



Annual Equalities Report

2020-2021

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Foreword

In March 2021 the council published its new 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 recognise that our diverse communities are one of our greatest strengths. Our borough is made up of people from 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 will consider equalities in everything we do. We want to ensure people are not held back by inequality and that success is shared amongst all our communities.

This report covers a year that has been a uniquely challenging time for all our public services, our voluntary sector, our communities, and those involved in supporting our businesses and economy. The COVID-19 pandemic has brought equalities into a stark new light and has had a disproportionate impact on certain groups- especially those who are already impacted by inequalities or with protected characteristics.

We are particularly proud of our partnership response to the COVID-19 pandemic in Barnet and that equalities considerations have been integral to our response. Our approach has been to work closely with the voluntary, community and faith sectors to mitigate any inequality impacts from the pandemic.

Over the last year we have also strengthened our strategic approach and commitment to equalities. As we reflect on the brutal killing of George Floyd, our work to tackle systemic racism and all forms of inequality in the borough continues to be a top priority for the council. Internally, we have been working across the council and with our staff Barnet Equality Allies to address inequality in the workplace. We will continue to put equality at the centre of our approach to the COVID-19 recovery.

This report celebrates our successes over the last year and outlines our ambitions for equalities going forward.

Councillor Dan Thomas
Leader of the Council



Dan Thomas

John Hooton
Chief Executive of the Council



John Hooton

Executive Summary

Our Annual Equalities Report provides assurance and an account of how the council and its partners are progressing this very important agenda. It covers the period April 2020 to March 2021.

Publishing an annual equalities report is part of the council's Public Sector Equality Duty. The Public Sector Equality Duty (PSED) 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.

As highlighted in the foreword, this year has been an exceptional year, with the council's focus being on responding to and starting to recover from COVID-19. The pandemic has exacerbated existing inequalities, with the most disadvantaged communities being hit the hardest, and has also uncovered where there is vulnerability within our communities. This report highlights how throughout the response to the pandemic, equalities has remained an important priority for the council, and this will continue to be a priority as the borough moves into recovery.

The report also highlights our progress on promoting and supporting diversity in the workplace which contributes towards employee wellbeing and engagement and having a diverse workforce. This work will help drive the organisation's effectiveness through enabling staff to reach their full potential, in turn improving innovation and decision-making, as well as meeting the needs of our residents and diverse population.

We recognise there is still more to do in relation to establishing our long-term Equality, Diversity and Inclusion Action Plan. Our strategic Equality, Diversity and Inclusion Steering Group will continue to lead on developing the action plan in collaboration with directorates from across the council and together with our partners, to better understand and identify the needs of our residents in terms of all our diverse communities and our workforce, that will ensure we deliver responsive services for all.

The increased awareness around racial and social inequalities that followed George Floyd's murder in the summer of 2020 is something that we also aim to continue to focus on throughout our EDI commitment. In bringing this awareness to the forefront, we will ensure that all of our work is equalities driven and considered. We will strive to take something positive from such a tragedy and use it to drive tangible positive changes for residents and employees of all backgrounds.

Over the page is a summary of the council's key achievements throughout 2020-21 by each Barnet Plan Theme. Further detailed examples and next steps are provided throughout the report.

Key achievements 2020/21

Strategic

- developed and consulted on our new Equality, Diversity and Inclusion Policy 2021-2025
- four additional new staff networks were created by the Barnet Equality Allies
- our community response to the pandemic led to stronger joint working with the VCFS.

Clean, Safe and Well Run

- rolled out a number of initiatives to ensure our streets outside schools are safe for children and young people
- implemented the Hate Crime Project, making it easier for different communities to report hate crime and access the support they need
- implemented equalities training for members
- collated and analysed diversity data for elections staff to help understand the diversity of electoral representation.

Family Friendly

- developed an anti-racism strategy and action plan for Families Services staff
- implemented our Life Chances Strategy which sets out our approach to working to improve the lives of all young people in Barnet and increase their opportunities to succeed
- delivered a range of positive activities to ensure that opportunities for learning, emotional well-being and support are reaching and are accessible to Black, Asian and Minority Ethnic children
- Barnet ranked 18th nationally in educational achievement for looked after young people.

Healthy

- developed our Health and Wellbeing Strategy 2021-25, informed by Health Impact Assessments that determined the effects of the pandemic on residents
- Established a Health Champions programme to help spread health safety messages through peer networks to our diverse communities

- carried out Strengths Based Practice in Adults health and social care, to ensure service user's ethnicity, culture and identity are considered, understood and reflected in all assessments and care and support plans.

Thriving

- increased the supply of good quality homes for everyone in the borough ensuring there are mixed tenure homes across the regeneration estate with the completion of 1,128 mixed tenure homes
- Barnet Homes housed 269 rough sleepers and people at risk of sleeping rough in response to the government's Covid-19 'Everyone In' campaign
- Worked to tackle digital inequalities with a commitment to provide all 13,709 council-owned properties with high-speed gigabit broadband connections: part of the Digital Infrastructure programme.

The Way We Work

- developed a new set of organisational values and behaviours which support the council's EDI priorities, and reviewed many of our HR policies to ensure that these are consistent with our aims
- improved the quality of data held about our staff, helping us to better understand and report on the diversity of the workforce.
- improved the training that is provided to staff and managers, covering areas such as unconscious bias and diverse recruitment, plus a new programme of mandatory training for all staff, with an increased emphasis on EDI
- introduced coaching, mentoring and BAME career development programmes
- introduced a programme of 'mutual mentoring' so that our most senior managers can better understand, and learn from the experiences of more junior staff, especially those from BAME backgrounds
- worked with the National Graduate Development Programme (run by the LGA) to ensure a diverse cohort of new graduates
- Introduced an expectation that recruitment panels will be as diverse as possible, with mandatory training for all Chairs.

Introduction

The council is committed to building 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.

In March 2021 we 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 will deliver our plan using a preventative approach and consider equalities in all that we do. Actions on how we address equalities, diversity and inclusion are embedded in all our Barnet Plan themes:

Clean, Safe and Well Run: A place where our streets are clean and anti-social 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 age, 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.

The Barnet Plan also redefines the council's approach to the way we work as an organisation. For example, our HR processes, approach to recruitment, IT, procurement, and commissioning. Equalities is a key consideration for all these functions in terms of the way we work.

