



ISLINGTON

Challenging Inequality, Racism and Injustice

Initial commitments

04 August 2020

Challenging Inequality, Racism and Injustice

A new programme for Islington

We are establishing the Challenging Inequality, Racism and Injustice programme as a key corporate programme for Islington to help us rebuild post-Covid, alongside Fairer Together, Community Wealth-Building and Net Carbon Zero

The programme will be made up of three workstreams:

- **Islington as an Employer** – looking at our responsibilities to our staff to develop and support a diverse workforce at all levels (led by HR)
- **Islington as a Strategic Leader** – looking at our role as a leader of place including engaging with the community and influencing across the partnership (led by the Policy and Equality Unit)
- **Islington as a Service Provider** – looking at the services we provide and ensuring actively promote equality and are informed by and responsive to the needs of our diverse community (each Directorate to produce an Action Plan covering the actions they will take)

Our commitment is to.....

Recruitment and selection

- Review the recruitment and selection process
- Monitor recruitment campaigns to ensure a fair and transparent process is followed at all times
- Ensure that all recruitment panels are diverse for both internal and external appointments.
- Publish our ethnicity pay gap annually

Staff development, support and talent pipeline

- Introduce a Leadership Development Programme for Black and Minority Ethnic staff that identifies and supports future leaders
- Create an 'Internal First' policy that ensures opportunities are advertised to all staff internally before they are advertised externally
- Use Reciprocal Mentoring for Inclusion (used in NHS) for senior leaders/junior staff and between staff from different communities/equality groups
- Review equalities training for staff to ensure it is fit for purpose

Cultural competence

- Provide training for CMB and senior leadership around cultural competence and inclusive leadership
- Review job descriptions for managers, CMB and Council Executive Members (constitution role descriptions) to include cultural competences
- Commission culturally appropriate support as part of the Employee Assistance offer
- A programme to support cultural competence including monthly seminars and events

Islington as an Strategic Leader

Initial commitments

Our commitment is to.....

Leadership

- Establish a Challenging Inequality Programme setting out an ambitious framework through which the organisation will tackle inequality, racism and injustice
- Lead the way with partners and other anchor institutions to ensure there is a collective ambition to tackle inequality, racism and injustice through the Fairer Together Partnership
- Provide support to CMB in their role as champions for challenging inequality

Engagement

- Continue the dialogue with staff and community through our communications as well as other participatory methods for engagement and collaboration
- Establish a Challenging Inequality Coalition putting residents at the heart of the programme
- Support our Race Equality Network to lead on race equality issues
- Build on our successful Black History Month and Windrush Day events with a rolling programme of seminars and events to celebrate our diversity and raise the profile of issues

Accountability

- Set clear targets for workforce diversity and other key priorities
- Report on progress publicly through an annual stocktake

Islington as a Service Provider

Initial commitments

Our commitment is to.....

- Work with our schools to ensure the school curriculum is diverse and appropriately educates young people around the racism, inequality and injustice faced by our Black community and be open and honest about the past role played by Britain
- Work with schools on understanding the issues around school exclusions and what we can do to tackle these
- Provide additional support to VCS groups working with black communities
- Work with the Police to understand the reasons for the high rates of stop and search for the Black community and what we can do to address this
- Review all key decision-making boards to ensure that Black and Minority Ethnic voices are represented
- Invest in violence reduction
- Invest in additional support for Black children and entrepreneurs
- Ensure that our Covid-19 recovery plans have a particular focus supporting Black and Minority Ethnic communities and other disadvantaged groups