I felt that a simple good morning greeting or just a smile from someone would make me feel so much better. We need to drive efforts and educate people to be more friendly, smile, and greet each other. We could also drive some social engagement efforts (like small impromptu gatherings) near bust stops, train stations or in some other common places where people gather. These will help bring people together. These efforts would make people more open about diversity!</p>	2
<p>As I previously wrote we are an organisation that monitors anti-Semitism we are extremely concerned that there are events and have been put on in the borough of Barnett over the past years that have been against the IHR a definition of anti-Semitism. These have been platforms in universities in local event places and as an organisation we have condemned and sent in our grievances about this. We are very happy to help you to monitor as an organisation that the policy is that you set out to achieve on diversity on a fairer basis is probably instilled</p>	1
<p>This is not an action plan. An action plan has SMART ACTIONS AND KPI's attached that can be monitored. From this plan it isn't clear what action you are taking, or how you will know if you have succeeded.</p> <p>I would like to see additional actions addressing people with dementia, human rights and how you will address the structural inequalities that have been highlighted by COVID-19.</p>	1

Are there any actions you would particularly like to see included in our detailed action plan?	
Number of respondents who completed this question	30
Description / Type of verbatim comments	
I would like to see progress against the previous plan published in the Council's magazine and int he email alerts from the Leaser. I would also like to see a cabinet member with responsibility for this agenda who reports into cabinet regularly.	
When dealing with ethnically related matters, it is important to have someone from that ethnic group as part of the team - this is because they are likely to be able to see from the same perspective or have more insight when it comes to decision making.	1
All the examples are limited or seem to be something else. E.g. thriving policies. Meaningful action would be an overhaul of consultation and engagement, also greater use of data and insight to make decisions based on the real people and communities living in areas, not just those making lots of noise.	1
The policy is very well written and cover most aspect but I would like to have an easy contact point where I could report an incident or give evident and feel I am listened to as many of the time these incidents seem to be small and not worth reporting. However, it all counts, and it all makes a different.	1
There needs to be more focus on social mobility- I think there could be more focus on apprenticeships in the community/ local businesses.	1
I also think there needs to be some targeted youth interventions- youth clubs etc to curb the increasing crime rates.	1
Encouraging and facilitating the emergence of multi-disciplinary hubs where the various public, private, voluntary and community sectors can work together to resolve problems both for individuals and communities.	1
Barnet Council is the worst council in the country.	1
Total number of different types of comments	30

5.12 How we plan to measure success

- Respondents were also asked whether they agree or disagree on how the council plans to measure the success of what was set out in this policy. The table below shows varied support.
- Just over half of respondents (56%) **agree** with our plans to measure success (27% strongly agree and 29% tend to agree).
- A small proportion of respondents (16%) **neither agree nor disagree**.
- A similar percentage **disagree** (21%) with our plans to measure success (13% strongly disagreeing and a further 9% tending to disagree).
- A minority of respondents (6%) **did not know/weren't sure**.

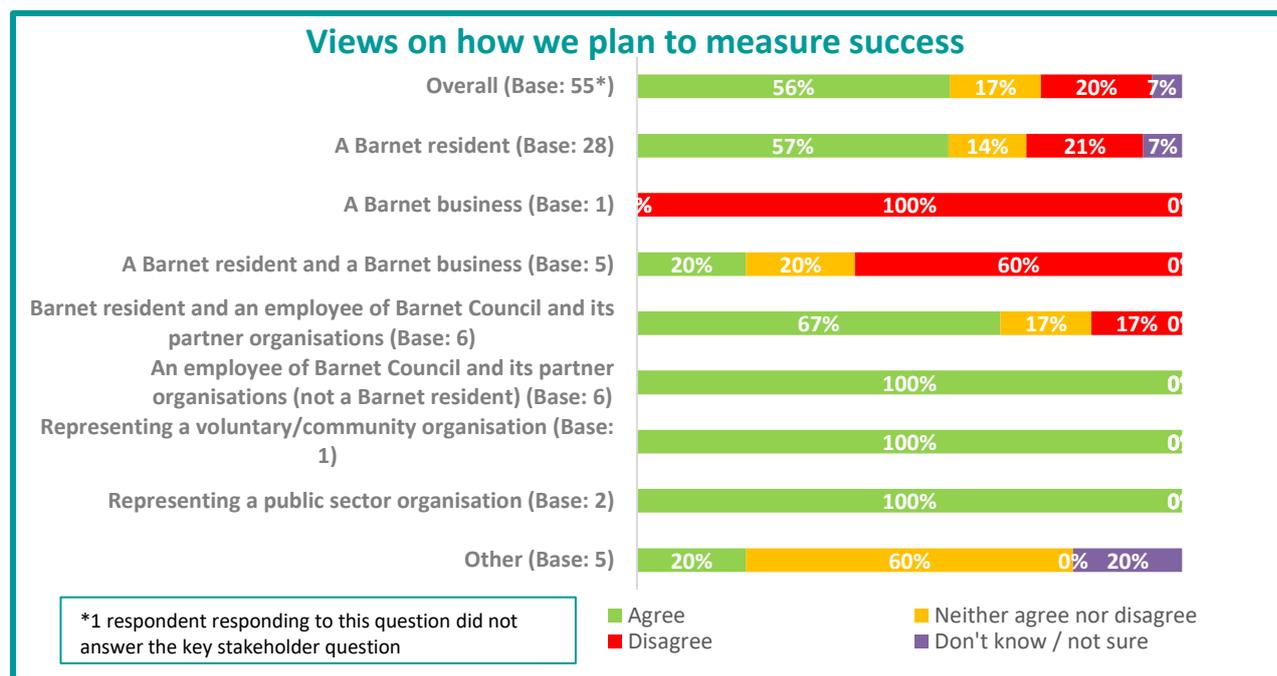
Table 15: Respondents’ level of support on how we plan to measure success