Publishing an annual equalities report is a requirement of the council's Public Sector Equality Duty under the Equality Act 2010. The purpose of this report is to highlight the progress made over the past 12 months in delivering on our Equalities, Diversity and Inclusion (EDI) Action Plan and developing our equalities agenda. It also outlines our key next steps.

This report covers our approach to equalities and includes details of our key achievements and case studies from each of our Barnet Plan themes and approaches.

Our statutory duties

As a local authority the council has a number of legal duties to meet under the Equality Act 2010. The act came into force on 1 October 2010 and brings separate pieces of legislation into one single act. The act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.

Public Sector Equality Duty

The 2010 Equality Act outlines the provisions of the general and specific Public-Sector Equality Duty (PSED) and requires Barnet 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
foster good relations between people from different groups.

This places a legal obligation on the council to pay due regard to equalities. We do this by assessing the impact of our actions on different groups in Barnet including those identified in equality legislation as protected characteristics, namely:

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

In addition to assessing the impact of proposals on the nine protected characteristics, the council also assess the impact on certain other groups, whenever possible. This includes those who may be considered disadvantaged and/or vulnerable, such as carers (including young carers), people on low incomes, people from areas of deprivation and the unemployed.

Publication of equality information

As part of the public sector equality duty the council has a specific duty to publish equality information about its employees and residents who share a protected characteristic and to prepare and publish equality objectives.

Strategic Equalities Objective (SEO)

As required under the Public Sector Equality Duty, the council has an overarching Strategic Equalities Objective (SEO) which was updated in 2021 and is included in our Equalities, Diversity, and Inclusion Policy 2021-2025. The SEO 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'.

Progress against our SEO is monitored in our Equalities Diversity and Inclusion (EDI) Action Plan. The plan covers every area of the council's business to ensure EDI is integrated in everything we do. The action plan is a living document and is continuously updated and monitored by the EDI Steering Group.

Our borough and key demographics

The council uses up-to-date and accurate demographic data in order to inform our decision-making processes and to help effectively monitor our Strategic Equalities Objective (SEO).

The [Joint Strategic Needs Assessment \(JSNA\)– Barnet Open Data](#) provides insight and intelligence on the current picture of the utilisation of services and needs of the local population; highlighting where there might be unmet need which allows for general or targeted interventions ensuring the efficient use of public funds and resources to improve health, care and wellbeing and reduce inequity in access and inequality of outcomes. The JSNA also uses evidence from other sources about service users and their needs from consultation feedback and the individual EqIAs carried out for budget proposals.

The JSNA is hosted online as an interactive tool, whilst the majority of the data will be refreshed on an annual basis, it is open to updates throughout the year, where data is available, to ensure the information is up-to-date and relevant. Over the last year we have seen continued and increasing demand for council services - especially for services delivered to children, young people and older residents. This has been exacerbated by the COVID-19 pandemic. Outside of this, the population of the borough continues to grow, change and become increasingly diverse. Key headlines include:

- in 2020, the population of Barnet was estimated to be 395,869. This is the largest of all the London boroughs. The borough's overall population is projected to increase by around 5.2% (20.7k people) over the next 10 years and 9.2% (37k people) over the next 20 years
- much of the growth is likely to be those aged 65 and over (16k over the next 10 years and 34k over the next 20 years)
- between 2019 and 2030, the greatest increase in the over 65 population is projected to occur in wards in the west of the borough (Colindale 86%; Golders Green 55% and Burnt Oak 45%), which are also amongst the most deprived wards
- in the coming years, the borough will become increasingly diverse, driven predominantly by growth within the existing population. Meeting the diverse needs of these growing communities may be a key challenge, as Colindale, Burnt Oak and West Hendon have increasingly diverse populations that are more than 50% from Black, Asian and Minority Ethnic (BAME) backgrounds

- life Expectancy for both males (82.9 years) and females (86 years) in Barnet continues to grow and is significantly higher than the average for England (males 79.8 years and females 83.4 years).
- healthy Life Expectancy for both males (61.8 years) and females (63.9 years) in Barnet has decreased in recent years. For males, it is now lower than the average for London (63.5 years) and England (63.2 years). Healthy Life expectancy for females in Barnet is similar to average in London (64 years) and fractionally higher than the average for England (63.5yrs).
- the life expectancy of people living in the most deprived areas of the borough is on average 6.8 years less for men and showing a decreasing trend while for females it is 6.3 years less and increasing compared to that in the least deprived areas. This is based on a comparison of the 10% most deprived and 10% least deprived areas in the borough using IMD 2019 and Mortality data from 2017-19.

In 2021-22, we will further develop our insight on equality, diversity and inclusion in the borough. This includes projects focused on human resources data as well as developing our reporting and understanding of local data on protected characteristics.

Our commitment to equalities and how we will deliver it

Everyone has a part to play in advancing equalities, diversity, and inclusion in Barnet. This extends from the Chief Executive and throughout our entire workforce. The council also works with strategic partners, the voluntary sector and trade unions to ensure we meet our equalities duties and our ambitions to advance EDI in Barnet.

This year we have been taking further measures to improve our approach to reducing inequality. This work is central to the delivery of our priorities as set out in the Barnet Plan 2021-25, and details of progress this year are set out in this report.

Barnet Equality, Diversity, and Inclusion Policy 2021-25

In October 2020 the council launched a public consultation on its updated Equality, Diversity, and Inclusion Policy 2021-25. The draft policy for consultation was developed in collaboration with the council's Equalities, Diversity, and Inclusion (EDI) Steering Group, partner organisations, the voluntary sector, and our staff Barnet Equality Allies.

The public consultation gave us valuable feedback which was used to develop and improve our final policy and to inform our action plan. More information on how we used the consultation feedback can be found on [Engage Barnet](#).

The policy reaffirms our commitment to ensuring that all residents, service users, council staff and elected members are actively involved in shaping decisions that will affect the community and our workplace.

The final policy was approved by [Policy and Resources Committee](#) in June 2021.

Leadership and organisational commitment

Council Management Team (CMT)

This is the highest strategic body of officers in the council and comprises the Chief Executive and the 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 that the entire organisation is working together to deliver the EDI Action Plan. The CMT equalities leads also chair the EDI Steering Group.

In 2020, to further encourage organisational ownership of equalities each member of the council's management team of senior directors (CMT) adopted a protected characteristic to champion and nominated a lead from their directorates to take responsibility for the corresponding actions in the action plan.

Equalities, Diversity, and Inclusion Steering Group

Currently co-chaired by CMT's Equalities and Diversity Leads, the EDI steering group serves to ensure the EDI Action Plan is delivered and our statutory duties are met.

This year the frequency of steering group meetings has been increased from every six weeks to monthly. The steering group has presented quarterly reports to CMT.

Key achievements for 2020-21:

- development and sign-off of our draft Equality, Diversity and Inclusion Policy 2021-2025
- monitored delivery of the EDI Action Plan and led on its restructuring to reflect the Barnet Plan themes. The EDI Action plan has continued to develop over the year, incorporating commitments to advance EDI in our communities and to ensure it is embedded within the council's organisational culture. The new format of the plan was approved by [Community Leadership and Libraries Committee](#) in September 2020 and will continue to be developed in the forthcoming year..

Barnet Equalities Allies

Barnet Equalities Allies (BEA) are staff volunteers who share the aim of championing equality in all areas of the council workplace by raising awareness of EDI at all levels of the organisation. Since 2020, the core BEA group has grown and several staff diversity network have been established within it. Each of these functions as a safe space where individuals are able to voice their concerns, as well as being spaces for the collective celebration of diverse identities and cultures within Barnet. The two chairs of BEA are members of the EDI Steering Group, which ensures that concerns from the wider membership can be escalated to a senior, strategic level.

Ultimately, BEA seeks to embed EDI into the organisational and operational culture of the council and in ways that are observable through service improvements for all residents.

Key achievements for 2020-21:

- creation of additional networks including the setup of the: Anti- Racism Resource and Action Group (ARRG); Black Staff Resource & Action Group (BRAG); Staff Disability Network: and a Women's Network
- helped in the establishment of the Mutual Mentoring scheme - a programme where staff members of minoritised ethnic backgrounds are offered the opportunity to be mentored by senior members of staff within the organisation, whilst these senior members are able to learn from the experiences of their mutual mentor
- worked with the Insight and Intelligence team in the production of the EDI dashboard - a resource providing statistical data on staff diversity data from across the whole organisation. The BEA aim in the coming year to use this resource to inform the creation of improvement proposals.

Next Steps for 2021-22:

- the networks will continue to develop, and further networks will be added, including the setup of a Cultural Diversity Network, and a LGBT Network.

Working with our partners

The council is committed to working in partnership with other organisations in the borough to ensure they share our ambitions for equality in Barnet. The council maintains close links with other statutory services such as health, police education and voluntary sector organisations, as well as commercial businesses and other private sector partners.

The Barnet Plan 2021-25 reaffirms our commitment to partnership working; this approach has been crucial in how we have responded as a borough to the COVID-19 pandemic.

Voluntary community and faith sector (VCFS)

While much of our partnership work is done through statutory partnerships such as the [Health and Wellbeing Board](#) and the [Safer Communities Board](#), we also do a great deal through more informal relationships. This is particularly true of our work with the voluntary, community and faith sector (VCFS).

There is a thriving VCFS in Barnet with over 1,075 registered charities operating across the borough - we work closely with them across a range of services. Strategic oversight

and representation for the VCFS is provided by the [Barnet Together Partnership](#). The links with Barnet Together have grown stronger during the pandemic, and the community response was co-designed and delivered with the sector.

Communities Together Network

One of the mechanisms we use to maintain our community partnership links to the voluntary sector is through the Communities Together Network (CTN).

The CTN is co-facilitated by the council and [Barnet Together](#) and is the operational networking and information sharing forum to support Barnet's diverse communities. Over the course of the year, it has doubled its membership from 700 to over 1400 and includes a wide range of VCFS organisations, public sector partners and small businesses. The CTN enables the council to consult community partners and gain their input into strategies such as the [EDI Policy](#) and [Community Participation Strategy](#).

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Key achievements from 2020/21

The following sections are structured by the four Barnet Plan themes and our organisations development programme: The Way We Work. Each section includes:

- a summary of key achievements and where we have made progress in 2020-21
- detailed examples on how we have approached some of these actions
- next steps for each theme.

Clean, Safe and Well Run

The Barnet Plan's Clean, Safe and Well Run theme looks at how we can make sure Barnet is a place where our streets are clean and anti-social behaviour is dealt with so residents feel safe. Providing good quality, customer friendly services in all that we do. The following section outlines what actions have been implemented under this theme during 2020/21 to address equalities and to ensure equal opportunities for all.

Clean, safe, and well-run EDI Action Plan highlights 2020-21

- continuing to ensure our parks and open spaces are accessible to all
- implementing the Hate Crime Project, making it easier for different communities to report hate crime and access the support they need
- ensuring compliance with digital content accessibility regulations, web usability guidelines and implementing recommended actions
- collating and analysing diversity data for elections staff to help understand the diversity of electoral representation
- review third party sites to ensure compliance is achieved across subsidiary public facing websites
- ensuring that all 2020-21 savings decisions in the annual business planning cycle are subject to an effective Equalities Impact Assessment (EqIA)
- considered and implemented compulsory equalities training for members
- refresh of the Communities Together Network and re-establishment as a tool for driving forward community cohesion.

Key achievements 2020-21

School streets project and road safety

During 2020/21 the council has taken a number of initiatives forward to ensure the environments outside schools are safe for our children and young people attending the schools as well as everyone else using the roads outside schools. Vehicle access restrictions were also introduced outside specific schools where social distancing could not be observed in a safe manner.

The council has also been working with schools on other areas of road safety and travel planning to ensure safe and sustainable access for all.

Accessible play areas in our parks and open spaces

The council is committed to ensuring our play areas are accessible to all our residents. When developing a design for a play area the council works with its suppliers to ensure that a mix of equipment is used in the parks to encourage inclusive play for all users. With all of our fenced play areas, we use specifically designed gates that are coloured in contrast to the rest of the fencing in order to aid visually impaired users.