To what extent do you agree or disagree with how we plan to measure success?	%	Base
Strongly agree	27%	15
Tend to agree	29%	16
Neither agree nor disagree	16%	9
Tend to disagree	9%	5
Strongly disagree	13%	7
Don't know / not sure	6%	3
Total	100%	55

5.12.1 Respondent’s vies on the council’s plan to measure success by key stakeholders

- Chart 19 shows that the percentage of residents who agree (56%) with council’s plan to measure success (57%).
- Respondents who are a resident and an employee of Barnet Council’ (67%), ‘an employee of the council only’ (100%) , ‘representing a voluntary/community organisation’ (100%) or ‘representing a public sector organisation’ (100%) are all **more likely to agree** with council’s plan to measure success to the overall response (57%).
- Respondents who are ‘A Barnet resident and a Barnet business’ (20%) and respondents who indicated they are ‘other’ (20%) are **less likely to agree** (20%) with the with the outlined approach **compared** to the overall response (57%).
- The one Barnet business responding to the consultation indicated they **disagree** council’s plan to measure success.

Chart 19: Respondent’s level of agreement with council’s plan to measure success by sample profile



5.12.2 Reasons why respondents disagree with how we plan to measure our success

- Respondents who disagree with how the council plans to measure its success were asked why.
- This question received 12 responses which were all varied. Only one common theme was highlighted which was that it would be too challenging for the council to measure the success of its EDI policy. Table 16 provides full the verbatim comments.

Table 16: Comments on why respondents disagree with how we plan to measure success

If you disagree, please say why:	
Number of respondents who completed this question	12
Description / Type of verbatim comments	
I think it will be hard to measure success other than equalities in the workplace. / This sounds like it will be a process which will be 'fixed'. I do not believe the monitoring will be accurate and unbiased. / Incapable to measuring objectively its own mess	3
I think you will put too much focus, and waste money, on micromanaging these issues. If you had no policies about "diversity," you could simply hire the best people for the job and offer housing etc on a first come first served basis and have true equality. While saving thousands of Pounds.	1
Publishing a report doesn't do anything. it is just ticking a box. people on the ground, visiting neighbourhoods and just observing people's interactions, also working closely with local police to access their database and observations, accessing their crime reports. You will need a large and dedicated Taskforce to accomplish it. Hope you will succeed.	1
Again, are these actual measures- a couple of examples. 1. I could do a EqIA badly- it's still done and reported 2. I could ensure my procured company had EDI strategy- wouldn't change their white Board membership	1
Get the people that have been helped the least and let them show you where you weren't wrong. Like me for example	1
I would like the Council to use its scrutiny function to monitor delivery of this action plan and to do deep dives into services with an equality focus. I would also be interested in how different communities can influence the Councils scrutiny programme.	1
I would like the Council to use its scrutiny function to monitor delivery of this action plan and to do deep dives into services with an equality focus. I would also be interested in how different communities can influence the Councils scrutiny programme.	1
I measure success in how my children thrive from their education and life in Barnet. My 18-year-old daughter knows what she wants and got much support in her Barnet school about her future. My 20-year-old dyslexic son has struggled against a system that looks at academia above all else which is great if you are academic but unfortunately doesn't help those who are not (especially with league tables). So, he has been actively looking for a job and there doesn't seem to be anything around. I worry for him. He has tried hard in life and hasn't succeeded academically. There are loads of people applying to the same jobs he is and honestly with the times at the moment being what they are, he is very pessimistic.	1