In 2020/21 the council awarded a new play area design and supply contract in which inclusive play are specifically assessed as part of the tender process. Bidders were asked to demonstrate how their designs ensure that play provision is accessible and welcoming to all children. At the heart of all play area design, we strive to develop an inclusive scheme that encourages social inclusion, cooperation and group play.

Hate crime project

The council is committed to working together with the Police, residents and communities in Barnet to eradicate Hate Crime in the borough. A hate crime is any incident which the victim, or anyone else, thinks is due to hostility or prejudice towards them because of their; disability; faith, religion and belief; race, ethnicity and nationality; sexual orientation; and gender identity.

2020/21 has seen the Safer Communities Partnership continue to work alongside partners such as Communities Together Network, Inclusion Barnet, the Barnet Multi-Faith Forum, and Barnet Mencap to address the issue of underreporting around hate crimes. This work has involved working to increase people's confidence to report hate crimes in Barnet,

improving the support for victims of Hate Crime and raising awareness of how to report Hate Crime in Barnet which is part of the Barnet 'Zero Tolerance to Hate Crime' project.

The key action areas under this project that took place in 2020/21 are as follows:

Hate Crime Reporting Centres

Barnet operates a network of third-party Hate Crime Reporting Centres.

In 2020/21 four new organisations joined the network of reporting centres. These were: Middlesex University, Barnet Multifaith Forum, Barnet Hill Academy and Trinity Church/Christians Against Poverty.

Staff training

Staff including carers and key workers can support vulnerable adults to report hate crime and access appropriate support. In 2020/21 staff training has been carried out for 127 staff at 12 organisations.

Community engagement

The Barnet Zero Tolerance to Hate Crime Project focuses on increasing community awareness of all strands of hate crime. In October 2020, Hate Crime Awareness Week events were taken online due to the pandemic. Two Webinars were held for Barnet staff and residents.

The first Webinar focused on Safeguarding and Hate Crime and asked, *“Are we Recognising and Reporting Hate Crime against the Vulnerable?”* The Webinar included presentations on Safeguarding and Disability Hate Crime. The Webinar was attended by 36 people via Microsoft Teams.

The second Webinar focused on Online Hate, Harassment and Extremism and asked the question *“Are Hate Groups Still Active during the Pandemic?”*. With guest speakers from Facebook, ISD Global and Exit UK the discussion centred around how to detect online hate and extremism and protect our communities using new reporting technology. The Webinar was attended by 30 people on Zoom, 50 people via livestream on Facebook and the recording had over 80 views.

In 2020, in response to the increase nationally of Anti-Chinese Hate Crime, the Zero Tolerance to Hate Crime Project arranged focused engagement work with Barnet residents. This primarily included older members of the Chinese Mental Health Association, some of whom had concerns about Anti-Chinese Hate Crime at the start of the pandemic. Short presentations were given by the Hate Crime Reporting Co-ordinator, the Barnet Council Hate Crime Lead and the Metropolitan Police, Safer Neighbourhood Team.

In November 2020 the Hate Crime Reporting Co-Ordinator delivered a follow-up awareness raising session via Zoom for members of Meridian Wellbeing. The online session was

attended by 34 people and highlighted the importance of reporting all race hate crime to the Police.

The council's website and digital accessibility

In 2020 the council was assessed by Government Digital Services and have met statutory compliance requirements within the deadline. The council has also introduced the following changes:

- digital accessibility compliance is now in Barnet's contract clauses for digital products /software acquired by Barnet
- published an accessibility statement on the website showing where we are compliant, where are we not and what we plan to do next.

Next steps

- continue with the council's accessibility regulations compliance work for council website, looking at templates and content, a review of the use of PDF documents online, with aim to changing organisational culture with how information is presented digitally for all to access, and assessing Barnet's commissioned third-party websites for accessibility and usability compliance
- open up access to our information on Barnet.gov.uk with more digital accessibility tools such as ReciteMe and BSL Live
- implement an internal accessibility awareness campaign with briefings and sessions delivered to organisation and staff networks
- digital inclusion: cross service work programme with leads in different services. We are specifically working on creating a digital inclusion hub for our communities, staff and partners.
- all new contracts will have performance measures built in to ensure equality issues are addressed - both at commission and throughout delivery
- 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
- refresh Service Equality Advisor Leads (SEALS) cohort. SEALS provide support and advice to officers in their service area for completing Equality Impact Assessment (EqIAs)

Family Friendly

The Family Friendly Barnet Plan theme focuses on creating a Family Friendly borough, enabling opportunities for our children and young people to achieve their best. The following section outlines what actions have been implemented in 2020/21 under this theme to address equalities and to ensure equal opportunities for all.

Family Friendly EDI action plan highlights 2020-21

- development of an anti-racism strategy and action plan which is monitored regularly to ensure progress against its objectives
- implementation of the School Improvement Strategy, ensuring that any inequality is tackled
- implementation of the Special Education Needs (SEND) strategy, ensuring that any inequality is tackled
- development of our Life Chances Strategy which sets out our approach to working to improve the lives of all young people in Barnet and increase their opportunities to succeed
- our charity Live Unlimited continued to increase support for our looked after children and care leavers
- delivery of a range of positive activities to ensure that opportunities for learning, emotional well-being and support are reaching and are accessible to Black, Asian and Minority Ethnic children
- monitoring educational outcomes and progress of all pupils with a particular focus on specific groups that are underperforming.
- all recruiting managers completed “unconscious bias” training
- established a Black, Asian and minoritised ethnic groups stakeholder panel for all senior appointments.

Key achievements 2020-21

Family Services representatives

An independent report concluded that 'Barnet Family Services is working towards creating an environment of equity, equality and inclusivity for all staff by adopting an anti-racist approach and working to change mindsets, processes, behaviours and culture.' This has been achieved in part through the following work with representatives:

- the development of Barnet's refreshed corporate Equalities, Diversity and Inclusion Policy has seen the active involvement of Family Services representatives
- an anti-racism strategy and action plan have been produced and are monitored regularly to ensure progress against objectives. Race equality representatives have been identified across Family Services to provide feedback, consultation and advice
- an Equalities Lead has also been appointed. In addition, independent consultancies have been commissioned to provide reports with recommendations to support the council's work in capturing and acting on young people minority views and voices to enhance service delivery
- the race equality representatives and senior managers have been provided with training and provide support to implement the anti-racism initiatives within the council, through initiatives such as listening circles and bespoke training for training days. The induction process has been reviewed as well as practice standards focused on aspects of diversity and inclusion.

Services

A range of positive activities (such as art, music, radio and cooking sessions) have been delivered, including through the Holiday Activity Fund, to ensure that opportunities for learning, emotional well-being and support are reaching and are accessible to Black, Asian and Minority Ethnic children:

- Barnet Youth Offending Service (YOS) has developed an action plan to address the overrepresentation of children from black and minoritized ethnic groups from exploitation by criminal gangs and becoming perpetrators and victims of serious youth violence. The action plan has been well received and the Youth Justice Board has asked for it to be shared with wider youth offending services.
- Barnet YOS are supporting the development of the North Central London pathfinder project to develop an alternative to custody for black males aged 16-18 years. Barnet is leading on developing the first home of this nature. If this is successful it

will be rolled out nationally in order to reduce the disproportionate number of black males in the secure estate and to provide better outcomes.

- services have been adapted to ensure we understand and meet the different needs of unaccompanied asylum-seeking children (UASC). During a recent Ofsted focussed visit it was noted that ‘these children benefit from effective, timely work to ensure that their needs are assessed and responded to. Their educational, emotional and physical health needs are well considered, and translators are used to support children’s engagement if necessary.’
- a recent Ofsted focussed visit recognised improvements implemented across the 0-25 Disability Service and Special Educational Needs and Disabilities (SEND), that have been ensuring that services to children and young people with a disability and their families are equitable and based on assessed need, as well as striving to enable disabled children and young people to live as independently as possible.

Education

In recent years, children’s achievements in Barnet’s schools have been among the best in the country with a high proportion of Barnet’s young people progressing on to higher education. Over 96% of Barnet pupils are at schools which were graded good or better at their last OFSTED inspection. Educational outcomes and progress of all pupils are monitored with particular focus on specific groups that are underperforming.

- improving the achievement levels of our children in care is a priority. In 2019 Barnet ranked 18th nationally in Progress 8 for looked after young people and ranked 49th in Attainment 8 – both better than the national average position.
- a key priority in our Schools and Settings Improvement Strategy is to eliminate differences in the performance of groups of pupils. The North London Disproportionality Dataset shows, for 2019, that the ratio of black pupils in Barnet attaining the expected standard at KS2 and 4 compared to white pupils is low (a negative Relative Rate Index RRI).
- in the aftermath of school closures following lockdown, there has been a rise in pupil exclusions and a disproportionate number are black pupils (Black Caribbean, Mixed White and Black Caribbean and Black African). A multi-agency Exclusions Working Party has been developing plans to reduce the number of exclusions, especially of black young people.
- our Post-16 Education and Skills Strategy sets out the challenges facing young people in Barnet in accessing appropriate education, training and employment and our plans for extending the opportunities available to young people, particularly

those from disadvantaged groups, and for keeping the number of young people who are not in employment, education or training (NEET) to a minimum.

Family Friendly

The vision set out in the Children and Young People's Plan is for Barnet to be the most family friendly borough in London.

- in the 2019 Young Person Survey, 84% of young people said that Barnet is a family friendly place to live with no difference between white and BAME respondents. The survey also showed that 85% of young people feel people from different backgrounds get on well with each other.
- our Life Chances Strategy has been developed, which sets out our approach to working to improve the lives of all young people in Barnet and to increase their opportunities to succeed. The strategy identifies the issues which impact on life chances, including those related to COVID-19, and provides an action plan structured against key strategic priorities.

Support for Care Leavers through Live Unlimited

As part of our commitment to give every child the best start in life, the council set up the charity Live Unlimited in 2018. The charity focuses on giving looked after children or care leavers the best opportunities possible and to empower them to lead happy and fulfilled lives.

- 2020/21 saw a 52% increase in the number of beneficiaries of Live Unlimited schemes and campaigns from 2019/20. This was due in large part to a spike in the number of applicants to the Imagination Trust scheme in the first quarter, as well as a high number of applications to our COVID-19 emergency response Give A Dongle campaign, and Christmas shopping vouchers appeal:
- during the first lockdown, Live Unlimited identified digital poverty as a major issue, particularly among care leavers, and responded by launching its Give A Dongle campaign. At the time of central government's announcement of their provision of equipment to those in education, Live Unlimited had already distributed 64 dongles and sims, 32 media tablets, four laptops, three smart phones and two printers amongst those most in need in the borough
- the Imagination Trust scheme was set up to help provide access to equipment such as bicycles, sports gear, musical instruments and vocational equipment. In 2020-21 it saw a surge in applications from foster families during the first lockdown as a

means of occupying their foster children, as well as from care leavers wanting to improve their health and wellbeing. The scheme was paused in September 2020 to review the scheme's long-term impact and financial sustainability.

Next steps

- ensure diversity of mentors to match our diverse community to support and encourage young people's aspirations
- ensure opportunities for learning, emotional well-being and support and positive activities are reaching and accessible to children from BAME backgrounds
- ensure all staff, including volunteers, working with children and young people understand disproportionality as part of their induction.

Healthy

The Healthy theme of the Barnet Plan aims to ensure that Barnet is a place with fantastic facilities for all ages, enabling people to live happy and healthy lives. The following section outlines what actions have been implemented in 2020/21 under this theme to address equalities and to ensure equal opportunities for all.

Healthy EDI Action Plan highlights 2020-21

- responding to the COVID-19 pandemic to address health inequalities and supporting communities throughout the pandemic (more detail is provided in the examples below)
- conducted Health Impact Assessments on Children and Young People and Adults impact of COVID-19 pandemic to inform Health and Wellbeing Strategy
- development of our Health and Wellbeing Strategy 21-25 in consultation with partners and residents. The strategy has a particular focus on addressing health
- carrying out Strengths Based Practice in Adults health and social care, to ensure service user's ethnicity, culture and identity are considered, understood and reflected in all assessments and care and support plans
- commissioning specifications that are anti-discriminatory and require providers to develop and deliver services, regardless of ethnicity, gender, religion, disability, sexual orientation, economic status, or other differences.