If you disagree, please say why:	
Number of respondents who completed this question	12
Description / Type of verbatim comments	
You are asking this question before saying how you are going to measure your success. Summary about what? Again, how many coloured or white people you got included?	1
Total number of different types of comments	12

5.12.3 Comments on what we have missed from our plans to measure our success

- Respondents were also asked if the council had missed anything from its plan to measure the success of its new EDI policy. 12 respondents gave a response and full details are provided in table 17.

Table 17: Comments on what has been missed from plan to measure success

Have we missed anything?	
Number of respondents who completed this question	12
Description / Type of verbatim comments	
Procurement and commissioning: All new contracts will have performance measures built in to ensure equality issues are addressed.	1
I refer to the above statement, how is the procurement process fair and how are vendors selected for beauty parades and tenders. There should be an equality lens placed on selection and tenders being awarded.	1
Real hard fundamental measures in the 21st century: Senior management make up but then going further and saying for each role how it was advertised, diversity in application, methods of assessment etc Crime rates with diversity information and then add community qualitative data NEET stats with diversity with information on causes of NEET	1
As I stated previously, there needs to be an easier report and contact point. Discrimination doesn't just start in 2020 or people ask for more. The different is it got to publish on social media nowadays while it wasn't that easy in the past due to technology. There need to be a number and a clearer objective. For example: the case of hate crime report reduces to 0 in the borough by 2023?	1
I would like to see this agenda applied to Councillors. I.e. how do we ensure that the Councillors are representative of as many communities (including of interest) as possible.	1
Best if monitoring is done jointly with a group external to the council. Not just for show but genuinely to have an external eye. Makes results more credible.	1
Residents, visitors, and others continue to pay their dues not because they are happy or satisfied with what is happening but just so that maybe, there will be improvement some day! The Monitoring is still in the future, so it's highly difficult to give any rating now!	1
However, there is nothing about the engagement of BMFF in this adaption of your approach to ensure we together are achieving the outcomes we've agreed on.	1
State how the Board will lead on this agenda.	1

Have we missed anything?	
Number of respondents who completed this question	12
Description / Type of verbatim comments	
You should just send your people from the offices every day to see how some streets in the borough aren't cleaned properly and how many potholes exist. Police presence in the borough is also weak, people started to feel unsafe in Barnet too.	1
Not sure what the problem is - so not sure the solutions are relevant, so not sure the measurements are appropriate.	1
The point	1
A lot	1
Total number of different types of comments	12

6. Qualitative: Detailed findings from virtual meetings

6.1 Residents workshop.

A consultative event was held with Barnet residents to ask about their views on the EDI Policy. A total of 28 residents attended the qualitative workshop.

6.1.1 Aims

- To gain an in depth understanding of residents’ perceptions on the council’s updated Equalities, Diversity, and Inclusion Policy
- To gain an understanding of residents’ own experiences within the borough
- To discover residents’ views on the council’s new vision and Strategic Equality Objectives
- To explore residents’ views on the principles the council has outlined and the actions within the EDI Action Plan.

6.1.2 Sample

Participants were invited through a promotion in Barnet First and a Facebook ad. Residents were incentivised with a £40.00 gift voucher.

In total, 28 residents attended the event. There was a good mix of participants from different wards from cross the borough and from different protected characteristics.

6.1.3 Methodology

Participants were split across four Zoom breakout rooms with a mix of demographics represented in each room. Council staff from across the organisation provided facilitation for each of the breakout room discussions and captured feedback.

The policy was previously sent out to all participants and the workshop consisted of asking questions similar to those in the questionnaire but were also designed to elicit more qualitative feedback on the policy and to understand what equality, diversity, and incision means to residents.

6.2 Findings

6.2.1 Question 1: What does Equalities, Diversity and Inclusion mean to you?

What does it mean to treat everyone with equal respect?

The participants expressed a range of different perspectives of what EDI means to them, but the majority had the same understanding that it was about being *treated the same* and having *equal opportunities*.