Key achievements 2020-21

Supporting communities during the COVID-19 pandemic

Responding to the COVID-19 pandemic and addressing inequalities that it exposed has been the focus of this theme throughout 2020/21.

Public Health England's (PHE) '[Beyond the Data](#)' report published in June 2020 set out evidence that COVID-19 has impacted communities in different ways, and has had a devastating impact on the health outcomes of some ethnic minority communities.

Barnet COVID-19 Community Response Programme

As part of the council's response to the COVID-19 pandemic the council and its partners set up a Community Response Programme to support all our communities and in particular our most vulnerable and shielding residents. As the crisis unfolded the programme was rapidly put in place with a clear set of measures.

Each directorate from across the council were strategically involved in the COVID-19 Response Programme. The programme brought together all the COVID-19 support services that our communities might need during the pandemic, from supporting our older adults to supporting our families, children and young people, to supporting our local businesses. As part of the programme the council also worked closely with the Voluntary, Community and Faith Sector (VCFS) infrastructure partnership [Barnet Together](#)

Barnet Together pull together a task force of organisations to help with the response programme. The council then helped provide structure and project management of this extensive network of groups from across the borough, facilitating where necessary, but allowing VCFS organisations to lead where it was more appropriate.

The main structure of the programme was broadly in place by the time the first lockdown began on 23 March 2020. It was regularly adapted as the pandemic unfolded. A series of workstreams were established to tackle the areas of greatest need. Each of these was led by a multiagency steering group and often an operational level liaison group.

At the heart of the Vulnerable Adults workstream was the Community Help Hub: an emergency contact centre and website that was available seven days a week. The Hub would refer residents in need to support services often provided by sector partners such as Age UK Barnet. During the first wave of the pandemic the Help Hub fielded over six thousand calls and 12000 emails.

There was a surge of interest in volunteering from the community, and the [Volunteering Barnet](#) service launched a new online portal to enhance its ability to process them. Since April 2020 the service has received 2,347 new volunteer registrations and deployed nearly 900 of these into roles. Meanwhile, as lockdown meant the council was unable to deliver some of its services, staff from across the council were redeployed into community volunteering roles. These included supporting health services by delivering oxygen tests to residents' homes or helping process some of the ten thousand food deliveries at the Essential Supplies Hub.

During 2020/21 the Essential Supplies Hub:

- was operational 7 days a week providing deliveries to residents and foodbanks

- delivered daily to 750 Households and provided residents with over 400,000 meals
- the hub had over 70 staff and volunteers who worked to deliver the service, as well as liaising with the Emergency Response Teams and council Transport Fleets
- worked cross functionally with other London boroughs to meet targets and to ensure a consistent approach to food provision
- established relationships with food banks and other local voluntary and community groups providing bulk deliveries for distribution to their local communities.
- The Community Response Programme was able to deliver successful solutions quickly to our resident most in need. This was greatly helped by an approach of genuine partnership and trust. This enabled the changing needs of the community to be quickly met by the organisation best placed to do so.

COVID-19 Health Champions

In November 2020, the COVID-19 Health Champions initiative was launched by the council's Public Health team. One of the key objectives of the programme is to help spread positive health and safety messages to the borough's diverse communities.

The project depends upon volunteers from the community to help disseminate Public Health information and advice in the most effective way with the intention of reaching all parts of our communities. The council's Public Health team, NHS colleagues and other key partners provide regular updates to the champions. This is clear, digestible information about the pandemic, the vaccination programme, and any other aspect of COVID so that the Health Champions can help their community make sense of the latest government guidelines and health information.

Health Champions contribute to health outcomes in various ways that range from sharing information, to more active involvement which includes providing insight into community needs and working in collaboration to help address these. Champions have been instrumental in dispelling misinformation about vaccination and have reaching isolated and hard to reach groups through faith organisations, local shops, brownies and scouts, mums' groups and more.

The programme is still ongoing and is delivered by Groundwork London. Since its launch in November 2020, 250 residents have joined. Over 30% of current health champions are from black and minority ethnic groups, and overall, they represent a broad cross section of the borough's demographics and geography.

Current Health Champions have highlighted how much they value receiving information about the pandemic from a “trusted source”. Others have said they now “feel better informed and more confident to have conversations with people about vaccination”. Young Champions reported that since joining the programme they feel better connected to their community.

Discussions are now underway as to how we can build on the programme and broaden its focus beyond the pandemic.

Support for older residents

The critical role played by prevention and wellbeing in the lives of older adults and vulnerable people in Barnet became even more evident in the context of COVID-19 and the restrictions that accompanied it. The Prevention and Wellbeing team worked to actively ensure that those who depended upon their services for support were able to continue to do so throughout the pandemic.

Examples of their continued support in mitigating the impacts of the COVID-19 restrictions include:

- day opportunity’ providers who brought their services to doorsteps of their service users, including Dementia Club and exercise groups
- day opportunity providers also delivered digital workshops for older people to empower them to access resources such as online cook-alongs, reading groups and exercise groups. Prevention and Wellbeing bolstered this offer through the provision of device loans to elderly residents, while Age UK Barnet provided opportunities to learn and practice these new skills
- during this period, the Young Barnet Foundation organised the Intergenerational Postcard programme, where schools and care homes across the borough were paired to arrange post-card exchanges between care home residents and students. This helped to provide social interaction for residents, whilst increasing awareness among students of the wider community in Barnet.

Next steps

- conduct new wave of the Resident Perception Survey Autumn 2021, including cohesion questions and diversity data. Reporting to be completed by Feb 2022

- dedicated Task Group to be set up in Adults to focus on embedding EDI objectives into business and service delivery processes
- 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
- review the Fitness Active Barnet (FAB) 2016-2021 framework, which will be launched in April 2022. This will include a collaborative and strategic approach to tackling inequalities in the borough associated with access to physical activity opportunities, which have been expedited by the COVID-19 pandemic
- weight management services were put on hold due to COVID-19 in 2020-21, but as part of recovery we are now offering a much wider range of weight management activities to cater to the varying needs of different populations. There are now three core weight management services: The existing offer from Better Leisure, the NHS Digital Weight Management Programme and Specialist Dietetics Weight Management service
- implement the Homelessness Prevention and Insight Project to understand what is working well or not with homeless prevention across Barnet. The project will explore the customer journeys that lead to people becoming homeless and whether there could have been intervention at an earlier stage. Homeless applications from Black or Black British residents make up 24% of the overall applications, compared to the 8% of the Barnet population, so the project also aims to understand why this group are disproportionately impacted by homelessness?