- *“Equality means that everyone has the same rights and equal opportunities both professionally and socially...”* (55-64, White – Greek Cypriot, Muslim, Mental illness (such as severe depression or psychosis), Straight or Heterosexual, Hendon)
- *“Everyone has the right to live the best life they can with the support they need”* 35-44, Female, White - British, Roman Catholic, Disability, Straight or Heterosexual, Underhill

Some participants expressed that they felt there was a lack of representation on equality and diversity forms – no box for Jewish ethnicity, no box for Jainism as a religion and felt that this was an issue when identifying themselves. Suggestions were made to completely omit these boxes from forms or to make them locally representative.

- *“Usually no ethnic identity option for Jewish on forms. This would need to be written under ‘Other’ and has been controversial in the community”* (65-74, Male, Other ethnic group, Jewish, Heterosexual, Brunswick Park)
- *“I always have to write in ‘Other’ and it can be difficult to have nothing to relate to. The tick box method doesn’t work but we do have to acknowledge the different ethnicities and how they are treated differently”* (25-34, Female, Other ethnic group, Umbanda, Heterosexual, Golders Green)

One participant also expressed how they felt there was a lack of council materials available in other languages and formats. They felt that “translation is important and required in both paper and digital formats”.

Why is diversity a good thing? How can we celebrate it? How do we further it?

A few participants responded to this question and expressed that diversity provides a “sense of individuality” and “being accepting”. Many participants suggested ways in which Barnet could celebrate diversity including through food and through our schools where it is already being celebrated. One participant expressed their concern that Christian festivals were not treated the same in terms of diversity and that Christmas lights were now being labelled as winter lights.

When are we not included? What do you think about discrimination and harassment?

One of the prompts to this question were whether any of the participants had experienced any discrimination or harassment within Barnet and a few voiced that they had experienced it within the borough:

- *“I was asked to go home by a GP and members of the public. My son also is the subject of racial abuse at school, especially at the beginning of the pandemic. He also got discriminated against on public transport at eleven years old.”* (45-54, Female, Asian/ Asian British-Chinese, Christian, Diabetes, Summer SAD, Straight or Heterosexual, Burnt Oak)
- *“It’s an everyday thing, it is not unusual. People regularly ask why I’m so black.”* (55-65, Female, Black-Caribbean, Christian, Speech, Mobility, reduced physical capacity, learning difficulties, Burnt Oak)

There was mention that schools were working hard on reducing discrimination and trying to be more inclusive. One participant expressed that her children’s school had taken them onto trips to diverse places of worship but not to a church. She said that “diversity can be one-sided”.

6.2.3 Question 2: What do you think about our EDI Policy vision?

This question received varied responses and generally there was agreement that it was a good vision. Some stated that the vision didn’t clarify on how it would be achieved especially regarding structural inequalities.

- *“Structural inequalities- how is Barnet going to address it?”* (45-54, Mixed- White and Black African, Muslim, prefer not to say, Brunswick Park)
- *“Not enough focus on what we’re going to do to deliver on”* (55-64, Female, White British, Jewish, straight, or heterosexual, Edgware)
- *“The vision isn’t the question, it’s about implementation.”* (45-54, Female, Asian/ Asian British- Chinese, Christian, Diabetes, Summer SAD, Straight or Heterosexual, Burnt Oak)

A few participants felt that disabilities were neglected from the vision and two participants expressed that it may be better to highlight that “every person is unique and valued in themselves” rather than highlight our differences.

6.2.4 Question 3: What do you think about our principles?

The participants presented mixed views on our principles. The principles that received the most attention were: *Open and transparent, An inclusive and cohesive borough, A diverse workforce.*

An inclusive and cohesive borough

This principle received the most attention and participants shared that there was a lack of communication from the council on events. Other concerns were that the needs of the physically disabled were not considered e.g. pavements, infrastructure and that Barnet isn’t currently free from harassment and discrimination.

Open and transparent

This principle received a lot of attention and participants felt strongly that there should be transparency around the employee breakdown and salaries of senior council officers.

- *“Structural inequalities- how is Barnet going to address it?”* (45-54, Mixed- White and Black African, Muslim, prefer not to say, Brunswick Park)

A diverse workforce

This was another principle that many participants felt strongly about. Concerns were raised over the lack of diversity in more senior positions within the council itself and how this is incorporated within the council’s outsourced companies.