Thriving

The Thriving priority of the Barnet Plan aims to ensure that Barnet is a place with fantastic facilities for all ages, enabling people to live happy and healthy lives. The following section outlines what actions have been implemented in 2020/21 under this theme to address equalities and to ensure equal opportunities for all.

Thriving EDI Action Plan highlights 2020-2021

- adoption of the council's Long Term Transport Strategy (2020 -2041) which includes equality actions in all areas of implementing the strategy
- increased the supply of good quality homes for everyone in the borough ensuring there are mixed tenure homes across the regeneration estate
- Barnet Homes housing delivery programme continues across a range of sites. Focus on meeting housing need for all groups
- in response to the COVID-19 pandemic and the Government's ["Everyone In"](#) request, Barnet Homes housed 269 rough sleepers and people at risk of sleeping rough.
- employment and skills, supporting residents into work from every background, age group and skill level.
- 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.

Thriving key achievements 2020-21

Adoption of the council's Long Term Transport Strategy

In September 2020 Environment Committee adopted the borough's first Long Term Transport Strategy 2020 -2041. The Long-term Transport Strategy is part of the council's wider strategy to create a sustainable, prosperous and healthy future for the borough and its residents. It sets out a vision for the future of transport in Barnet, and a series of actions which will form a roadmap for achieving this vision. It also plays a key role in supporting

other core council policies, such as the Barnet Plan, the Growth Strategy and the Local Plan.

The strategy and proposals support improvements to the broader environmental context and aims to benefit all protected characteristics with improved accessibility and connectivity of transport, healthier streets, and access to a range of transport options.

Since the adoption of the strategy in 2020/21 the council has:

- worked with TfL to introduce step free access at Mill Hill East Station which supports passengers, especially disabled people, older people and those with young children.
- successfully bid for COVID-19 funding from DfT and TfL for projects to support social distancing and encourage the use of various sustainable modes of travel, including walking and cycling.

Regeneration and housing

A key priority for our Growth Strategy and Housing Strategy is to increase the supply of good quality homes for everyone in the borough and ensure that all our residents benefit from the opportunity's growth can bring. Work to meet this priority has continued in 2020-21 as set out in the Growth Strategy Annual Update and Annual Regeneration Report.

Key highlights in 2020/21 include:

- completion of 1,128 mixed tenure homes across the regeneration estates
- start on site at Stag House, delivering 51 extra care homes
- approval of masterplan for plot 10 of Grahame Park regeneration scheme
- completion of Cool Oak Lane Bridge and play area and amenity space
- planning application and full business case approved for the delivery of 217 affordable homes, including 75 extra care units on the Upper and Lower Fosters Estate in Hendon
- commencement of Phase 3 at Dollis Valley
- opened the new Exploratory Park and the Workshop exhibition space at Brent Cross Town.

Supporting homelessness reduction

In response to the COVID-19 pandemic and the Government's "[Everyone In](#)" request, Barnet Homes housed 269 rough sleepers and people at risk of sleeping rough within emergency temporary accommodation. Of these clients, 72 have been supported into settled accommodation, and a further 63 have moved on and made their own Arrangements. The ambition is to ensure that all rough sleepers in emergency accommodation are given the opportunity to end their rough sleeping either through a move into longer term accommodation, or through reconnection with friends or family.

With funding from MHCLG Barnet Homes are, through Open Door Homes, acquiring 15 studio flats in the borough to be used as move-on accommodation for rough sleepers, who will be provided with ongoing floating support. Three of these were allocated in 20/21.

Gigabit Broadband Programme

The council has worked collaboratively with boroughs across the West London Alliance to establish its Gigabit Broadband Programme. In September 2020, Housing and Growth Committee approved the programme for council officers to remove barriers to investment in digital connectivity and secure investment in broadband infrastructure. The programme was designed to ensure commercial investments are harnessed to support greater equity and inclusion across the borough in terms of both access and affordability for getting online, as well as support for improving digital skills and confidence.

- the programme will directly benefit all residents living in council-owned properties, as the council has secured commitment to all 13,709 properties receiving access to affordable and reliable high-speed gigabit broadband connections by 2023
- works started in the final quarter of 2020-21 with the completion of the pilot phase across 977 properties in Grahame Park. Planning and delivery is continuing to supply a further 4,300 properties across Colindale, Burnt Oak, Edgware, Hendon, Finchley and West Hendon by December 2021, alongside a further investment beginning in September 2021 to connect 10,500 homes within Burnt Oak and Hale Ward
- we are working to ensure businesses and residents across the borough benefit by supporting and encouraging further network operators to bring investments to properties and areas beyond the council's own housing estate. Our aim is for most properties across the borough to be connected by 2025

- by working in partnership with network operators and other local authorities the council is securing a variety of social value benefits on the back of these commercial investments, this includes jobs, training and skills opportunities; free connections for new digital inclusion hubs in local community facilities; and it has enabled further staffing capacity to support the coordination and enhancement of Digital Inclusion activities across the borough.

Impact of COVID-19 on employment and skills in Barnet

The past 12 months has been a uniquely challenging period for residents and employers in Barnet, with COVID-19 having far-reaching impacts on the working lives of people from every background, age group and skill level. Barnet's economy is relatively exposed to the short-term impacts of the pandemic and the borough has seen an increase in unemployment, with 19,135 claiming out of work benefits in March 2021, compared to 6,455 in Feb 2020.

Over the year, we have kept a close eye on this impact and have taken steps to support our residents, particularly across four main areas: supporting young people between 16 and 24, who are more likely to be out of work than other groups; working directly with those furthest from the labour market to unlock opportunities to access employment; improve pathways into work by prioritising high growth sectors; and delivering at scale and pace to ensure a fast recovery and prevent many residents from falling out of work. This includes encouraging young people into apprenticeships and supporting local businesses to train and support them.

Next steps

- work to deliver 126 extra-care homes; 51 at Stag House (Burnt Oak) and 75 at Cheshire House (Hendon) to continue onsite
- deliver against policy of 10% of new homes, in developments with more than 10 units, to be wheelchair accessible.
- continue delivery and support for projects such as BOOST and BELS that support those furthest from employment, those on low incomes and key groups including NEETs and care leavers, into growing sectors.
- delivering the borough's new Work, Skills and Productivity Action Plan, which runs up to 2025, and will join up our priorities and measures taken to support our residents as our economy begins to recover.

- work with partners (The Barnet Group, Cambridge Education and DWP) to implement actions identified in the employment and skills needs assessment, ensuring council resources are targeted at those most in need
- devise and deliver research into 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.

The Way We Work

The Barnet Plan's "The Way We Work" theme looks at the way we operate as an organisation, ensuring that we are as efficient as possible and that our workforce is meeting the council's current and future needs. We aim to be an employer of choice and set the highest standards in how we treat our staff. We are committed to providing a safe and supportive working environment that is free from discrimination, harassment, bullying and other inappropriate behaviour. We also want to make sure that our workforce reflects the communities we serve in terms of its diversity. The following section outlines what actions have been implemented under this theme during 2020/21 to address equalities and to ensure equal opportunities for all.

The Way We Work EDI Action Plan highlights 2020-21

During 2020/21 we significantly stepped up our efforts to promote equalities, diversity, and inclusion across our workforce. This included:

- developing a new set of organisational values and behaviours which support the council's priorities. EDI is a central element of these values and behaviours. Only by embedding the right culture across the council will we genuinely deliver sustainable change
- reviewing many of our HR policies to ensure that these are consistent with our aims in promoting greater EDI
- improving the training that is provided to staff and managers, covering areas such as unconscious bias and diverse recruitment
- a new programme of mandatory training for all staff, with an increased emphasis on EDI
- improving the quality of data, we hold about our staff, helping us to better understand and report on the diversity of the workforce. We have started developing dashboards to show this information in a clear and insightful way
- introducing coaching, mentoring and BAME career development programmes to help people develop and grow to perform better, become equipped for more senior roles, and nurture our talent.

- introducing a programme of “mutual mentoring” so that our most senior managers can better understand, and learn from the experiences of more junior staff, especially those from BAME backgrounds
- working with the National Graduate Development Programme (run by the LGA) to ensure a diverse cohort of new graduates. This year’s cohort had sixty percent BAME representation and forty percent were Barnet residents
- introducing an expectation that recruitment panels will be as diverse as possible, with mandatory training for all Chairs.
- acted as a Gateway organisation for the Government backed Kickstart scheme, which offers unemployed local young people, a paid six-month work experience placement. As a Gateway we have facilitated over a hundred placements with local employers, with ninety percent of opportunities filled by local BAME residents.

The Way We Work Key Achievements

New Organisational Values and Behaviours

Embedding the right values and behaviours in the council is the only way to ensure true sustainable change. We have carried out an extensive exercise to redefine the council’s core values, working with our staff and key stakeholders to do this. We then developed a set of behaviours which, if consistently applied, will ensure that the new values are “lived” within the council.

One of our core values is “Inclusive” and so, if properly embedded, this will ensure that all our staff and managers are promoting equalities, diversity and inclusion in everything we do.

Over the coming months, we will be embedding the new values and behaviours through our core workforce processes such as induction, recruitment, training and performance management.

Better Recruitment and Progression

We recognise that, although our workforce, as a whole, is reasonably diverse, this diversity is not always reflected at all levels of the organisation. Some of our staff, particularly from BAME backgrounds or with disabilities, experience barriers to progression that other staff do not. We want to ensure that all staff have equal opportunities to progress in the council, and that our workforce is diverse at all levels, including our senior management.

We have already put in place a range of improvements to make this happen. This has included reviewing our recruitment policy, establishing a new recruitment portal with better information to help candidates, introducing diverse recruitment panels, and developing new training for panel chairs and others involved in the recruitment process. Over the coming months we will continue this work by adopting more values-based recruitment. We are also providing coaching and mentoring to help staff from all backgrounds to develop the skills, knowledge and confidence to be able to secure progression.

Training and Development

We have greatly improved our approach to providing training to our staff, and also providing learning resources to allow them to improve their own skills. Central to this has been the implementation of a new Learning Management System (LMS) which provides a vast amount of training resources and allows us to manage learning in a much better way. We have already improved the amount of training available to promote EDI, including unconscious bias training, training for interview panel chairs, and better training for candidates to prepare for interviews.

We have also reviewed the mandatory training that all staff and managers at the council have to do, with a greater emphasis on promoting EDI.

Next steps:

- embed values and behaviours within recruitment, performance, and talent management practices. To ensure we promote inclusion in these key processes within the Council and our Employer Brand. Embedding new values and behaviours is a lengthy task, but we have taken big strides in getting the work underway and will continue to do this over the coming year.
- we have become a Disability Confident Committed employer this year, and we now aim to attain the next step (becoming a Disability Confident Employer), to demonstrate positive progress in how we recruit, retrain, and develop disabled people.
- we will sign up to the BTIC Race at Work Charter which outlines five calls to action to ensure ethnic minority employees are represented at all levels of the organisation
- we will work with a local LGBTQ+ organisation to undertake a review of the Council through a LGBTQ+ framework of inclusion
- we will continue to improve our recruitment processes to ensure that these are supporting our EDI agenda. In particular, we want to ensure that all of our staff, whatever their background, have the same opportunities to progress in the organisation and secure senior positions.

- we will continue to develop and deliver training and awareness sessions to address the priorities identified by our staff networks.
- we will develop our approach to addressing microaggressions in the workplace, including providing awareness training and creating “safe spaces” where microaggressions can be challenged and discussed
- we will continue to review policies to ensure that they support our EDI agenda
- we will continue to engage regularly with the Barnet Equalities Allies and staff networks to ensure that the voice of all staff is heard
- we will continue with the roll-out of mandatory EDI and bullying and harassment training to ensure that all staff receive it, 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
- we will create a permanent role within the HR service to co-ordinate activity, support the staff networks and ensure that the EDI Action Plan is successfully delivered
- we will continue to improve the quality of data that we hold about our workforce, so that we are able to make informed decisions about how we can promote EDI across the organisation