- *“The council has been unable to ensure that there is a diverse workforce within the council itself: diversity is concentrated at the bottom of the ladder and becomes less and less as you go up. How can they propose to have a diverse workforce in the community if not in the council itself?”* (45-54, Mixed- White and Black African, Muslim, Prefer not to say, Brunswick Park)
- *“How will this policy report on our outsourced companies? Could this policy include guidelines e.g. Barnet Council will only work with companies that meets X, Y and Z in EDI or even further and include positive action and only work with e.g. black-owned companies”* (25-34, Male, White – British, No religion, Straight or Heterosexual, Garden Suburb)

Other comments were made around *Meaningful Engagement, Encouraging equal growth, A community led approach and Insight led* and *Equalities and inclusion in everything we do*.

- *“A glossary of terms should be added and maybe change name of insight-led to information-led to make it less corporate sounding”* (25-34, Male, White – British, No religion, Straight or Heterosexual, Garden Suburb)
- *“You can’t put every inequality of outcome down to structural inequality. If Edgware was growing like Colindale, would they slow down growth here to try to distribute it more widely across the Borough? How does it work in practice?”* (65-74, Male, Other ethnic group, Jewish, Heterosexual, Brunswick Park)
- *“The Council shouldn’t just be listening to communities, but actively communicating with them about what’s going on.”* (35-44, Female, Other Asian background, Agnostic, Complex long-term condition, Heterosexual, Colindale)

6.2.5 Question 4: What do you think of our Action Plan? Are there any specific actions you would like to see included in the action plan in relation to equalities, diversity, and inclusion?

This question provoked a number of varied responses. Some participants felt that there were issues on how the actions would be measurable. Suggestions were made:

- *“Targets should be included so actions are measurable”* (45-54, Female, White – British, No religion, Disability, Totteridge)
- *“Maybe it’s better to divide actions by year and set yearly objectives”* (35-44, Female, Any other ethnic group, Atheist, Straight or Heterosexual, Finchley Church End)

Others expressed a concern over the lack of mention of disability and other participants suggested that actions should be introduced around maternity care for diverse mothers and that other issues such as domestic abuse, food insecurity and homelessness should also be addressed.

6.2 Barnet Multifaith Forum meeting

The Barnet Multifaith Forum showed a particular interest in the policy. As well as taking part in the questionnaire, the forum also requested a meeting so their views could be heard in more depth.

Key points from the meeting are outlined below:

- *Nowhere in this lengthy and wordy document is there any recognition given to the Barnet Multi Faith Forum (BMFF) as a Strategic Partner or as the Voice of the Faith Sector*
- *There is no mention of the Covenant and the partnership with the BMFF or any understanding of Faith & Belief*
- *The document has missed any and every opportunity to engage with the Faith community in their consultations & discussions.*
 - *Note if you remember we were consulted on the Corporate plan*
 - *There are many times in the document where they use the phrase where every person can live, work and study in an environment free from harassment and discrimination et al.*
 - *I would wish to add the words play and pray*
- *In celebrating Diversity, we would like there to be positive action to ensure that this is supported with resources for events such as Celebration Barnet & the Winter Faith Festival*
- *In shaping policy / fostering good relationships/ enabling protected communities to participate/ tackling inequality understanding and learning about communities.*
 - *There should be reference to the BMFF as a role to be played in advocacy, dialogue, and engagement to advance social cohesion*
- *Through BMFF there needs to be equal access to services*
- **Section 4: The council's Strategic Equalities Objective (SEO)**
 - *All our communities will be treated equally, with understanding and respect, both our council and our borough will be places where diversity is celebrated, people have equal opportunities and inequality is actively tackled.*
 - *They don't say how*
- **Section 5: Responsibilities and Governance**
 - *Who is the nominated lead to the EDI steering group?*
 - *Are there other representatives apart from the Council on this group?*
 - *In staff networks mention is made of Women/ Disability/ Black groups but not Faith & Cultural groups!*
 - *Mention is eventually made of the Voluntary sector but no reference separately to the Faith sector*
- *There are many more examples in the document of Barnet being an Inclusive borough/being Community led /Meaningful Engagement*
 - *But the words Faith & Belief &/or BMFF do not appear!*

- *They mention BAME communities but not Faith communities*
 - *Hate Crime is mentioned for supporting but nothing about Faith*
 - *They do support the continuation (which we would endorse) of the BSBT Community Engagement Coordinator*
- **Section 8: Monitoring – how we measure our success**
- *Again, nothing about our engagement in this adaption of our approach to ensure we're achieving the outcomes we've agreed on.*

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